




WEST VIRGINIA
**Apprenticeships
in Motion**



*An affordable
IT solution for
West Virginia
employers*

What is AIM?

The Community and Technical College System of West Virginia's Apprenticeships in Motion (AIM) program, made possible by a nearly \$4 million grant from the U.S. Department of Labor, prepares students and incumbent workers for middle- to high-skilled information technology (IT) occupations that are in increasingly high demand across the Mountain State.

AIM partners with businesses and colleges to provide an "earn as you learn" experience for students and current employees. Through these connections, companies and organizations tap into a trusted talent pool, reduce the cost of on-boarding, cultivate dedicated employees, and address their present skills gap.

What is an apprenticeship?

A paid work-based learning experience that offers on-the-job training in a safe work environment, supervision and mentoring, classroom instruction, and an industry-recognized, portable credential that adds value and opportunity to an individual's career.

Do you have trouble filling IT positions?

Interested in reducing onboarding and training costs?

Want to develop a talent pipeline and promote employee loyalty?

AIM could be your solution.



What are the benefits to businesses?

- Employer may be eligible for up to 50% wage reimbursement for each degree-seeking apprentice hired
- Special funds are available for private small businesses with 50 or fewer employees
- Customized training available from one of WV's nine community and technical colleges to increase current employees' IT skills and credentials
- Funding available to cover up-skilling of current employees or for tuition and fees of a degree-seeking student
- For every \$1 spent on apprenticeships, employers get an average of \$1.47 back in increased productivity, reduced waste, and greater front-line innovation (*U.S. Department of Labor*)
- Employer develops a workforce pipeline and secures a competitive advantage in attracting new hires
- Business takes control of growing its own talent and developing its ideal employee
- 94% of apprentices stay on with their apprenticeship employer (*U.S. Department of Labor*)
- Apprenticeships improve productivity, reduce turnover, and diversify an employer's workforce (*U.S. Department of Labor*)

"Hiring IT professionals with cybersecurity skills is very difficult, especially in West Virginia. The AIM program allowed us to 'grow our own.'"

- Norman Gundersen
Vice President / WV Division GM
Global Science & Technology, Inc.

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