



DISCOVER APPRENTICESHIP: SKILLED TRADES

Employers 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.

THE NEED FOR APPRENTICESHIP IN THE SKILLED TRADES INDUSTRY

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, including youth, women, and people of color
- ▶ 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 impact 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.

Snapshot: Apprenticeable Occupations

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

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.

“The Insulators and our signatory contractors value having the most highly trained, competitive and diverse workforce possible, and we’ve seen that Registered Apprenticeship is the best way we have of achieving that goal. That’s why we, and the other NABTU affiliates, invest over \$1.5 billion annually in training every year. Year after year, we see the return on that investment as thousands of apprentices across the skilled trades complete their training and go on to become the safest, most highly trained construction workers in the world.”

– Tom Haun, Training Director, International Association of Heat and Frost Workers Chair, Apprenticeship and Training Committee, North America’s Building Trades Unions

WHAT IS APPRENTICESHIP?

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, classroom instruction, and a nationally-recognized, portable credential. Employers can choose to register their programs with the U.S. Department of Labor to show prospective job seekers that their apprenticeship program meets national quality standards.

HOW CAN APPRENTICESHIP HELP YOUR COMPANY?

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

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

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

DISCOVER APPRENTICESHIP TODAY!

Want to learn more or find apprenticeship opportunities near you? Visit the U.S. Department of Labor’s one-stop source for all things apprenticeship: www.apprenticeship.gov.

Phone: 1-877-872-5627

Speech and Hearing Impaired: 1-877-889-5627