



DISCOVER APPRENTICESHIP: A PROVEN SOLUTION FOR YOUR WORKFORCE

As a business leader, you are driven to help move your company forward. To do that, you actively seek bold, new ideas and solutions to everyday challenges like talent recruitment and retention. Apprenticeship programs are a proven solution to creating and retaining a pipeline of specialized talent that allows businesses like yours to succeed **today**.

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.

There are five key components of an apprenticeship. These components differentiate apprenticeships from other types of workplace training programs in several ways:



PAID JOB

Apprenticeships are **jobs**, and apprentices **earn competitive wages** from their employers allowing them to earn and learn.



WORK-BASED LEARNING

Programs provide **structured on-the-job learning** using a model that is either time-based, competency-based or a hybrid approach.



MENTORSHIP

Offer the opportunity to form an internal **mentorship** program to provide one-to-one support to apprentices.



CLASSROOM LEARNING

Most apprenticeship opportunities include **classroom instruction** and often provide college credit. Choose a training partner, such as a community college or online training provider.



CREDENTIALS

Upon program completion, apprentices earn a **portable, nationally-recognized credential** within an industry.

BENEFITS OF APPRENTICESHIP PROGRAMS

Apprenticeship programs help both employers and career seekers. For employers, apprenticeship programs offer the opportunity to:

- ▶ Recruit and develop a diverse and highly-skilled workforce that helps you grow your business
- ▶ Improve productivity, profitability, and your bottom line
- ▶ Reduce turnover, improve loyalty, and retain top talent
- ▶ Create flexible training options that ensure workers develop the right skills
- ▶ Vet workers and instill your company's culture
- ▶ Demonstrate investment in your community

PROGRAMS OFFERED IN MULTIPLE INDUSTRIES

Apprenticeship is a flexible training model that can be customized to meet the needs of businesses across multiple industries. Some industries with apprenticeship programs include:

- ▶ Information Technology
- ▶ Healthcare
- ▶ Hospitality
- ▶ Cybersecurity
- ▶ Energy
- ▶ Advanced Manufacturing
- ▶ Engineering
- ▶ Transportation
- ▶ Construction
- ▶ Financial Services

VISIT WWW.APPRENTICESHIP.GOV TO:



EXPLORE APPRENTICESHIP.

Learn about the benefits of apprenticeship across industries and geographies, view how others have leveraged apprenticeship as a talent solution, and discover more about successful apprenticeship programs.



START CREATING A PROGRAM.

Connect with apprenticeship experts using the [Partner Finder](#) to help design and register your program, determine the right model for your organization, build strong partnerships, and obtain resources to create, sustain, and expand your apprenticeship program.



PROMOTE YOUR APPRENTICESHIP PROGRAM.

Use the [Apprenticeship Finder](#) to list your open apprenticeship positions to make sure the right job seekers find your program, connect with partners to enhance the core components of your program, and leverage competency-based frameworks to expand your program to other occupations.

DISCOVER APPRENTICESHIP TODAY!

For more information, visit the U.S. Department of Labor's one-stop source for all things apprenticeship: www.apprenticeship.gov.

Phone: 1-877-872-5627

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