

# Building Michigan's Talent Pipeline: Apprenticeships That Work



CAREER READINESS



CONFERENCE 2026

West  
**MICHIGAN**  
**WORKS!**  
CELEBRATING **10** YEARS

# I APPRENTICESHIP USA™



fact

Over **150,000** businesses have integrated the apprenticeship model into their talent development strategy.

fact

Studies show the average retention for apprentices completing programs is **91%**.

fact

A survey of businesses with apprenticeship programs found that **97%** would recommend apprenticeship to others.

fact

There are over **400,000** Registered Apprenticeships across the country.

# 5 Components of Registered Apprenticeships



1. Employer Driven Model
2. Classroom Training
3. Work with a Mentor
4. Wage Increase Incentive
5. USDOL Certificate of Recognition



# Registered Apprenticeship Program Sponsor



West Michigan Works!' responsibilities as Program Sponsor or Intermediary

- Program Creation
- Technical Assistance
- Streamlined Administration
- Utilize Funding Sources

# West Michigan Works! Registered Apprenticeship Programs

	ADVANCED MFG	CONSTRUCTION	HEALTH CARE	IT	PROFESSIONAL SERVICES
Active Apprentices	143	137	46	0	85
Completed Apprentices	98	27	230	4	9
Employers	83	20	12	0	15

West Michigan Works! currently holds standards for 63 US Department of Labor registered apprenticeships, with 411 active apprentices and 130 participating employers.

# Benefits for Apprentices



- Employment from Day One
- Work in Their Field of Study
- Start of a Life-long Career
- Higher Average Salary
- Portable Credentials

# Benefits for Employers

- Flexibility
- Customized Training
- Expands Access to Resources
- Knowledge Transfer
- Increased Retention
- Build a Pipeline of Qualified Workers



Michigan  
Apprenticeship  
Readiness  
Certificate  
(MARC)

REGISTERED  
APPRENTICESHIP  
MICHIGAN



Make Your MARC!

Not all Pre-Apprenticeship programs are the same

The Michigan Apprenticeship Readiness Certificate (MARC) endorses “high-quality” training programs that prepare individuals and connect them to Registered Apprenticeship Program (RAP) opportunities.

# Michigan Apprenticeship Readiness Certificate (MARC)

REGISTERED  
APPRENTICESHIP  
MICHIGAN



**MARC Level I:** Attain “advanced standing” for an interview, reducing recruitment time and cost for program sponsors.

**MARC Level II:** Attain “advanced standing” for an interview, and if hired, receive credit for On-the-Job Learning and Related Instruction, reducing training time and cost for program sponsors.

# Michigan Apprenticeship Readiness Certificate (MARC)

## CURRENT STATE without MARC



## DESIRED STATE with MARC



# Michigan Apprenticeship Readiness Certificate (MARC)



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Want to learn more?

Contact the Apprenticeship Team at West Michigan Works!  
**[apprenticeship@westmiworks.org](mailto:apprenticeship@westmiworks.org)**

Or scan the QRcode to go to our website for more info!

