



# Registered Apprenticeship Program Report

2026



Montana Department of  
**LABOR & INDUSTRY**

---

# Registered Apprenticeship Program Report 2026

APRIL 2026

STATE OF MONTANA  
Greg Gianforte, Governor

MONTANA DEPARTMENT OF LABOR & INDUSTRY  
Sarah Swanson, Commissioner

PRIMARY AUTHOR  
Nicholas Holom, Senior Economist

REGISTERED APPRENTICESHIP PROGRAM STAFF  
Glen Disque, State Director of Apprenticeship

CONTRIBUTORS  
Amy Watson, Chief Economist  
Rob Marvin, Graphic Design

CREATED BY  
Workforce Services Division  
Data & Operations Bureau  
P. O. Box 1728  
Helena, MT 59624-1728  
(406) 444-4100  
[lmi.mt.gov](http://lmi.mt.gov)



Montana Department of  
**LABOR & INDUSTRY**

---

# Contents

- Executive Summary** ..... 4
- Introduction**..... 6
- Apprenticeship Terminology Explained** ..... 8
- Apprenticeship Participation** ..... 9
  - Figure 1: New, Active, and Completed Apprenticeships** .....9
- Business Sponsorship**..... 10
  - Figure 2: Active and New Apprenticeship Business Sponsors**.....10
  - Figure 3: Active Business Sponsors by Industry - 2025** .....11
  - Figure 4: Apprenticeships by County in 2025**.....12
- Apprenticeships by Occupation** ..... 13
  - Figure 5: Active Apprenticeships 2025 by Occupation Type** .....13
  - Figure 6: Top 20 Occupations by Active Apprenticeships**.....14
  - Figure 7: Number of Active Apprenticeships as a Percent of Total Employment in 2024 by Occupation** ..15
  - Figure 8: New Registered Apprenticeships Added by Occupation, 2022-2025**.....16
- Childcare Workers**..... 17
- Demographics of Apprentices in Montana** ..... 18
- Apprenticeship Outcomes**..... 19
- Time to Completion** ..... 19
  - Figure 9: Percent of Apprenticeships Completed by Start Year** .....19
  - Figure 10: Apprenticeship Programs with Completion Rates Above 50%**.....20
- Workforce Outcomes of Apprentices**..... 21
  - Figure 11: Wages Before and After Apprenticeship by Completion Status**.....21
  - Figure 12: Top 15 Apprenticeships by Average Wage in First Year After Graduation** .....22
- Future Demand for Apprenticeable Jobs** ..... 23
  - Figure 13: Share of Projected Job Openings for Occupations Eligible for Apprenticeship**.....23
  - Figure 14: Select Apprenticeship Occupations by Job Openings** .....24
  - Figure 15: Potential Apprenticeship Occupations by Job Openings**.....25
- Conclusion**..... 26
- Appendix: Data Tables**..... 27
  - Figure A.1: Total and Completed Apprenticeships by County Since 2019**.....27
  - Figure A.2: Business Sponsors and Apprenticeships by Industry in 2025**.....28
  - Figure A.3: New Apprenticeships and Total Apprenticeships by Occupation** ..... 29
- Endnotes** ..... 36

---

## Executive Summary

The Montana Registered Apprenticeship program (MRAP) is a critical workforce training tool in addressing the state's workforce shortage. With apprenticeship, workers access high-quality training while earning wages to support their households. The model couples on-the-job training with classroom education, passing skills to the next generation of workers and translating directly into quality employment opportunities.

MRAP continues to be the primary mode of training for many trades like electricians, plumbers, and carpenters, while efforts to expand apprenticeship opportunities are opening doors in new fields. In 2025, the program is training 3,464 workers in 65 high-demand occupations, including registered nurses, childcare providers, barbers, wind turbine service technicians, and computer programmers.

### Program Participation Highlights include:

#### APPRENTICESHIP PARTICIPATION IS AT AN ALL-TIME HIGH.

- Montana has 3,464 active apprenticeships in 2025, more than any previous year and more than double the number from a decade ago.
- On average, over 900 new apprenticeships have started in each of the last three years, following a 2022 regulatory update that increased the allowable ratio of apprentices to sponsor mentors.
- In 2025, 814 Montana businesses use apprenticeships to train their workforce. Over the last decade, the number of business sponsors has grown by 33%.

#### REGISTERED APPRENTICESHIP PROGRAMS ARE ACTIVE ACROSS MONTANA.

- In 2025, 47 Montana counties had active Registered Apprenticeship programs training local workers.
- Approximately 78% of apprenticeships are in Montana's most populous counties: Yellowstone, Missoula, Flathead, Lewis and Clark, Gallatin, and Silver Bow.
- New apprenticeship programs have been developed for 16 new occupations since 2022, including construction and building inspectors, barbers, wind turbine service technicians, and veterinary technicians.

- Roughly 26% of all new business sponsors over the past five years have come from outside the construction industry, with growth in business services, healthcare, and manufacturing.
- Montana Registered Apprenticeship programs continue to reach older workers. Half of all apprentices are older than 24, compared to 24% of Montana University System students in 2025.

The Montana Department of Labor and Industry’s Registered Apprenticeship program partners with union and non-union sponsors to establish Registered Apprenticeship programs across the state. A Registered Apprenticeship program provides the on-the-job and classroom training required to meet the national requirements for an industry-recognized certificate through a curriculum customized to meet the employer’s needs. Once an apprentice completes a Registered Apprenticeship program, they obtain an industry-recognized credential demonstrating to employers in all 50 states that they are qualified and trained.

## **WORKFORCE OUTCOME HIGHLIGHTS INCLUDE:**

- The Montana Registered Apprenticeship program graduates more apprentices each year than the average two-year or community college in the Montana University System. Over the past five years, an average of 337 apprenticeships have been completed annually, with a record 386 completions in 2025.
- Completion rates are comparable to average rates across Montana’s University System, with 44% of each year’s cohort completing an apprenticeship.
- Apprenticeship graduates earn high wages with their credentials. One year after graduation, completers earned an average annual salary of \$72,220, well above the statewide average wage of \$58,160.
- Five years after graduation, apprenticeship completers earned \$24,840 more than those who did not complete their apprenticeship program.
- Apprenticeships help retain skilled workers in Montana. Approximately 84% of apprentice graduates were still working for a Montana employer five years later.

The Montana Registered Apprenticeship program has become an essential component of Montana’s workforce development system. Occupations eligible for apprenticeship account for 65% of projected job openings over the next ten years, suggesting further room for growth. With participation at record levels and continued strong demand for skilled workers, apprenticeships will be relied upon by employers to train their workforce and by workers to gain valuable skills for high-quality jobs.

---

## Introduction

Employers across Montana are navigating a tight labor market where demand for skilled workers consistently exceeds supply. Closing that gap requires training models that build skills without sacrificing workforce participation. Registered Apprenticeship has played an important role, pairing on-the-job training with classroom instruction that meets national standards to deliver workers trained to employer specifications who earn an industry-recognized credential.

In 2025, 3,464 Montanans are training through the Registered Apprenticeship program in 65 high-demand occupations, including electricians, registered nurses, childcare providers, plumbers, and community health workers.

Recent state policy has elevated apprenticeship's role in Montana's workforce strategy. In August 2025, Governor Gianforte signed Executive Order 5-2025 launching the 406 JOBS initiative, a statewide framework organized around Four Pathways to Employment, Zero Barriers to Work, and Six High-Demand Sectors: health careers, construction, hospitality and recreation, advanced manufacturing and computing, education and childcare, and financial and professional services.<sup>1</sup> Expanding Registered Apprenticeship is among the initiative's identified priorities.<sup>2</sup>

The 2025 Legislature also passed House Bill 336, effective October 1, 2025, which requires state licensing boards to grant a professional license to applicants who complete a Registered Apprenticeship in the relevant occupation and pass required licensing examinations. The bill extends apprenticeship as a qualifying licensure pathway to a broader set of professions, particularly in health care and personal services.<sup>3</sup>

Most recently, in January 2026, the Governor signed Executive Order 1-2026, establishing the Licensing Reform Advisory Council, chaired by the Commissioner of Labor & Industry, to review Montana's professional licensing system and recommend reforms.<sup>4</sup> The task force is charged with delivering an initial report to the Governor by September 2, 2026, with recommendations intended to inform the 2027 legislative session.

This report details the Montana Registered Apprenticeship program, examining its historic performance and the areas experiencing new momentum. It also follows apprenticeship completers into the labor market, tracking employment and wage outcomes to demonstrate the returns this model produces for workers and employers alike.

## UNDERSTANDING THE MONTANA REGISTERED APPRENTICESHIP PROGRAM

Registered Apprenticeships involve a worker, called an apprentice, participating in a paid, structured, skills training program that involves both technical instruction and on-the-job, supervised training. A Registered Apprenticeship program must meet national standards for curriculum and training under the monitoring of the Montana Department of Labor & Industry (MTDLI). The U.S. Department of Labor maintains a list of all eligible occupations for Registered Apprenticeships. Montana's Registered Apprentice Program (MRAP) is a recognized State Apprenticeship Agency by the U.S. Department of Labor, allowing the Department to monitor apprenticeship programs and award apprenticeship credentials.

After completing a Registered Apprenticeship, the participant receives a national industry-recognized credential. Many states, including Montana, require a registered apprentice certification for state licensing in trade occupations such as plumbers or electricians. In many instances, the participant may also earn a simultaneous post-secondary degree.

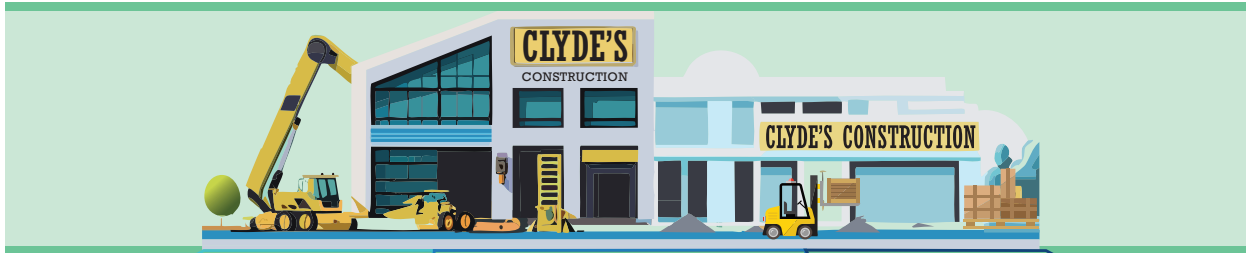
MTDLI works with employers to help them set up customized programs that follow the recommended curriculum per national standards. MTDLI monitors program progress to ensure that the apprentice and business sponsor meet program goals. The Department can help businesses find potential workers to fill apprenticeship positions, but the employer completes the hiring process. Over 800 Montana businesses served as active apprenticeship sponsors in 2025.

Most apprenticeships require 8,000 hours of on-the-job experience, taking approximately four years. However, the training for some occupations can be as short as one year. The training costs, such as tuition payments, books, or supplies, are typically paid by the apprentice, although sponsors may choose to cover these costs. Sponsors must pay the apprentice a wage, create a mentorship with existing staff to provide on-the-job guidance, and allow additional time for training while completing a job. In exchange, employers benefit from having a worker trained to meet the exact needs of their business.

---

# Apprenticeship Terminology Explained

**SPONSORS** are **BUSINESSES** that sponsor Apprenticeship Programs.



**PROGRAMS** are based on **OCCUPATION** type. A business may sponsor multiple programs.



**APPRENTICESHIPS** are the actual **JOBS** or positions available within a program.



**APPRENTICES** are the **PEOPLE** filling the apprenticeship positions.



# Apprenticeship Participation

Since 2000, the Montana Registered Apprenticeship Program (MRAP) has trained over 15,400 apprentices across 129 occupations. The program has always been a core part of workforce development in the state, but the last decade has seen remarkable growth, with participation now at its highest point in the program’s history. **Figure 1** shows the number of new, active, and completed apprenticeships per year since 2000.

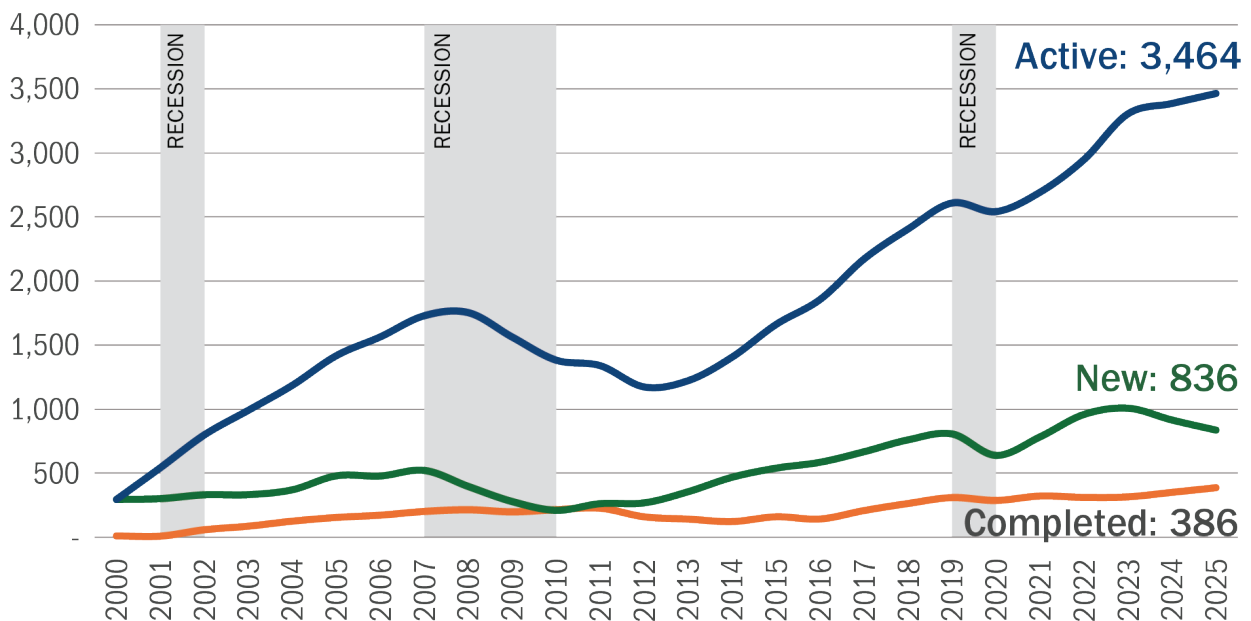
In 2025, Montana has 3,464 active apprenticeships, more than any previous year and more than double the number from a decade ago. A 2022 regulatory update that increased the allowable ratio of apprentices to sponsor mentors helped drive a surge in new enrollments that year. That momentum had continued, with over 900 new apprenticeships on average over the past 3 years.

Completions have continued to climb, adding more highly trained workers to Montana’s workforce. Over the past five years, an average of 337 apprentices completed their programs annually. In 2025, completions reached a record high at 386.

In 2022, regulations governing the allowable ratio of journeyman mentors to apprentices were updated from 2:1 to 1:2, creating the opportunity for existing sponsors to train more apprentices.

Following this change, Montana reached 3,300 active apprentices in 2023 and has continued to climb to over 3,400 in 2025.

**Figure 1: New, Active, and Completed Apprenticeships**



Source: MTDLI Registered Apprentice Program 2000-2025.

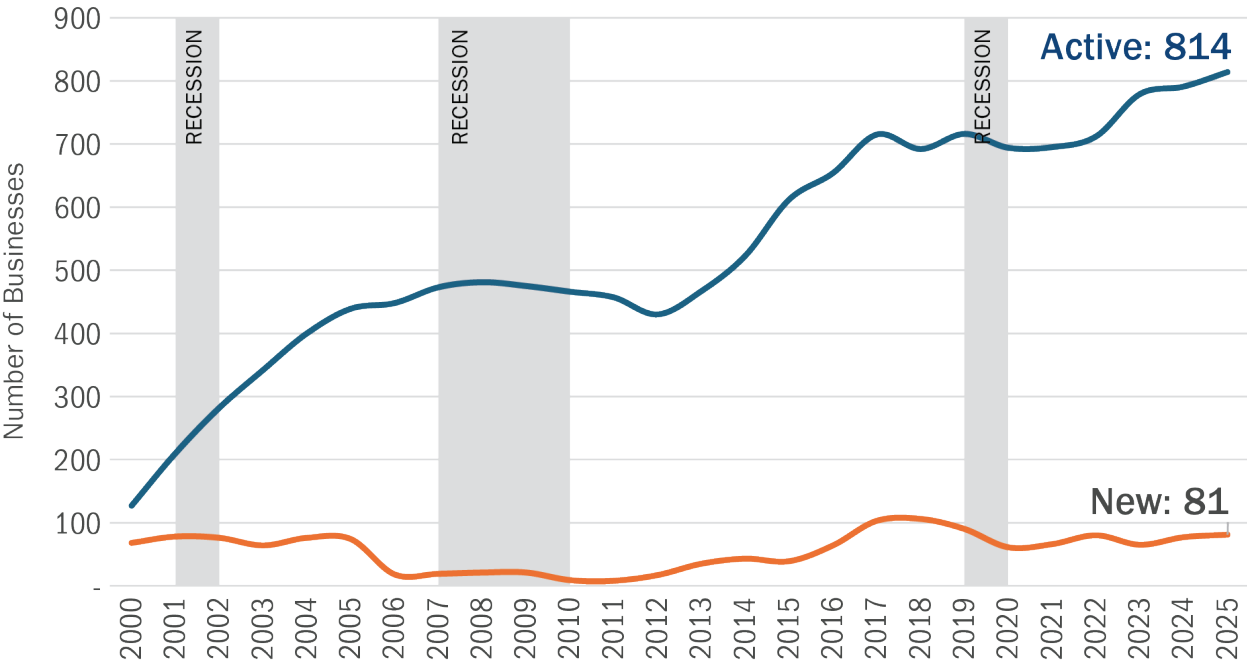
# Business Sponsorship

Business engagement is at the heart of the Registered Apprenticeship model. Employers are active partners throughout the process, from identifying key proficiencies during program design to administering on-the-job training for participants. Sponsors pay apprentices a wage and pair them with experienced staff who provide mentorship and hands-on guidance. In return, businesses gain a worker **trained specifically to meet their operational needs. Research supports the value of this investment.** A U.S. Department of Labor study found that two-thirds of employers recouped or exceeded their apprenticeship costs within five years of program completion, with a median return of \$1.44 for every dollar invested.<sup>5</sup>

In 2025, 814 Montana businesses use the Registered Apprenticeship program to train their employees. **Figure 2** shows the number of businesses with an active apprenticeship program and the number of new sponsors each year since 2000. Over the last decade, the number of business sponsors has grown by 33% as more employers have turned to the apprenticeship model to address workforce needs. Over 80 new businesses became sponsors in 2025.

814 Montana businesses were active sponsors of a Registered Apprenticeship program in 2025 – a record-high level of business engagement.

**Figure 2: Active and New Apprenticeship Business Sponsors**

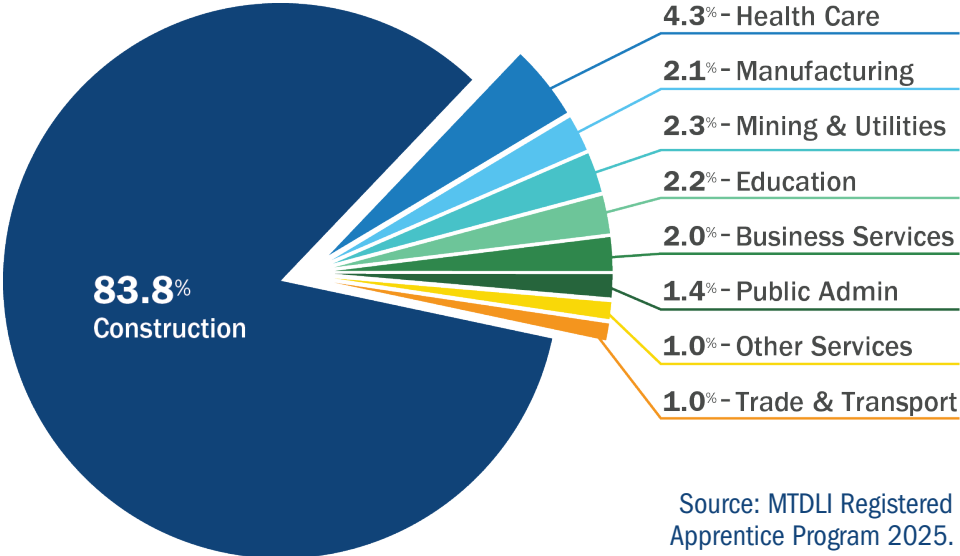


Source: MTDLI Registered Apprentice Program 2000-2025.

Construction dominates the program’s employer base, accounting for 83.8% of all business sponsors. Healthcare and social assistance holds the second largest share at 4.3% in 2025. **Figure 3** shows apprenticeship sponsors by industry. A full breakdown of business sponsors by industry can be found in Figure A.2 of the appendix.

While construction remains the program’s foundation, the last five years have brought notable diversification. Over 26% of all new business sponsors during that period have come from outside the construction industry, with growth in business services, healthcare, and manufacturing.

**Figure 3: Active Business Sponsors by Industry - 2025**



**APPRENTICESHIP TAX CREDIT**

The 2017 Legislature passed HB308, which created a tax credit for employers that employ apprentices. The first year that businesses were eligible to claim this credit was in 2019 for apprentices hired in 2018. The credit is either \$750 or \$1,500 per apprentice, depending on the apprentice’s veteran status. The tax credit is available to employers for apprentices that have completed their probationary training period.

In 2025, 670 businesses were eligible for tax credits. A total of 2,272 apprentices were eligible, 157 of which were veterans. The combined tax credits available for all eligible employers was \$1,821,750 in tax year 2025.

Registered apprenticeship training reaches workers across the state, with active programs in 47 of Montana’s counties. **Figure 4** shows the number of active apprenticeships by county in 2025. The state’s most populous counties account for approximately 78% of all apprenticeships, with Yellowstone, Missoula, Flathead, Lewis and Clark, Gallatin, and Silver Bow leading the way. Still, the program has a meaningful rural presence.

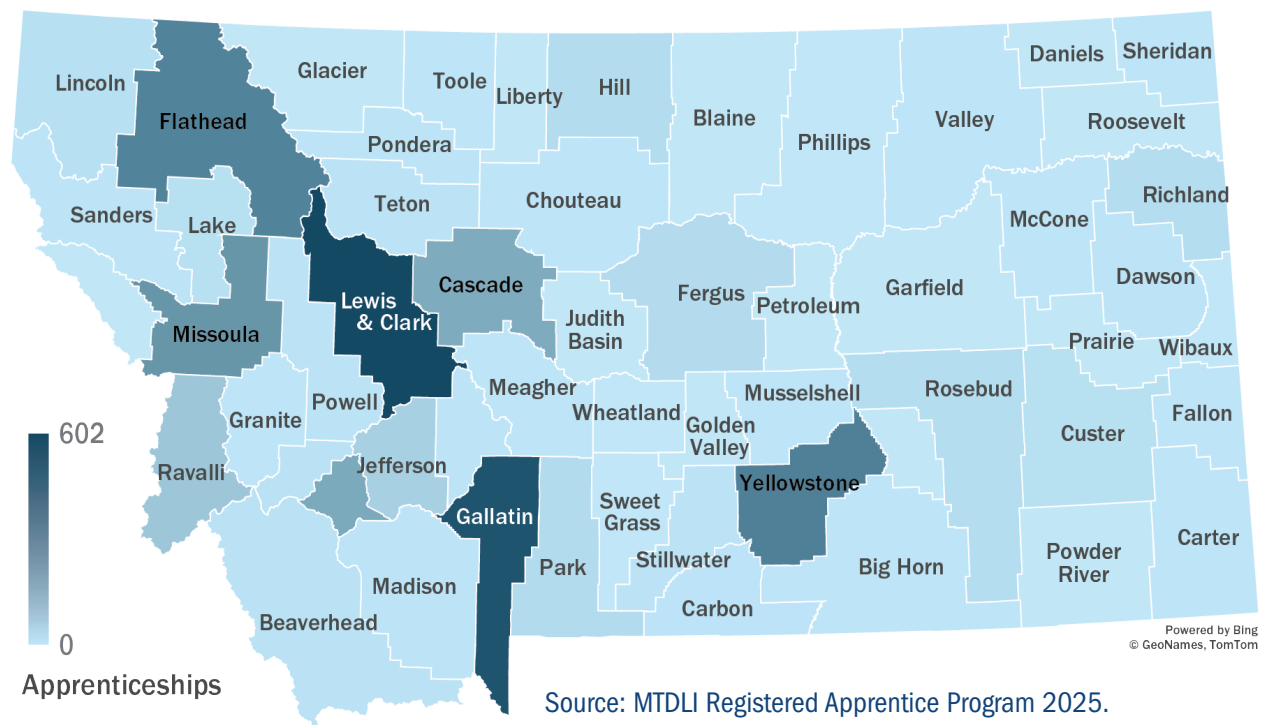
Counties including Ravalli, Jefferson, Fergus, Hill, Park, Rosebud, Richland, Custer, and Lincoln each have more than thirty workers training through apprenticeship programs. County-level data on total and completed apprenticeships can be found in Figure A.1 of the appendix.

---

47 Montana counties have active Registered Apprenticeship programs providing high-quality training to the local workforce

---

**Figure 4: Apprenticeships by County in 2025**

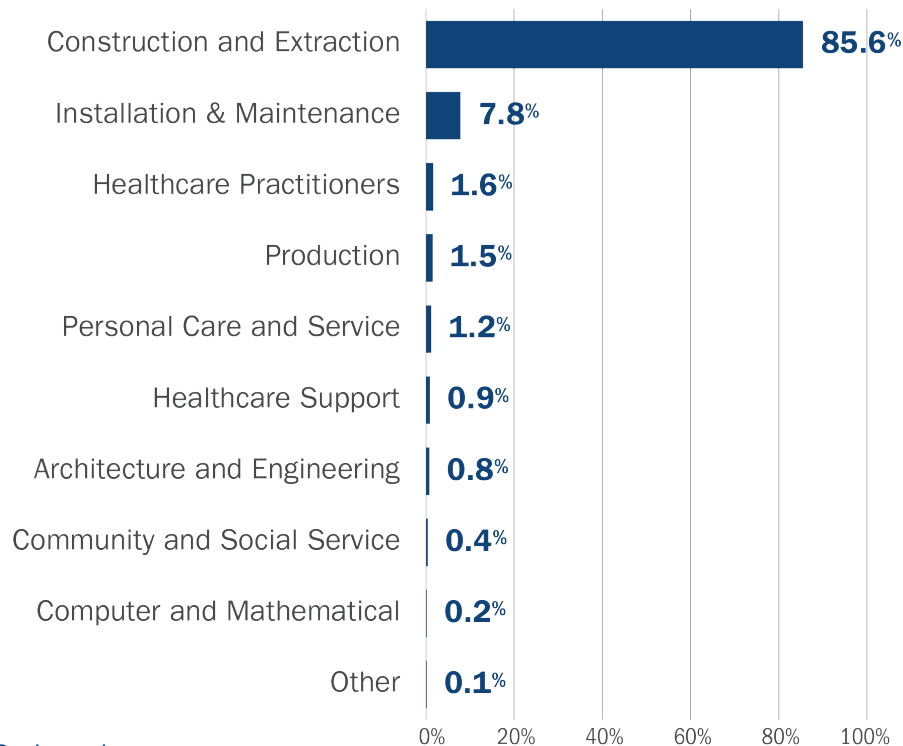


---

## Apprenticeships by Occupation

Since 2000, the Montana Registered Apprenticeship program has trained workers in 129 occupations. In 2025, workers have been trained in 65 of these occupations. Construction and extraction trades have long formed the program’s backbone, representing over 85% of all apprenticeships statewide. Installation, maintenance, and repair occupations make up almost 8% of the total, followed by healthcare practitioners (1.6%), production (1.5%), personal care (1.2%), and healthcare support (0.9%). **Figure 5** shows the distribution of apprenticeships by occupation type in 2025.

**Figure 5: Active Apprenticeships 2025 by Occupation Type**



Source: MTDLI Registered Apprenticeship Program 2025.

**Figure 6** highlights the twenty occupations with the most active apprenticeships in 2025. Electricians and plumbers lead the way, driven largely by the state licensing requirement for a Registered Apprenticeship credential. Currently, over 1,400 electricians and more than 900 plumbers are training through the program. Among installation and maintenance occupations, HVAC mechanics and electrical powerline installers have the highest participation at 80 and 70 respectively. Childcare apprenticeships continue to build momentum, reaching 35 in 2025. A complete list of occupations can be found in Figure A.3 of the appendix.

**Figure 6: Top 20 Occupations by Active Apprenticeships**

ONET	Occupation	2021	2022	2023	2024	2025
47-2111	Electricians	1,011	1,142	1,306	1,366	1,404
47-2152	Plumbers, Pipefitters, and Steamfitters	690	792	905	944	975
47-2031	Carpenters	190	269	262	250	259
47-2211	Sheet Metal Workers	107	100	120	117	101
47-2221	Structural Iron and Steel Workers	81	103	96	98	96
49-9021	HVAC Mechanics/ Installers	53	54	73	67	80
49-9051	Electrical Power-Line Installers/Repairers	43	65	68	70	72
47-2073	Operating Engineers/Equipment Operators	22	25	32	34	37
39-9011	Childcare Workers	33	32	23	34	35
31-9092	Medical Assistants	12	9	16	27	31
29-1141	Registered Nurses	9	14	20	22	28
47-2061	Construction Laborers	13	14	18	20	25
49-9052	Telecommunications Line Installers/Repairers	25	24	23	23	24
49-9041	Industrial Machinery Mechanics	9	14	25	24	21
29-2061	Licensed Practical & Licensed Vocational Nurses	4	1	1	3	20
47-4021	Elevator and Escalator Installers/Repairers	14	18	25	20	15
51-8021	Stationary Engineers/Boiler Operators	12	12	10	14	15
47-2021	Brickmasons and Blockmasons	21	17	16	15	14
49-9096	Riggers	0	0	0	6	14
21-1094	Community Health Workers	2	2	25	24	13

Source: MTDLI Registered Apprentice Program 2025.

For several high-demand occupations in Montana, registered apprentices make up a substantial share of the total workforce. Apprentices account for half of all payroll employment among plumbers, pipefitters, and steamfitters in Montana. The share is similarly large for electricians (48%) and structural iron and steel workers (65%). **Figure 7** displays the top ten occupations by active apprenticeships, with each occupation’s apprenticeship share of total 2024 employment. Across all apprenticed occupations, apprentices account for roughly 5.5% of total employment.

**Figure 7: Number of Active Apprenticeships as a Percent of Total Employment in 2024 by Occupation**

ONET	Occupation	2024 Active Apprenticeships	2024 Employment	% of 2024 Employment
47-2111	Electricians	1,366	2,830	48%
47-2152	Plumbers, Pipefitters, and Steamfitters	944	1,810	52%
47-2031	Carpenters	250	4,240	6%
47-2211	Sheet Metal Workers	117	520	23%
47-2221	Structural Iron and Steel Workers	98	150	65%
49-9051	Electrical Power-Line Installers/Repairers	70	650	11%
49-9021	HVAC Mechanics/ Installers	67	1,050	6%
39-9011	Childcare Workers	34	2,070	2%
47-2073	Operating Engineers/Equipment Operators	34	3,610	1%
31-9092	Medical Assistants	27	2,290	1%

Source: MTDLI Registered Apprentice Program 2024.  
 Employment from BLS Occupational Employment Statistics 2024.

Since 2022, new apprenticeship programs have been developed to train workers in 16 occupations that previously had no Registered Apprenticeship pathway. **Figure 8** lists these programs along with the number of active apprenticeships in each. The most recent additions in 2025 include construction and building inspectors, calibration technologists, barbers, wind turbine service technicians, hairdressers, floor layers, and cutting and slicing machine operators.

**Figure 8: New Registered Apprenticeships Added by Occupation, 2022-2025**

Year Added	ONET	Occupation	Apprenticeships
2025	47-4011	Construction and Building Inspectors	9
2025	17-3028	Calibration Technologists and Technicians	5
2025	39-5011	Barbers	3
2025	39-5012	Hairdressers, Hairstylists, and Cosmetologists	2
2025	49-9081	Wind Turbine Service Technicians	2
2025	47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	1
2025	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	1
2024	49-9096	Riggers	14
2024	29-2056	Veterinary Technologists and Technicians	5
2024	51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	2
2024	31-9096	Veterinary Assistants and Laboratory Animal Caretakers	1
2022	51-8031	Water and Wastewater Treatment Plant and System Operators	23
2022	11-3013	Facilities Managers	8
2022	39-2011	Animal Trainers	8
2022	11-3012	Administrative Services Managers	4
2022	15-1212	Information Security Analysts	4

Source: MTDLI Registered Apprentice Program. Data from 2020 to 2025.

---

## Childcare Workers

For over two decades, the Montana Early Childhood Apprenticeship (MECA) program has served as a pathway for training professional childcare workers in the state. More than 190 apprentices have completed the program since 2000. In 2025, 35 active apprentices are working in 15 childcare facilities across Montana, placing MECA among the top 10 largest apprenticeship programs statewide. The program is also notable for having trained more women apprentices than any other Registered Apprenticeship in the state.

Apprentices typically finish the MECA program in under two years. Over the past five years, an average of three participants have completed the program annually. Completers remain in Montana's workforce at high rates, with 82.7% still working in the state three years after completion and 72% after five years. Five years out, MECA completers have earned an average wage of \$32,150, near the statewide average of \$32,450 for childcare workers.

Licensed childcare in Montana remains undersupplied, meeting only an estimated 44% of demand.<sup>6</sup> That shortage is driven in part by a lack of well-trained caregivers. To help build the pipeline, the Montana Department of Labor and Industry has partnered with the Montana Department of Health and Human Services and the Early Childhood Project to develop a Child Development Associate (CDA) pre-apprenticeship program. Pre-apprenticeship continues to play an important role with eight total pre-apprentices in 2025. Graduates of the CDA pre-apprenticeship will be eligible to register for the Child Development Specialist Registered Apprenticeship Program to continue their career development.

### THE ROLE OF PRE-APPRENTICESHIP

Pre-apprenticeship is a structured training program designed to prepare individuals for entry into a Registered Apprenticeship. These programs combine classroom instruction with hands-on learning to help participants build foundational skills, earn industry-recognized credentials, and develop the work readiness needed to succeed in a full apprenticeship. Pre-apprenticeships lower the barrier to entry for people who may not yet have the experience or technical background to step directly into an apprenticeship, making them a key on-ramp to high-quality career pathways.

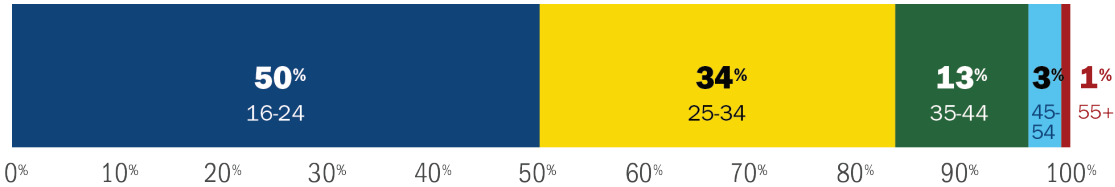
Since 2023, MTDLI has facilitated over 95 pre-apprenticeships annually in fields such as Carpentry, Construction Technology, Electrical, Childcare, and Veterinary Technicians. These programs reflect the diversity of Montana's workforce needs and offer Montanans a supported path into careers with strong long-term earning and advancement potential.

# Demographics of Apprentices in Montana

Apprenticeship programs tend to attract workers in the early stages of their careers who are looking to earn a credential in a new occupation. That said, the Montana Registered Apprenticeship program reaches a broader age range than traditional postsecondary institutions. More than half of Montana apprentices are 25 or older, compared to 24% of students in the Montana University System in 2025.<sup>7</sup>

The Montana Registered Apprenticeship program **graduates more apprentices each year** than the average 2-year or community college in the Montana University System.

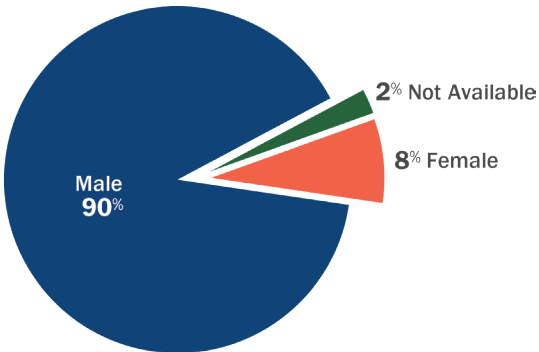
## Age Distribution of Apprentices



Source: MTDLI Registered Apprentice Program 2025.

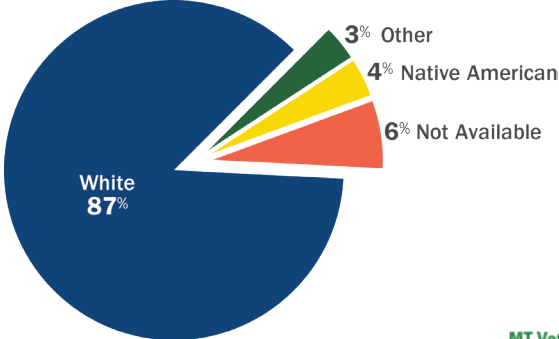
Because such a large share of apprenticeships are in fields like construction and transportation where men make up most of the workforce, apprentices have historically been predominantly male. Growth in childcare and healthcare apprenticeships has brought more women into the program, but men still account for 90% of apprentices in 2025.

## Apprentices by Sex



The racial makeup of apprentices closely reflects the statewide population. In 2024, 87% of apprentices were white.<sup>8</sup> Seven percent were non-white, with Native Americans making up the largest non-white group. The share of veterans in the apprenticeship program is also comparable to the veteran share of Montana’s adult population.<sup>9</sup>

## Apprentices by Race



**7%** of MT Apprentices are Veterans.



---

## Apprenticeship Outcomes

Over the past two decades, the Montana Registered Apprenticeship program has grown into one of the state's primary workforce training systems. An average of 337 apprenticeships were completed each year over the past five years, and the program now graduates more apprentices annually than the average two-year or community college in the Montana University System.<sup>10</sup> Workers who complete their apprenticeships remain employed in Montana long after finishing, earning high wages.

---

## Time to Completion

Most apprenticeship programs require roughly 8,000 hours of training, or about four years. Some occupations, such as firefighters and childcare workers, have shorter requirements of approximately 4,000 hours, or two years. Across all programs, the average completed apprenticeship is 41 months. Of those who finish, 57% do so within the recommended timeframe.

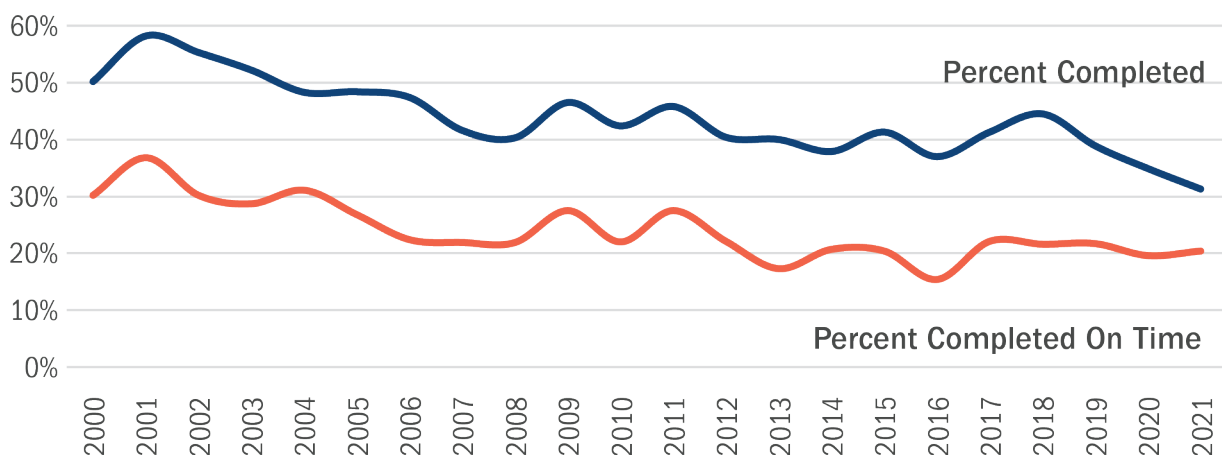
---

**44%** of apprentices complete their program, with **57%** doing so within the recommended length of time.

---

Overall, 44% of apprentices complete their program. On-time completion rates are comparable to four-year graduation rates in the Montana University System, with 24% of all apprentices finishing within the recommended period compared to 25% of MUS students graduating in four years.<sup>11</sup> The overall apprenticeship completion rate from 2000 to 2021 falls below the long-term MUS graduation rate of 54%, though the two measures track different time frames and student populations.<sup>12</sup> **Figure 9** shows the share of apprentices who completed their program by start year, along with the share who completed on time.

**Figure 9: Percent of Apprenticeships Completed by Start Year**



Source: MTDLI Registered Apprenticeship Data on apprenticeship starts from 2000 to 2021.

Both completion rates and program length vary considerably across occupations. Although the statewide average time to completion is 41 months, more than 30 programs have a historical average of less than two years. Among the larger programs with shorter timelines are community health workers (8 months), nursing assistants (14 months), and childcare workers (20 months).

Several programs stand out for their high completion rates, including firefighters, power plant operators, medical assistants, and electricians. **Figure 10** highlights the apprenticeship programs where more than half of all participants complete their program.

**Figure 10: Apprenticeship Programs with Completion Rates Above 50%**

ONET	Occupation	Completion Percent
33-2011	Firefighters	95%
49-2095	Electronics Repairers, Powerhouse/Substation	86%
51-8012	Power Distributors and Dispatchers	83%
49-9052	Telecommunications Line Installers/Repairers	82%
51-8013	Power Plant Operators	80%
49-9041	Industrial Machinery Mechanics	78%
49-9051	Electrical Power-Line Installers/Repairers	77%
49-2098	Security and Fire Alarm Systems Installers	75%
51-8021	Stationary Engineers/Boiler Operators	73%
49-2022	Telecommunications Equipment Installers/Repairers	70%
31-9092	Medical Assistants	68%
47-2211	Sheet Metal Workers	52%
39-9011	Childcare Workers	51%

Source: MTDLI Registered Apprenticeship Data on apprenticeship starts from 2000 to 2021.

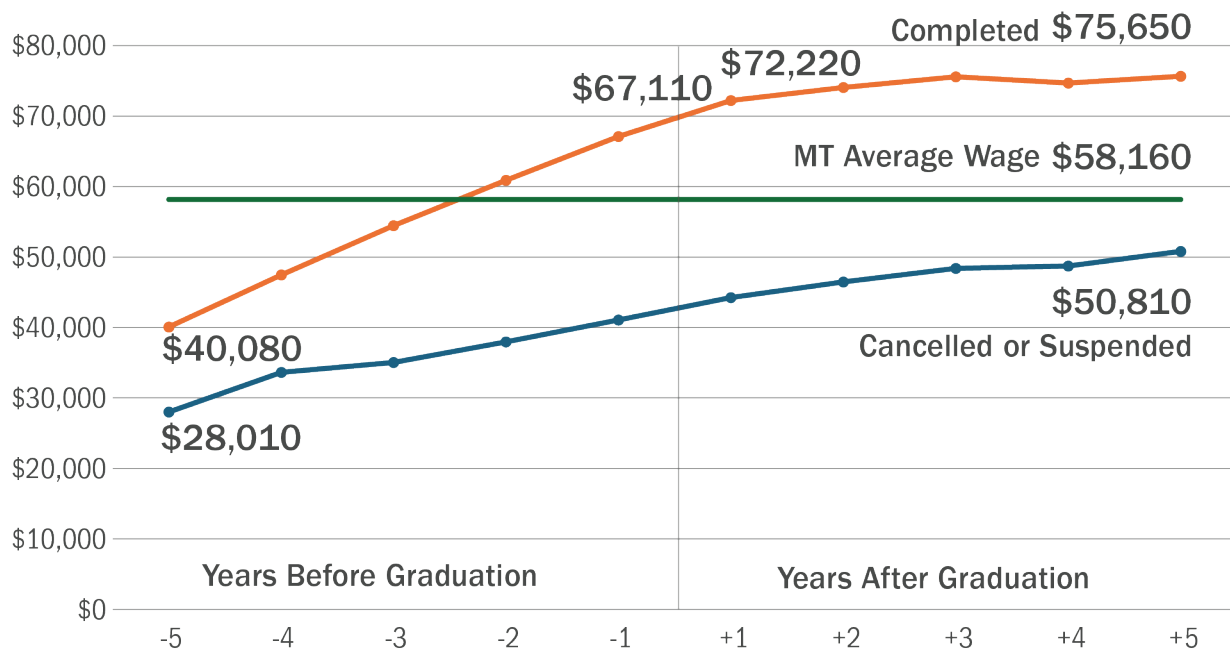
Not every apprenticeship ends in completion. Between 2021 and 2025, an average of 431 apprenticeships per year were canceled. Cancellations can be initiated by either the sponsor or the apprentice when the job match is not a good fit. Most are driven by apprentices, with 28% leaving voluntarily and another 27% departing to take a different job. A third of cancellations are initiated by the employer or the registration agency. Each apprenticeship begins with a probationary period equal to 25% of the program’s length or one year, whichever is shorter.<sup>13</sup> Of all canceled apprenticeships, 36% end during this probationary window. The average canceled apprenticeship lasts 21 months.

# Workforce Outcomes of Apprentices

Retention of workers remains high for apprenticeship completers. Five years after finishing their program, 84% of apprenticeship completers are still working for a Montana employer, a higher retention rate than non-completers. Completers also see stronger wage outcomes than those who participate but do not finish. **Figure 11** compares apprentice wages before, during, and after the program by completion status. In the year following graduation, completers earn an average of \$72,220, well above Montana’s overall average wage of \$58,160 and significantly more than the \$44,250 average for non-completers.

**84% of Montana Registered Apprenticeship Program completers work for a Montana employer five years after graduation.**

**Figure 11: Wages Before and After Apprenticeship by Completion Status**



Source: MTDLI Registered Apprentice Program Data matched to UI Payroll Wage Data 2007 to 2025 Q1. Wages inflated to 2023 dollars using CPI-U from BLS. US BLS and Montana Department of Labor and Industry, QCEW.

Apprenticeship completers frequently earn above entry-level pay for their occupation within a year of graduating. **Figure 12** displays the top fifteen apprenticeship programs by average wage in the first year after completion, alongside typical entry-level wages for each occupation. In nearly every case, completers are earning above entry-level wages, with many also exceeding the average wage for their occupation.

**Figure 12: Top 15 Apprenticeships by Average Wage in First Year After Graduation**

ONET	Occupation	Apprentices	Graduated Apprentice Avg Wage	Entry-Level Wage	MT Average Wage
51-8012	Power Distributors and Dispatchers	12	\$156,670	*	*
51-8021	Stationary Engineers/Boiler Operators	71	\$145,850	\$49,780	\$72,070
47-4021	Elevator and Escalator Installers/Repairers	18	\$136,330	\$59,210	\$78,900
49-9051	Electrical Power-Line Installers/Repairers	175	\$126,820	\$87,010	\$101,000
49-9041	Industrial Machinery Mechanics	71	\$122,910	\$57,770	\$72,650
49-2095	Electronics Repairers, Powerhouse/Substation	11	\$121,690	\$95,460	\$101,940
49-9052	Telecommunications Line Installers/Repairers	27	\$107,700	\$47,770	\$57,570
33-2011	Firefighters	61	\$95,090	\$52,070	\$62,840
49-9021	HVAC Mechanics/ Installers	24	\$77,660	\$47,360	\$60,190
47-2152	Plumbers, Pipefitters, and Steamfitters	1,010	\$75,760	\$57,360	\$73,120
49-2022	Telecommunications Equipment Installers/Repairers	13	\$75,580	\$61,740	\$71,500
49-3021	Automotive Body and Related Repairers	12	\$71,200	\$36,480	\$48,660
47-2111	Electricians	1,400	\$68,510	\$54,980	\$68,080
47-2011	Boilermakers	83	\$65,270	\$79,080	\$80,270
17-3026	Industrial Engineering Technologists/Technicians	18	\$64,420	\$48,730	\$70,850

Source: MTDLI Registered Apprentice Program and UI wage match. Bureau of Labor Statistics Occupational Employment and Wage Statistics from May 2024, Montana. Excludes occupations with less than 10 apprentice graduates. Entry-level wage is defined by 25th percentile of distribution. \* Indicates data is not available.

The strong wages earned by MRAP completers point to a solid return on investment, a finding consistent with other research. A DOL-commissioned study of Registered Apprenticeship programs across ten states found that participants earned roughly \$6,600 more per year than comparable non-participants six years after enrollment, with estimated net career benefits for completers ranging from \$49,000 to \$234,000 depending on assumptions.<sup>14</sup> In Montana, the Montana Postsecondary Workforce Report found that Registered Apprenticeship completers earn more than double the wages of associate or bachelor's degree holders one year after finishing their programs.<sup>15</sup>

---

## Future Demand for Apprenticeable Jobs

Employment forecasts from the Montana Department of Labor and Industry through 2034 offer a window into future demand for workers in occupations eligible for apprenticeship. Nationally, over 420 occupations can be trained through apprenticeship.<sup>16</sup> Montana has hosted an active apprenticeship in 110 of these occupations over the past five years. As **Figure 13** illustrates, roughly 65% of the state's projected job openings over the next decade will be in occupations eligible for apprenticeship training. Montana's existing apprenticeship programs account for 13,300 of those projected openings, or 20% of the total. Another 29,600 openings, representing 44% of projections, fall in occupations not yet apprenticed in the state. This suggests meaningful room to expand the model into new fields including dental assistants and human resource specialists.

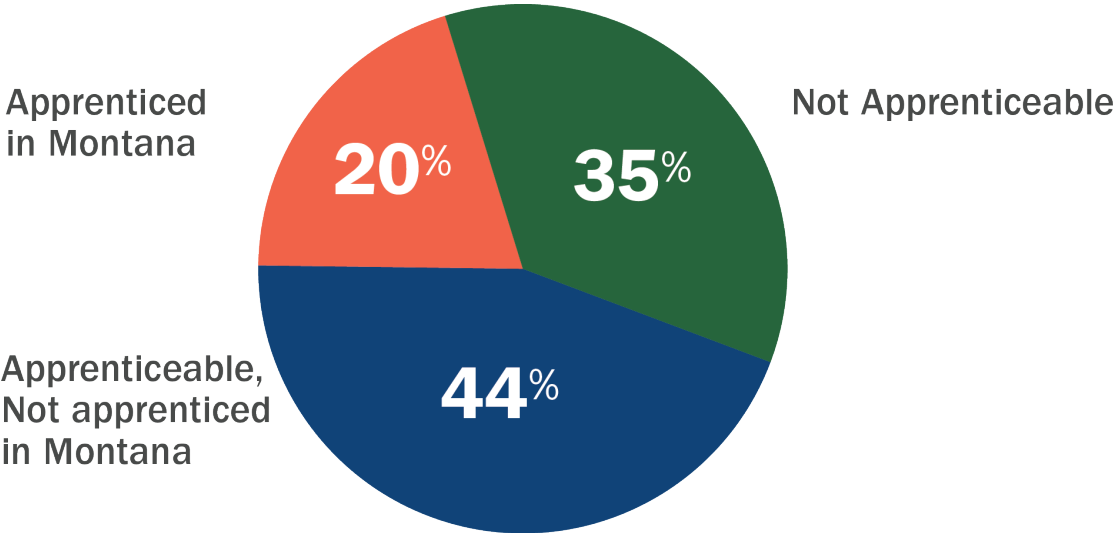
---

65% of Montana's projected job growth over the next ten years will be in occupations eligible for apprenticeship.

13,300 annual job openings are projected for occupations trained through existing Montana Registered Apprenticeship programs.

---

**Figure 13:** Share of Projected Job Openings for Occupations Eligible for Apprenticeship



Source: MTDLI Registered Apprentice Program. Dept of Labor Occupations eligible for apprenticeship and MTDLI 2024-2034 Employment Forecasts.

**Figure 14** highlights the forecasted annual job openings over the next decade for several of Montana’s most popular apprenticeship programs. Many of these occupations face strong demand, with registered nurses leading at 686 projected annual openings, followed by construction laborers (569), carpenters (472), and childcare workers (384). Wages in these fields are also competitive, with all but one occupation paying above Montana’s average wage of \$58,160.

**Figure 14:** Select Apprenticeship Occupations by Job Openings

ONET	Occupation	Annual Job Openings	Montana Avg. Wage
29-1141	Registered Nurses	686	\$88,480
47-2061	Construction Laborers	569	\$50,830
47-2031	Carpenters	472	\$58,130
39-9011	Childcare Workers	384	\$32,450
47-2111	Electricians	354	\$68,080
47-2073	Operating Engineers and Other Construction Equipment Operators	331	\$61,480
47-2152	Plumbers, Pipefitters, and Steamfitters	201	\$73,120
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	158	\$60,190
49-9041	Industrial Machinery Mechanics	95	\$72,650
47-2211	Sheet Metal Workers	49	\$62,610
17-3011	Architectural and Civil Drafters	47	\$67,880
49-9051	Electrical Power-Line Installers and Repairers	46	\$101,000
21-1091	Health Education Specialists	35	\$57,010
49-9052	Telecommunications Line Installers and Repairers	34	\$57,570
47-2021	Brickmasons and Blockmasons	28	\$65,950

Source: MTDLI Registered Apprentice Program and Employment Projections 2024-2034. OEWS wage data from May 2024. Bureau of Labor Statistics Occupation Employment Survey, Montana. Excludes occupations where projections were suppressed.

**Figure 15** shows select occupations not currently apprenticed in Montana but eligible for the model, ranked by projected annual openings. Home health aides top the list with 1,556 annual openings, followed by office clerks (1,441) and general and operations managers (1,049). The list spans a wide range of industries, from healthcare support and office administration to finance, behavioral health, and advanced manufacturing. Roughly half of the listed occupations pay above Montana’s average wage of \$58,160. Occupations like dental assistants, substance abuse counselors, and human resources specialists stand out as particularly promising candidates for apprenticeship expansion, combining steady projected demand with established career pathways that align well with structured on-the-job training.

**Figure 15: Potential Apprenticeship Occupations by Job Openings**

ONET	Occupation	Annual Job Openings	Montana Avg. Wage
31-1121	Home Health Aides	1,556	\$33,270
43-9061	Office Clerks, General	1,441	\$45,440
11-1021	General and Operations Managers	1,049	\$101,530
13-2011	Accountants and Auditors	402	\$80,040
31-9091	Dental Assistants	250	\$45,930
21-1011	Substance Abuse and Behavioral Disorder Counselors	229	\$57,350
13-1071	Human Resources Specialists	225	\$67,120
41-3021	Insurance Sales Agents	219	\$74,490
13-1161	Market Research Analysts and Marketing Specialists	184	\$72,630
13-1082	Project Management Specialists	177	\$92,780
15-1252	Software Developers	175	\$120,950
25-2011	Preschool Teachers, Except Special Education	162	\$36,770
17-2112	Industrial Engineers	41	\$104,240
51-9161	Computer Numerically Controlled Tool Operators	38	\$48,890
51-2022	Electrical and Electronic Equipment Assemblers	33	\$43,420

Source: MTDLI Registered Apprentice Program and Employment Projections 2024-2034. OEWS wage data from May 2024. Bureau of Labor Statistics Occupation Employment Survey, Montana. Excludes occupations where projections were suppressed.

---

## Conclusion

The Montana Registered Apprenticeship program has grown into a cornerstone of the state's workforce training system over the past two decades. With MTDLI projecting that nearly two-thirds of Montana's job openings over the next ten years will fall in occupations eligible for apprenticeship, the program's importance is only set to increase. Through specialized training in fields ranging from electricians and registered nurses to childcare providers, plumbers, and computer programmers, apprenticeships are well positioned to meet the state's growing demand for skilled workers. The model strengthens both sides of the equation, delivering trained workers who earn strong wages and providing businesses with the talent they need to grow. As workforce demands continue to rise, the Registered Apprenticeship program will remain essential to Montana's economic future.

## Appendix: Data Tables

Figure A.1: Total and Completed Apprenticeships by County Since 2019

County	Total	Completed	County	Total	Completed
LEWIS & CLARK	1,359	397	MINERAL	21	11
GALLATIN	1,216	336	SANDERS	20	2
YELLOWSTONE	1,035	255	MCCONE	17	6
FLATHEAD	859	167	MUSSELSHELL	15	1
MISSOULA	745	189	PHILLIPS	15	4
SILVER BOW	607	238	CHOUTEAU	15	3
CASCADE	515	126	BLAINE	14	3
CUSTER	286	164	MEAGHER	13	1
RAVALLI	270	69	SHERIDAN	13	3
PARK	175	53	FALLON	13	3
JEFFERSON	159	27	TOOLE	10	2
FERGUS	101	23	GRANITE	9	1
ROSEBUD	98	53	SWEET GRASS	8	2
HILL	90	36	ROOSEVELT	8	2
LAKE	83	22	GLACIER	8	1
LINCOLN	79	14	POWDER RIVER	7	2
RICHLAND	78	15	CARTER	7	0
VALLEY	54	28	LIBERTY	7	4
BEAVERHEAD	45	11	WHEATLAND	6	3
STILLWATER	36	12	WIBAUX	4	2
MADISON	35	8	PRAIRIE	3	3
POWELL	34	4	DANIELS	2	2
CARBON	33	10	JUDITH BASIN	2	0
BIG HORN	30	9	GARFIELD	1	0
DAWSON	30	9	TREASURE	0	0
DEER LODGE	29	8	GOLDEN VALLEY	0	0
TETON	27	4	PETROLEUM	0	0
PONDERA	25	6	NOT AVAILABLE	11	0
BROADWATER	24	3	Total	8,406	2,357

Source: MTDLI Registered Apprentice Program. Data from 2019 to 2025.

**Figure A.2: Business Sponsors and Apprenticeships by Industry in 2025**

NAICS	NAICS description	Apprenticeships	Business Sponsors
21	Mining, Quarrying, & Oil & Gas Extraction	1	1
22	Utilities	152	18
23	Construction	2,921	682
31-33	Manufacturing	44	17
42	Wholesale Trade	30	6
44-45	Retail Trade	4	1
48-49	Transportation & Warehousing	2	1
51	Information	18	2
54	Professional, Scientific, & Technical Services	29	12
56	Administrative Support & Waste Management	3	2
61	Educational Services	65	18
62	Health Care & Social Assistance	118	35
81	Other Services (except Public Administration)	13	8
92	Public Administration	64	11
	<b>Total</b>	<b>3,464</b>	<b>814</b>

Source: MTDLI Registered Apprentice Program. Data includes active apprenticeships in 2025.

**Figure A.3: New Apprenticeships and Total Apprenticeships by Occupation**

ONET	Occupation	2021	2022	2023	2024	2025	Total
47-2111	Electricians	311	358	349	336	286	5,478
47-2152	Plumbers, Pipefitters, and Steamfitters	196	259	269	223	206	3,836
47-2031	Carpenters	51	104	57	87	78	955
47-2221	Structural Iron and Steel Workers	29	42	37	44	28	726
47-2211	Sheet Metal Workers	36	18	40	29	15	531
39-9011	Childcare Workers	11	8	7	20	10	419
49-9051	Electrical Power-Line Installers/Repairers	9	34	17	22	21	361
31-1131	Nursing Assistants	21	0	0	0	0	317
47-2011	Boilermakers	0	3	0	5	6	293
49-9021	HVAC Mechanics/ Installers	18	14	34	12	25	249
47-2073	Operating Engineers/Equipment Operators	10	12	13	13	7	181
47-2181	Roofers	5	0	3	4	3	148
51-8021	Stationary Engineers/Boiler Operators	3	5	4	5	3	143
49-9041	Industrial Machinery Mechanics	3	8	13	3	4	134
47-2061	Construction Laborers	2	7	6	6	7	132
47-2021	Brickmasons and Blockmasons	8	4	3	2	3	128
47-4021	Elevator and Escalator Installers/Repairers	3	5	9	1	3	91
49-2022	Telecommunications Equipment Installers/Repairers	3	2	7	1	7	89
33-2011	Firefighters	0	0	0	0	0	76

**Figure A.3: New Apprenticeships and Total Apprenticeships by Occupation (continued)**

ONET	Occupation	2021	2022	2023	2024	2025	Total
31-9092	Medical Assistants	5	1	16	12	11	67
49-9052	Telecommunications Line Installers/ Repairers	3	3	6	5	8	60
29-2072	Medical Records Specialists	0	0	0	0	0	55
29-1141	Registered Nurses	7	6	6	8	12	48
21-1094	Community Health Workers	0	0	25	10	6	47
21-1091	Health Education Specialists	0	0	25	7	0	45
49-2096	Electronic Equipment Installers/Repairers, Motor Vehicles	7	7	2	5	2	41
47-2082	Tapers	7	4	9	5	0	40
49-2098	Security and Fire Alarm Systems Installers	0	0	2	0	0	38
17-3026	Industrial Engineering Technologists/ Technicians	1	0	12	8	6	37
17-3011	Architectural and Civil Drafters	4	3	1	0	0	36
49-2095	Electronics Repairers, Powerhouse/ Substation	1	0	5	3	0	35
49-3021	Automotive Body and Related Repairers	5	1	0	2	2	32
51-8013	Power Plant Operators	1	5	2	0	2	32
29-2061	Licensed Practical and Licensed Vocational Nurses	0	1	0	3	17	30
49-3023	Automotive Service Technicians/ Mechanics	2	0	4	1	0	24
51-3021	Butchers and Meat Cutters	0	0	5	1	1	22
49-9044	Millwrights	1	0	0	0	0	21
47-2051	Cement Masons and Concrete Finishers	0	0	0	0	0	19

**Figure A.3: New Apprenticeships and Total Apprenticeships by Occupation (continued)**

ONET	Occupation	2021	2022	2023	2024	2025	Total
17-3023	Electrical/Electronic Engineering Technologists/Technicians	0	13	1	1	2	18
51-8031	Water and Wastewater Treatment Plant and System Operators	0	5	6	5	2	18
47-2141	Painters, Construction and Maintenance	0	0	2	4	1	16
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1	0	0	0	0	16
49-9071	Maintenance and Repair Workers, General	1	0	0	0	0	15
51-8012	Power Distributors and Dispatchers	2	1	0	0	0	15
49-9096	Riggers	0	0	0	6	8	14
51-3023	Slaughterers and Meat Packers	0	0	0	0	0	14
51-4041	Machinists	0	2	0	0	0	12
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	0	0	0	2	2	10
15-1232	Computer User Support Specialists	1	2	0	1	0	10
49-2093	Electrical/Electronics Installers/Repairers, Transportation	0	0	0	0	0	10
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	0	0	0	0	2	9
11-9111	Medical and Health Services Managers	0	0	0	0	0	9
51-9012	Still Machine Setters/Operators	1	1	0	0	0	9
47-4011	Construction and Building Inspectors	0	0	0	0	8	8
49-3041	Farm Equipment Mechanics and Service Technicians	0	0	0	0	6	8
11-3013	Facilities Managers	0	5	1	0	2	8
39-2011	Animal Trainers	0	2	1	3	2	8

**Figure A.3: New Apprenticeships and Total Apprenticeships by Occupation (continued)**

ONET	Occupation	2021	2022	2023	2024	2025	Total
51-4121	Welders, Cutters, Solderers, and Brazers	1	2	2	0	1	8
47-2044	Tile and Stone Setters	0	0	0	0	0	8
49-9097	Signal and Track Switch Repairers	0	0	0	0	0	8
31-9097	Phlebotomists	0	0	0	0	0	7
47-2132	Insulation Workers, Mechanical	0	1	0	2	0	7
49-2011	Computer, Automated Teller, and Office Machine Repairers	0	2	0	0	0	7
29-2055	Surgical Technologists	0	0	0	0	5	6
37-3013	Tree Trimmers and Pruners	4	0	1	0	1	6
29-2042	Emergency Medical Technicians	0	0	0	0	0	6
29-2099	Health Technologists and Technicians, All Other	0	0	0	0	0	6
41-3041	Travel Agents	0	0	0	0	0	6
49-3043	Rail Car Repairers	0	0	0	0	0	6
49-3052	Motorcycle Mechanics	0	0	0	0	0	6
51-6041	Shoe and Leather Workers and Repairers	0	0	0	0	0	6
53-5011	Sailors and Marine Oilers	0	0	0	0	0	6
17-3028	Calibration Technologists and Technicians	0	0	0	0	5	5
31-9094	Medical Transcriptionists	0	0	0	0	0	5
49-2092	Electric Motor, Power Tool, and Related Repairers	0	0	0	2	0	5
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	0	0	0	0	0	5

**Figure A.3: New Apprenticeships and Total Apprenticeships by Occupation (continued)**

ONET	Occupation	2021	2022	2023	2024	2025	Total
49-9094	Locksmiths and Safe Repairers	1	0	1	0	0	5
49-2094	Electrical/Electronics Repairers, Industrial Equipment	0	0	0	0	2	4
13-1031	Claims Adjusters, Examiners, and Investigators	0	0	0	0	0	4
15-1212	Information Security Analysts	0	4	0	0	0	4
27-2042	Musicians and Singers	1	1	0	0	0	4
29-2043	Paramedics	0	0	0	0	0	4
31-9095	Pharmacy Aides	0	0	0	0	0	4
51-3092	Food Batchmakers	4	0	0	0	0	4
51-6093	Upholsterers	0	0	0	0	0	4
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	1	1	0	0	1	3
11-3012	Administrative Services Managers	0	1	2	0	0	3
29-2012	Medical and Clinical Laboratory Technicians	0	0	0	0	0	3
29-2052	Pharmacy Technicians	0	0	0	1	0	3
29-2053	Psychiatric Technicians	0	0	0	1	0	3
49-3022	Automotive Glass Installers and Repairers	0	1	0	0	0	3
51-9081	Dental Laboratory Technicians	1	0	1	0	0	3
51-9199	Production Workers, All Other	0	0	0	0	0	3
49-9081	Wind Turbine Service Technicians	0	0	0	0	2	2
29-2056	Veterinary Technologists and Technicians	0	0	0	1	1	2

**Figure A.3: New Apprenticeships and Total Apprenticeships by Occupation (continued)**

ONET	Occupation	2021	2022	2023	2024	2025	Total
11-9081	Lodging Managers	0	0	0	0	0	2
13-2023	Appraisers and Assessors of Real Estate	0	0	0	0	0	2
15-1251	Computer Programmers	0	0	0	0	0	2
17-3012	Electrical and Electronics Drafters	0	0	0	0	0	2
17-3022	Civil Engineering Technologists and Technicians	0	0	0	0	0	2
27-1025	Interior Designers	0	0	1	0	0	2
29-1171	Nurse Practitioners	0	0	0	0	0	2
29-9021	Health Information Technologists/Medical Registrars	0	0	0	0	0	2
47-2022	Stonemasons	0	0	0	0	0	2
47-2121	Glaziers	0	0	0	0	0	2
49-9031	Home Appliance Repairers	0	0	0	0	0	2
51-2041	Structural Metal Fabricators and Fitters	0	0	0	0	0	2
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	0	0	0	2	0	2
39-5011	Barbers	0	0	0	0	1	1
39-5012	Hairdressers, Hairstylists, and Cosmetologists	0	0	0	0	1	1
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	0	0	0	0	1	1
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	0	0	0	0	1	1
11-3021	Computer and Information Systems Managers	0	0	0	0	0	1
11-9199	Compliance Managers	0	0	0	0	0	1

**Figure A.3: New Apprenticeships and Total Apprenticeships by Occupation (continued)**

ONET	Occupation	2021	2022	2023	2024	2025	Total
13-1151	Training and Development Specialists	0	0	0	0	0	1
15-1244	Network and Computer Systems Administrators	0	0	0	0	0	1
23-1022	Arbitrators, Mediators, and Conciliators	0	0	0	0	0	1
23-2011	Paralegals and Legal Assistants	0	0	0	0	0	1
27-1013	Fine Artists, Painters, Sculptors, and Illustrators	0	0	0	0	0	1
29-2034	Radiologic Technologists and Technicians	0	0	0	0	0	1
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	0	0	0	1	0	1
35-1011	Chefs and Head Cooks	0	0	0	0	0	1
35-2014	Cooks, Restaurant	0	0	0	0	0	1
41-2022	Parts Salespersons	0	0	0	0	0	1
49-3053	Outdoor Power Equipment/Other Small Engine Mechanics	0	0	0	0	0	1
51-9021	Crushing, Grinding, Polishing Machine Setters/Operators	0	0	0	0	0	1
51-9071	Jewelers and Precious Stone and Metal Workers	1	0	0	0	0	1
51-9161	Computer Numerically Controlled Tool Operators	0	0	0	0	0	1
53-3032	Heavy and Tractor-Trailer Truck Drivers	0	0	0	0	0	1

Source: MTDLI Registered Apprentice Program. Data from 2000 to 2025. Total includes all active apprentices since 2000.

---

## Endnotes

- 1 Office of the Governor, State of Montana. (2025, August 11). Governor Gianforte signs executive order to strengthen Montana’s workforce. [https://news.mt.gov/Governors-Office/Governor\\_Gianforte\\_Signs\\_Executive\\_Order\\_To\\_Strengthen\\_Montanas\\_Workforce](https://news.mt.gov/Governors-Office/Governor_Gianforte_Signs_Executive_Order_To_Strengthen_Montanas_Workforce)
- 2 Office of the Governor, State of Montana. (2025, December 17). Gov. Gianforte advances 406 JOBS initiative to boost workforce. <https://news.mt.gov/Governors-Office/Gov-Gianforte-Advances-406-JOBS-Initiative-to-Boost-Workforce>
- 3 An Act Providing for Apprenticeship Programs for Certain Professional License Types, H.B. 336, 69th Legislature, Reg. Sess. (Mont. 2025). [https://archive.legmt.gov/content/Sessions/69th/Contractor\\_index/CH0262.pdf](https://archive.legmt.gov/content/Sessions/69th/Contractor_index/CH0262.pdf)
- 4 Gianforte, G. (2026, January 29). Executive Order No. 1-2026: Creating the Licensing Reform Advisory Council. Office of the Governor, State of Montana. <https://gov.mt.gov/Documents/GovernorsOffice/executiveorders/View?doc=260129EOLicensingReformAdvisoryCouncil.pdf>
- 5 Mills De La Rosa, S. et al. 2022. “Do Employers Earn Positive Returns to Investments in Apprenticeship?” Abt Associates, U.S. Department of Labor. Available at [https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/AAI/AAI\\_ROI\\_Final\\_Report\\_508\\_9-2022.pdf](https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/AAI/AAI_ROI_Final_Report_508_9-2022.pdf)
- 6 Watson, Amy. MTDLI. January 2024. “Child Care Deserts: An Analysis of Child Care Supply and Demand Gaps in Montana”. [https://lmi.mt.gov/\\_docs/Publications/LMI-Pubs/Special-Reports-and-Studies/ChildCareDesertsWhitePaper-FINAL.pdf](https://lmi.mt.gov/_docs/Publications/LMI-Pubs/Special-Reports-and-Studies/ChildCareDesertsWhitePaper-FINAL.pdf) Demand is defined as the number of children under age six who live in households where all available parents are in the labor force.
- 7 MUS age distribution based on Spring and Fall 2024 enrollment. <https://mus.edu/data/dashboards/headcount.html>
- 8 6.2% did not provide a race.
- 9 9% of Montana’s adult population are veterans. 2024 American Community Survey 5-Year Estimates
- 10 Watson, Amy. October 2022. “Montana Postsecondary Workforce Report” MTDLI. [https://lmi.mt.gov/\\_docs/Publications/LMI-Pubs/Special-Reports-and-Studies/MTCollegeReport2022.pdf](https://lmi.mt.gov/_docs/Publications/LMI-Pubs/Special-Reports-and-Studies/MTCollegeReport2022.pdf)
- 11 Based on the average of MUS 4-year graduation rates for F2002-F2021. Apprentice calculation uses years 2000-2021.
- 12 Based on the average MUS 8-year graduation rates for cohorts from F2002 to F2017 from the MUS graduation rates dashboard at <https://mus.edu/data/dashboards/graduation-rates.html>. Apprenticeship calculation includes years 2000-2021.
- 13 The probationary period cannot exceed 25 percent of the length of the program, or one year, whichever is shorter.
- 14 Reed, Debbie et al. 2012. “An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States.” Mathematica Policy Research, U.S. Department of Labor. Available at [https://www.dol.gov/sites/dolgov/files/ETA/publications/ETAOP\\_2012\\_10.pdf](https://www.dol.gov/sites/dolgov/files/ETA/publications/ETAOP_2012_10.pdf)
- 15 Watson, Amy. “Montana Postsecondary Workforce Report.” October 2022. MTDLI.
- 16 Occupations based on ONET occupation codes. There are over 420 occupations eligible for apprenticeship based on the occupation list from the U.S. Department of Labor’s Office of Apprenticeship.