



# SKILLED TRADES



**E**mployers in the skilled trades sector face complex workforce challenges in increasingly competitive domestic and global markets. Apprenticeship is your proven solution for recruiting, training, and retaining world-class skilled trades talent.

## Snapshot: Apprenticeable Occupations

- » Construction Laborers
- » Carpenters
- » Electricians
- » Operating Engineers and Equipment Operators
- » Plumbers

## The Skills Trades Talent Gap

The skilled trades are critical to our country's infrastructure and its economic competitiveness. The challenge? Increasing talent shortages and skill gaps are slowing the industry's ability to expand and prosper. Among these challenges:

- Impending retirements of highly-skilled and experienced workers
- Industry image and related recruitment issues
- Attracting new talent pools to skilled trades careers, assisting youth and women
- Investing in talent that can keep pace with the latest industry advances
- Implementing workforce training models that effectively develop and "up-skill" talent

These workforce challenges undermine your productivity and profitability. The good news? There is a proven solution to meet your talent challenges: apprenticeship. It can be integrated into your organization's current training and human resource development strategy. **Invest today!**

## Apprenticeship: Your Talent Development Solution

Thousands of employers in the skilled trades sector across the U.S. and among our global competitors use the apprenticeship training model to recruit, train, and retain workers with the right skills. Apprenticeship has been the most effective training model for enhancing companies' performance and competitiveness.

*At the UA, excellence is not just a goal, it's a requirement. We believe that training our workforce using the apprenticeship model is the best way to ensure our workforce is the safest, the most productive, and the most competitive in the construction industry. As apprentices become journey workers, they take pride in the hard work they've put in, and they understand the importance of passing the knowledge and skills they've developed on to the next generation of apprentices that come behind them. That's what Registered Apprenticeship is all about.*

– Chris Haslinger

Training Director, United Association of Journeymen & Apprentices of the Plumbing and Pipe Fitting Industry of the U.S. & Canada

### What is Apprenticeship?

It's a national system of industry-driven on-the-job training delivered through partnerships with companies like yours. With a network of over 150,000 employers in more than 1,000 occupations, apprenticeship has trained millions of apprentices for over 75 years. Apprenticeship is an "earn and learn" training model that combines work-based learning with related classroom instruction using the highest industry standards. When you establish an apprenticeship program, you develop a world-class skilled trades workforce and enhance your company's bottom line.

### How Can Apprenticeship Help Your Company?

Skilled trades employers realize a number of benefits from implementing apprenticeship programs. Through apprenticeship, you will:



Recruit and develop a highly-skilled workforce



Diversify your workforce



Improve productivity, profitability, and your bottom line



Create flexible, customized training options



Standardize training so all workers receive the same national, industry-endorsed training at all facilities



Reduce turnover and liability costs



Receive tax credits and employee tuition benefits in participating states

Partner with apprenticeship and access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates business solutions and helps you achieve workforce results quickly.

## HAVE QUESTIONS?

For more information on apprenticeship on how it can benefit your company, please visit [www.dol.gov/apprenticeship](http://www.dol.gov/apprenticeship) or call (202) 693-2796.