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 23-6, August 2007.
WHY USE APPRENTICES?

ROI IN THE US

ROI from Hiring Apprentices

- 11% Productivity improvement
- 14% Decrease in turnover
- 15% Decrease in absences
- 26% Decrease in injuries
- 23% Decrease in rework

Reference: Construction Industry Institute, University of Texas, Research Summary 23x4, August 2002

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ROI IN THE US

**Benefit from hiring apprentices**

- **97%**
  - 97% of Joint Apprenticeship Training Committees agree they would recommend it to other employers

- **80%**
  - 80% of Joint Apprenticeship Training Committees agree the main benefit is increased ability to meet demand for skilled workers


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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?

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?

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?

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?

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?

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 an increase in the number of female apprentices over the next 2 years
WHY USE APPRENTICES?

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
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ANY QUESTIONS?