

A group of five people, three men and two women, are standing outdoors at what appears to be a construction or industrial site. They are all wearing bright orange high-visibility safety vests over their regular clothing. Four of them are also wearing blue hard hats, while one man is wearing a white hard hat. They are all smiling at the camera. In the background, there is a brick building, a chain-link fence, and some industrial pipes. The left side of the image has a semi-transparent blue overlay with white text.

# NABTU

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## Benefits of Apprenticeship



# WHY USE APPRENTICES?

## ROI IN THE US

### Advantages of Apprenticeship

#### Production



Increased value  
and fewer errors

#### Workforce



Highly trained.  
Minimal turnover

#### Leadership Skills



Responsibly independent.  
Ability to multi-task  
and problem solve




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# WHY USE APPRENTICES?

## ROI IN THE US

The profit generated by an apprentice  
**tops the costs of training**



Employers can profit  
**\$1.30 to \$3.00** for every  
\$1 spent in training

Reference: Construction Industry Institute, University of Texas, Research Summary 235-1, August 2007.



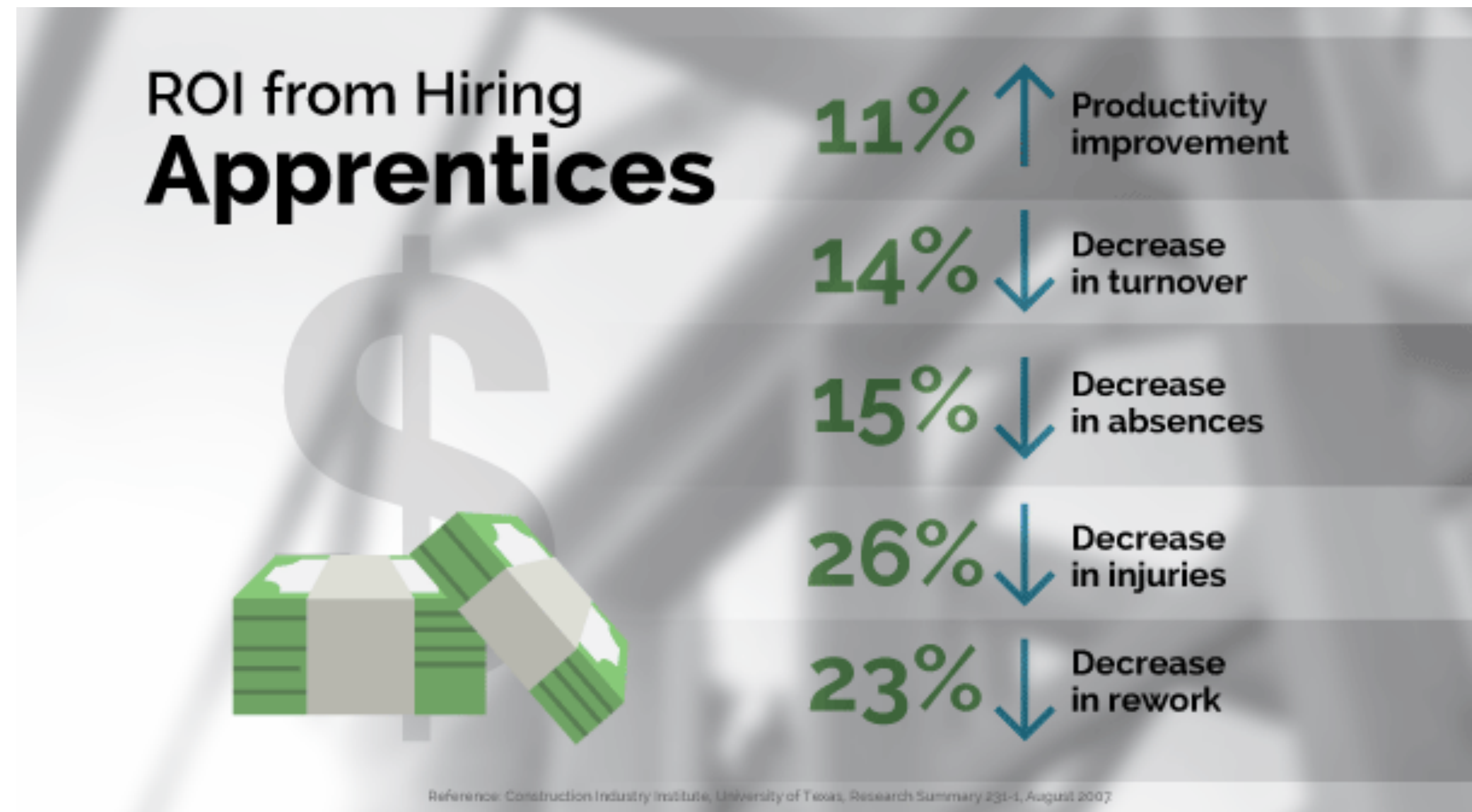
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# WHY USE APPRENTICES?

## ROI IN THE US



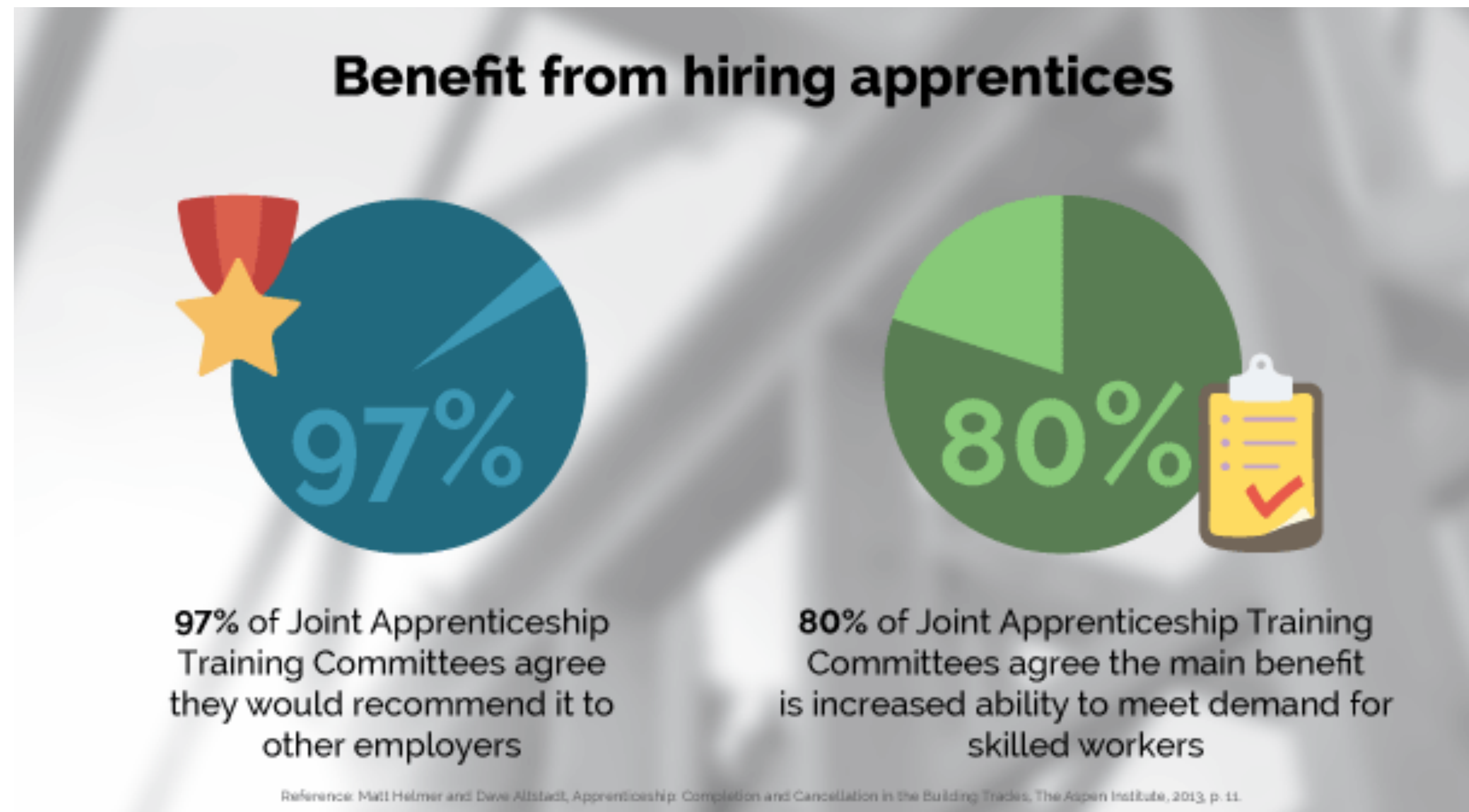
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# WHY USE APPRENTICES?

## ROI IN THE US



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# WHY USE APPRENTICES?

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## RETENTION

- It costs approximately \$10,000 a year to train an apprentice
  - If apprentices have higher retention rates, ROI goes up
    - Apprenticeship Readiness Programs increase retention rates for apprentices
- Apprentices stay at a business longer
  - 91% of apprentices that complete an apprenticeship are still employed 9 months later



# WHY USE APPRENTICES?

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## HIGHLY SKILLED WORKFORCE

- Highly skilled workforce
  - 80% of Joint Apprenticeship Training Committees (JATC) said hiring an apprentice was the main benefit of increased ability to meet demand for skilled workers
- Those who complete apprenticeships can multi-task, have greater problem solving abilities, and less need for supervision



# WHY USE APPRENTICES?

## QUALITY EDUCATION

- A high quality of education results in highly skilled employees
- NABTU offers:
  - Customized training that meets industry standards and the specific needs of businesses
  - On-the-job learning from an experienced mentor, combined with education courses



- Ensures employees are trained and certified to produce at the highest skill levels required for the occupation



# WHY USE APPRENTICES?

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## SAFETY

- Mandatory basic safety and hazard awareness training
- Apprentices create safer workplaces that may reduce worker compensation costs, due to the program's emphasis on safety training:
  - OSHA 10
  - Common Workplace Hazards
  - Supervisor Awareness
  - Training Length and Requirements





# WHY USE APPRENTICES?

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## THIRD-PARTY CERTIFICATIONS

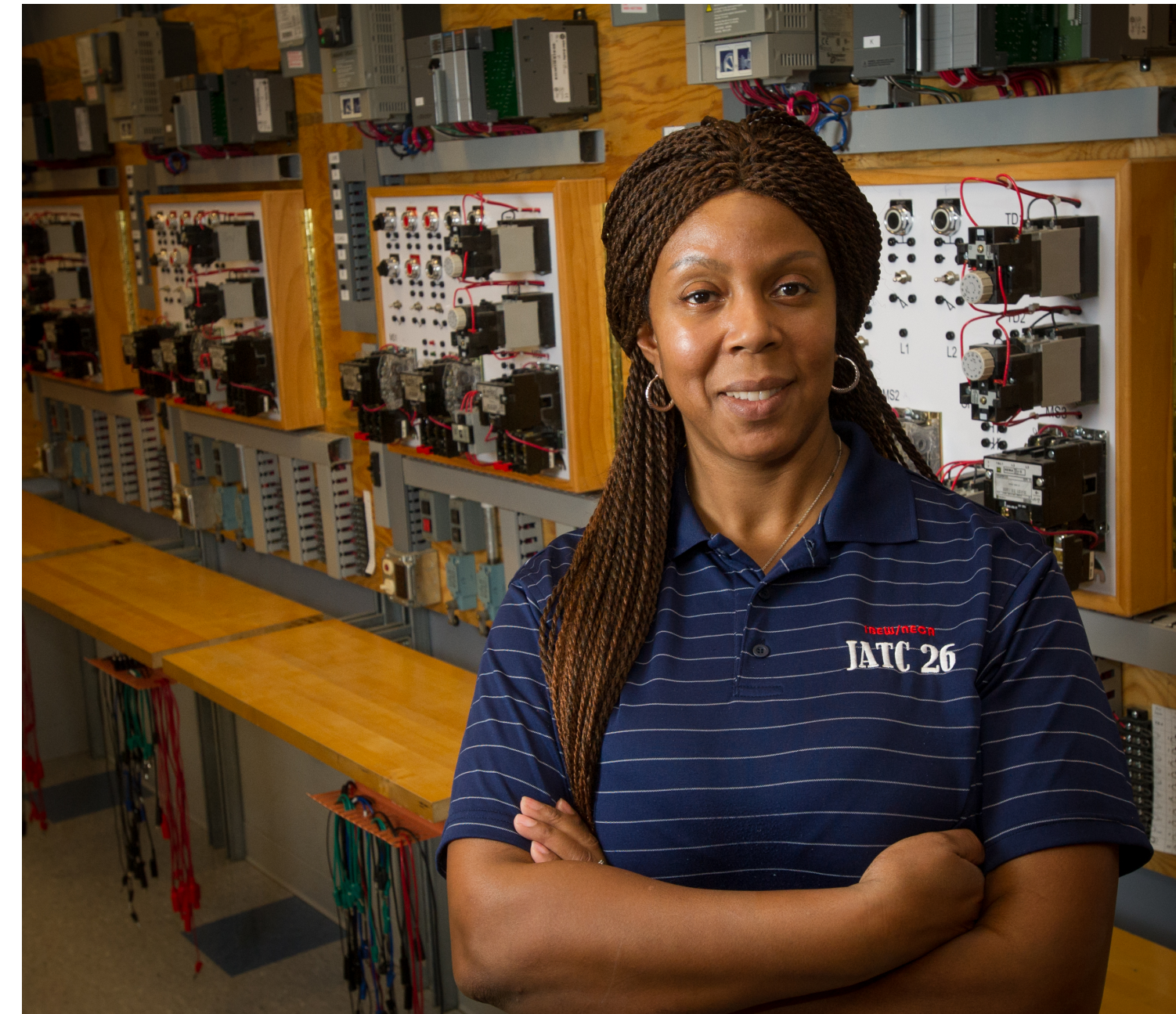
- OSHA sanctioned health and safety programs
- Foreman training
- Specialized training
  - Nuclear Mechanics Apprenticeship Process (NMAP) - certifies journey-level workers by teaching them cutting edge skills used across the nuclear industry
- Skill upgrades
  - Welding Certification
  - Painting Certification
  - Additional trade specific certifications in all construction trades



# WHY USE APPRENTICES?

## CERTIFIED INSTRUCTORS

- Each of NABTU's 14 unions have developed rigorous teacher training programs for their Apprenticeship Instructors and Training Coordinators
- Many of these training programs are the equivalent of a Bachelor's Degree
- These programs are designed to:
  - Increase instructors' proficiency of instructional techniques and materials
  - Acquaint instructors with the philosophy and principles of education
- Provide learning experiences for instructors in the technical aspects and latest developments in their industries





# WHY USE APPRENTICES?

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## FULFILL LOCAL HIRE REQUIREMENTS

- Contractors receive more business with more bids if their apprentices are diverse.
  - This helps fulfill local hiring requirements generating more income.
- Politicians are mandating that publicly-funded projects meet local hire requirements
  - Apprenticeships expand the pool of skilled workers in these locations, especially in those where skilled workers are hard to find

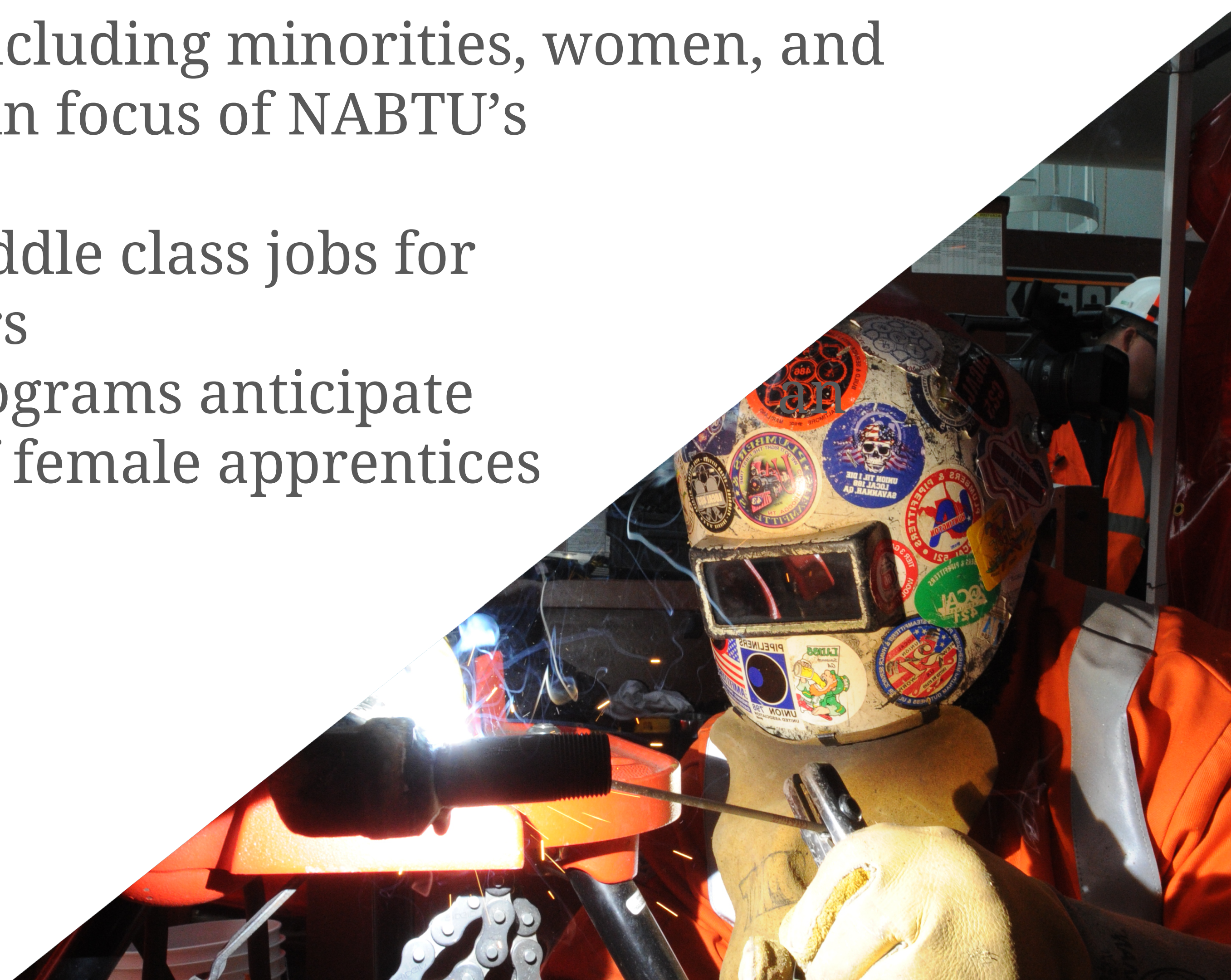


# WHY USE APPRENTICES?

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## DIVERSITY

- Providing diverse labor including minorities, women, and military veterans, is a main focus of NABTU's apprenticeship programs
- Provides a pathway to middle class jobs for underrepresented workers
- 46% of apprenticeship programs anticipate increase in the number of female apprentices over the next 2 years





# WHY USE APPRENTICES?

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## FINANCIAL GAINS

- Companies in their top percentile for diversity are more likely to see greater financial gains than their respective industry peers:
  - 15% more likely for companies with greater gender diversity
  - 35% more likely for companies with greater racial and ethnic diversity



# CONTACT US

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## WE'RE SOCIAL



202-347-1461



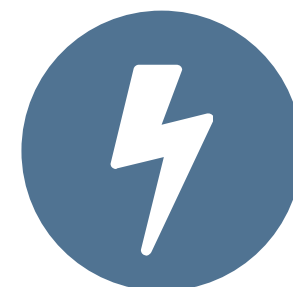
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# ANY QUESTIONS?