



## DISCOVER APPRENTICESHIP: TRANSPORTATION, DISTRIBUTION, AND LOGISTICS

Companies in all transportation, distribution, and logistics (TDL) sectors face complex workforce challenges in an increasingly competitive global marketplace. Apprenticeship is your proven solution for recruiting, training, and retaining world-class transportation talent.

### THE NEED FOR APPRENTICESHIP IN THE TDL INDUSTRY

The TDL industry is critical to our country's economic competitiveness and national security. The challenge? Revolutionary changes in technology, talent shortages, 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 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

- ▶ 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

## APPRENTICESHIP: YOUR TALENT DEVELOPMENT SOLUTION

Employers in the TDL 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 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 end 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.

### 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?

TDL companies 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](http://www.apprenticeship.gov).

Phone: 1-877-872-5627

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