

ICATT BENEFITS

Company Benefits

- ✓ Apprentice becomes a specialist with company specific skills
- ✓ Training is tailored to company needs
- ✓ "Grow your own" qualified workforce
- ✓ 5 year employee commitment
- ✓ Greater employee loyalty
- ✓ Saved recruiting and onboarding costs
- ✓ Corporate image benefits
- ✓ Internationally recognized standard of expertise (Train the Trainer Program, DIHK examinations)
- ✓ Continuous support from GACC Midwest

✓ **Build your own workforce**

✓ **Close the skills gap**

✓ **Secure your company's future**

Graduate Benefits

- ✓ Associate Degree
- ✓ No student debt
- ✓ Guaranteed income (salary that increases over time)
- ✓ 2 year employment guarantee after successful completion of the program
- ✓ Path to continued studies
- ✓ Internationally recognized German DIHK certification
- ✓ US DoL Registered Apprenticeship Certification and multiple NIMS certificates (optional)



Industry Consortium for Advanced Technical Training

- A Company Driven Approach to Technical Training -

www.thinkicatt.com

"We cannot always build the future for our youth,
but we can build our youth for the future."

- Franklin D. Roosevelt -

What is ICATT?

ICATT is a 2-3 year training program which is modeled after Germany's apprenticeship system, designed to meet top industry standards. ICATT combines theory, practice and work experience to build a globally competitive workforce.

ICATT uses industry-defined competencies and requirements as well as a standardized curriculum aligned to the German "training profile" in the respective occupation. These standards are developed by teams of highly skilled experts and include comprehensive written and practical examinations.

ICATT is a well-rounded and attractive program in which apprentices receive an associate degree, an internationally recognized DIHK certificate along with possible DoL certification and other US accreditations.

ICATT Basic Structure

- A maximum of 15 students per college cohort, made up of apprentices from different companies
- Training schedules tailored to company needs and requirements of participating colleges
- Administration of written and practical examinations by GACC Midwest after the second and third year of training (final examinations part 1 and part 2)
- Standardized curriculum based on internationally recognized German standards amended to US needs and work laws
- 2 year employment guarantee upon successful completion of the training program*
- Participating ICATT companies agree to provide company specific hands-on training, college tuition, stipend while in school and hourly wages

Learn more about ICATT and available training profiles at:

www.thinkicatt.com

* Should the trainee voluntarily leave the company or be terminated by company for just cause, reimbursement plan of tuition and stipend applies.

Services Provided by GACC Midwest

- **Program development and administration**
alignment of company training plan and college curriculum, progress check-ins, troubleshooting, optional DoL registration
- **HR services**
promotion of ICATT at high schools and career fairs, collection and forwarding of applications, initial vetting of applicants
- **Train the Trainer program**
provision of curriculum and training materials, organization of seminars and trainer roundtables
- **Promotion and marketing**
company promotional videos, social media, dedicated website
- **DIHK exam preparation and management**
preparation, organization and carrying out of examinations, provision of training materials, issuance of certifications

Estimated Cost Overview

Start-up fee (one time)	\$ 2,500		
Administrative fee (annual)	\$ 2,500**		
Exam fee	included		
Tuition (varies slightly by school)	approx. \$ 5,000 per year		
School stipend	\$ 40 per day or \$ 200 per week		
Apprentice wages (min.)	Year 1	Year 2	Year 3
	\$9.00	\$10.50	\$12.00

If your company is in need of a specific training profile, feel free to reach out to us: ICATT@gaccmidwest.org

**Administrative fee per apprentice, per academic year