

# HR REGISTERED APPRENTICESHIP PROGRAM

## Developing emerging HR professionals.



A U.S. Department of Labor Registered Apprenticeship Program to source and upskill untapped talent for entry level HR positions.

- **“Earn-and-learn” model:** structured on-the-job training and educational requirements that lead to **higher productivity, increased retention,** and a **diversified talent pool.**



18-24-month program that leads to the SHRM-CP exam



Educational requirements met through SHRM, SNHU or other institutions



PDCs for SHRM members who participate in the program



Defined wage progression



[hrapprentice.org](https://hrapprentice.org)

# WHAT'S COVERED IN HR RAP:

- **Staffing**
- **Recruiting\***
- **Employment Law**
- **Training + Development\***
- **Compensation + Benefits Management\***
- **Strategic HR Management**
- **Professional Skill Development**
- **HRIS Administration\***
- **Risk Management\***
- **Labor Relations\***

*\* These topics also have additional coursework available for specialization*

# THE COST:

*How the program pays off*

## Company Investment

- FTE
- Supervisor's time
- Educational Component
- SHRM-CP Exam

## Available Offsets

- Workforce Innovation & Opportunity Act (WIOA)
- WOTC
- State programs
- Tax Credits
- Population specific funding

*MIAPPRENTICESHIP estimates an ROI of \$3.04 for an HR Specialist.*

# LAUNCHING THE HR RAP:

*Here's How to Get Your  
Program Going:*

## REVIEW

Appendix A – HR  
RAP Competencies  
& Educational  
Requirements

## APPROVE

Receive external  
approval / Conduct  
Internal  
Discussions

## SIGN

Appendix D –  
Agreement with  
SHRM  
Foundation

## ENROLL

With Data  
Manager and  
WorkHands

# NATP: First WI HR Specialist Apprentice

## First Wisconsin HR Apprentice Recognized

Published on September 30, 2022



Pictured (left to right): Scott Artman, NATP executive director; Natalie Koller, NATP government and office coordinator; Janine Diana, NATP human resources director; Chuck Olsen, Wisconsin Department of Workforce Development registered apprenticeship

Janine Diana, HR Director, NATP  
[jdiana@natptax.com](mailto:jdiana@natptax.com)

Article on our first WI HR Specialist Sponsor - NATP



DWD.WISCONSIN.GOV

# WI HR Specialist RA Added Benefits

## Dual RA application: SHRM RAP & WI BAS

---

1. Journey-worker / Recognized excellence in WI since 1911.
2. Fill Vacancies / Diversify talent pipelines!
3. Career path for existing employees.
4. Contract = in it for long haul. 87% avg retention!
5. Featured Apprenticeship Listing on JobCenterofWisconsin.com.
6. Talent support from BAS Navigators.
7. Apprenticeship Trg Rep (ATR) help every step.
8. Did we mention the **no-cost** SHRM courses... 😊
9. WI Grants:
  - \$2500 OJL Sponsor Grant (thru 6/23)
  - \$600 Apprentice Supportive Services (\$300 test fee, xport, etc)
10. Best time saver ROI? Delegation & Development!



# Next Steps

---

1. Our offer to present at one of your 2023 Chapter Events
  - In person or virtual – more detailed
  - Qualified Certified Activity
2. Employer 1:1 outreach visits (in person or virtual)
3. Reach out to your WI RA contacts:

**Angela Rogers, MPA**  
**SHRM RAP Specialist for WI:**  
[Angela.Rogers@shrm.org](mailto:Angela.Rogers@shrm.org)



**Chuck Olsen, MBA**  
**WI Apprenticeship Outreach Rep**  
[Chuck.Olsen@dwd.wisconsin.gov](mailto:Chuck.Olsen@dwd.wisconsin.gov)

