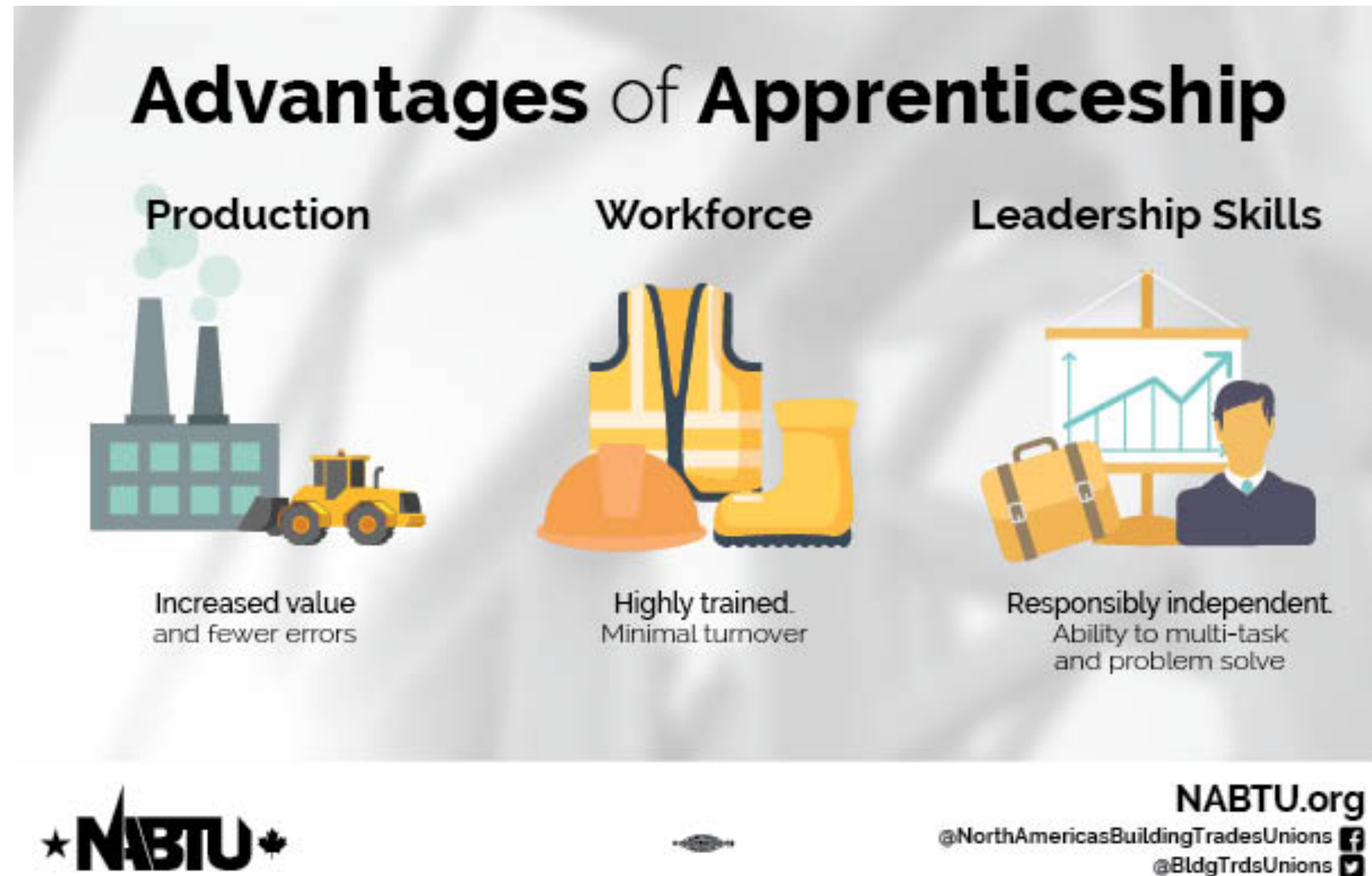




Benefits of Apprenticeship

WHY USE APPRENTICES?

ROI IN THE US



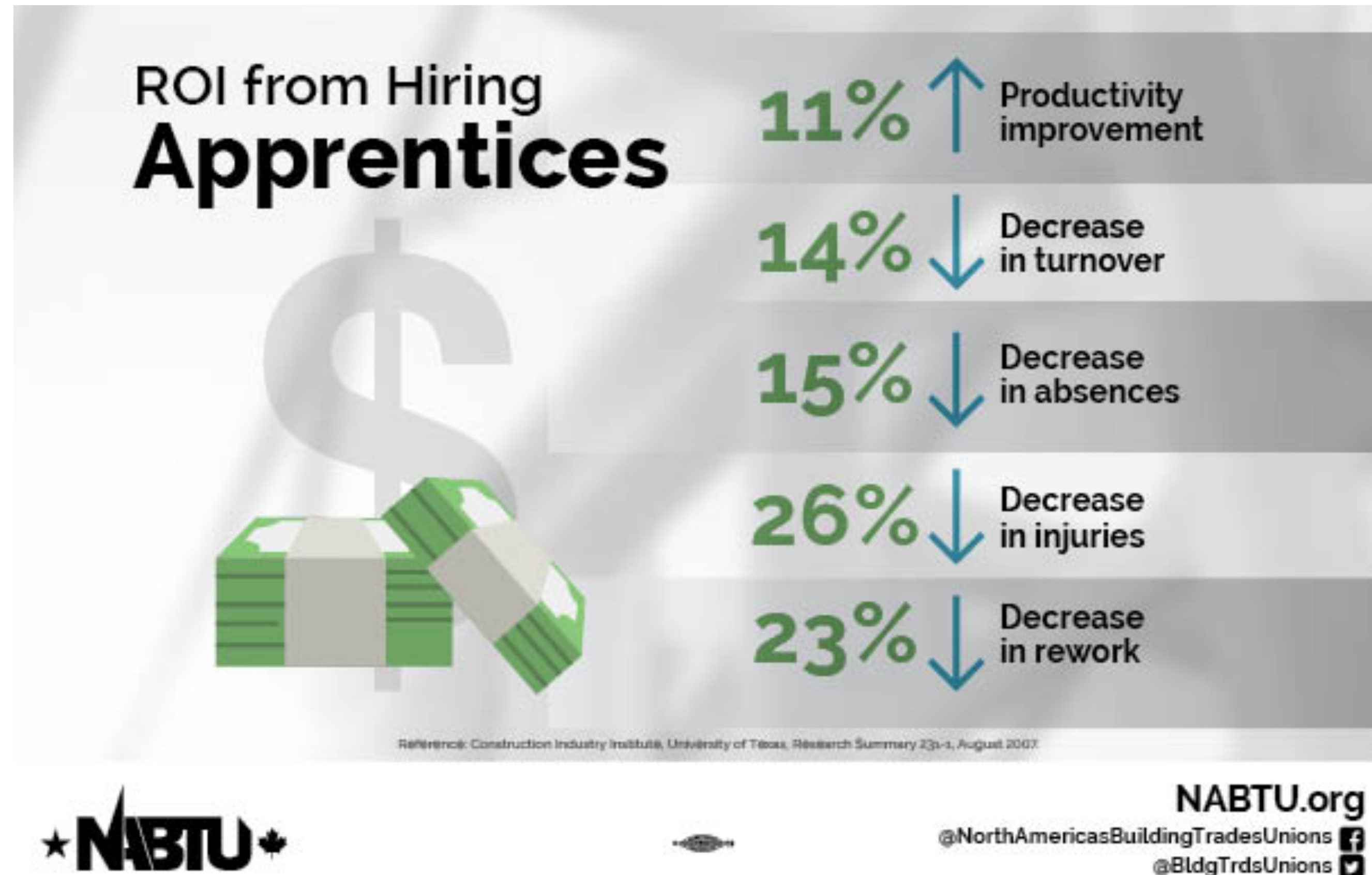
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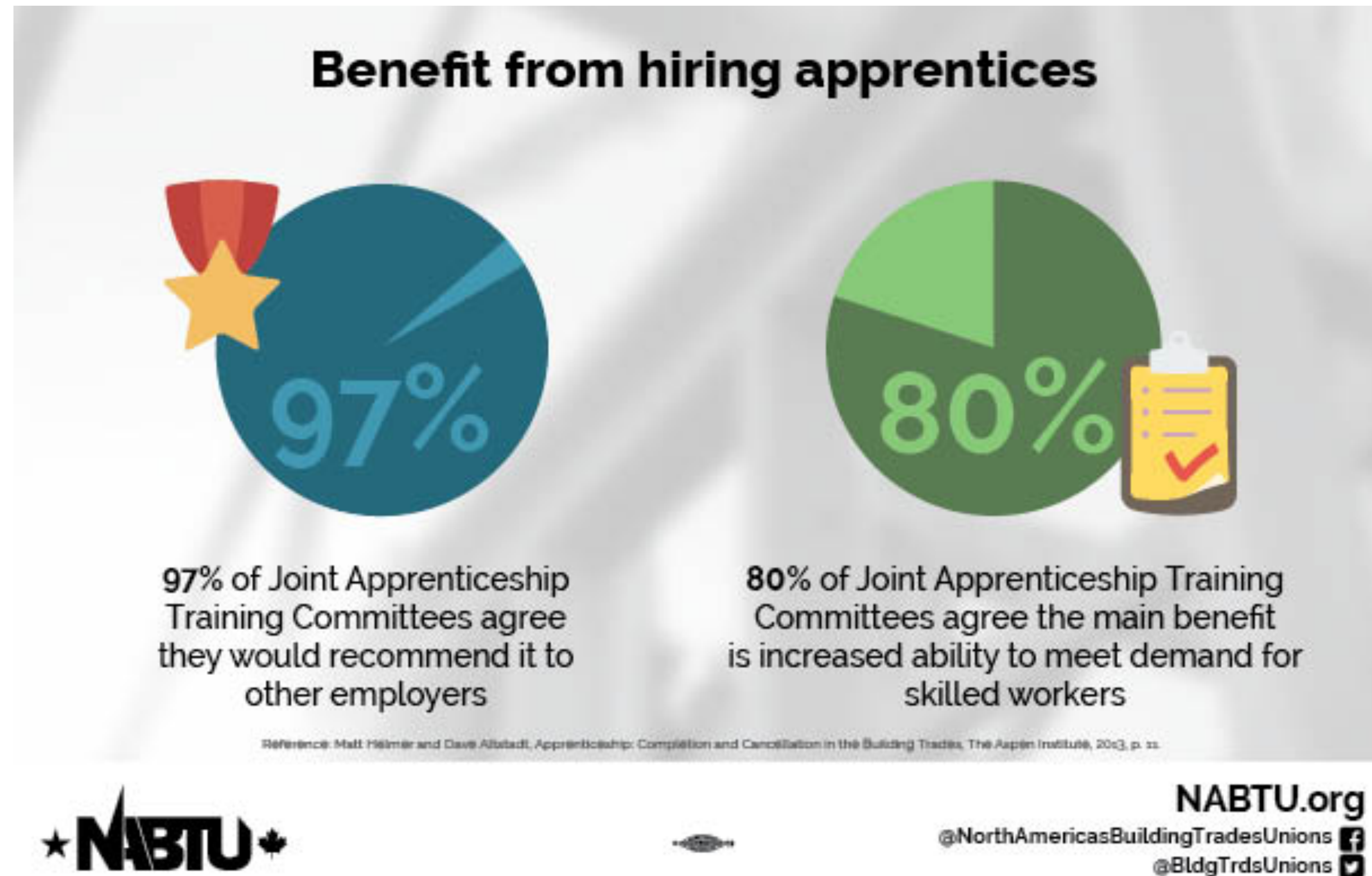
WHY USE APPRENTICES?

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WHY USE APPRENTICES?

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

CONTACT US

WE'RE SOCIAL



202-347-1461



INFO@NABTU.ORG



Facebook/ @NABTUAT



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WWW.NABTU.ORG



ANY QUESTIONS?