



## The opportunity

With the pending announcement of commercial cannabis licenses in Illinois, it is no shock there will soon be an explosion of opportunity driven by cannabis. Despite the stall of commerce across the country, in Illinois the new legislation swiftly propelled cannabis to become 'essential' and sales soared. As new businesses come on-line, there is a tremendous opportunity for *ancillary companies* who do not actually 'touch-the-plant' but rather support or provide complementary goods or services to consumers or plant-touching businesses. The premise of the adult-use law was to bring more diversity and wealth creation to people who previously suffered due to a failed war on drugs and to better represent the diversity of the State of Illinois. It is on this basis that we launch our inaugural 4-month Gro-prentice Pilot Program – in other words, an apprenticeship program for social equity in ancillary businesses.

**Apprentices-** If you know you have an applicable skill set to support cannabis companies, but you do not quite know how to break in, this might be the opportunity for you. Apprentice candidates demonstrate an interest and some background in any of the industries represented in the participating industry companies. This could include previous or current formal studies or certificates OR current or previous work experience in related fields. You must be available up to 30 hours per week and schedules have to meet the requirements of participating companies. You must be ready to contribute time and know-how but also to be part of a team and accept on-the-job feedback. And you must be willing to professionally grow and to learn about the cannabis industry. You must demonstrate you meet requirements of *social equity* and be comfortable supplying 2 references.

**Participating Companies** -You have to be prepared to provide work to an apprentice 15-25 hours per week and pay them anywhere from \$17-25/hour, depending on their experience level. You will need to provide the opportunity to an apprentice to shadow at least 2 distinct formal roles and assign at least 1 independent (to be done individually or collaboratively) project they drive from start to end. You need to be comfortable providing regular feedback to the apprentice and provide any tools required to get the job done. You will meet monthly with GroMentum staff as a progress check, and while hiring the apprentice is not required, you should be prepared to serve as a reference. Bi-weekly you should expect the apprentice to join the GroMentum staff for a meeting and professional development as well as cannabis industry subject matter training. The cost is \$700 per apprentice outside the regular salary paid directly. If you participate in this program, you will be eligible for certain tax incentives from the State of Illinois.

**If you are interested in knowing more about the program-** please contact Amy at: amy@gromentumlab.com. Now let's get Gro-ing!