



APPRENTICESHIP IS AN **UPTAPPED RESOURCE** FOR EMPLOYEES AND *CREATES* A **TALENT PIPELINE** WHERE ONE DOES NOT *CURRENTLY EXIST*.

Apprenticeships are becoming an increasingly popular way of finding talent to fill jobs that have been difficult to find talent for. According to the United States Department of Labor, over 499,000 apprentices have been hired since January 1, 2017. In the everchanging landscape in the world of work, it is important that all participants adapt and employers seek nontraditional sources for their workforce supplier pipeline.

COMPANIES THAT UTILIZE *APPRENTICESHIP PROGRAMS* **BENEFIT FROM A SKILLED WORKFORCE, INCREASED PRODUCTIVITY AND REVENUE, AND HIGHER WORKFORCE RETENTION.**

Apprenticeship Programs are a great way for organizations to approach many of the issues that the world of work is poised to present in emerging models.

- Employers can address diversity and inclusion goals through recruitment of apprentices, because most of the apprentices will come through a different workforce supplier pipeline than is often utilized by the organization.
- The aging workforce that is poised to retire in the near future can be turned into a valuable asset, as they will be able to impart valuable knowledge on these apprentices through training and mentoring.
- The transition period of the integration of Artificial Intelligence in the workplace will become easier with the side-by-side, hands-on training and simultaneous education of apprentices.
- Stakeholders will become more invested in the success of the apprentices, as the implementation of the apprenticeship program in the organization will necessitate their early and sustained engagement in order for the program to properly succeed.

BENEFITS OF APPRENTICESHIP UTILIZATION

- Highly-skilled Employees with Superior, Customized Training
- Reduced Turnover Costs and Lower Liability Costs
- Increased Productivity and Revenue
- Increased Diversity in Workforce
- Participating Employers Receive Tax Credits

Industries Currently Expanding Apprenticeship Utilization



Hospitality



Manufacturing



Technology



Healthcare



Finance



Energy