



Apprenticeships and Funding

IPC offers assistance to help support your apprenticeship program

By Victoria Hawkins, IPC Director for Workforce Grants and Proposals

Workforce development issues plague many companies in the electronics manufacturing industry. IPC has structured its teams to provide resources that directly address these issues, including formulating an apprenticeship model that has received national recognition.

However, implementing these workforce programs can require additional funding for instruction and training. As director of workforce grants and proposals, I identify and secure funding from federal, state, and local opportunities that drive IPC's workforce development

initiatives, particularly around our apprenticeship program. With nearly \$100,000 of state and local funding already secured, we've been able to:

- Offset \$22,000 in employer costs for upskilling employees through our apprenticeship program
- Provide \$16,500 in employer incentive payments for three apprenticeships
- Offer pre-apprenticeship/CTE training at a high school in East Texas in the next academic year

- Provide mini-credentialing training to instructors at Stephen F. Austin University
- Secure up to \$1,500 per graduating senior pursuing a degree and/or employment in our industry in Colorado to assist with tuition and/or registered apprenticeship costs
- Have an additional \$25,000 to offset costs for employers seeking to upskill their workforce through our registered apprenticeship program

My goal is to identify and pursue funding opportunities that enable employers to effectively upskill their employees, thereby offsetting the costs associated with both formal training programs and on-the-job training initiatives. This involves leveraging various grants, tax incentives, and public-private partnerships designed to support workforce development.

By securing these funds, employers can invest in comprehensive training programs that enhance the skills of their current workforce and build a robust pipeline of talent tailored to meet the evolving needs of their industry. Furthermore, these efforts can lead to increased employee retention and productivity, fostering a more adaptable and competitive business environment. Through strategic engagement with governmental and non-governmental funding sources, my aim is to create sustainable pathways for continuous employee development and organizational growth.

Nationwide, numerous funding opportunities are available to bolster workforce development, and I specialize in helping employers identify and access these resources. Our apprenticeship programs hold approval in multiple states (Figure 1), enabling companies to benefit from various funding streams tailored to their specific

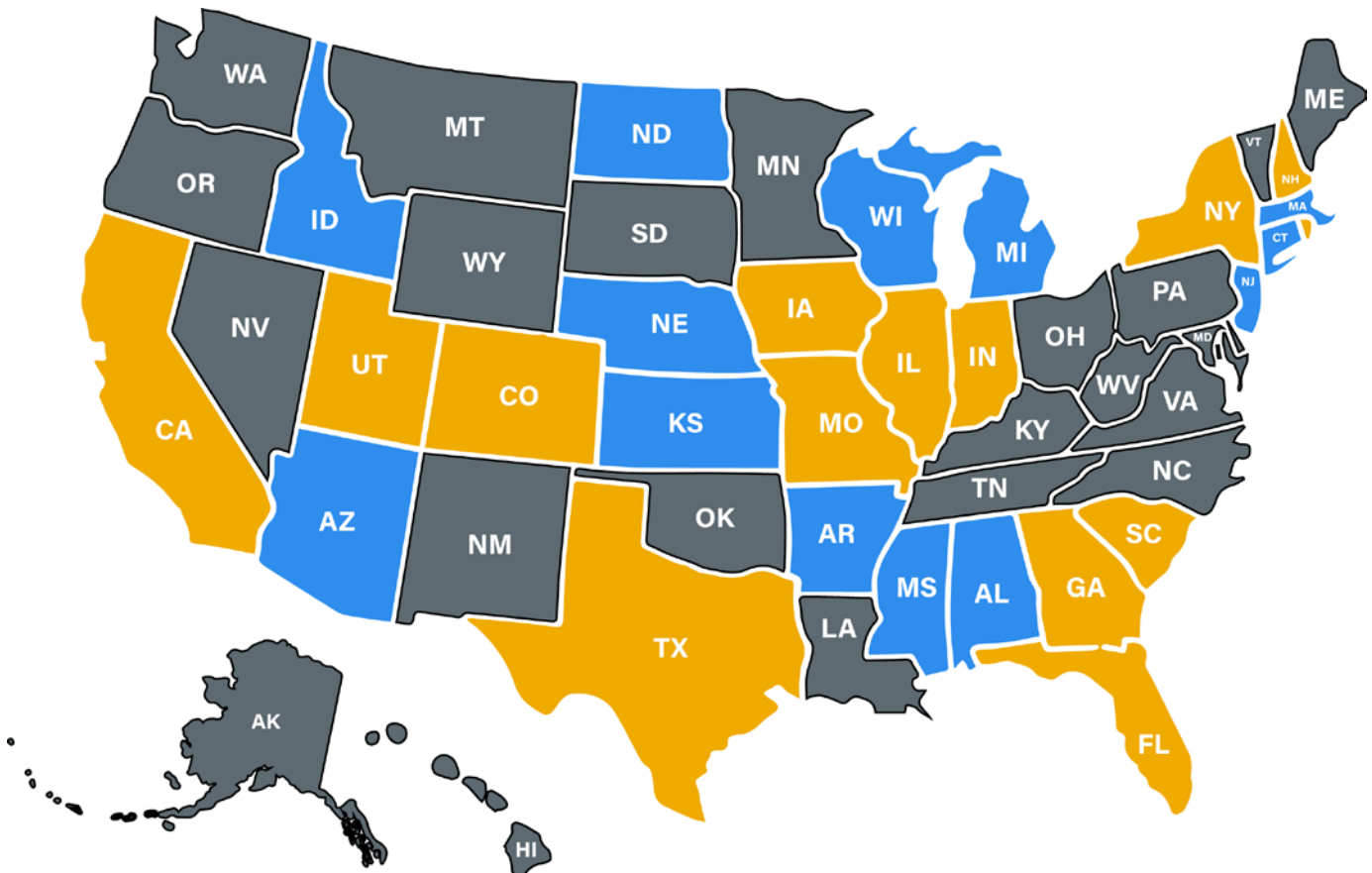


Figure 1: This map highlights the U.S. states (in yellow) where IPC is approved on their ETPL, allowing companies in those states to access Workforce Innovation and Opportunity Act funds, with few exceptions. States in blue are in the process of adding IPC-registered apprenticeships to their ETPL.

needs. I assist employers throughout this process, ensuring a smooth and efficient start. Initiating this journey can be as simple as sending me an email, making it easy for companies to take advantage of these opportunities and invest in their employees' futures.

In each state where our registered apprenticeship program is approved on the Eligible Training Provider List (ETPL), employers can access information about various financial supports and incentives (Figure 1). Many states offer reimbursements for related training instruction, on-the-job training, and curriculum development. Additionally, some states allocate funds to help employers with extra expenses related to training and retaining employees. It is important to note that the availability and extent of these resources differ from state to state, regardless of our ETPL standing.

We are actively working to gain approval for our registered apprenticeship programs in all states. If your state is not currently represented and you are interested in utilizing our apprenticeship program along with state funds to support your efforts, please let me know.

DETEX, a company in New Braunfels, Texas, specializing in engineering and manufacturing security products, recently collaborated with me to apply for funding from the Texas Workforce Commission. This funding aimed to help cover the costs of translation services and CIT training for their 20 apprentices. Alongside Zentech, which also successfully secured funding for its apprenticeship program, DETEX received \$500 per apprentice for the Related Technical Instruction for the Electronics

Assembler and an additional \$375 per apprentice incentive for their first group.

The best part of this opportunity is that I managed the grant for them from beginning to end, which makes leveraging these funds much easier for them.

Our apprenticeship program is experiencing rapid growth, supported by a diverse and expanding demographic base, as more employers recognize the immense value of upskilling their workforce with financial assistance. 🌈

INTERESTED IN LEARNING MORE?

Contact me at victoriahawkins@ipc.org

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apprenticeship
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”

What's the best part of your job?

Jan Pedersen

NCAB Group AB

As director of technology at NCAB Group, I have the pleasure of building NCAB's technical knowledge and capabilities, where every new technology is evaluated and rated to support building a sustainable future. That combination is a fantastic motivator.

