

# Construction

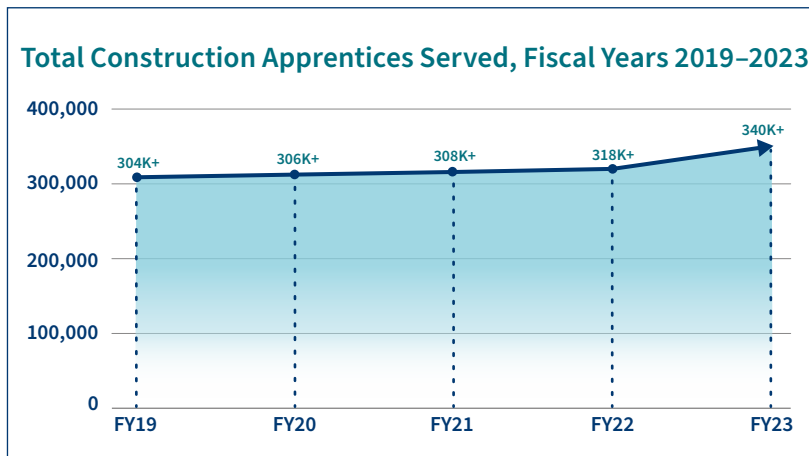
Employers in the construction sector face complex workforce challenges in increasingly competitive domestic and global markets. Registered Apprenticeship is employers' proven solution for recruiting, training, and retaining world-class construction talent in good, quality jobs. In 2023, there were over 340,000 apprentices served in the construction industry, a 28 percent increase over the past 5 years.

## THE NEED FOR REGISTERED APPRENTICESHIP IN CONSTRUCTION

The construction industry is critical to the country's infrastructure and its economic competitiveness. The challenge? Significant recruitment barriers and an aging workforce are slowing the industry's ability to expand and prosper. Among these challenges:

- ▶ Reaching underrepresented and disadvantaged populations to increase the diversity of the workforce for inclusivity.
- ▶ Investing in talent that can keep pace with the latest industry advances.
- ▶ Industry image and related recruitment issues.
- ▶ Impending retirements of highly skilled and experienced workers.
- ▶ Implementing workforce training models that effectively develop and "up-skill" talent.

These workforce challenges undermine employers' productivity and profitability. The good news? There is a proven solution that can be integrated into existing training and workforce development strategies to meet critical talent challenges: **Registered Apprenticeship.**



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Apprentices Served  
in the construction industry



## SNAPSHOT: EXAMPLES OF CONSTRUCTION-RELATED APPRENTICEABLE OCCUPATIONS

- ▶ Construction Laborers
- ▶ Carpenters
- ▶ Electricians
- ▶ Operating Engineers
- ▶ Equipment Operators
- ▶ Plumbers
- ▶ Bricklayers
- ▶ Cement Masons
- ▶ Painters
- ▶ Sheet Metal Workers
- ▶ Roofers
- ▶ Insulators
- ▶ Ironworkers
- ▶ Boilermakers
- ▶ Elevator Constructors

## REGISTERED APPRENTICESHIP: THE TOP TALENT DEVELOPMENT SOLUTION FOR EMPLOYERS

Thousands of employers in the construction industry across the U.S. and around the world use the Registered Apprenticeship training model to recruit, train, and retain workers with the right skills. Registered Apprenticeship is the most effective training model for enhancing companies' performance and competitiveness.

### 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 and 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.

When employers establish a Registered Apprenticeship program, they develop a world class construction workforce and enhance the company's bottom line.

*“Construction Registered Apprenticeship is the gold standard in job training. These quality programs not only get employers the high-skilled labor they need, Registered Apprenticeship also gives people employable and deployable skills to feed their family and maintain their place or achieve their place in the middle class. These programs ensure the quality of construction and the safety and security of the construction workforce, strengthening every community across the country where these workers reside and are needed. These programs help recruit, train, and retain workers through progressive wage increases, apprentice-to-journeyworker ratios that promote safety, quality assurance assessments by the government, uniform standards, mandatory safety training, instructor eligibility requirements, and transparency requirements. It’s the most proven career pipeline for tomorrow’s more diverse and equitable workforce.”—Sean McGarvey, NABTU President*



### HOW CAN REGISTERED APPRENTICESHIP HELP COMPANIES?

Construction employers realize a number of benefits from implementing Registered Apprenticeship programs. Through Registered Apprenticeship, employers will:

- ▶ Recruit and develop a diverse and highly skilled workforce.
- ▶ Improve productivity, profitability, and the company's 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 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.

## 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](http://www.apprenticeship.gov) or email us at [apprenticeship@dol.gov](mailto:apprenticeship@dol.gov).

**APPRENTICESHIPUSA™**  
★★★