

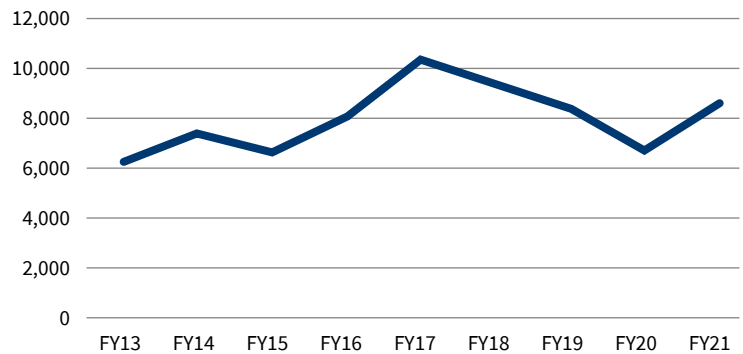
Transportation, Distribution & Logistics

Companies in all sectors of the transportation, distribution, and logistics (TDL) industry face complex workforce challenges in an increasingly competitive global marketplace. To meet these demands, employers are increasingly turning towards Registered Apprenticeship as a proven solution for recruiting, training, and retaining world-class transportation talent in good, quality jobs.

SNAPSHOT: EXAMPLES OF TDL RELATED APPRENTICEABLE OCCUPATIONS

- ▶ Airframe and Powerplant Mechanic
- ▶ Aircraft Hydraulics and Electronics
- ▶ Avionics Technician
- ▶ Cargo and Freight Agent and Broker
- ▶ Diesel Tech Mechanic
- ▶ Driver and Fleet Manager
- ▶ Freight, Stock, and Material Mover
- ▶ Heavy and Tractor-Trailer Truck Driver
- ▶ Signal Maintainer
- ▶ Transportation Equipment Electrical and Electronics Installers and Repairer
- ▶ Transportation Vehicle, Equipment, and Systems Inspector

Active Apprentices in TDL Occupations,
Fiscal Years 2013-2021



THE NEED FOR REGISTERED APPRENTICESHIP IN THE TDL INDUSTRY

The TDL industry is critical to our country's economic competitiveness and national security. In 2021, there were 8,651 registered apprentices in the TDL industry, a 18% increase over the past eight years. The challenge? Revolutionary changes in technology, talent shortages, and growing environmental concerns have impacted companies' efforts to expand, innovate, and excel. Among these challenges:

- ▶ An aging workforce of highly skilled and experienced workers
- ▶ Making young workers aware of the long-term, rewarding career pathways within the industry
- ▶ Attracting a more diverse talent pool to the industry
- ▶ Investing in talent that can keep pace with the latest technology trends
- ▶ Increasing worker retention
- ▶ Implementing workforce training models that effectively develop and "up-skill" talent

These workforce challenges impact employer productivity and profitability. The good news? There is a proven solution to meet critical talent challenges: **Registered Apprenticeship** is a proven and industry-driven training model that can provide a critical talent pipeline for TDL organizations.

REGISTERED APPRENTICESHIP: THE TOP TALENT DEVELOPMENT SOLUTION FOR EMPLOYERS

Employers in the TDL sector across the U.S. and among our global competitors use Registered Apprenticeship to recruit, train, and retain workers with the right skills. Registered Apprenticeship has been the most effective training model for enhancing business performance and competitiveness.



HOW CAN REGISTERED APPRENTICESHIP HELP COMPANIES?

Organizations that hire TDL employees realize several benefits from implementing Registered Apprenticeship programs. Through Registered Apprenticeship, employers will:

- ▶ Vet workers and instill the company's culture
- ▶ Recruit and develop a diverse and highly-skilled workforce
- ▶ Improve productivity, profitability, and the company's bottom line
- ▶ Reduce turnover, improve loyalty, and retain top talent
- ▶ Demonstrate investment in the community

Partner with the Office of Apprenticeship, a [U.S. Department of Labor Industry Intermediary](#), or your respective State Apprenticeship Agency to access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates business solutions and helps you quickly achieve workforce results.

WHAT IS REGISTERED APPRENTICESHIP?

Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, receive progressive wage increases, classroom instruction, and a portable, nationally-recognized credential. Registered Apprenticeships are industry-vetted and approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency.

"The Apprentice Program at Oceaneering International, Inc. is first and foremost a proven talent development strategy. There is customized related instruction and on-the-job training tailored to our specific business needs. The result is highly skilled employees, craftsmen in their chosen trade, and the next generation of leaders ready to move forward."—Guy St. John, **Apprentice Program Manager, Oceaneering International Inc.**

¹U.S. Bureau of Labor Statistics. Healthcare Occupations. (<https://www.bls.gov/ooh/healthcare/home.htm>.)

Explore Registered Apprenticeship Today!

Want to learn more? Visit the U.S. Department of Labor's one-stop source for all things apprenticeship: www.apprenticeship.gov or email us at apprenticeship@dol.gov.

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