





# 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 data 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

# DEVELOPMENT PROCESS



## 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



## Select Your Industry

- Construction
  Healthcare
  IT
  Manufacturing
  Other

## Select # Years Apprenticeship

- 1 + Years

## Select # Years Post-Apprenticeship

- 0 + Years

### WITHOUT APPRENTICESHIP

### APPRENTICESHIP PROGRAM

	VALUE	ASSUMPTION	TOTAL		VALUE	ASSUMPTION	TOTAL	
Wages (Year One)	\$40,100	100%	\$40,100	↔	\$40,100	84%	\$33,684	↔
	\$40,100	29%	\$11,629	↔	\$33,684	29%	\$9,768	↔
	\$0	100%	\$0	↔	\$4,750	100%	\$4,750	↔
	\$0	100%	\$0	↔	\$0	100%	\$0	↔
	\$4,000	100%	\$4,000	↔	\$0	100%	\$0	↔
	\$0	100%	\$0	⊗ ↔	\$0	100%	\$0	⊗ ↔

### Select Cost Variables

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



# BENEFITS



- 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

	WITHOUT APPRENTICESHIP			APPRENTICESHIP PROGRAM		
	VALUE	ASSUMPTION	TOTAL	VALUE	ASSUMPTION	TOTAL
	\$51,700	180%	\$93,060	\$51,700	180%	\$93,060
	\$0	100%	\$0	\$4,000	18%	\$720
	\$0	100%	\$0	\$0	100%	\$0
	\$0	100%	\$0	\$0	100%	\$0
			<b>\$93,060</b>			<b>\$93,780</b>

*Note: An orange arrow labeled "Recruitment Costs" points from the 100% assumption in the "WITHOUT APPRENTICESHIP" column to the 18% assumption in the "APPRENTICESHIP PROGRAM" column for the second row.*

# SUMMARY



ROI	WITHOUT APPRENTICESHIP	APPRENTICESHIP PROGRAM
Total Benefits	\$93,060	\$93,780
Total Costs	\$55,729	\$48,202
Net Cost-Benefit	\$37,331	\$45,578
Return on Investment	+67%	+95%

*Describe your ROI scenario here*

[Download Custom Report](#)

[Share These Values](#)



Calculator

Resources



On this page you can search the glossary for terms used within the calculator, explore common wages and occupation, and you can download reference materials for registered apprenticeships and their related costs.

**Download Reference Materials:**

Download Sample Scenario

Download ROI Study

Download Tool Methodology

**Glossary**

Please explore the data and terms below to clarify the calculator tool. The Glossary below provides definitions for common cost and benefit variables, and general information. Common cost and benefit variables include ideas that can be used to quantify the value of specific benefits.

**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.

Search for a term

Search for an occupation



Select Industry



## 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



# CONTACT

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