

2025 Annual Report

AI
Apprenticeship
IDAHO



Letter from the Coalition

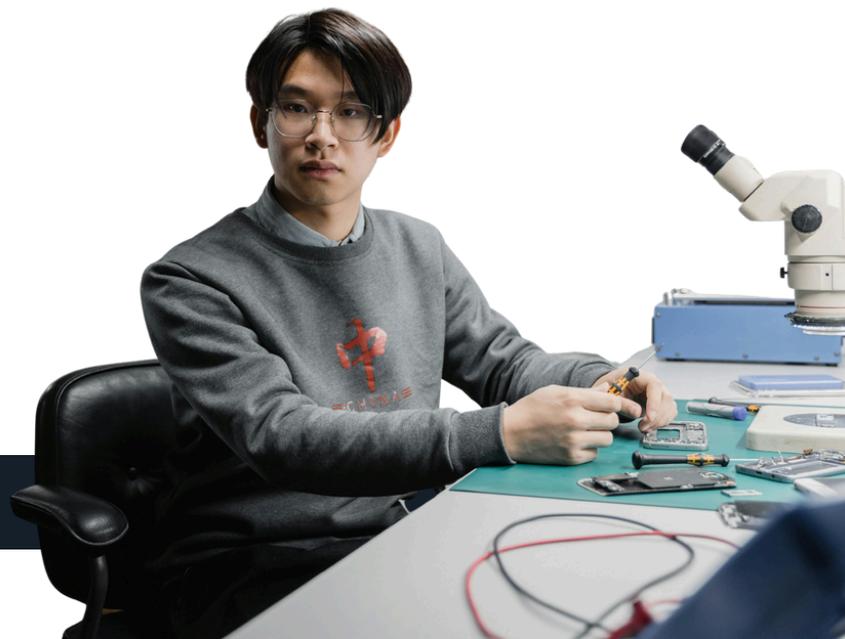
Friends and partners,

Registered apprenticeship continues to be one of Idaho's most practical workforce tools. It helps employers develop skilled workers and gives Idahoans a clear path into stable, in-demand careers. The Apprenticeship Idaho Coalition exists to support this work by bringing partners together, coordinating efforts, and helping programs grow where they are needed most.

Over the past several years, apprenticeship in Idaho has expanded beyond its traditional base in the trades. Programs now span healthcare, manufacturing, technology, and public sector roles, reflecting the changing needs of Idaho's workforce. This progress has been driven by collaboration among state and federal agencies, educators, employers, and community organizations, all working toward shared goals.

As the system continues to mature, the Coalition remains focused on program quality, access, and outcomes that matter to both employers and apprentices. With continued coordination and partnership, registered apprenticeship will remain a reliable option for meeting Idaho's workforce needs now and in the years ahead.

The Apprenticeship Idaho Coalition Partners





Career & Technical Education

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



Idaho Department of Labor

Develops Standards of Apprenticeship for all sponsors in Idaho.



Idaho Department of Correction

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



Idaho Business for Education

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



Idaho Manufacturing Alliance

Supports manufacturers as the industry’s multi-employer sponsor in the development and management of apprenticeships and pre-apprenticeships



Idaho Veterans Chamber of Commerce

Connects Idaho’s veterans to good jobs in apprenticeship.



U.S. Department of Labor

Registers Idaho sponsors’ Standards of Apprenticeship federally.



Vocational Rehabilitation

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



Workforce Development Council

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

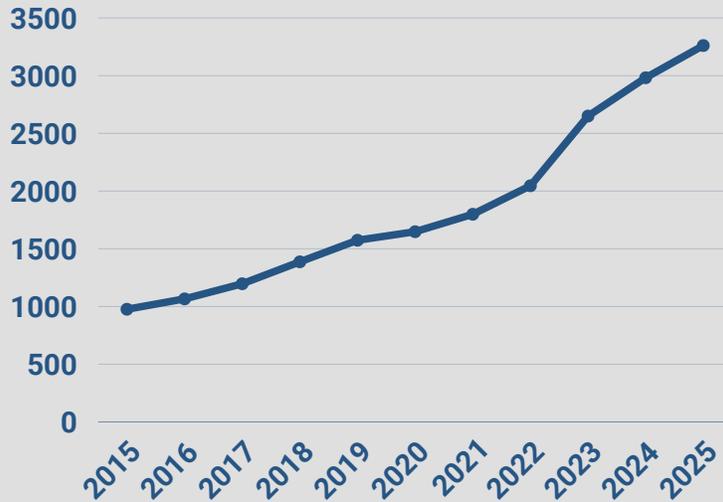
Idaho's Apprenticeship System Statistics

64%

Apprenticeship Completion Rate

In 2025, Idaho ranked #1 for apprenticeship completion rate compared to the 46% national average

Active Apprentices in Idaho



3,261

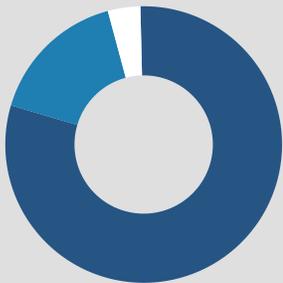
Active Apprentices in FFY25

82

New Programs Developed in 2025

Ratio of Apprentices by Gender

79.9% Male
16.3% Female
3.8% Did not Identify

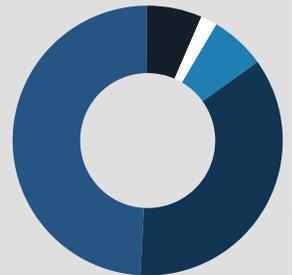


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Apprenticeship Sponsors

Types of Apprenticeships in Idaho

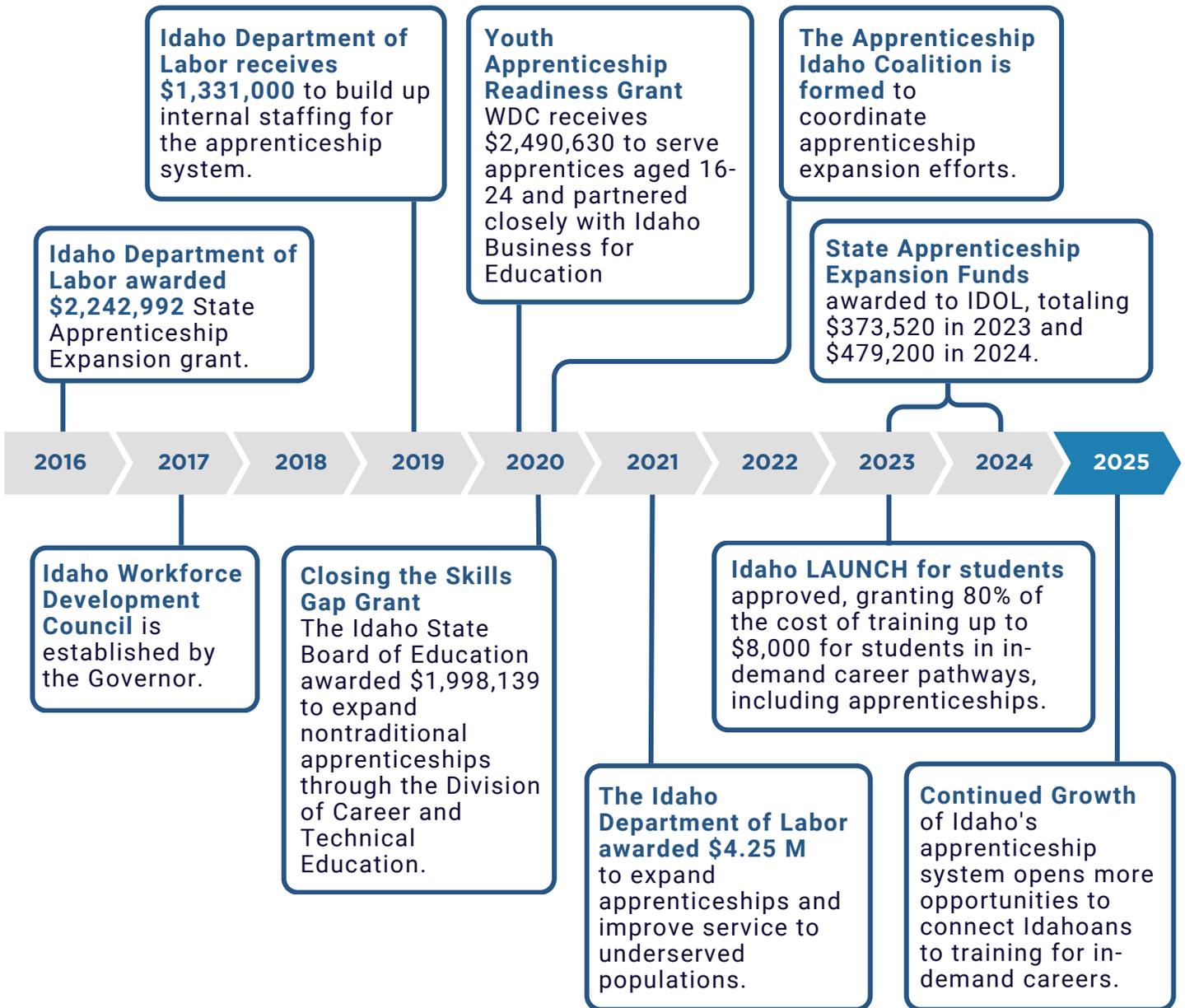
Healthcare
Manufacturing & Industrial
Business, IT & Public Service
Other & Emerging Occupations
Construction & Skilled Trades



Why Apprenticeship Works

- Apprentices earn wages while they learn, with on-the-job training from day one
- Programs combine hands-on work with related instruction and mentoring
- Most apprenticeships last 2–4 years and lead to a nationally recognized and portable credential
- Apprentices graduate with little to no student debt
- Apprenticeship is used across many different industries

Apprenticeship System Timeline



Did you know?
 Idaho achieved a 234% increase in active apprentices between 2015 and 2025



Apprentice Experiences

From Patient to Provider

Going into his 30's, Logan never imagined healthcare would be his path. However, after having open heart surgery and seeing his kids being cared for in the NICU, he wanted to do the same for others. "I want to gain experience and skills that would help others in the community," he mentioned.

Working in healthcare was the right destination with the MA-T program at St. Luke's being the route. Logan loves the people he works with and the challenges that come as a Medical Assistant. As an MA he has learned problem solving in trying to find results for patients through lab draws and assessing their needs for their appointments.

Logan takes pride in greeting patients and helping them feel supported and at ease as they meet with their providers to discuss health concerns that can sometimes be challenging. He appreciates seeing tangible results for patients and reporting to the patients' health improvements whether that be lab results or hospital follow ups.

"As someone who has learned to manage my own health and recovery from surgery, this program has supported me to find his confidence in a new career," Logan said. The job allows him to provide information to help patients eat right and care for themselves. This apprenticeship program supports his goals to further his education in the medical field with the desire to one day be a health coach or Physical Therapy assistant for patients recovering from surgery, just like those who helped him while recovering through cardiac rehab. "Wherever I go in this field of work I look forward to the challenges and changes that come with it," he states.

A Career Shift into Pharmacy

Esmeralda is a participant in the Pharmacy Technician Program with St. Luke's. She was interested in applying for the apprenticeship because she knows that there will always be a need for people in the medical field. Her career background was in quality assurance, which she enjoyed, but she wanted to change her career. She did not want to spend the rest of her life in an industrial meat packing facility.

Healthcare caught her eye because she knows that every decision you make can impact patients. "I firmly believe in doing things the right way, and I knew that a job in the healthcare world would do just that," Esmeralda explains.

The program has supported her career goals by giving her an opportunity to learn, take her certification exam, and give her a job to jumpstart her career in the healthcare world. Her plan is to keep learning, move up and return to college to pursue a degree in healthcare.

I love learning on-the-job because I am a hands-on person, and that's how I learn best.

—Esmeralda





A Second Start in Skilled Work

Ben spent eight and a half years incarcerated for drug-related crimes, cycling in and out of jail since his early twenties. He admits he was young, immature, and searching for direction. His work history was scattered—moving state to state, job to job, with no clear path. Everything changed in August 2024 when, while still incarcerated, he entered the Idaho Department of Correction (IDOC) plumber registered apprenticeship.

Learning directly under an IDOC journeyman plumber gave him something he had never experienced before: mentorship, accountability, and a real chance to grow. Through hands-on training under IDOC and classroom instruction through the

I got into trouble, made bad choices, and plumbing has saved my life

– Ben

College of Western Idaho (CWI), Ben discovered how he learns best—by doing the work and asking questions in a supportive environment. With help from the IDOC apprenticeship coordinator, he obtained his apprenticeship card, ensuring every training hour counted toward his license. Working days, attending evening classes, and completing homework at night, Ben stayed committed. He earned trade scholarships, including Idaho LAUNCH funds and scored in the top 90 percent of his class. For the first time, he feels invested in something long-term. "It makes me feel like I'm good at something," he shares. "It's mine."

Now in his third year at CWI and second year of on-the-job training, Ben has been hired to work on a plumbing team for a new-home builder while still incarcerated in the IDOC Community Reentry Center. As he looks ahead to parole next summer, he is focused on the future, not the past. Upon release, he will have completed four years of plumbing school and be well into his third year of on-the-job training—positioned for a stable, licensed trade career. Ben's journey shows that with structure, support, and opportunity, second chances can turn into lasting success. IDOC is thankful for the partnership with CWI.



Apprentice to CEO

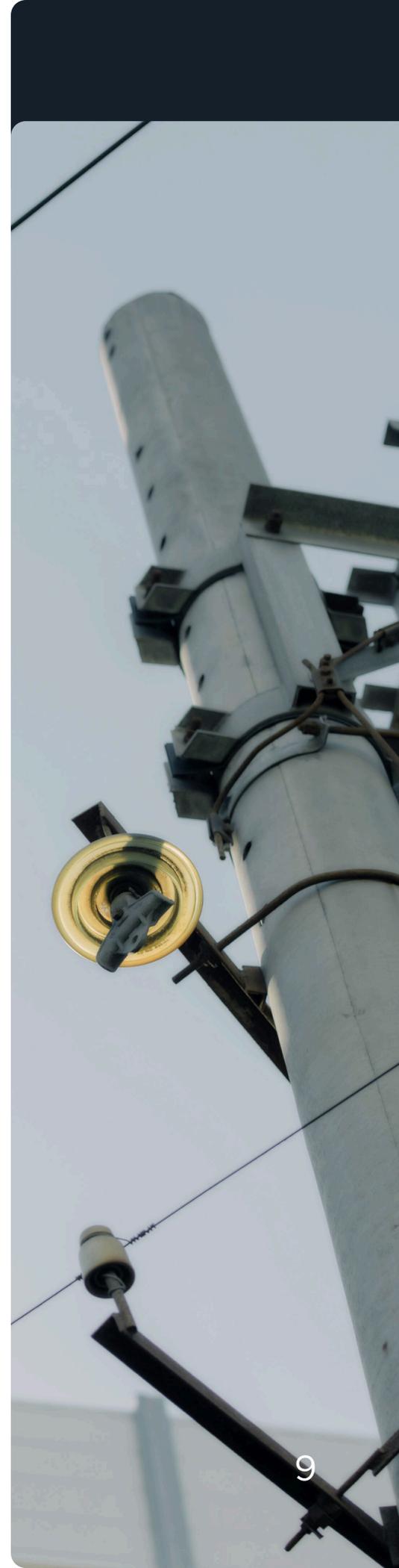
When Titus began his electrical apprenticeship with Interstate Electrical Contractors, he was not chasing a title. He was chasing opportunity.

Titus entered the program eager to learn and determined to prove himself. He was placed with Interstate Electrical Contractors through North Idaho College's workforce training program, where he trained under owner Scott Jordan's mentorship. Idaho Business for Education's Youth Apprenticeship Program provided the financial support he needed to complete the program. What followed was a transformation built on trust, responsibility, and leadership growth.

From the start, Titus showed up with initiative. He asked questions and treated every task as a chance to learn. Scott noticed and invited him into conversations about problem solving, customer relationships, and running a business well. Titus learned both the trade and the values behind it. By June 2024, he had completed his apprenticeship—but his growth didn't stop there.

Over the following year, Titus proved himself through consistency, accountability, and leadership. He earned his team's trust and demonstrated he could think beyond the job site to contribute to the company's long-term success. Just one year after completing his apprenticeship, Titus became CEO of Interstate Electrical Contractors—the very company where he first learned the trade.

For Scott, this transition was intentional. Apprenticeships aren't just about filling workforce gaps—they're about investing in people who can grow into leaders. Titus' journey proves that when employers commit to mentorship and young people are given meaningful opportunities, the results can exceed expectations. His story represents the true impact of apprenticeship: building careers, strengthening businesses, and creating leadership pipelines that benefit entire communities.





Employer Experiences

Building Skills on the Production Floor

The School to Registered Apprenticeship Program (STRAP), specifically the Machine Operator program, has benefited High Desert Milk.

Hiring in the manufacturing industry presents several ongoing challenges, including finding skilled workers, safety-minded employees, and individuals who are truly career-oriented. When evaluating the Machine Operator program against these challenges, High Desert Milk has experienced clear success. The high school apprentices who complete the two-year classroom program demonstrate strong technical aptitude through both their coursework and their summer apprenticeship experience. They show an ability to learn industry terminology, concepts, and hands-on skills that are often difficult to find through traditional hiring methods. Many of the students have also taken additional STEM-focused courses in high school, further strengthening their skill base.

Another significant success of the program is the strong safety mindset apprentices bring with them from day one. The first-year curriculum focuses heavily on food safety, and as a result, apprentices who have worked at High Desert Milk consistently demonstrate exceptional safety awareness and performance. Over eight years of participation in the program, only two apprentices have experienced workplace injuries.

This safety record is remarkable considering High Desert Milk hosts between four and eight apprentices each summer. These apprentices are comfortable identifying and calling out safety concerns and violations, and they enter the workforce with a level of safety training that is often difficult to find even among adult employees.

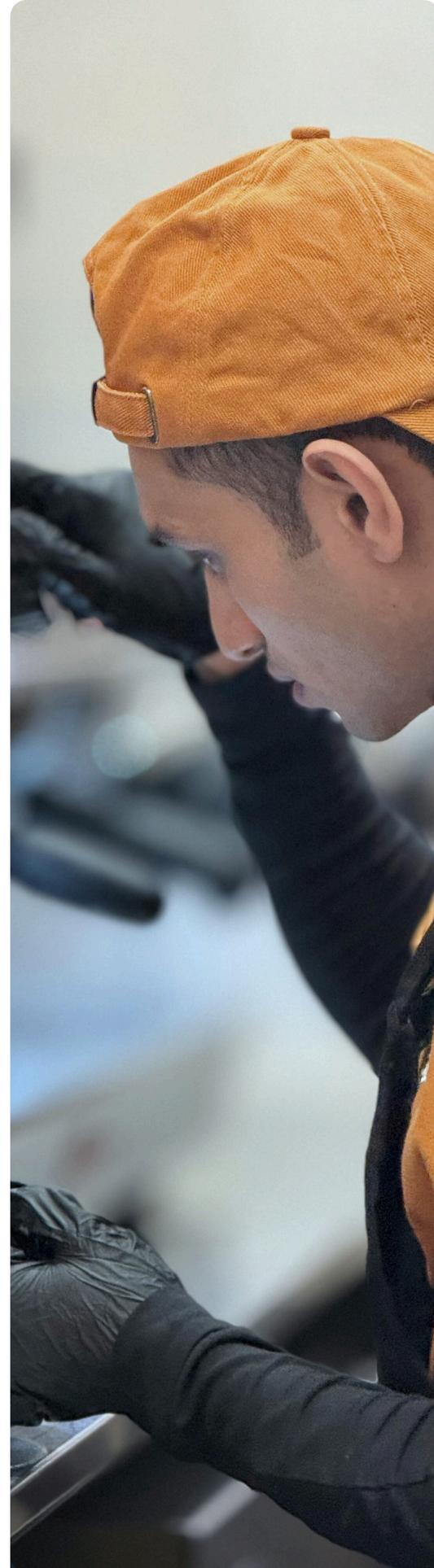
Equally important is the strong career mindset the apprentices bring into the program. While many students are uncertain about their long-term career plans after high school, they share common goals of success, stable employment, and self-sufficiency. Most apprentices hold part-time jobs before and during their apprenticeship, demonstrating motivation and responsibility at a young age. This program provides them with a clear pathway into a solid career. Many of the apprentices are hired as full-time employees after graduating high school, and several have advanced into leadership roles.

The promotions range from leading small teams of four to eight operators, managing departments of up to fifteen employees, or serving as shift supervisors overseeing 25–30 employees. Others have progressed into highly technical roles, independently operating multi-million-dollar equipment within a year of graduation, or have moved into positions such as laboratory technicians, maintenance personnel, or CDL-certified truck drivers. The STRAP program consistently leads to meaningful, long-term career opportunities.

The STRAP program works. It has helped develop productive young adults within the community and has created a strong, reliable workforce pipeline for High Desert Milk. “The Department of Labor and participating industries have thoughtfully designed a program that benefits both employers and the community as a whole, and we have seen firsthand the value of this program. We are confident that the future workforce and leaders will continue to come through STRAP.”

The program has exceeded our expectations from the start, and it is our goal to continue participating for many years to come

–High Desert Milk





Strengthening Rural Cybersecurity

The Idaho Apprenticeship Team partnered with the U.S. Department of Labor to help Information Technology Services (ITS) launch Idaho's first Registered Apprenticeship Program pilot in cybersecurity. Once the program was registered, ITS immediately turned outward—working with cities and counties across rural Idaho to tackle the growing demand for local cybersecurity expertise.

Through these partnerships, ITS supported more than ten municipalities in building out their cybersecurity capacity while creating pathways for Idaho residents to develop high-demand tech skills without leaving their home communities. The impact was tangible: twelve apprentices were hired into cybersecurity roles across the state in the first year alone, strengthening rural infrastructure and keeping homegrown talent where it's needed most.

This program has helped me gain valuable experience and launch my career. It has truly made me love what I do!

—Colin, an apprentice

J.P. O'Donnell, IT Director for the County of Twin Falls, saw the program's value firsthand. "The State of Idaho Cybersecurity apprenticeship program has been a valuable asset to the Twin Falls County IT Department by providing a motivated, tech-savvy student who brings fresh perspectives and up-to-date technical skillsets," he shares. "The apprentice has supported key cybersecurity initiatives, allowing full-time staff to focus on more complex projects and long-term planning while improving their overall cybersecurity posture."

ITS plans to expand the program next year, scaling both employer partnerships and apprentice opportunities as demand continues to rise.

Growing IT Talent from Within

The Kuna School District recognized it held the key to its own workforce problem. As a district with a 1:1 device-to-student ratio, there was an endless need for tech support. The district had a technology CTE program and knew which students were hard workers because the teachers saw them in class every day. Working with Idaho Business for Education, the superintendent encouraged the school board to approve an apprenticeship where the district could hire two of its own seniors to work during their Work-Based Learning periods as IT Generalist Apprentices.

The board approved the positions, and the first two apprentices were hired in 2023. The apprentices were so successful that the district chose to hire them into full-time positions after graduation. They are still working for the district and taking college classes through Western Governors University on the side to earn credentials for future tech roles.

This story is the perfect example of an effective apprenticeship. It connects employers' needs with available workers who want to see what jobs in the field are like. It creates a clear pathway so youth know what is needed for future success. It aligns curriculum that schools are already teaching with real-world roles to make learning relevant. It provides youth with mentors who can support their growth. It supports opportunities by paying young people instead of expecting them to work for free, which is sometimes not possible for low-income students. It's a win-win for the employer, the school district, and the apprentice.



We are apprenticeship.



Apprenticeship
IDAHO

