



Registered Apprenticeship

Earn While You Learn

USDOL

MTDLI

Glen Disque
State Director

**Apprenticeship
Advisory Council**

Mark Lillrose
Coordinator

Tim Elliott
Kalispell

Logan Klein
Polson

Luke Lavin
Missoula

William Coggins
Butte

Walter Gonzalez
Helena

Grace Wittmier
Lewistown

Mitchell Winter
Billings

Shauna Johnson
Livingston

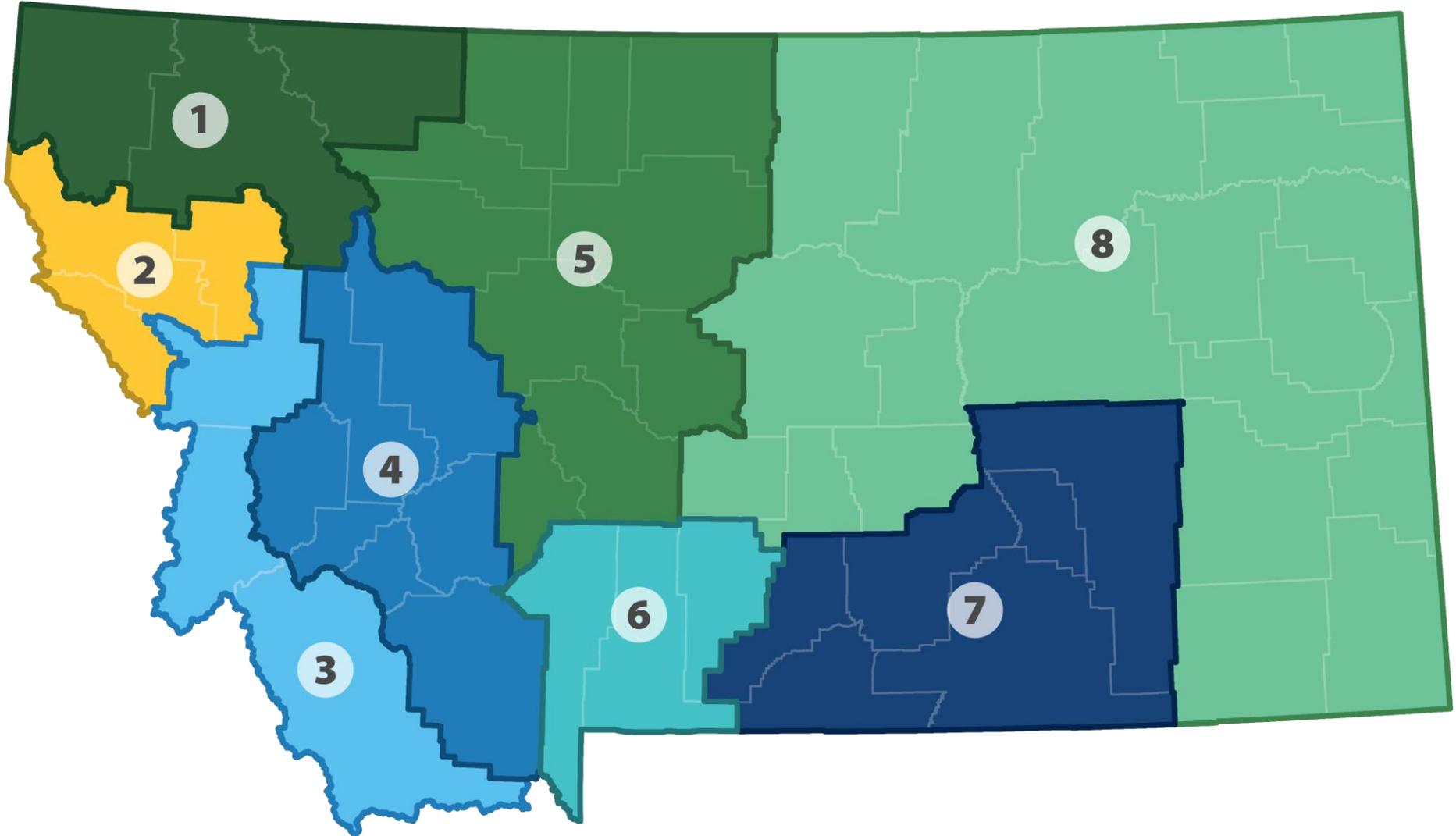


About Us

Organizational and Situational Structure of Montana Registered Apprenticeship.

Where We Are Located

-
- 1 – Tim Elliott (Kalispell)
 - 2 – Logan Klein (Polson)
 - 3 – Luke Lavin (Missoula)
 - 4 – William Coggins (Butte)
– Walter Gonzalez (Helena)
 - 5 – Mark Lillrose (Helena)
– OPEN (Bozeman)
 - 6 – Shauna Johnson (Livingston)
– OPEN (Bozeman)
 - 7 – Mitchell Winter (Billings)
 - 8 – Grace Wittmier (Lewistown)
– OPEN (Eastern Montana)

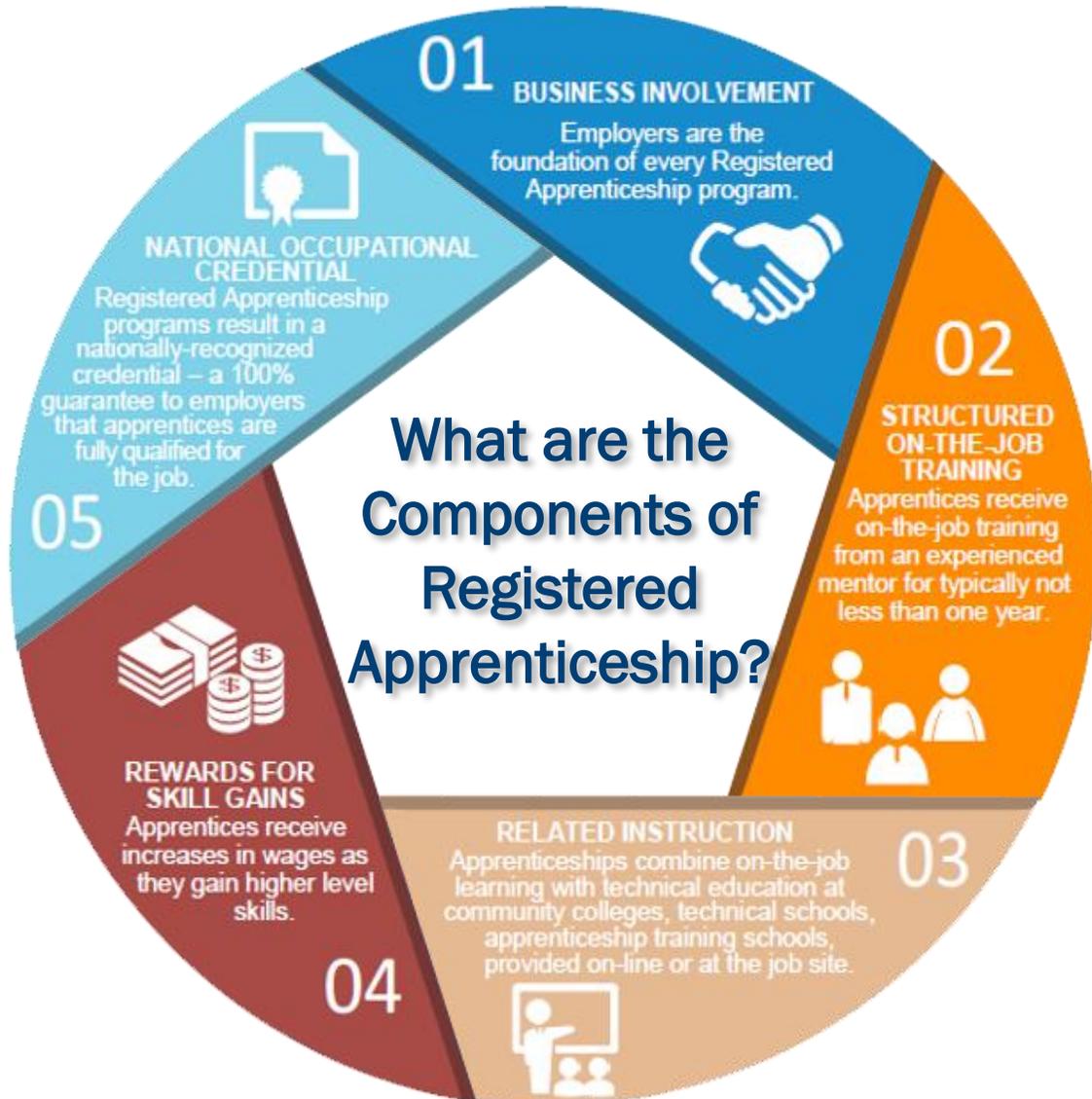


Apprenticeship 101

Understanding Apprenticeship – Where it Fits



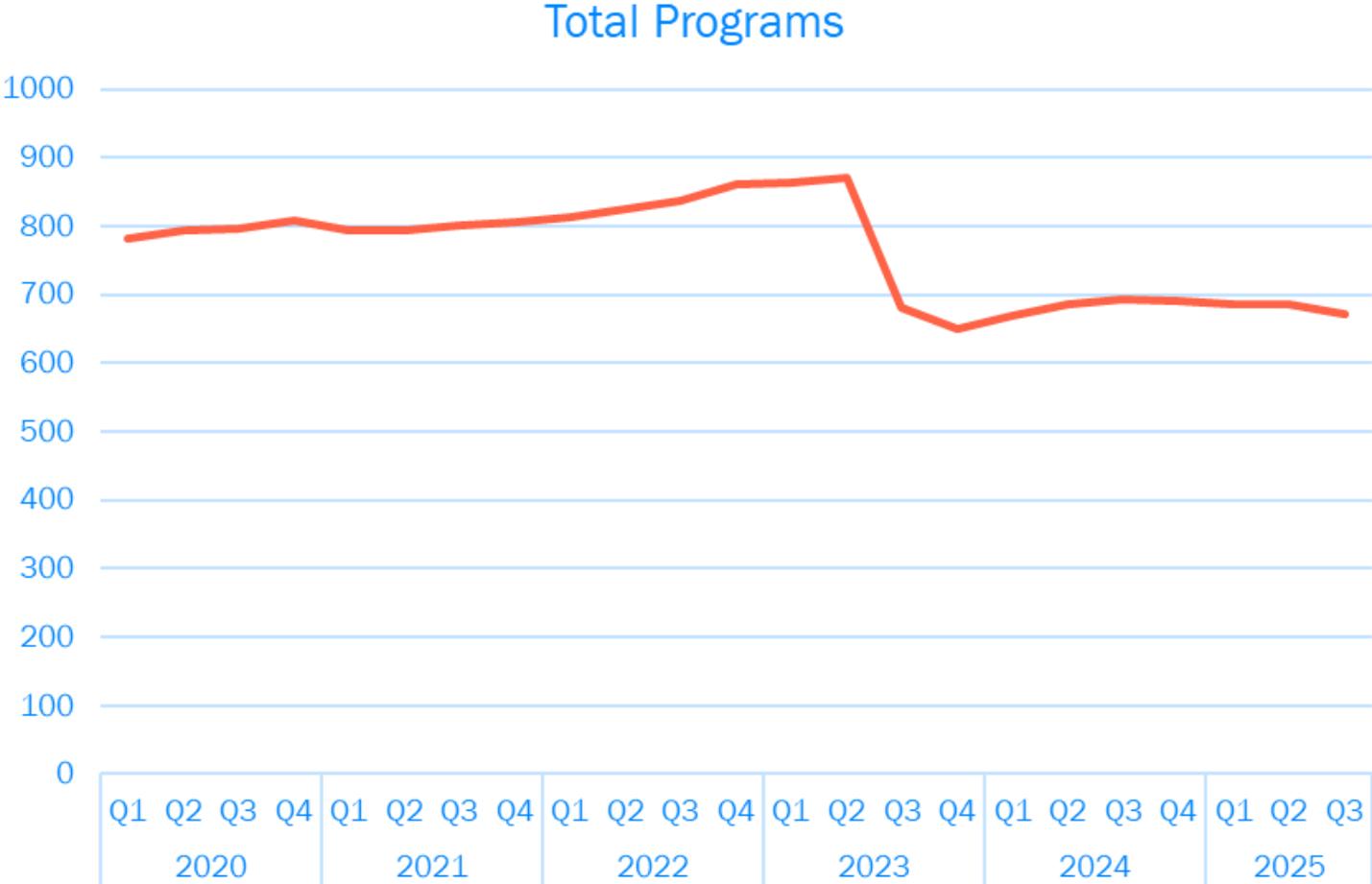
Anatomy of an apprenticeship



Rules:

- Must complete at least 2000 hours (1 year) of on-the-job training (OJT).
- Must complete 144 hours of Related Technical Instruction (RTI) per 2000 hours of OJT.
- Must be at least 16 years of age.
- Must have the capacity to perform the essential job functions.
- Time, Competency and Hybrid approach
- Must follow ratio requirements

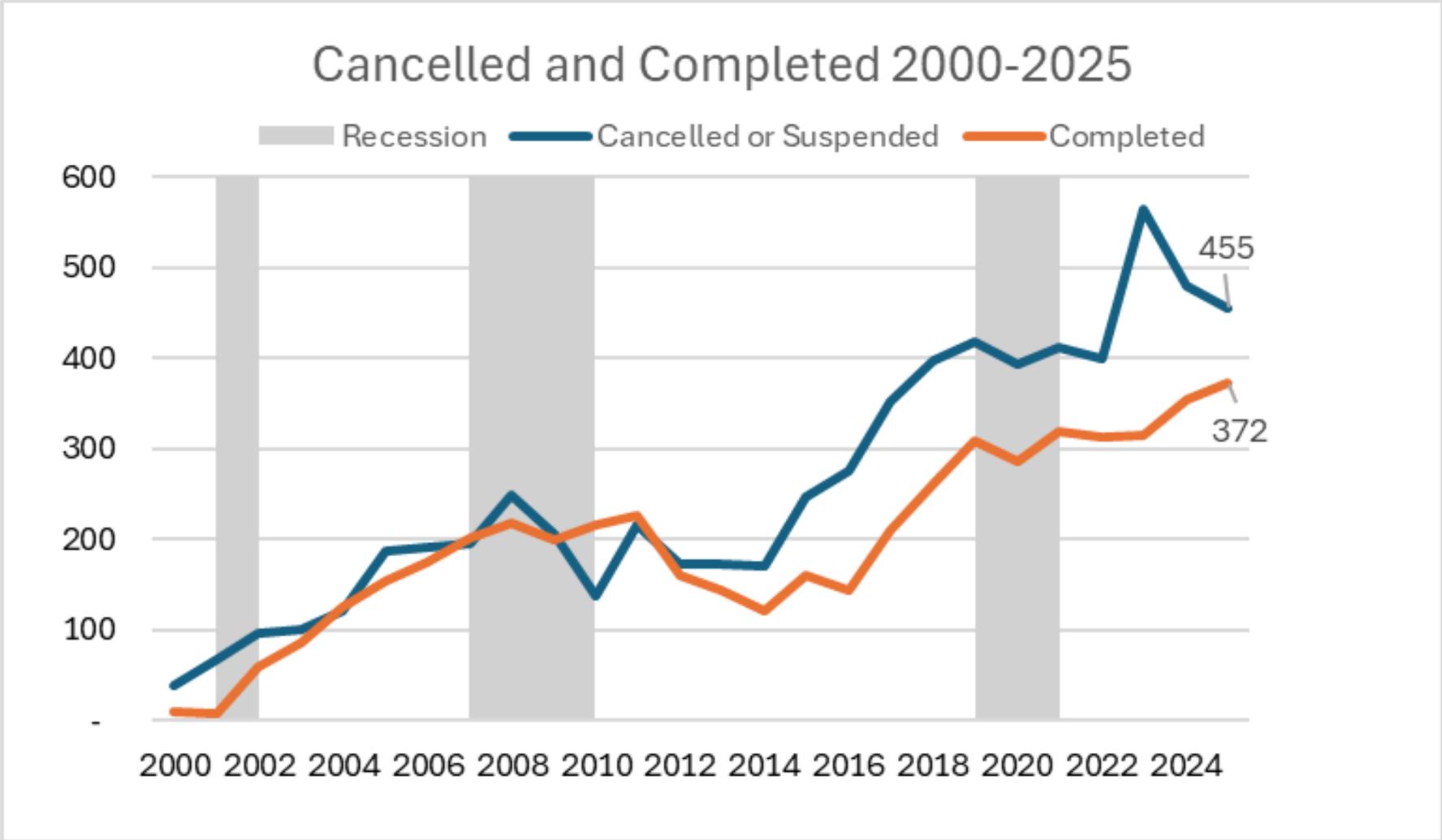
Active Employers and Sponsors



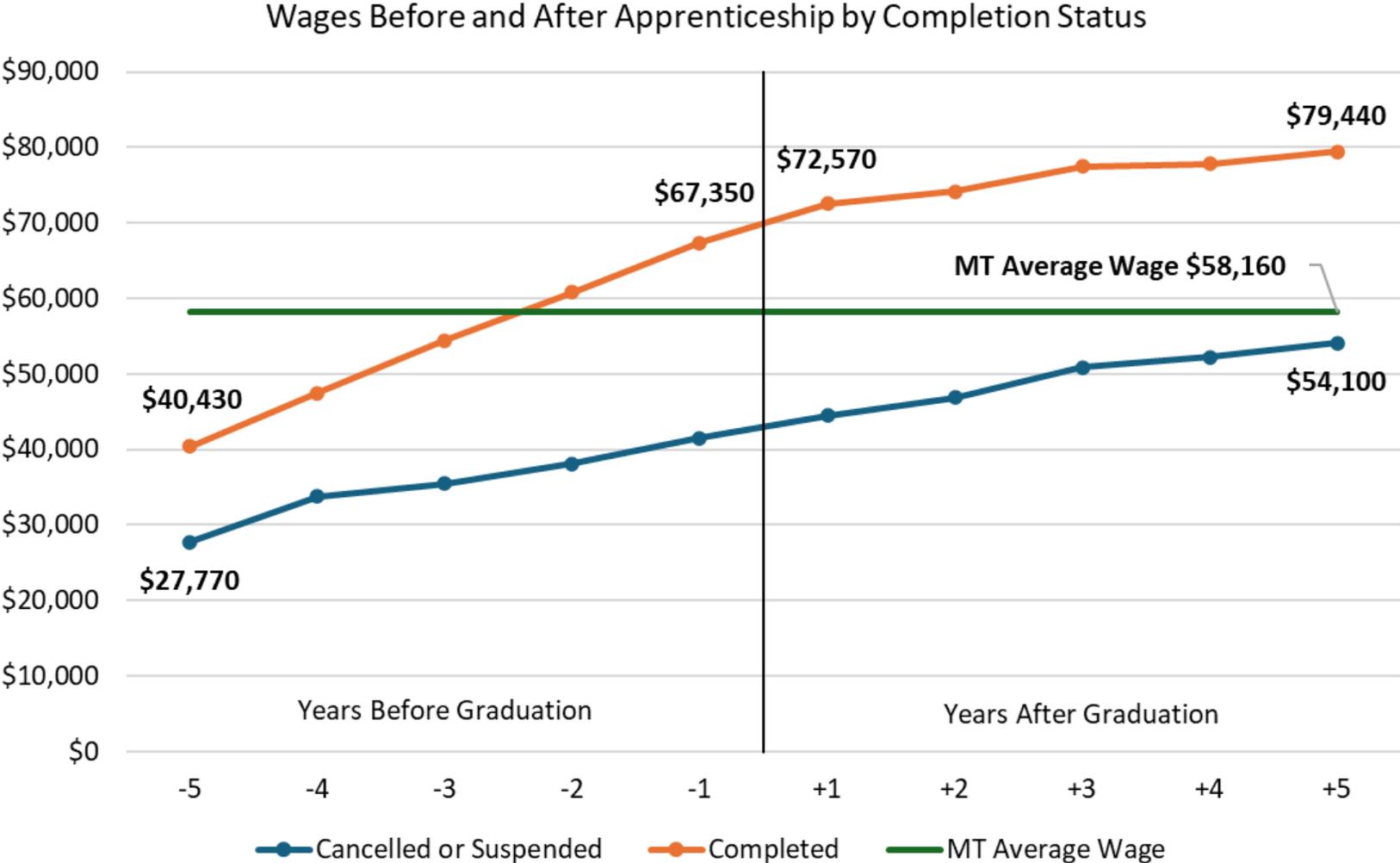
- Total Active Sponsors 730
- 29 new sponsors in 2026
- Active sponsors must have an apprentice. Inactive means 0 apprentices for over a year.
- 2023 marks the first clean-up of inactive sponsors
- Sponsor vs. Employer

Apprenticeship Completion

Cancelled vs. Completed Apprentices



The Importance of Completion

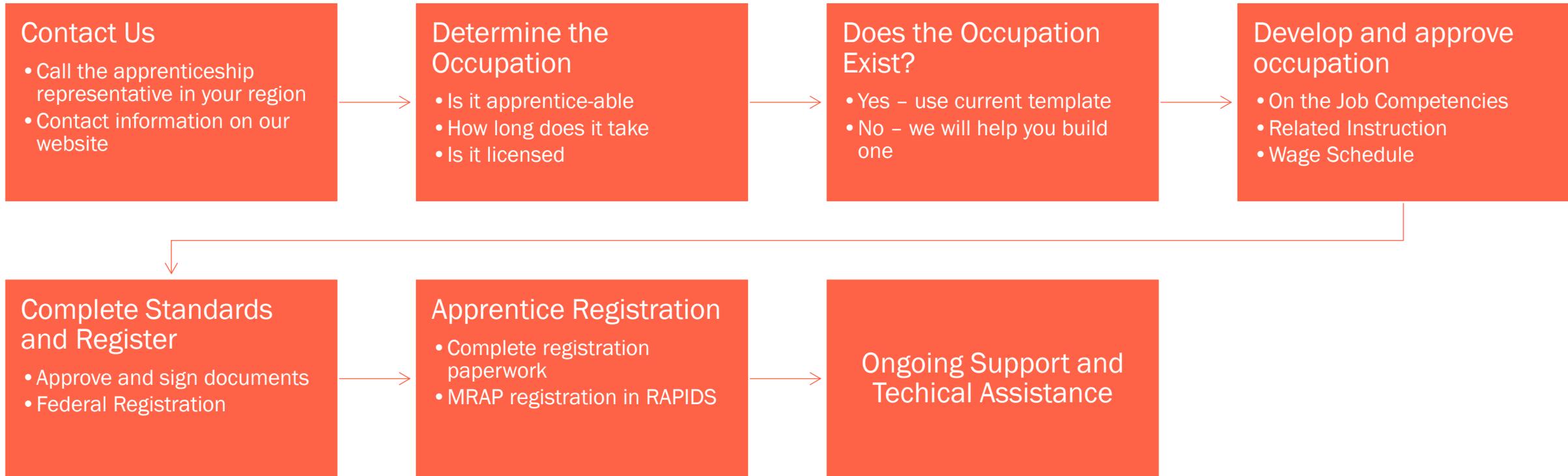




Where to Begin

How to get started as an employer or an aspiring apprentice

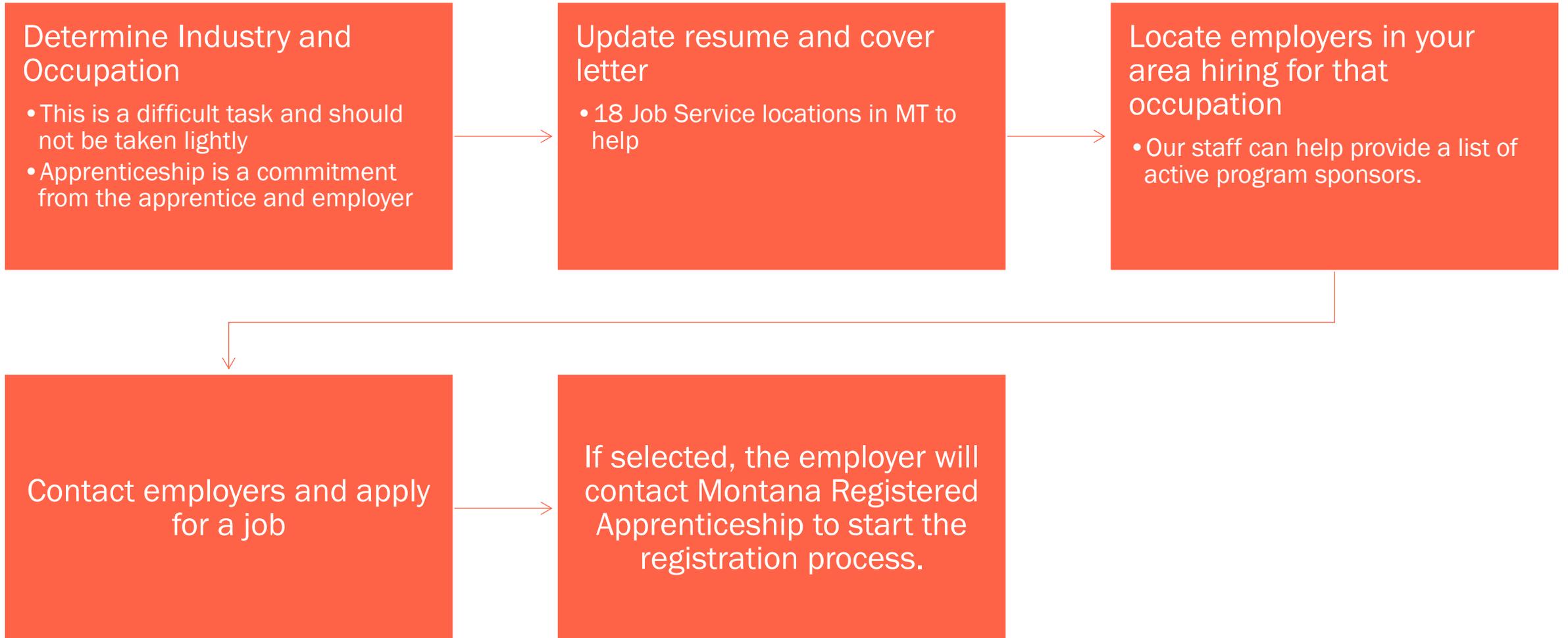
Process for Employers



Requirements for Employers:

1. Apprentice must be a W2 full time employee
2. Employer must hold active workers compensation policy
3. Must have a journey-worker or master level mentor

Process for the Aspiring Apprentice





Apprentice-able Occupations

What occupations exist?

Approved Occupations

FEDERAL OCCUPATIONS 1300

- K-12 Teacher
- Respiratory Therapist
- Hearing Aid Specialist
- Licensed Clinical Mental Health Counselor
- Real Estate Sales Agent
- Submarine Cable Technician
- Doctor of Nursing Practice
- Occupational Therapy Assistant
- Composing-room Machinist
- Private Investigator
- Residential Property Appraiser

STATE OCCUPATIONS 110

- Facilities Director
- Funeral Director/Mortician
- Veterinary Technician (Vet Tech)
- Licensed Practical Nurse
- Pharmacy Technician
- Avionics Technician
- Building Codes Inspector
- Boiler and Pressure Vessel Inspector
- Weights and Measures Inspector
- Community Health Worker
- Barbering/Cosmetology

Active Apprentices Nationally

How Montana Compares

There are roughly 299 apprentices per 100,000 people in Montana

Comparatively, there are roughly 195 apprentices per 100,000 people in the entire US apprenticeship system

Montana Registered Apprentices Active in 2025: 3418

USA Active Apprentices in 2025: 665,675

Source: RAPIDS; US Census Estimate

406 Jobs Initiative and Apprenticeship

Increase Apprentices by 20%

Add 12 New Occupations

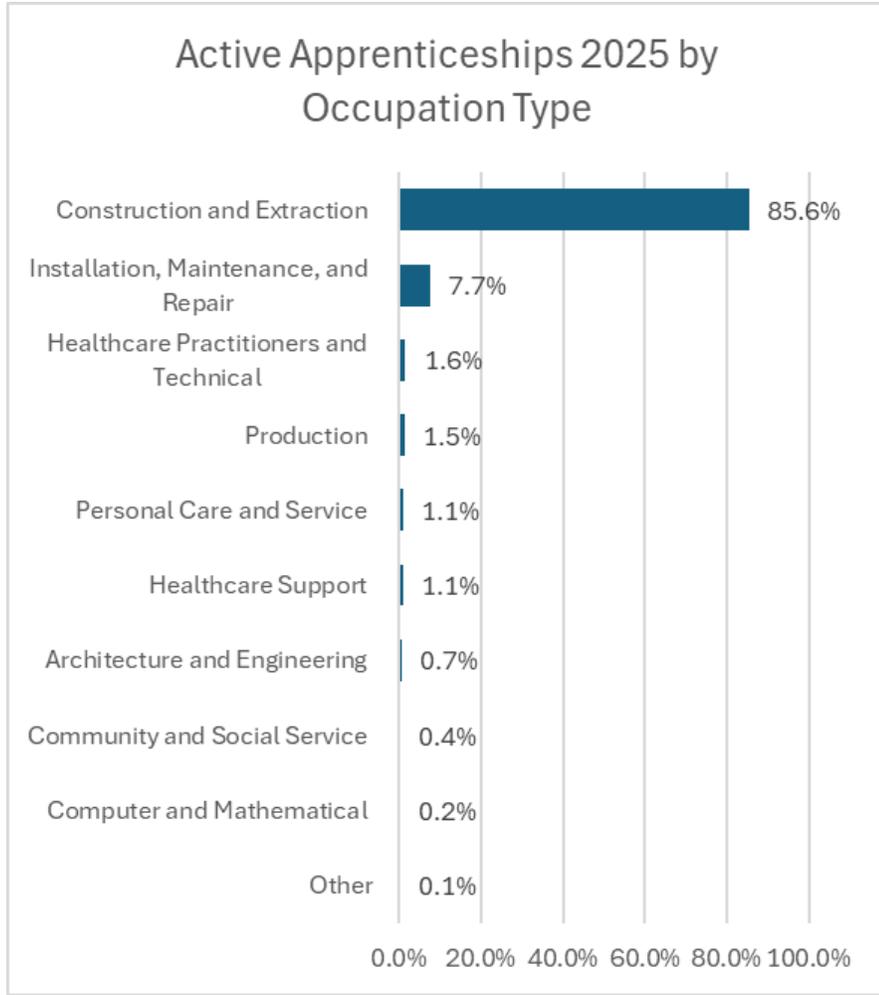
Establish one new pre-apprenticeship pathway in each of the six industry sectors.

Increase pre-apprenticeship by 50%

Support DPHHS Early Childcare and Family Support Division in strengthening early childcare apprenticeship and pre-apprenticeship opportunities

Assist Disability and Employment Transition Division increasing apprenticeship participation among Vocational Rehabilitation Clients

Industry Focus

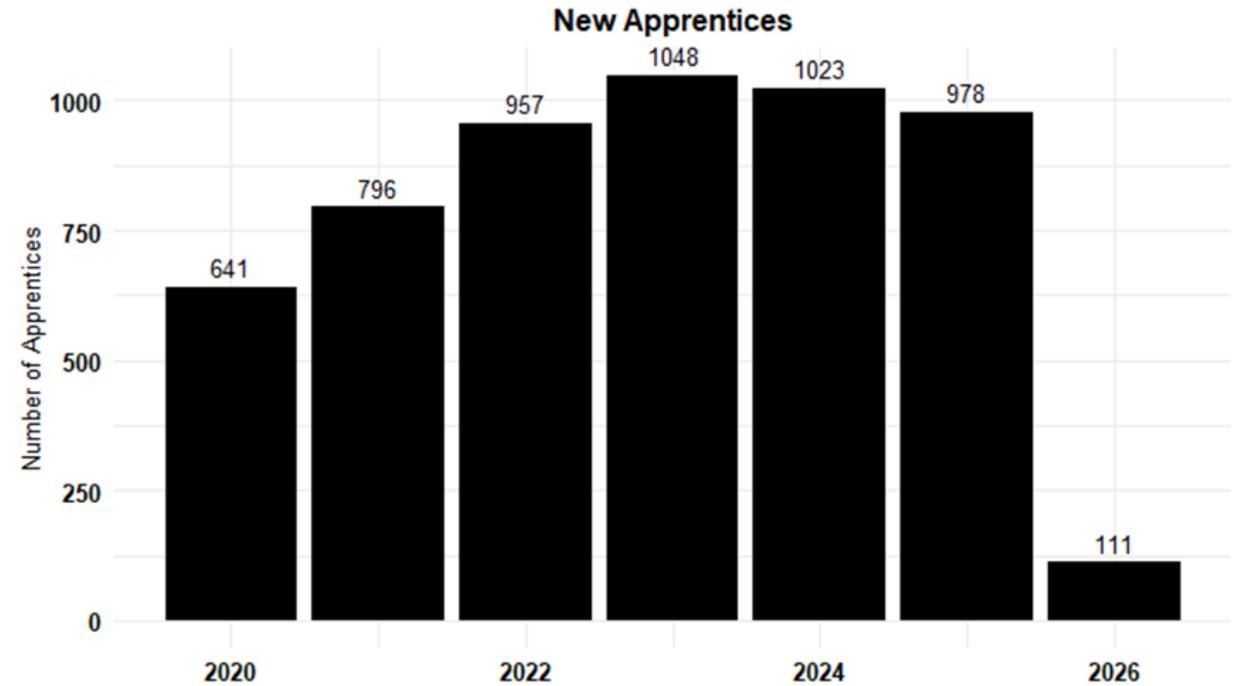
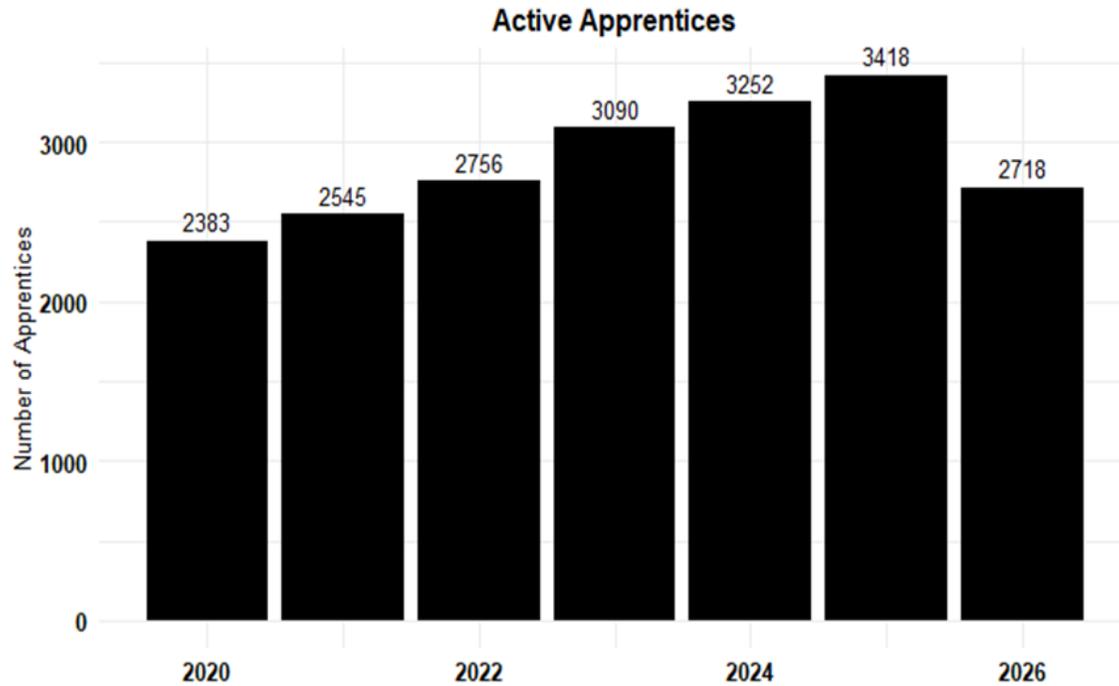


406 JOBS INITIATIVE INDUSTRIES

- Construction Trades
- Recreation and Hospitality
- Health Careers
- Education and Child Care
- Advanced Manufacturing and Computing
- Professional and Financial Services

Increasing Participation by 20%

Goals for 2026: 4,100 active apprentices and 1,173 new apprentices



Industry Focus on Healthcare and Education in 2026 and continued expansion into non-traditional apprenticeship occupations and licensed occupations.



Thank You

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