



2024 Annual Report



**Changing Lives.
Transforming Workforce.**

MESSAGE FROM THE CHAIRMAN



APPRENTICELY HAS BEEN doing Registered Apprenticeships in Arkansas for half a decade now, and it's very clear to me that the whole concept of apprenticeships has definitely turned a corner in the effort to build a better-trained workforce. Organizations from state governments to small businesses—in many different sectors—are realizing the value of apprenticeships as a supplementary hiring strategy. One of the most amazing developments to me is that massive companies, which usually do their own training, are now engaging big time in these more formal Registered Apprenticeship programs.

As a longtime CEO, I can speak to this subject from personal experience. At my company, First Orion, we've learned that to get a good employee with our required software development skills, it involves a lot of on-the-job training. And we've found that formal Registered Apprenticeship programs are hugely helpful in developing people so that they become productive fast. So, for me, personally, apprenticeships are a proven commodity. I know they work—both for my company and for the employees who, though Registered Apprenticeships, gain skills and credentials that will benefit them for a lifetime.

It has been my privilege and honor to serve as the founding chairman of ACDS/Apprenticely. And even though I had the title, from the very beginning I've shared the chairmanship with Mike Preston. Together, Mike and I have worked with the board and the Apprenticely team to fully establish apprenticeships as a way of closing the gap between Arkansas tech demand and tech talent supply. As I write this, we've exceeded that goal, branching out beyond IT to other industry sectors and even expanding to other states.

Going forward, I'm sure there will be many other changes as well. One close to home is that while I will remain on the board, I'm passing the chairman's gavel to Mike Preston. He is a singularly capable leader, and we're lucky to have him. I wish Mike and the talented, hard-working staff of Apprenticely continued success in growing an Arkansas workforce second to none.

--Charles D. Morgan, Chairman

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The Arkansas Center for Data Sciences (DBA Apprenticely) is a non-profit dedicated to building and retaining top talent in the state of Arkansas. We help companies large and small across all industries attract, train, and retain top talent - through registered apprenticeship programs, work-based-learning internships, and pre-apprenticeship training.

VISION

A vibrant, growing workforce across multiple industries is fueled by the Registered Apprenticeship model where a diverse pipeline of talent is equipped to fill the workforce needs of employers.

MISSION

Implement innovative programs, foster strategic relationships, and strengthen educational pathways to bridge the skills gap between employers and talent.

CORNERSTONE VALUES



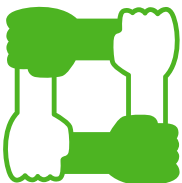
People First



Trusted Steward



Integrity



Access



Innovation



THE YEAR 2024 was very, very productive. We came very close to hitting the 1,000-apprenticeships target, and we're now inching up on 2,000 apprentices since 2019. In this note, I want to emphasize three lessons that we've learned over the past five years.

First, closing the skills gap is measured in incremental progress—it's not likely that we'll ever pronounce it "mission accomplished." Instead, we talk in terms of expanding and scaling: **Expanding** the number of participating employers, number of industry sectors, number of occupations, and therefore, the number of new apprentices; while **Scaling** our processes, technology, and team resources. We have to continually improve our outcome efficiencies, and that is our commitment.

Second, the Registered Apprenticeship Program is an effective supplemental staffing strategy for onboarding new hires for the skills that employers require to maintain and grow their businesses. But it can also be a program for **promoting** from within and then **replacing** the promoted employee. In 2024 we had a number of employers promoting incumbent employees—some to a completely new occupation and career—while backfilling with a new hire, and using the apprenticeship model to train in both cases. Five years of data support both of these premises.

Third, I think, is the most important concept that we need to capture, plan, and execute: *An apprenticeship program is employer-led and employer-owned.* We're part of the team, but we don't own the program. When the program is created, the employers must invest the time to get to know how the apprenticeship works; they also must learn how to design and elevate their program to **a level of prestige.**

No doubt Apprenticely helps with some of the short-term administrative tasks, as well as the initial training costs. But the real Return on Investment for the employers is the value the apprentice-employee contributes, and the loyalty he or she demonstrates over a long, successful career. We look forward to partnering with Arkansas employers to meet the challenges of 2025.



APPRENTICELY ACTS AS the intermediary for all IT employers in the state of Arkansas having done outreach to over 700 companies, ranging from small to large and created some initial awareness of IT Registered Apprenticeships. At the close of 2024, over 400 companies are seriously considering RAP programs and 186 companies have now implemented apprenticeship as a strategy. In 2024, Apprenticely continued expansion into new industry sectors, including manufacturing, energy and environment, and healthcare. To achieve this success, Apprenticely has eliminated every barrier to entry that an employer would face when implementing a Registered Apprenticeship Program.

ELIMINATING EVERY BARRIER TO ENTRY FOR EMPLOYERS

Access & Equity: Apprenticely has created a pathway through its Talent Management process that allows non-traditional workforce candidates to enter the IT industry. These candidates include, but are not limited to, racial minorities, women, rural populations, those with disabilities, dislocated workers, reentry candidates, and youth.

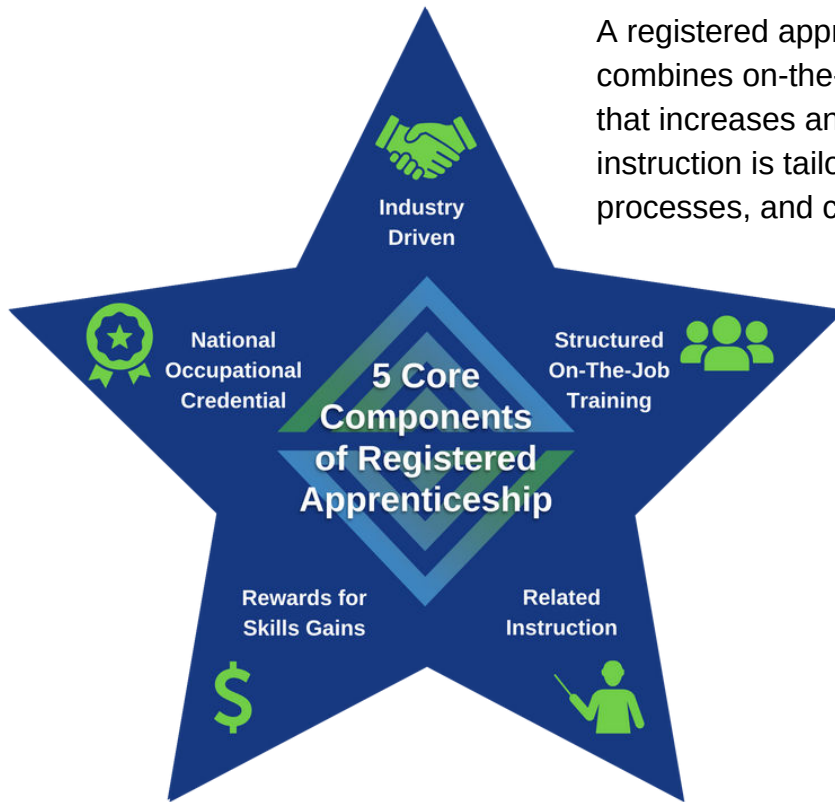
Sponsorship: Many companies look at the responsibilities required by the DOL, including registering, tracking, and reporting a number of employee data points, as well as submitting to periodic audits and EEO reviews. This can appear to be a substantial amount of administrative effort. Apprenticely takes on these responsibilities for the employer.

Project Management: Apprenticely in our complete end-to-end process has project managers to shepherd every employer through the implementation process. We offer this service at no cost to the employer. It operates under the premise that most companies do not have an extra resource to be the project manager, so it makes for a very scalable and efficient method of delivery and eliminates yet another barrier to entry for an employer - no matter what the size of the company.

RTI Funding: Apprenticely curates training from any number of reputable training providers to match the needs of the occupation and employer. Currently, Apprenticely has 58 unique training provider partners, many of which are from higher education, where several are already offering dual credit for apprentice RTI and degree credit. Apprenticely uses multiple funding streams from federal, state, and private sources to help offset employer training cost.

Reporting/Metrics: Apprenticely utilizes a system called ApprentiScope to track grant outcomes and goals, as well as maintain the record of truth for all participants and apprentices. The overall Apprenticely process and supporting technologies have proven to be successful at tracking the financial and programmatic data for all occupation, apprentice and employer data in addition to various other grant requirements.

REGISTERED APPRENTICESHIP PROGRAM



A registered apprenticeship is an employer-driven model that combines on-the-job learning with related classroom instruction that increases an apprentice's skill level and wages. Classroom instruction is tailored to a company's specific technologies, processes, and culture.

THE 5 CORE COMPONENTS OF REGISTERED APPRENTICESHIP

1. Industry Driven
2. Structured On-the-Job Training
3. Related Instruction
4. Rewards for Skills Gains
5. National Occupational Credential

WORK-BASED-LEARNING INTERNSHIP PROGRAM

Apprenticely's Work-Based-Learning (WBL) Internship Program provides candidates with authentic work experiences where they apply professional development and technical skills that support success in IT professional careers. Internships provide both a valuable experience to candidates just beginning their IT careers and low-cost work to employers needing additional IT talent on their team.

RESKILL ARKANSAS - PRE-APPRENTICESHIP TRAINING

ReSkill Arkansas is a statewide program dedicated to assisting participants in acquiring valuable skills through free online training programs. In addition to technical expertise, our comprehensive program emphasizes the development of essential career development skills, including resume building, interview practice, and networking strategies to support participants' job searches. With our convenient online training platforms, participants can enhance their skills and gain the knowledge needed to excel in today's competitive job market.



"I would highly recommend an apprenticeship for someone that's looking to explore a different way of learning rather than going to a traditional school for 2-4 years, then getting a job. The most important part of this for me was learning and doing - real-time on the job. That's when you can really make an impact and headway in your organization."

*Lidija Howard, IT Systems Specialist
Scott Family Amazeum*



"I was hired at Outdoor Cap in October 2022 and then presented with the opportunity to do the apprenticeship. I was really excited because I was coming right out of school and starting a new field in web development. I appreciated that there was time built in during my workday to do tutorials, and a course on a framework I wanted to learn. I was grateful for the learning opportunities that were baked into my schedule."

*Paige Power, Application Developer
Outdoor Cap*



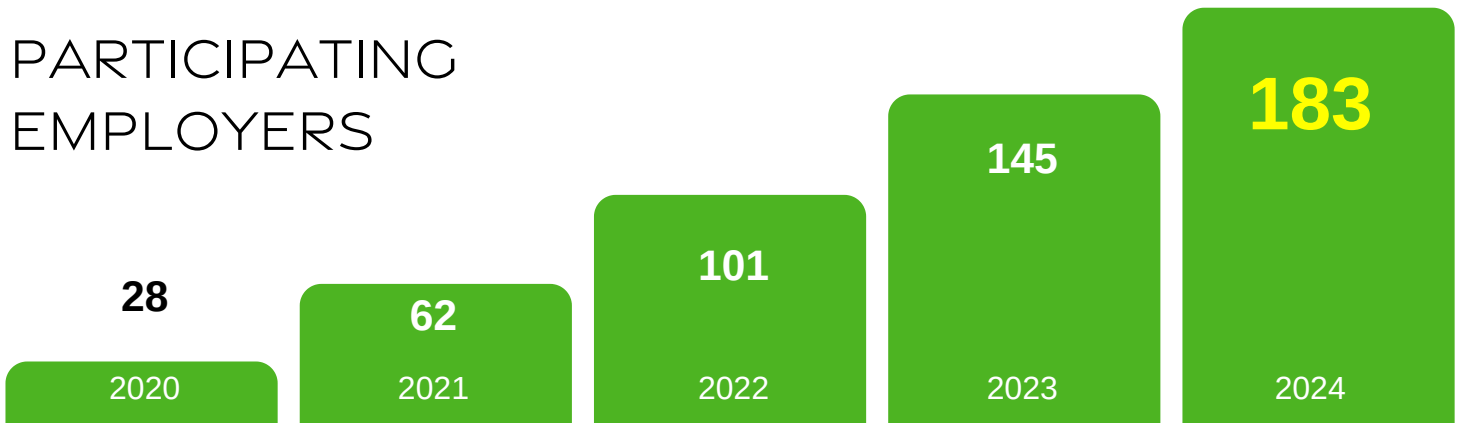
"Working with Apprenticely was professional, streamlined, and hassle-free. Their apprenticeship program provided an invaluable opportunity to demonstrate my capabilities and prove my worth. Thanks to them, my career aspirations became a reality, and I'm confident they can do the same for others."

*Miguel Aguila, Application Developer
DataScout, LLC*



"I was a full-time teacher and knew I wanted to switch careers. I heard about Apprenticely and connected with them online. They helped me with my resume and coursework. That led to an internship, then a full-time apprenticeship with Data Driven Partners."

*Olivia Johnson, Data Analyst
Data Driven Partners*

PARTICIPATING
EMPLOYERS

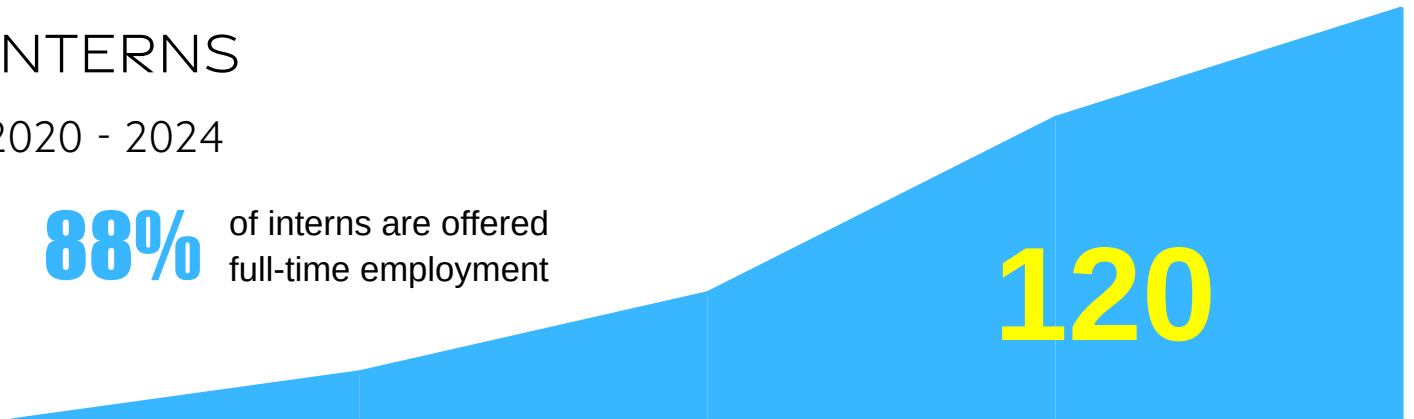
CANDIDATE APPLICATIONS

2020 - 2024



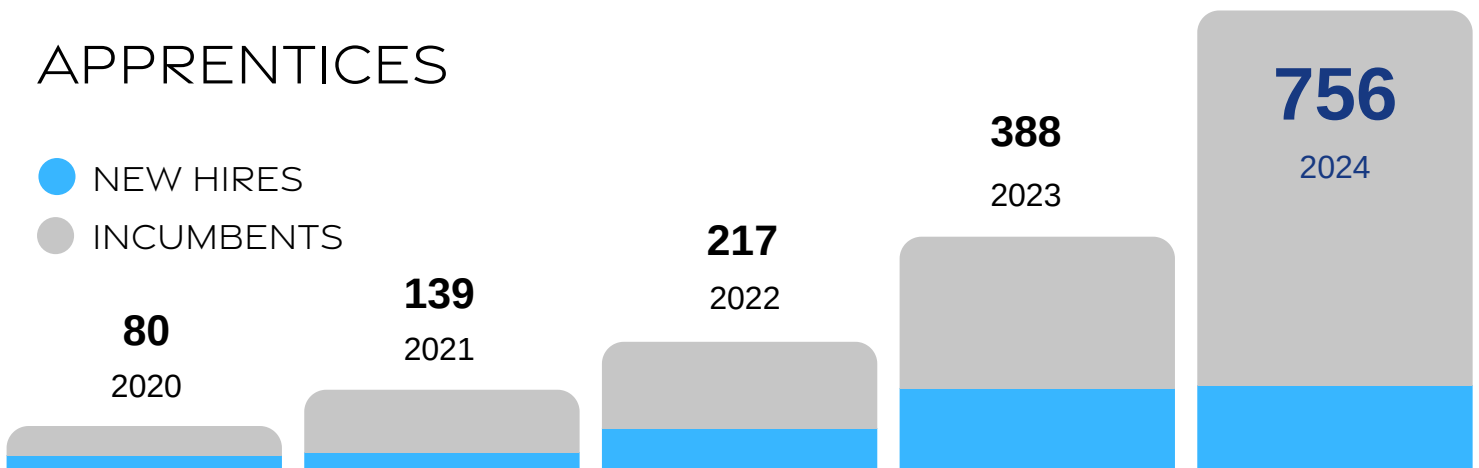
INTERNS

2020 - 2024

88% of interns are offered full-time employment

APPRENTICES

● NEW HIRES
● INCUMBENTS





30%
Female



16% Black/African American
6.5% Asian
2% Multiple Race

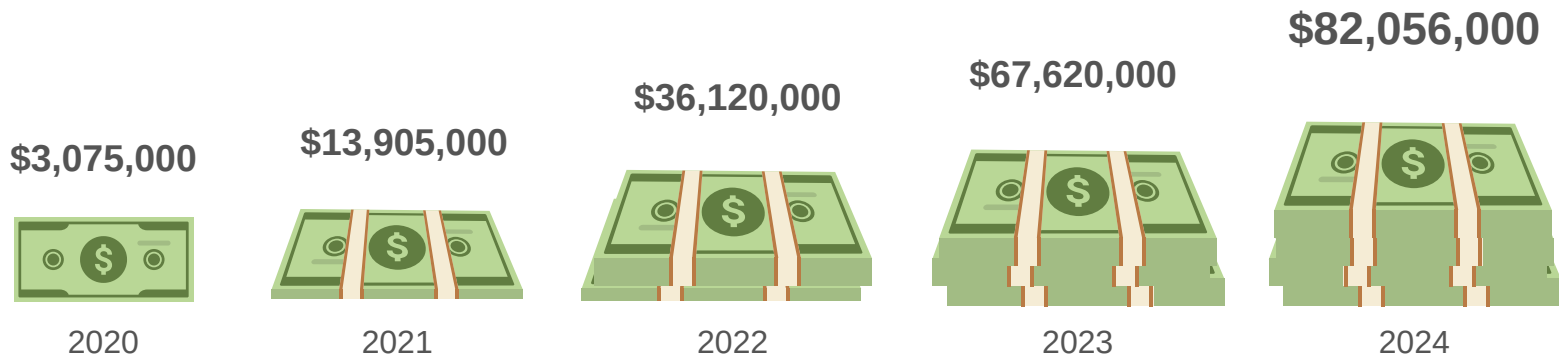


5%
Veteran



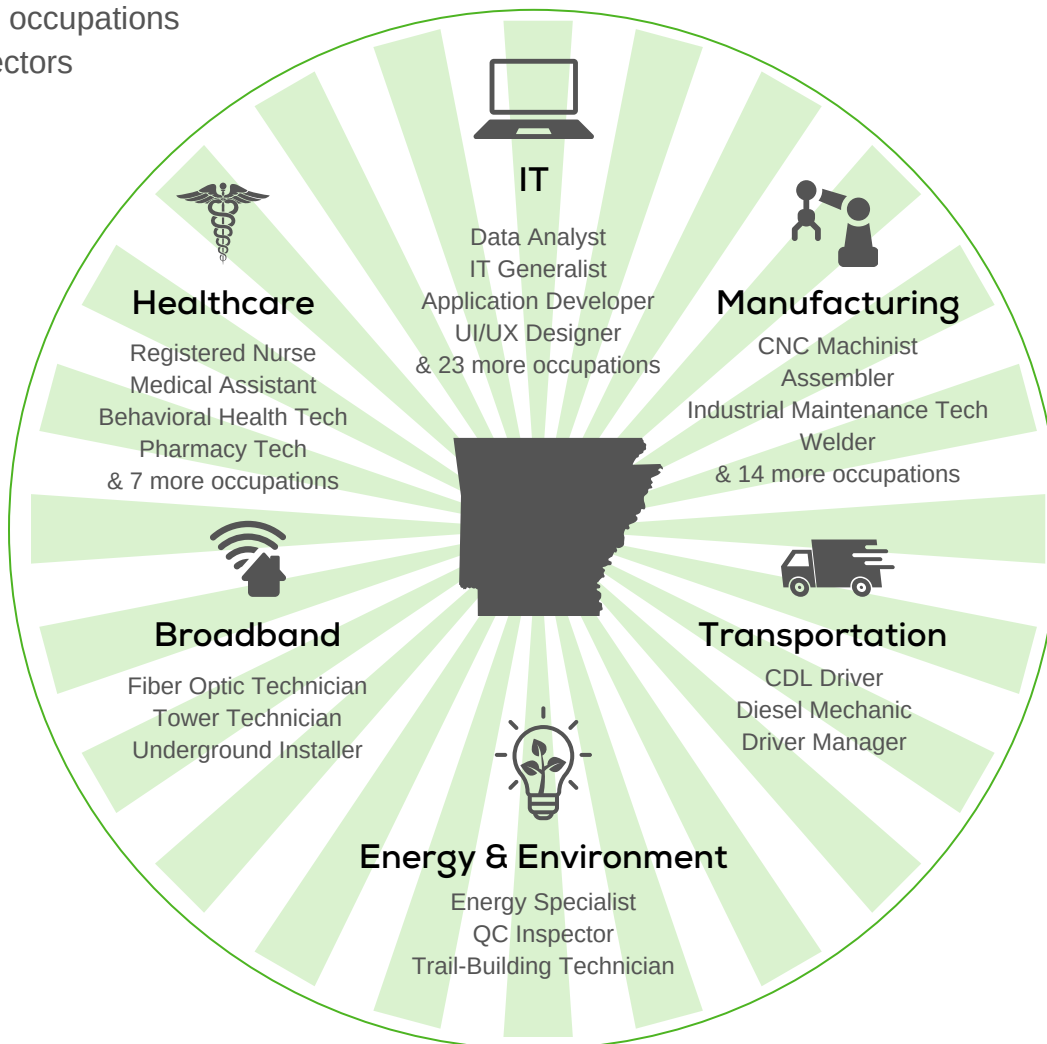
3%
Disabled

ECONOMIC IMPACT OF NEW WAGES



SECTORS & OCCUPATIONS

Currently 67 occupations
across all sectors



Over the past five years, Apprenticely has helped 186 employers discover registered apprenticeships as an ideal supplemental staffing strategy to help them grow their own talent. Because Apprenticely handles the behind-the-scenes heavy lifting of managing the employer's apprenticeship program, employers can focus on integrating the apprentice into their team and quickly generate value from their work. To ensure a successful relationship with our employer clients, our team encourages them to consider the following elements that build a strong and lasting apprenticeship program.

1. Define Clear Objectives and Goals

Employers' goals for what they want to achieve through the program will serve as the foundation for designing the program, for recruiting apprentices, and for measuring success. This connects an apprenticeship program to a grow-your-own strategy.

2. Develop a Structured Training Program

A strong apprenticeship program is designed to provide a balance of on-the-job learning and Related Technical Instruction (RTI). Employers have options through Apprenticely for training provisioning.

3. Incorporate a Feedback Loop

Feedback is a vital element of any successful apprenticeship program. Employers who establish an open feedback loop between apprentices, mentors, managers, and the Apprenticely project manager will help the apprenticeship program achieve its goals. Feedback should be timely, specific, and constructive. It can help both the apprentices and the company identify areas where improvements are needed.

4. Promote a Culture of Equity and Accessibility

Apprenticeship programs thrive most within an inclusive and supportive environment. Apprentices from various backgrounds bring unique perspectives and skills to the table, which can drive innovation and creativity within the company.

5. Offer Competitive Compensation and Benefits

To grow their own talent pool, including new talent and current employees, employers should consider offering competitive compensation and benefits to apprentices. Offering fair wages and benefits can make the program more appealing and improve retention rates.

6. Build Relationships with Educational Institutions

Employers can further optimize apprenticeship programs by leveraging Apprenticely's relationships with educational institutions, training vendors, vocational programs, and other national educational partners.

7. Track and Measure Success

Lastly, with Apprenticely's help, employers can track the success of their apprenticeship programs through metrics.



EMPLOYER PARTNERS



"We've had apprenticeships at Arvest for a while now. Since 2021, we've had 22 associates complete apprenticeships and 19 of them are still with us. We've been able to retain them and are excited about that. This year we had two apprentices complete their cybersecurity apprenticeships. We recently acquired an apprentice from JB Hunt. In 2025 we're going to start expanding the apprenticeship programs throughout our bank."

Rickey Booker, Talent Management Program Manager, Arvest



"It was just the two of us and we knew that we needed to scale. We learned about Apprenticely and were introduced to Amanda Champlin, who is one of our saviors. She very patiently walked me through all of the things that we might be able to do if we worked with Apprenticely. And through her, we gained our first two full-time employees, two amazing women."

Jennifer Carlisle, co-founder, COO, Chief Product Developer, Data Driven Partners



"We saw Apprenticely as an opportunity to bring in new employees as we continue to grow. It was a really good fit because it allowed us to see if the intern was a good fit from a cultural perspective as well as a skill set within the jobs we were looking to hire for. Apprenticely has done a fantastic job of finding those niche skill sets. Internships have turned into apprenticeships. We've had a ton of success."

Chris Holloway, General Manager, OzarksGo



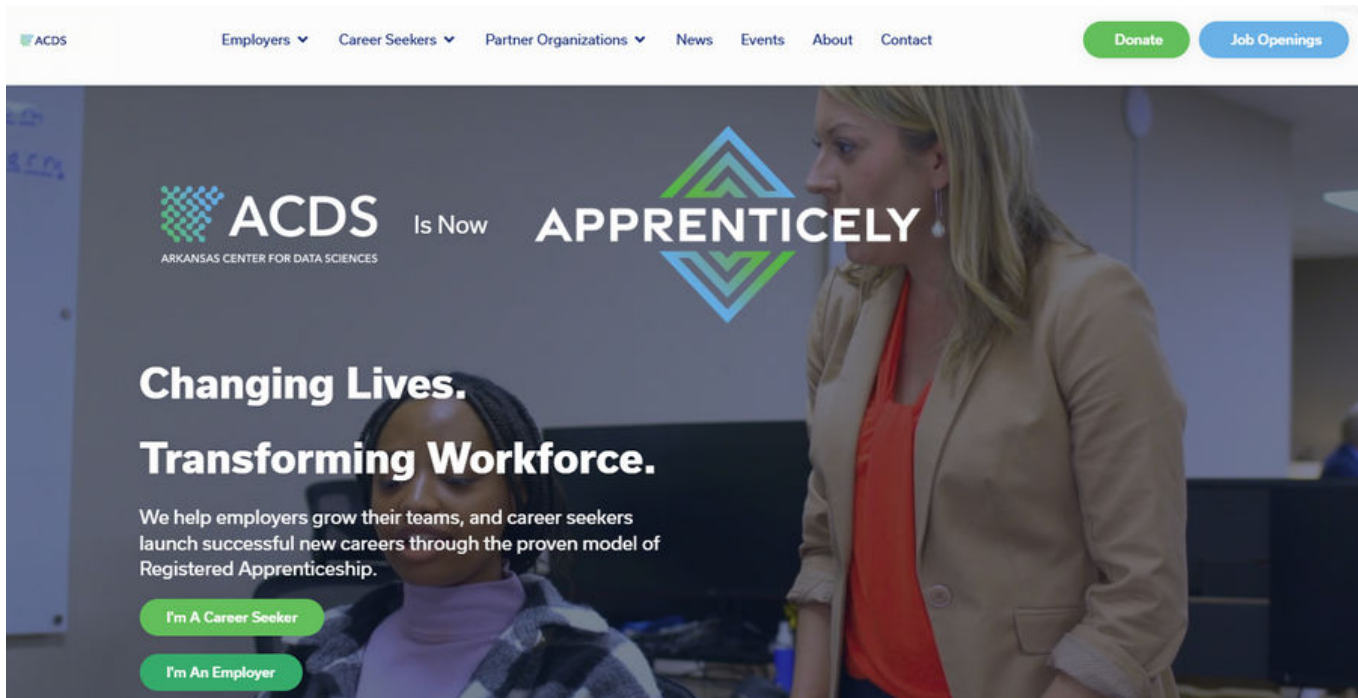
"So we had a similar challenge that a lot of companies have been facing trying to find and keep IT candidates. And we'd been through a few - then I had the opportunity to interview Chris. He came from a different background. We were very happy with the results and the time, care, and attention that were given to Chris to make sure the specific things he needed were addressed."

Autumn Reddell, Director of Administration & Compliance, Consolidated Admin Services



"It just makes sense. It's a great way to upskill people - to give them the proper tools and skills training that they need to not only be successful and continue to add value to the organization, but it also makes the person feel like they've achieved something so great."

KC Capers, Senior Manager of Training and Culture, Riceland Foods



As ACDS expanded to offer apprenticeships in new industry sectors and provide support outside of Arkansas to select employer clients, it became clear that we needed a new brand that accurately reflected our growing opportunities. In April 2024, ACDS rebranded to become **Apprenticely**.

Priorities achieved in 2024:

- New website & marketing materials
- Donor campaign
- 2023 Annual Report
- Social media engagement
- NWA and Central Arkansas Apprenticeship Recognition Events



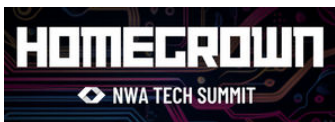
Tech 'N' Talk - Little Rock and Northwest Arkansas



Office Hours for Career Seekers



Talent Webinars



NWA Tech Summit



Employer Accelerators



National Apprenticeship Week



7,000+
Followers



10,600+
Subscribers





Employer Forums

Talent Webinars

Office Hours for Career Seekers

Tech 'N' Talk

Employer & Apprentice Recognition

National Apprenticeship Week

Industry Events



2024 FINANCIAL REPORT

January - December 2024

	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Total
Income					
Federal Grants	\$ 323,389	\$ 191,391	\$ 113,680	\$ 41,123	\$ 669,583
State MOU	\$ 350,068	\$ 383,467	\$ 322,443	\$ 293,349	\$ 1,349,327
Private	\$ 460,801	\$ 22,483	\$ 30,000	\$ 29,530	\$ 542,814
Event Sponsor	\$ 500			\$ 1,500	\$ 2,000
Interest	\$ 866	\$ 669	\$ 398	\$ 333	\$ 2,266
Total Income	\$ 1,135,624	\$ 598,010	\$ 466,521	\$ 365,835	\$ 2,565,990
Expenses					
Professional Fees	\$ 6,694	\$ 1,366	\$ 2,733	\$ 2,884	\$ 13,677
Insurance	\$ 907	\$ 928	\$ 931	\$ 4,390	\$ 7,157
Rent/Storage/Phone	\$ 5,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 10,000
Salaries	\$ 351,234	\$ 412,828	\$ 353,662	\$ 365,943	\$ 1,483,667
Benefits	\$ 20,213	\$ 30,679	\$ 27,989	\$ 25,461	\$ 104,342
Intern Wages	\$ 65,933	\$ 65,908	\$ 58,986	\$ 34,297	\$ 225,124
Payroll Taxes	\$ 31,730	\$ 35,993	\$ 30,760	\$ 26,626	\$ 125,109
Contractor Fees	\$ 17,250	\$ 17,250	\$ 17,250	\$ 17,250	\$ 69,000
Pre-app Training	\$ 1,120	\$ 33,024	\$ 2,586	\$ 834	\$ 37,564
Apprenticeship RTI	\$ 122,541	\$ 411,896	\$ 38,306	\$ 4,140	\$ 576,883
Apprenticely Reimburse	\$ 16,617	\$ 15,146	\$ 8,862	\$ 16,257	\$ 56,882
Marketing	\$ 8,870	\$ 3,870	\$ 3,870	\$ 3,185	\$ 19,795
Software/Technology	\$ 35,784	\$ 8,264	\$ 162	\$ 10,890	\$ 55,100
Total Expense	\$ 684,392	\$ 1,038,653	\$ 547,597	\$ 513,657	\$ 2,784,298

PRIVATE FUNDING OPPORTUNITIES

In 2024, Apprenticely continued its initiative to build a foundation of private donations to enable us to bring awareness and pre-apprenticeship training opportunities to a broader audience across the state. For more information, visit <https://apprenticely.org/giving> or use the QR code.





Bill Yoder
Executive Director



Lonnie Emard
National Apprenticeship
Director



Ashley French
Director of Talent
Management & Recruiting



Don Walker
Director of Training



April Ambrose
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Environment



Chris Flores
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Manager, Manufacturing



Amanda Champlin
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Manager, IT



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Client Development
Manager, Healthcare



G.B. Cazes
Client Development



Logan Hunt
Director of Grant
Admin & PMO



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Through your support of Apprenticely, you're changing the state's workforce ecosystem, and positively impacting individuals and their communities.

You're making Arkansas better.

We're grateful for our key partners, including the many private donors who are investing in our state's present and future.

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Amy Tammy Gwen Catie

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