



Frequently Asked Questions: 2Unique “Workforce Development Specialists” Registered Apprenticeship

1. What is the objective of the 2Unique “Workforce Development Specialists” Registered Apprenticeship Program?

- A.** To prepare individuals to become skilled professionals in the field of workforce development with a complementary curriculum, that will provide insight to careers aligned with our workforce development specialist program.

The apprenticeship program is designed to cultivate a diverse pool of skilled professionals who are equipped to thrive in various high-demand industries of different occupations including:

- Workforce Development Specialists
- Musician-Artist Development Specialists
- Culinary
- Animal Care Worker
- Healthcare

2. Can the apprenticeship be conducted virtually?

- A.** The coursework may be completed virtually as well as on-site. In order to adapt to changing circumstances of COVID-19, a virtual apprenticeship option will be provided for industry partners/participants as desired.

3. How long does the Registered Apprenticeship run? Is there a minimum timeframe required to conduct the apprenticeship?

- A.** The pre-apprenticeship program including certificate programs (Lean Six Sigma, Financial Literacy and/or Customer Service Training), consisting of 4-6 weeks of pre-apprenticeship training (6 hours) and 14 weeks, totaling 140 hours of apprenticeship training spans a total of 20 weeks. While the formal apprenticeship duration is 1 year, participants have the flexibility to further their skills and career prospects by taking advantage of additional opportunities. These

include enrolling in stackable credentialing training programs, exploring extended apprenticeship opportunities, or pursuing job placement options.

4. How many hours a week will the participant be expected to work for my company during the apprenticeship?

- A. If the participant is employed, it is suggested that they commit approximately 10 hours per week over the course of 14 weeks, totaling 140 hours of apprenticeship training. However, if the participant is unemployed, the timeframe for completion can be adjusted to accommodate their circumstances. Regardless of employment status, all participants must complete a minimum of 140 hours to meet the requirement of the 2Unique Workforce Development Specialists Registered Apprenticeship program.

5. What is the expected compensation for the apprenticeship? Is there a set base pay or a recommended range?

A. Hourly Wage Range for “Registered Apprenticeship”:

- The recommended hourly wage for participants is \$15.00 per hour.
- Participants should be compensated within the hourly rate range of \$14.00 to \$20.00 per hour.
- The possibility of adjusting the wage rate after the completion of the mandatory 140 hours is at the discretion of the employer.

B. Milestone Payments

- Participants will receive a milestone payment of \$200 upon successful completion of the mandatory two-week pre-apprenticeship Lean Six Sigma training course.
- Additionally, participants who choose to enroll in other training courses, such as customer service training or financial literacy, will receive an additional milestone payment of \$200.00 upon successful completion of each respective course.

6. Are occupations associated with high-demand skills, particularly in fields like Information Technology?

- A. Yes, please refer to our program flyer titled “Get Career Ready” for more details on IT Digital Skills.

7. How will the participant apply for the apprenticeship and what are the required qualifications for the participant?

- A. To promote the 2Unique “Workforce Development Specialists” Registered Apprenticeship program, 2Unique Community Salvation Foundation will provide comprehensive information, including program details and application instructions, on our website www.2unique-csf.org.

Participants interested in the apprenticeship should complete the application form provided by 2Unique Community Salvation Foundation.

8. How will my company benefit from participating in the apprenticeship and having participants work with my company?

1. **Skilled Workforce:** Apprenticeship programs allow companies to cultivate a skilled and dedicated workforce. Participants receive hands-on training and acquire job-specific skills during their apprenticeships, aligning them with the company's specific needs.
2. **Customized Training:** Employers can tailor apprenticeship programs to match their industry requirements and unique business processes. This customization ensures that apprentices are trained precisely to meet the company's standards.
3. **Reduced Recruitment Costs:** Apprenticeship programs serve as a valuable pipeline for talent acquisition. Companies can identify promising apprentices and potentially offer them permanent positions after completion, reducing the need for costly external recruitment.
4. **Increased Retention:** Apprentices who transition to full-time employees tend to have higher job satisfaction and loyalty to the company.
5. **Productivity Boost:** As apprentices gain proficiency in their roles, they contribute to increased productivity within the company. They can apply their newly acquired skills immediately, benefiting ongoing projects and operations.
6. **Diverse Perspectives:** Apprenticeships attract individuals from diverse backgrounds, bringing fresh ideas and perspectives to the company. This diversity can lead to innovative problem-solving and improved decision-making.
7. **Enhanced Reputation:** Companies that invest in apprenticeship programs demonstrate their commitment to workforce development and employee growth. This commitment can enhance the company's reputation as an employer of choice.
8. **Cost-Effective Training:** Apprentices earn while they learn, reducing the financial burden on the company for training expenses.
9. **Compliance with Regulations:** Some industries or regions may have regulatory requirements for workforce development and training. Participating in apprenticeship programs can help companies meet these obligations.
10. **Community Engagement:** Engaging in apprenticeships demonstrates corporate social responsibility by contributing to the development of the local workforce and supporting the community.
11. **Succession Planning:** Apprenticeship programs can serve as a strategic tool for succession planning. Companies can identify and groom future leaders from within their apprentice pool.
12. **Innovation and Adaptability:** Apprentices bring a fresh perspective to the company, potentially driving innovation and adaptability in response to changing market conditions.

9. Is my company expected or encouraged to hire the participant as an employee at the conclusion of the apprenticeship?

- A. The participant must complete 140 hours of work with the company. After the student completes the required hours, it will be the company's decision if they would like to explore hiring the student for permanent employment with their company.