



A guide to  
The National Institute for Innovation and Technology

# GAINS Program

Growing Apprenticeships in Nanotechnology and Semiconductors

“Making **GAINS** through Registered Apprenticeships”

# Who Benefits from **GAINS?**



**Everyone** involved in a GAINS program will benefit, from the employer, to the individuals in the program, to the training providers and educational institutions who help deliver the training and organizations whose mission it is to help individuals succeed.

- Critical supply chain companies will be better able to sustain and grow their businesses, becoming more globally competitive.
- Regional economies grow more robust as these high value employers thrive and provide good jobs.
- The families of the individual program participants are positively impacted, possibly for generations to come. Educational institutions enrollment increases in related programs.

## **GAINS will help...**

- **Employers** see sustainable solutions for an increased, more diverse tech talent pipeline.
- **Education and Training Providers** connect to employers, ensuring curriculum is aligned with requirements and valuable programs are utilized.
- **Job Seekers** get the tools and assistance they need to fill skills gap and succeed
- **Workforce Providers** more effectively support career prep and recruitment.
- **Non-profit Organizations** better target activities so they can effectively provide pathways.



# Employers Benefit from GAINS!



**Employers** are provided a roadmap and technical support to build, launch and sustain a *tech-employer friendly* RAP, including:

- Program registration support using GAINS national guideline standards
- Development of regional partnerships to develop and execute the program
- Access to the NIIT's National Talent Hub to market the program and connect employers to talent and support recruitment strategies for more diverse talent pools
- Strategic plan development aligned with employer need and regional assets
- Connection to an ecosystem of participating organizations to share information and learn from others
- A sustainable solutions for an increased, more diverse tech talent pipeline



Competency based vs hours based.



Eases traditional employer administrative burden.



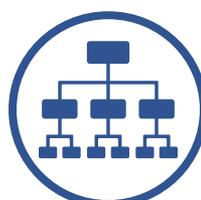
Uses industry established competency standards for curriculum development.



Can be scaled to other employer sites (build at one site, expand to others)



Provides incentives to help establish programs.



Leverages the NIIT, National Talent Hub, and National Apprentices Network to access talent, align competency requirements, identify skill gaps and needed training

[For more information go to www.niit-usa.org/GAINS](http://www.niit-usa.org/GAINS)

# Partners Benefit from GAINS!



**Partners** have access to the NIIT's technical expertise and unique infrastructure, including:

- Access to the NIIT's National Talent Hub to market the program and connect employers to talent including access to employer data and job/training requirements
- Support and expertise for program and ecosystem development
- Access to the GAINS national guideline standards to expedite program development
- **Training Providers** – In addition to OJT, other training providers are generally involved in RAPs. Typically regional community colleges are involved, with other providers and assets through universities, manufacturing institutes, etc. In addition, the NIIT has access to training curriculum and has partnerships with training providers that can support programs with on-demand online courses, assessment tools, etc.
- **Community Based Organizations (CBOs)** – Key in marketing programs to a broad segment of the population, CBOs are able to reach a more diverse community who may be underserved and/or underrepresented in the target industry(s). CBOs are important part of providing outreach and engagement services and part of the initial pathway required to expand opportunities and broaden the talent pipeline. CBOs will help to engage and excite individuals, providing access to the NIIT National talent Hub and its tools designed to support GAINS.
- **Workforce Providers** – An important partner in GAINS, regional organizations whose mission it is to identify and work with individuals and assist with job placement are engaged as key members of the implementation team who help to establish the RAP pathway.

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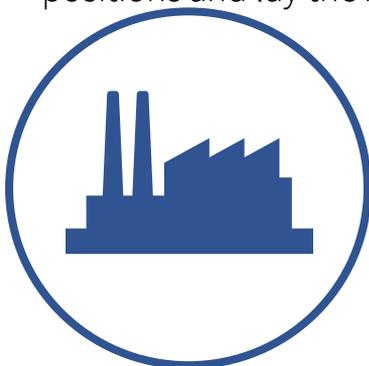
# Job Seekers Benefit from GAINS!

Learn. Earn. Live.™  
Yes YOU can.

**Job Seekers** get the tools and assistance you need to fill skill gaps and succeed including:

- Access to skills assessment and career mapping tools as well as access to the NIIT's National Talent Hub connecting you with employers in your region
- Ability to build upon skills to advance career (ladder-up)
- Lifelong Learning (skills) Profile that updates based on your ongoing experience, training and education
- National Industry recognized certificate upon completion of program

Simply put, **GAINS** helps to broaden the talent pipeline through a *'learn and earn'* model, connecting individuals to career opportunities and helping employers to more efficiently and effectively train individuals so they can succeed in entry positions and lay the foundation for continued career growth.



EMPLOYERS



JOB SEEKERS

**NIIT**  
National Institute for Innovation and Technology  
MOVING INDUSTRY FORWARD

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# What are the Steps to Establish a Registered Apprenticeship Program at Your Organization?

The NIIT is a one-stop-shop with industry expertise as well as expertise in training and RAP program design, execution and administration. By participating in GAINS, employers can be assured that all of their regional partners and assets will be utilized to develop and execute a successful RAP. At a high level, the steps in establishing a program are as follows:

- An initial call with members of the GAINS program team will provide details on the advantages of GAINS as well as conduct a deeper dive on specific employers needs/challenges. The team will target jobs, job requirements, numbers of openings, internal employer training capabilities, existing relationships with training providers, and regional asset mapping.
- Based on this information the GAINS team will formulate an approach for consideration by the employer and discuss potential strategies in a follow-up call where a more detailed plan will be developed.
- The GAINS team will facilitate introductions to regional organizations who are involved in supporting or implementing RAPs in the state to begin development of a plan and execution strategy.
- Identify and register trade standards best aligned with the target positions
- Determine if financial support to help establish a RAP is available

To learn more about NIIT GAINS program or to initiate a RAP, contact the NIIT at [NIIT-USA.org/GAINS](https://www.niit-usa.org/GAINS)



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