MISSION: TO MAKE REGISTERED APPRENTICESHIP OREGON’S PREFERRED WORKFORCE TRAINING MODEL.
STRENGTHENING OREGON'S REGISTERED APPRENTICESHIP INFRASTRUCTURE

• Make registered apprenticeship more user friendly
• Improve registered apprenticeships public interface
• Collaborate with the Workforce System
• Improve date collection

Demonstrate the value of Registered Apprenticeship
RETURN ON INVESTMENT (ROI) CALCULATOR

http://oregonapprenticeship.org/roi-calculator/
DEVELOPMENT PROCESS

Funded through Federal Apprenticeship State Expansion Grant

Contracted with Community Attributes, Inc.

Vendor had three deliverables

• Return on Investment Literature Review
• Return on Investment Tool
  • Interview Businesses & Apprenticeship Programs
• Return on Investment Report
DEVELOPMENT PROCESS

**Purpose:** To create an Online Return on Investment Tool that any business can use to determine if creating a registered apprenticeship program could help their bottom line

**User Requirements:**

- Easy for anyone to use
- Customizable or “cafeteria style”
- Variables could auto-populate based on findings of the study
- Clean look and feel for ease of marketing
Sample Interview Questions:

1. What are your minimum qualifications for an applicant to your apprenticeship program? What education and/or qualifications do successful applicants have?

2. How much does it cost your organization on average to recruit an off-the-street hire?

3. What is the value added or mark-up for an apprentice per hour?

4. How does the productivity of apprentices compare to the productivity of an off-the-street hire during the apprenticeship program?

5. What does your company typically do to train employees? Do you rely on any one person or group of persons to train new employees? Please describe their role.
## COSTS

### WITHOUT APPRENTICESHIP

<table>
<thead>
<tr>
<th>Wages (Year One)</th>
<th>VALUE</th>
<th>ASSUMPTION</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>$40,100</td>
<td>100%</td>
<td>$40,100</td>
<td></td>
</tr>
</tbody>
</table>

### APPRENTICESHIP PROGRAM

<table>
<thead>
<tr>
<th>Wages (Year One)</th>
</tr>
</thead>
<tbody>
<tr>
<td>$40,100</td>
</tr>
</tbody>
</table>

### Select Cost Variables

- Annual Required Continuing Education
- Background & Screening Tests
- Curriculum Development
- Onboarding
- Program Overhead
- Supplies
- Training Fund Contribution

### OREGON APPRENTICESHIP

- Select Industry: Healthcare
- Select # Years Apprenticeship: 1
- Select # Years Post-Apprenticeship: 0

### Calculations

- Wages (Year One) without apprenticeship: $40,100
- Wages (Year One) with apprenticeship: $33,684

### Total Costs

Without Apprenticeship: **$40,100**
With Apprenticeship Program: **$33,684**
## BENEFITS

### Recruitment Costs

**Without Apprenticeship**
- **Value**: $51,700
- **Assumption**: 180%
- **Total**: $93,060

**With Apprenticeship Program**
- **Value**: $51,700
- **Assumption**: 180%
- **Total**: $93,060

**Recruitment Costs**
- **Without Apprenticeship**: $0
- **With Apprenticeship Program**: $4,000

### Select Benefit Variables
- Reduction in Mistakes and Errors
- Increased Productivity
- Enhanced Employee Flexibility
- Grants for Training Costs
- Increased Firmwide Skills & Mentorship
- Increased Community Connection
- Increased Diversity
- Increased Innovation
- Increased Mentor & Firmwide Productivity
- Reduced Lateness in Jobs
## SUMMARY

<table>
<thead>
<tr>
<th>ROI</th>
<th>WITHOUT APPRENTICESHIP</th>
<th>APPRENTICESHIP PROGRAM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Benefits</td>
<td>$93,060</td>
<td>$93,780</td>
</tr>
<tr>
<td>Total Costs</td>
<td>$55,729</td>
<td>$48,202</td>
</tr>
<tr>
<td>Net Cost-Benefit</td>
<td>$37,331</td>
<td>$45,578</td>
</tr>
<tr>
<td>Return on Investment</td>
<td>+67%</td>
<td>+95%</td>
</tr>
</tbody>
</table>

Describe your ROI scenario here

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Download Custom Report

Share These Values
On this page you can search the glossary for terms used within the calculator, explore common wages and wage progression for various occupations, and you can download reference materials. Registered apprenticeships and their related wages can be explored here.

**Download Reference Materials:**
- Download Sample Scenario
- Download ROI Study

**Glossary**
Please explore the data and terms below to clarify your understanding of the calculator tool. The Glossary below provides definitions for common cost and benefit variables, and general terms that may be used to quantify the value of specific benefit variables.

**Common Wages & Wage Progression**
This table provides the median hourly journey-level wage for common apprentice occupations, as well as the average percentage of journey-level wage that apprentices receive per year. Each apprenticeship program has their own standards that specify the journey-level wage and wage progression per period. These numbers have been averaged across each common occupation by year based on a 2,000-hour year.
LESSONS LEARNED & NEXT STEPS

• Add in a questionnaire feature
• Train staff
• Update the values as we get more information
• Publicize!
USE OF THE CALCULATOR

• Business recruitment and engagement
• Analysis tool for apprenticeship programs
• A guide for grants and investments
• Business case for Registered Apprenticeship
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