



Apprenticeship
IDAHO

2024 Annual Report





Letter from the Coalition

Dear friends and partners,

As we look ahead to 2025, Coalition partners are preparing to achieve new goals and find innovative ways to meet Idaho's needs. We're evaluating feedback constantly, but to succeed as we move forward, we're also looking at where we've been and understanding how we can still grow.

Over the past nine years, Idaho has made substantial investments of time and money into registered apprenticeships. We've built partnerships with secondary and post-secondary education institutions across the state, improved the quality and access of apprenticeships, and innovated new processes that fast-track program development through a streamlined system that consistently receives national attention.

Our partners have coached employers, kickstarted new programs, and supported hundreds of youth apprentices to complete their training. All of these

efforts have been essential to fuel Idaho's growing industries and provide Idahoans with a low-cost, high-value credential on which to build their career. Perhaps our greatest achievement has been the creation of the Apprenticeship Idaho Coalition itself. Comprised of state agencies, federal partners, nonprofits, and industry associations, the Coalition exemplifies our state's firm belief that we can accomplish more when we work together.

Having achieved record growth, we are now collaborating with apprentices and employers for whom this system is built to find new ways to support and expand registered apprenticeships in Idaho. Fueled by the commitment of our collaborators and the broad demand from Idaho's industries, we are confident in Idaho's ability to build a bright future for Registered Apprenticeships and the people who benefit from them.

Sincerely,

Apprenticeship Idaho Coalition partners

Apprenticeship Idaho Coalition partners



Career and Technical Education

Supports businesses in developing apprenticeships, particularly in non-traditional industries.



Idaho Veterans Chamber of Commerce
Connects Idaho's veterans to good jobs in apprenticeship.



Idaho Business for Education

Supports businesses in developing apprenticeships; aids 16–24-year-olds with supportive services.



U.S. Department of Labor

Registers Idaho sponsors' Standards of Apprenticeship federally.



Idaho Department of Correction

Supports businesses in developing apprenticeships; connects justice-involved Idahoans with good jobs.



Vocational Rehabilitation

Supports businesses in developing apprenticeships; connects Idahoans with disabilities to good jobs.



Idaho Department of Labor

Develops Standards of Apprenticeship for all sponsors in Idaho.



Workforce Development Council

Supports system-wide coordination and provides incentive funds to employers of apprentices.



Idaho Manufacturing Alliance

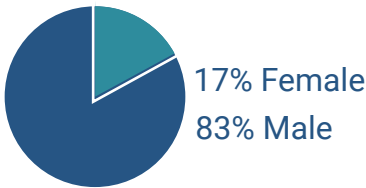
Supports businesses in developing apprenticeships and is a registered apprenticeship group sponsor.

2024 Idaho's Apprenticeship system statistics

\$13M

in grant dollars invested since 2016

Ratio of apprentices by gender



Apprenticeship fast facts

\$23

Average hourly wage upon completing an apprenticeship

3 years

Average length of an apprenticeship

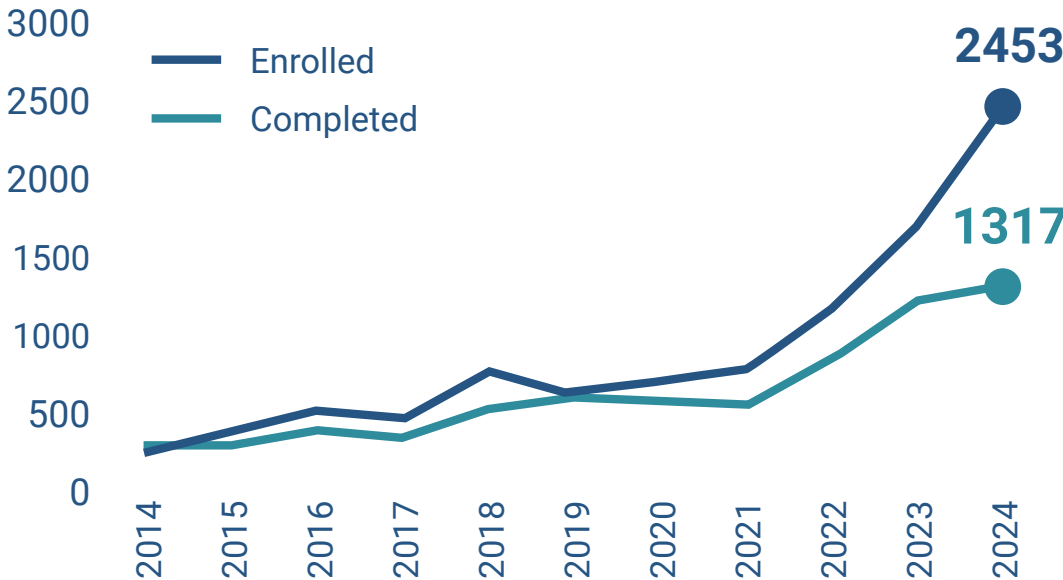
273

Number of apprenticeship sponsors in Idaho

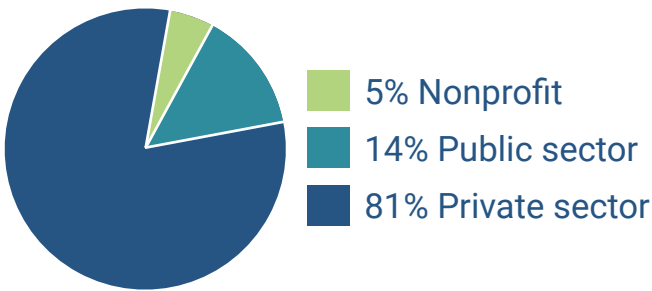
Outcomes matter

Idaho's workforce partners are investing in apprenticeships because we know that they are a critical connection between individuals and industry; apprenticeship a method to obtain skills, employment, and advancement at a very low cost to the learner. Alongside college routes, apprenticeship rounds out Idaho's available pathways to good careers.

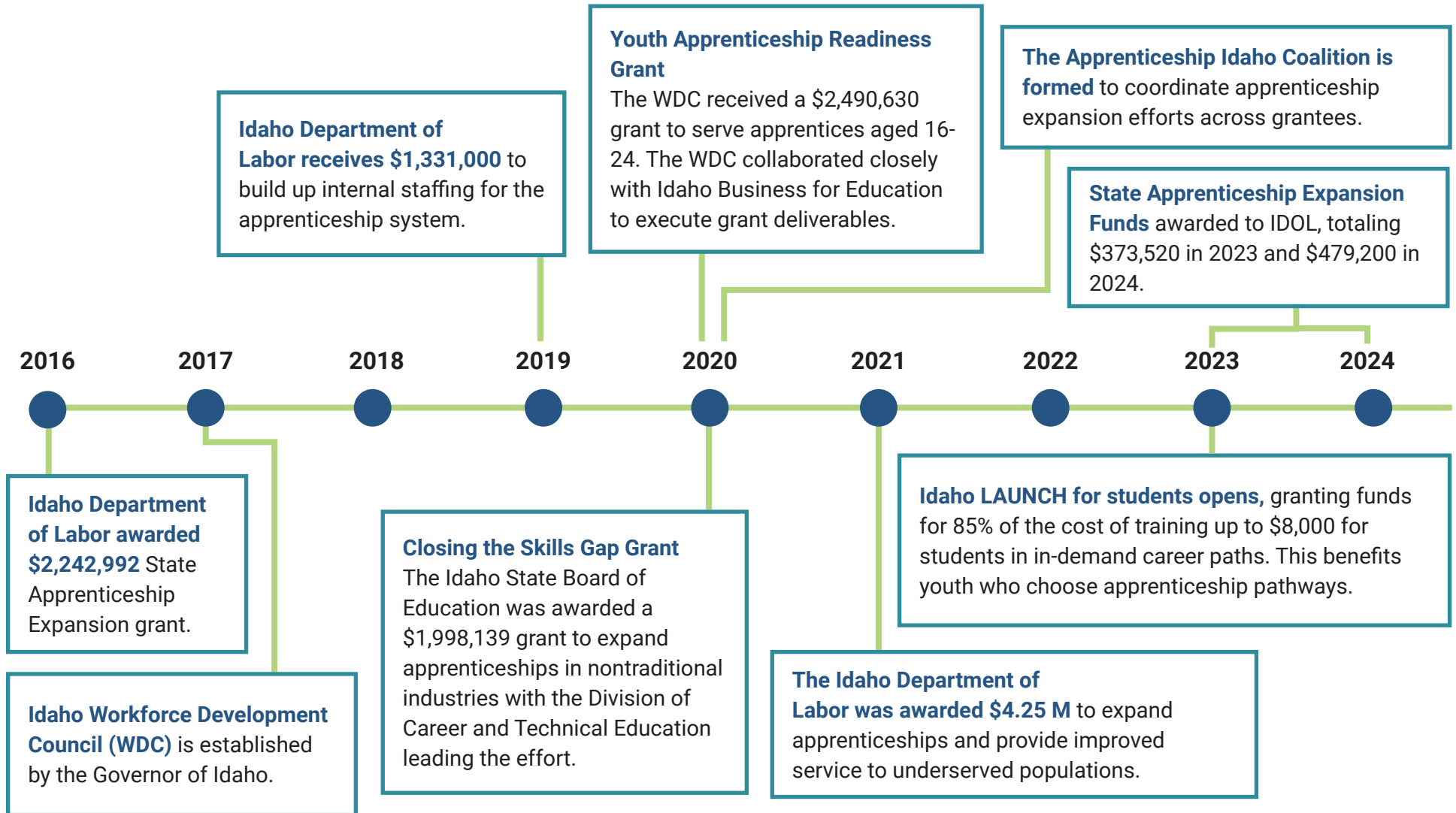
The Coalition's investments of time and money have yielded gains in the number of employers utilizing apprenticeship, the total number of apprenticeships available to Idahoans, and the quality of these training opportunities. We have expanded apprenticeships in the public sector and other non-traditional industries, reduced degree barriers, and supported innovation by employers. Ultimately, our work pairs quality employers with quality talent, building opportunities for all.



Types of apprenticeships in Idaho



Apprenticeship system timeline



Did you know?

According to Apprenticeships for America, Idaho ranks seventh in the nation for apprenticeship growth with a **400% increase between 2014 and 2023!**

APPRENTICE EXPERIENCES

From classroom to clinic

Launching a medical career through apprenticeship

James Hamilton-Vail's career path has been a unique blend of service, education, and a deep commitment to community. He spent the first decade of his 35-year teaching career in the United Kingdom (UK), but his dream of working abroad led him to the U.S., and ultimately to Boise, Idaho, where he spent 18 years in education, served as a principal, and proudly became a U.S. citizen. While he cherished his work in education, the COVID-19 pandemic led James to reflect on his future and take early retirement. However, he knew his professional journey wasn't over; he wanted to find a new way to serve his community.

This shift inspired him to enter healthcare, first training as a phlebotomist and eventually discovering the Medical Assistant Training (MA-T) program at St. Luke's Health System, where he saw an ideal opportunity to make a direct impact in patient care.

James began the MA-T program in January 2024 and successfully completed it in August, earning both his U.S. Department of Labor Registered Apprenticeship completion certification and MA certification. The program at St. Luke's exceeded his

expectations, blending classroom instruction with hands-on experience through three clinical rotations: oncology, internal medicine, and family medicine. He described the program as "beyond incredible," citing the valuable mentorship, supportive cohort, and real-time application of skills. These resources helped him master essential skills like administering immunizations and taking vitals.

Now a certified Medical Assistant in family medicine, James draws from his training, approaching patient interactions with empathy, patience, and a commitment to lifelong learning. "Every day I have something to learn, and I love it because I'm a lifelong learner," he shared. Inspired by his experience, he hopes to one day further his healthcare career, perhaps pursuing RN or LPN certification—ideally with St. Luke's. James' path from the UK to Boise, and from education to healthcare, reflects a life dedicated to community and continuous growth – a journey that beautifully bridges his past in teaching with his future in patient care.



New industry, new opportunities

Apprenticeship is building skills for advanced manufacturing

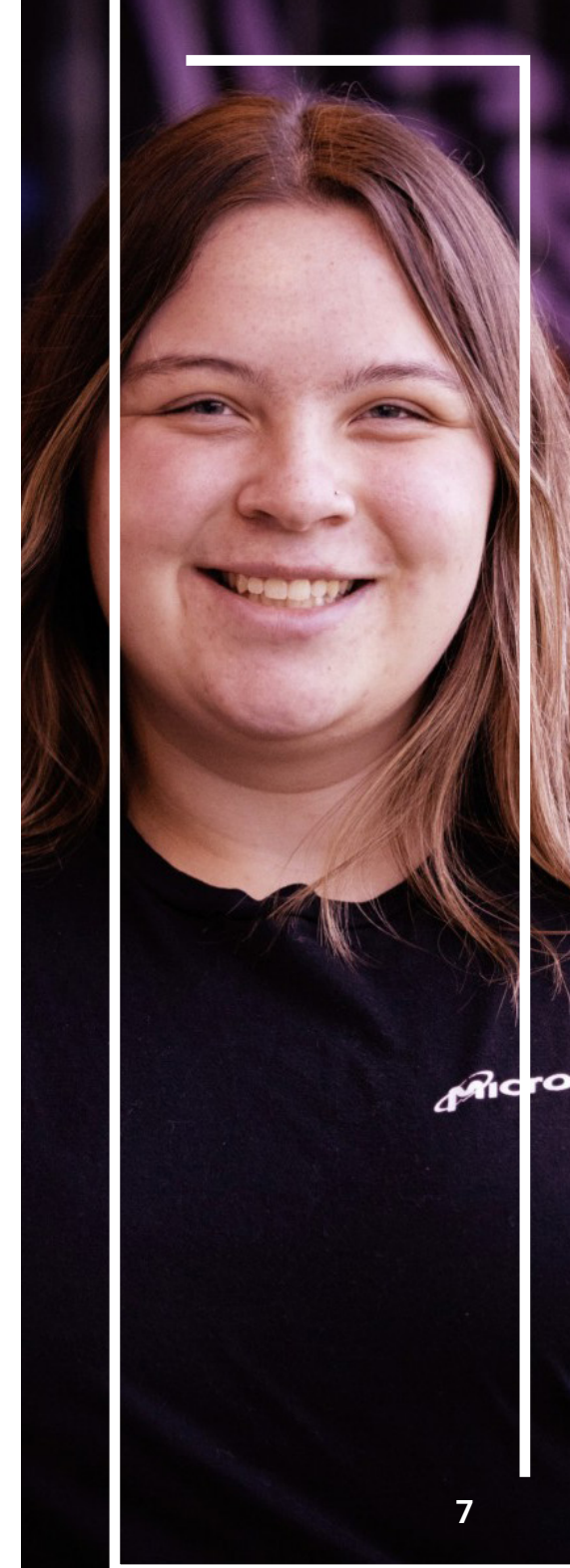
Bailey Guthrie is breaking new ground as both a full-time employee at Micron and a full-time student at College of Western Idaho (CWI). She credits a new apprenticeship program between Micron and CWI for providing the structure and support she needs to succeed. “My favorite thing is the flexibility I have,” she shares. “While it’s challenging to balance full time school and work, my supervisor’s understanding of my schedule makes me feel supported. It’s clear that the people around me only want me to succeed.”

Micron’s Registered Apprenticeship Program was developed to address a pressing need for skilled technicians in support of the company’s recently announced \$15 billion expansion in Boise. The initiative aims to cultivate expertise in areas crucial to semiconductor manufacturing – electronics, mechanics, pneumatics, robotics, wireless communication, instrumentation, and industry-computerized control systems. By equipping participants with these critical skills, the program opens doors to high-paying careers in semiconductor manufacturing. “It was a lot of training and learning about how to apply the things I was learning in class

to the actual workforce,” notes Bailey.

During her first semester at CWI, Micron announced their apprenticeship program for CWI students, and it caught her interest for obvious reasons. “To be completely honest the benefits that go on with being a full-time employee,” Bailey explains. “From having my school getting paid for and the flexible schedule around school with my supervisors.” After applying and being accepted into the program, Bailey’s world opened up. “All these opportunities just came flowing to me ... I feel like I belong, and I feel like I fit in.”

Bailey is set to receive her associate degree on December 20th and with it, a promotion to a Tech 2 at Micron. Currently working as a process technician in an automated lab supporting Micron’s manufacturing engineers, she has her sights set on becoming an equipment technician. “This apprenticeship has given me the opportunity to get my foot in the door at a major company,” she says. “I plan to continue developing my skills and growing my career at Micron.”





Strong, striving and succeeding

Shoshone-Bannock TERO apprentice builds a bright future

Bryant Pabawena is one of many talented apprentices growing their skills through a registered apprenticeship program. After finding out from other workers on past jobs that he could improve his skills and better his life through the the Shoshone-Bannock Tribal Employment Rights Office apprenticeship program, he immediately jumped on the opportunity. He's now in his third year of a plumbing apprenticeship and is growing his skills by the day.

Balancing on-the-job learning through his job with Water Master Plumbing and related instruction through Idaho State University, Bryant proves the power of apprenticeship. His instructor, Paul, noted that "Bryant's attendance record is impeccable. He actively engages with instructors and completes all assignments punctually, reflecting his strong understanding of the material and his earnest effort to excel. Bryant is embodying the qualities we hope to

see in all our apprentices: dedication, responsibility, and a keenness to learn and grow within the trade."

More than that, Bryant's employer is highly satisfied with his efforts, and Bryant himself is excited to have this opportunity. He enjoys seeing how projects work from beginning to end and the satisfaction of when it all comes together. His hope for his career is to become a journeyman and be a good role model for others who are seeking their lifelong career.

Contributing to a community

An apprentice creating broader value through his training

Brock Moss is an HVAC (heating, ventilation, and air conditioning) apprentice using his training to achieve goals in his career, his community, and his life. He first learned about HVAC through his work on other jobs and quickly saw how versatile an HVAC technician's skills were. Without a doubt, he knew it was his ideal career.

Fortunately, he found an ad for an entry level HVAC apprenticeship at High Tech Comfort at the same time he was considering this new career path. Brock applied and was accepted.

He is now a fourth year apprentice with skills in plumbing, carpentry, and electrical work to support his comprehensive HVAC knowledge. As a student, he has gained detailed knowledge from his coursework at the College of Eastern Idaho on different equipment used in HVAC installations,

and is proud to leverage this opportunity to support himself, his family, and his Tribe. In particular, Brock is looking forward to serving the Fort Hall reservation, which doesn't currently have a local HVAC technician available.

Brock hopes to have many successful builds and installations as a professional journeyworker and is ready for a long and rewarding career.

The Tribes are significant players in the apprenticeship space.

The Shoshone-Bannock and Nez Perce Tribes are sponsors for 13 occupations with more than 95 apprentices total!



Professionalizing an industry

Idaho Rural Water Association's lasting success

Gary Sievers, a professional trainer with the Idaho Rural Water Association (IRWA), remembers each of his apprentices by name and by city. "New Plymouth, Lapwai, Malad, Heyburn, Potlatch, Glenn's Ferry..." He lists off the towns one by one. It's clear from the way he speaks why he remembers them all – he lights up when describing his students' successes. "For me, it's thrilling in watching the trainings ... when an individual is learning a concept and you can tell up to a point they're struggling, and then you explain it a different way and the light bulb comes on. It opens their mind, and that is so rewarding to me."

IRWA has provided training for 1,009 people since the beginning of their grant in 2020, exceeding their training goal to date by 269 individuals.

It all began with COVID-19. When the pandemic disrupted education around the state, IRWA's CEO, Shelley Roberts, realized the organization needed to pivot its in-person training, and quickly. "Within about six weeks, we figured out how to deliver virtual training, even though it was very rudimentary. And

pretty quickly we could see that this was going to be a paradigm shift, and virtual training wasn't going to go away," Shelley said. She and her partners applied for the Workforce Development Training Fund (WDTF) grant to build out a new curriculum and create Gary's position – a significant change for IRWA. Starting out with strong participant numbers, the program is now having a breakout year, with over 40 registered apprentices enrolled in the fall of 2023.

A big part of that jump is due to the goal that Shelley began with. "When Therese and Kelsie and I sat down and looked at the vision for this apprenticeship program, one of our key points was to create a paradigm shift to view the people in this industry as professionals, and not anything less than. Water and wastewater operators are true professionals and need to be compensated and treated respectfully as professionals." IRWA walks the walk on this measure, and works hard to celebrate their trainees' achievements when they receive a certificate.

"You stand up at the podium and you're presenting

this [certificate] to that individual, that city or district employee, and the council or board gives them a standing ovation and applauds them, and gives them accolades,” Gary says. “That’s exactly what we want the reaction to be.”

Additionally, IRWA had set aside some WDTF grant funds to discount tuition for communities under 10,000 people, making their training accessible for Idaho’s most rural residents and ensuring that location is no barrier to the achievement of top notch skills and quality jobs. Idaho LAUNCH has since stepped in to provide students funding and access to IRWA’s initial and professional development trainings, which are available in person, online, and in a hybrid format.

IRWA’s programs provide immediate benefits for Idahoans. According to Gary, many people who have previously struggled to take Idaho’s water system operator licensure test have passed with flying colors after the IRWA training program. The virtual services also make it easier for current

professionals to participate in continuing education, and IRWA is already developing trainings for every level of licensure in the State, including those in management. This translates into increased skills, greater respect for our water systems operators, and improved safety and security for every Idaho community. Providing clean drinking water is essential for Idaho’s economy as well, allowing people to participate in work, tourism, and daily life safely and healthfully.

“We are producing better trained, better prepared, and more professional workers who can do that job,” Gary explained. “The training provides legitimacy for them.”

With enrollment numbers rising year after year, a pre-apprenticeship pilot program already taking off, and skilled and dedicated staff like Shelley and Gary driving the work forward, it’s clear that Idaho’s water systems are in good hands with IRWA’s trainers.





Empowering futures

Through the TERO Youth Apprenticeship Program

The Nez Perce Tribal Employment Rights Office (TERO) has launched the groundbreaking TERO Youth Apprenticeship Program (TYAP), the first of its kind in the region, to empower youth aged 16 to 24 with skills and career opportunities. Partnering with Baker Technical Institute, the Heavy Highway Construction Academy, and employers like Knife River, the program fast-tracks participants through intensive training, enabling them to graduate high school with certifications and two years of hands-on experience. With 55 active apprentices, TYAP equips students with industry-recognized qualifications, like a Level 2 certification in heavy equipment operation, bridging the gap between school and sustainable careers.

Designed to address workforce gaps and provide pathways outside traditional college routes, TYAP transforms lives by offering structure, mentorship, and opportunity. Many apprentices overcome

significant barriers, finding purpose and success through trades like general labor and construction. The program emphasizes inclusivity, welcoming all participants and celebrating the achievements of young women excelling in male-dominated fields. With a focus on partnerships and community impact, TYAP stands as a beacon of hope, preparing the next generation of skilled workers while fostering economic growth and self-sufficiency.

Apprenticeship and talent planning

How Idaho Central Credit Union (ICCU) revolutionized their talent pool

Businesses are always looking for methods to add value and improve efficiency in talent development, and ICCU has long been a pioneer in this field. The company has run a high school internship program for 15 years, beginning at Mountain View High School and expanding to Kuna and Thunder Ridge. Through the internship, high school juniors and seniors run a small branch based at Mountain View and work after school and on Saturdays at the regular branches. The program builds up the skills students need to be successful in the professional world and, of course, any ICCU branch.

The program was originally developed to recruit new talent and grow from within, ensuring that the organization always has a steady supply of skilled professionals. When the apprenticeship system began to expand in Idaho, ICCU leadership wanted to support this new opportunity for their student

employees, and converted the program into a registered apprenticeship. Now, students receive a nationally-recognized credential to certify the skills they've gained.

The program's success is undeniable: graduates are eligible to work in any ICCU branch, and many have stayed beyond the program and moved up in the company to become branch managers and loan officers – Idahoans serving Idahoans.

What's next?

ICCU is planning a bilingual apprenticeship pathway to cultivate student skills in multiple languages!






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we are apprenticeship.