



## DISCOVER APPRENTICESHIP: ADVANCED MANUFACTURING

Advanced manufacturing companies face complex workforce challenges in an increasingly competitive global marketplace. Apprenticeship is your proven solution for recruiting, training, and retaining world-class manufacturing talent.

### ADVANCED MANUFACTURING AND THE GROWING TALENT GAP

The advanced manufacturing industry is critical to our country's economic competitiveness. The challenge? Significant talent shortages and skill gaps are slowing manufacturers' efforts to expand, innovate, and excel. Among these challenges:

- ✓ An aging workforce of highly-skilled and experienced workers
- ✓ Attracting talent to emerging manufacturing jobs
- ✓ Investing in talent that can keep pace with the latest technology advances
- ✓ Implementing workforce training models that effectively develop 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.

#### SNAPSHOT: Apprenticeable Occupations

- ▶ Aerospace Engineer
- ▶ CNC Machine Operator
- ▶ Machinist
- ▶ Manufacturing Engineering Technician
- ▶ Maintenance and Repair Worker
- ▶ Mechatronics Technician
- ▶ Tool and Die Maker
- ▶ Welder

## APPRENTICESHIP: YOUR TALENT DEVELOPMENT SOLUTION

Thousands of manufacturers 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.

**“Our CNC Machinist Apprenticeship program has been a core component in developing Hypertherm’s 21st century workforce. With our program partners, Hypertherm has to date educated and apprenticed over 450 CNC machine operators in the past seven years, allowing us to meet and exceed our customers’ expectations while keeping our manufacturing facilities within the United States.”**

– Matthew Burge, *Leader of the Hypertherm Technical Training Institute, Hypertherm*

### 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 portable credential. Employers can choose to register their programs with the U.S. Department of Labor to show prospective job seekers that your apprenticeship program meets national quality standards.

### HOW CAN APPRENTICESHIP HELP YOUR COMPANY?

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

#### Apprenticeship In Your State

### DISCOVER APPRENTICESHIP TODAY!

For more information, 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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