



AN APPRENTICESHIP FOR HUMAN RESOURCES

A WORLD OF WORK THAT WORKS FOR ALL



EMPOWERING | INSPIRING | TRANSFORMING



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WHAT ARE YOU FACING?

- Tight labor market in HR and other occupations
- Shortage of qualified candidates
- Need upskilling opportunities
- Stretch DE&I goals
- Any new initiative must have a positive ROI

TODAY'S SESSION

Explore
what is
apprenticeship

Discover
how apprenticeship
is good for your
organization

Engage
how to start an
apprenticeship



A REGISTERED APPRENTICESHIP

- An employer-driven quality assurance system
- Approved and accredited by a governmental agency
- Uniformly accepted industry and occupational standards
- Structured on the-job-training and related technical instruction
- Acknowledged wage progression
- Results in a market-recognized credential

SHRM HR REGISTERED APPRENTICESHIP PROGRAM - HR RAP

Developing the next generation of HR professionals

The SHRM Foundation's HR RAP is a US Department of Labor Registered Apprenticeship program to prepare untapped talent and upskill incumbent workers for careers in HR.

This "learn and earn" model has on-the-job training and educational requirements that leads to higher productivity, increased retention and a diversified talent pool.



18-24-month program leading to taking the SHRM-CP exam



Educational requirements available from SHRM, SNHU or other educational institutions



PDCs for SHRM members participating in the program



Defined wage progression





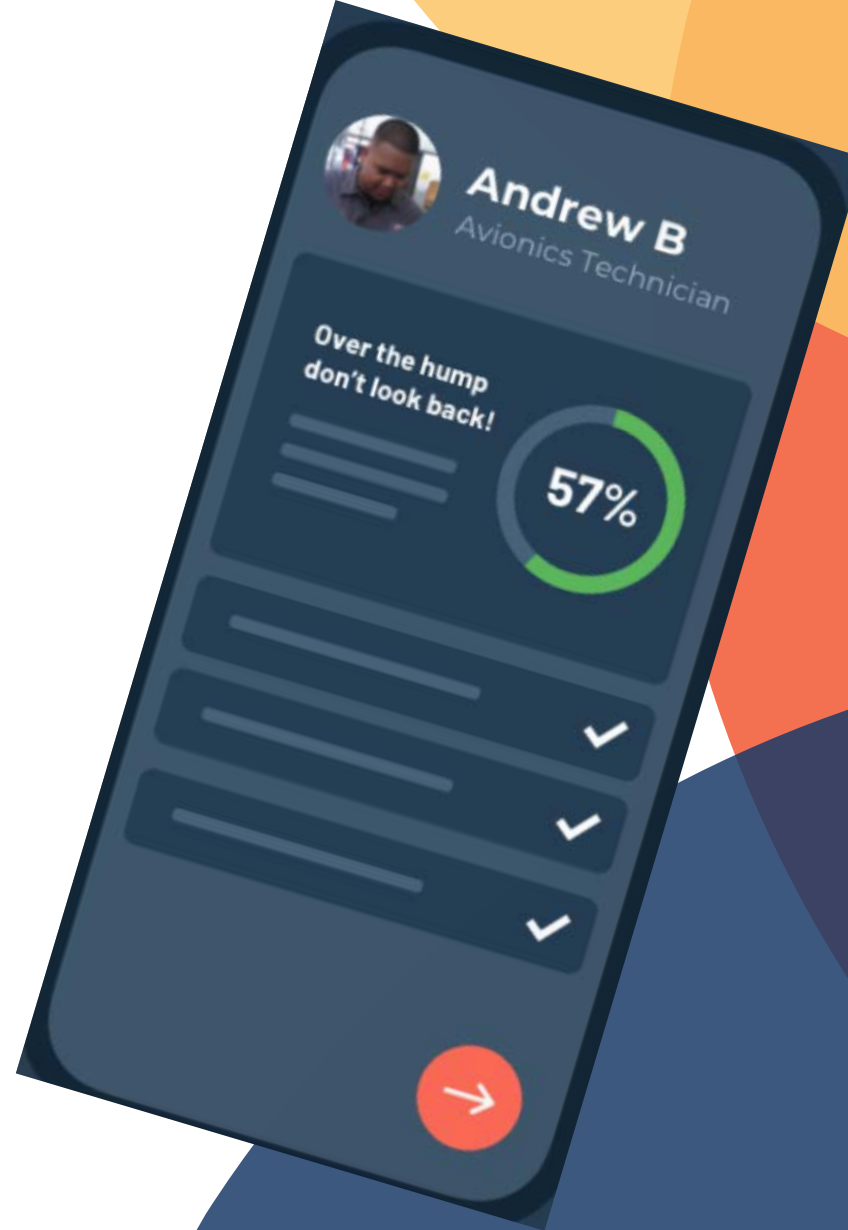
FREQUENTLY ASKED QUESTIONS

WHAT'S COVERED IN HR RAP

- Staffing
- Recruiting*
- Employment Law
- Training and Development*
- Managing Compensation and Benefits*
- Strategic HR Management
- Professional Skills
- HRIS Administration*
- Risk Management*
- Labor Relations*

* These topics also have additional coursework available for specialization

TRACKING PROGRESS



FREQUENTLY ASKED QUESTIONS WHAT'S IN IT FOR ME?



**IMPROVED
PRODUCTIVITY &
INCREASED
EMPLOYEE
RETENTION**



**MAKING AN
INVESTMENT
IN
TALENT**



**A MORE SKILLED
WORKFORCE**



**A DEEPER,
MORE
DIVERSE
TALENT POOL**



SNAPSHOT BUSINESS CASE FOR UNTAPPED TALENT



Performance is Better or Equal

Untapped talent perform better or equal to their counterparts.



Access the Talent & Skills You Need in a Tough Labor Market

By hiring untapped talent pools employers can springboard ahead of their competitors.



Inclusion is Beneficial for Workers and Organizations

Inclusive workplaces are more productive and happier. Inclusivity fosters environments where businesses and employees can thrive.

untappedtalent.shrm.org

FREQUENTLY ASKED QUESTIONS

WHAT'S IN IT FOR AN APPRENTICE?



**A COMMITMENT
OF TIME AND
EFFORT**



**EARN AND
LEARN
REDUCING
COST**



**GAIN SKILLS IN AN
OCCUPATION IN
HIGH DEMAND**



**START A
CAREER
PATH NOT
JUST A JOB**



FREQUENTLY ASKED QUESTIONS

WHAT IS THE COST? / IS THERE AN ROI?

Company Investment

- FTE
- Supervisor's time
- Educational Component
- SHRM-CP Exam

Available Offsets

- WIOA
- State programs
- Tax Credits
- Population specific funding

MIAPPRENTICESHIP estimates an ROI of
3.04 for an HR Specialist



FREQUENTLY ASKED QUESTIONS

IS MY COMPANY READY?

- New employee training
- Leadership development training
- Peer-driven upskilling (e.g., brown bags)
- Mentorship program
- Support for professional development using external training providers
- Recruiting strategies
- Performance management processes

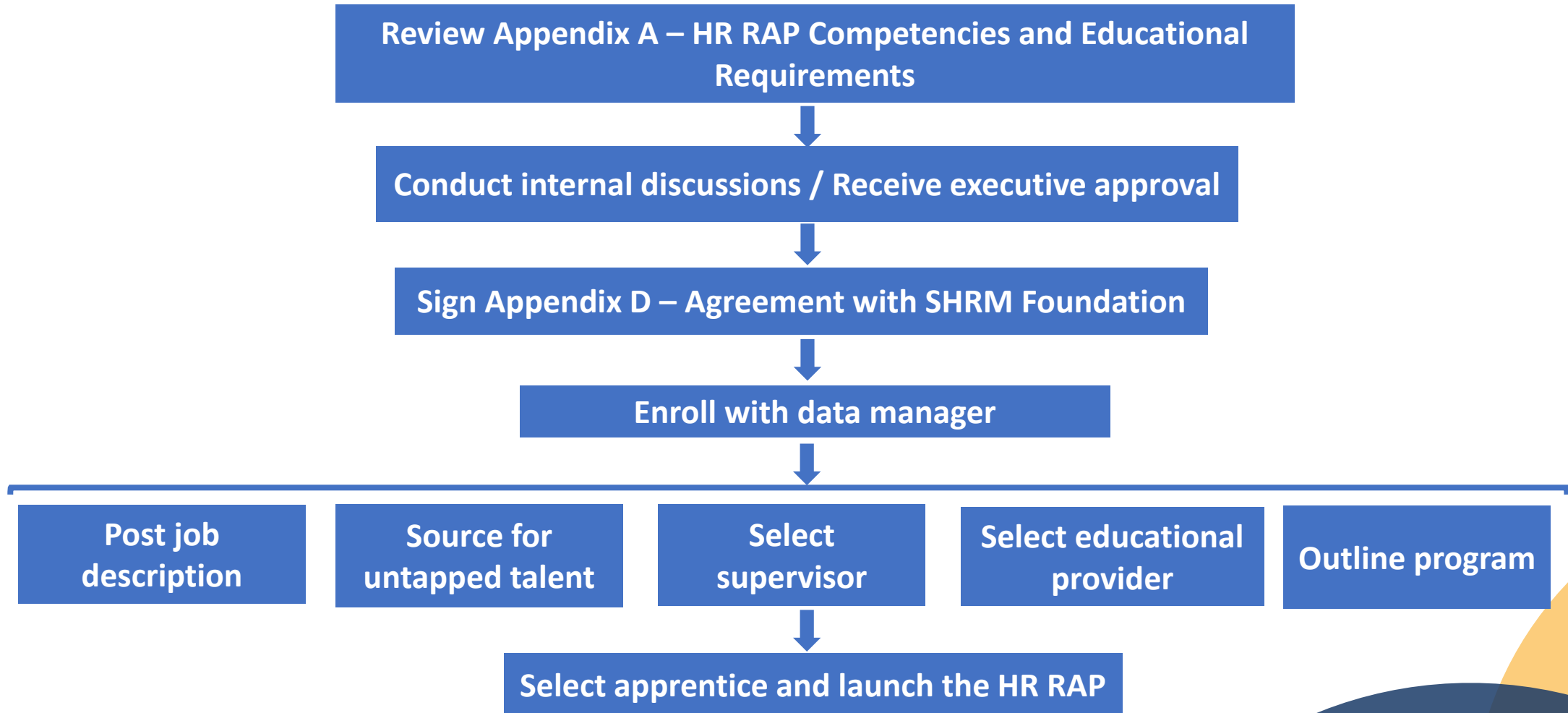


HUMAN RESOURCE REGISTERED
APPRENTICESHIP PROGRAM

It Just Works.
For Everybody.



LAUNCHING THE HR RAP



ADDITIONAL INFORMATION RESOURCES

SHRM Foundation

- [HR Registered Apprenticeship Program](#)
- [Getting Talent Back to Work](#)
- [Veterans At Work](#)
- [Employing Abilities at Work](#)

US Department of Labor

- [Apprenticeship.gov](#)
- [O*NET](#)

JFF

- [Center for Apprenticeship & Work-Based Learning](#)
- [Diversity, Equity and Inclusion in Apprenticeship](#)

Partnership on Inclusive Apprenticeship

- [Website](#)

Michigan Apprenticeship

- [ROI Calculator](#)

Chicago Apprenticeship Network

- Website - [Chicago Apprentice Network](#)
- Playbook - [Chicago Apprentice Network Bridging the Gap Digital Final\[2\].pdf](#)
- Starter guide - [Apprenticeship Starter Guide Digital 01 \(chicagoapprenticenetwork.org\)](#)

Aon

- Aon Apprenticeship Program - [Jumpstart your career | Aon](#)
- Apprenticeship Brochure - [13687-Apprenticeship-Brochure_v7-04-22.aspx \(aon.com\)](#)

Service Members and Veterans

- [Skillbridge](#)
- [USMAP](#)

RESOURCES

EXPAND THE TALENT POOL

People with Disabilities – [Employing Abilities at Work](#)

- Employers who champion the inclusion of workers with disabilities earn 28% higher revenue
- 29.1% of working age adults with a disability are employed – 10.7 million employable Americans are available for work

Justice-Involved Hiring – [Getting Talent Back to Work](#)

- 82% of managers and 67% of HR professionals say the value of new employees with criminal records is as high as or higher than that of workers without records

Veterans – [Veterans at Work](#)

- Veterans arrive workforce-ready often with skills that easily translate into the civilian arena



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Thank You



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