


ESTIMATED COST OF PARTICIPATION

	YEAR 1	YEAR 2	YEAR 3
WAGES	\$8,000	\$13,000	\$19,000
HOURLY	\$11.10	\$12.10	\$13.10
HOURS	16	24	32
BUSINESS PARTICIPATION FEE (Based on number of apprentices)	<10	\$1000	\$1000
	10 +	\$900	\$900
TUITION CONTRIBUTION RANGE	\$2,000 - \$4,000	\$2,000 - \$4,000	\$2,000 - \$4,000
TOTAL COST	\$12,000*	\$17,000*	\$23,000*

*\$3,000 per apprentice per year tuition contribution used in total cost calculation

ENTRY-LEVEL TALENT ACQUISITION ALTERNATIVES TO CAREERWISE

SOLUTION	FEATURES	COST
Hiring college grads and training them up for 6-12 months	<ul style="list-style-type: none"> • Pay for credential, must train up anyway. • Potential low employer loyalty 	<ul style="list-style-type: none"> • Depends on position/industry • Salary + training costs north of \$50-100k
Paying a temp/staffing firm to find entry level talent	<ul style="list-style-type: none"> • Wage premium, direct hire fee for immediate workers • Turnover rate may be high 	<ul style="list-style-type: none"> • Depends on position/industry • All-in costs in \$50-100k range for middle-skill positions
Poaching entry-level skilled talent	<ul style="list-style-type: none"> • Pay wage premium • Skilled workers immediately, but low retention/loyalty 	<ul style="list-style-type: none"> • Pay wage premium (10-20% above market) • Potential talent bidding wars
 CareerWise Positive-ROI Apprenticeships	<ul style="list-style-type: none"> • ROI of 5-7+% realized 3 years later • Loyal, adaptable, diverse, and digital-native talent pool 	<ul style="list-style-type: none"> • \$10-15k year • Expected salary if hired is \$35-40k minimum