



# ACCELERATE THE WORKFORCE

## WHAT IS APPRENTICESHIP? ✓

America's multimodal transportation, distribution and logistics (TDL), and national TDL-connected supply chain, is essential to our country's security and economic stability. However, the pace of technology evolution, an aging industry workforce, and global competition is forcing companies to find new methods of preparing for the future. Apprenticeship is a proven, structured method that employers can use to "grow their own" workforce.

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 portable, nationally-recognized credential. It consists of at least three elements:



PAID WORK & MENTORED  
ON THE JOB LEARNING (OJL)



STRUCTURED LEARNING  
(Classroom, Online or Onsite)



PORTABLE, NATIONAL  
CREDENTIAL

## BUSINESS BENEFITS >

As more employers recognize the need for sustainable talent pipeline growth and structured workforce development, they are turning to apprenticeship. There are several benefits of adopting apprenticeship including:

- **Enhanced employee retention:** 91% of apprentices who complete an apprenticeship program remain with their employer
- **Lower safety-related costs:** employers often realize lower worker compensation costs due to apprenticeship's focus on safety for skilled trade occupations
- **Positive ROI:** a 2009 study found that for every \$1 spent on apprenticeship employers earned \$1.47 for a positive ROI of .47
- **Meet skilled worker demand:** over 80% of American companies offering an apprenticeship program say it has helped meet their demand for skilled workers
- **Federal and state support:** Organizations registering their apprenticeship program are eligible to access a variety of federal and state funds and financial resources including tax credits, apprentice subsidies, direct incentive funding, free or reduced tuition and more



For more information on how we can support your organization's apprenticeship efforts contact:  
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## 6 SIMPLE STEPS TO BUILDING YOUR PROGRAM ✓

ACCErate apprenticeship experts have decades of experience building customized apprenticeship programs to help employers meet specific, critical occupational needs. By collaborating closely we can have your program

- 1 IDENTIFY YOUR OCCUPATIONAL NEEDS:** Once you prioritize your new hire and incumbent skill-building needs, ACCErate can map those occupations to existing program models which we can customize to get a quick start on program building.
- 2 DEVELOP AN ON-THE-JOB WORK PLAN:** ACCErate can help you easily take existing job descriptions and develop a "do-able," structured plan for what apprentices will learn on the job under the supervision of an experienced mentor.
- 3 OUTLINE A RELATED INSTRUCTION PLAN:** ACCErate apprenticeship experts have decades of experience putting together related instruction plans to ensure that your apprentices get exactly the type of structured instruction they need - either at a local community college, online through a provider, or even onsite from a qualified instructor to complement their on the job learning (OJL). We can even make sure that what your apprentices learn on the job and in the classroom result in college credit and align with valuable industry credentials or certifications.
- 4 CREATE PROGRAM GUIDELINES & TRAIN MENTORS:** You've finished the most critical parts to program-building, now make sure you have the right people involved for a strong, successful and sustainable program. We can help you quickly identify baseline qualifications for program applicants and then equip existing professionals in each occupation to serve as apprentice mentors. In addition to helping defray the cost of initial program development (or expansion), ACCErate incentive funds can be used specifically for mentor training!
- 5 ENGAGE PARTNERS AND ACCESS RESOURCES:** ACCErate has a vast network of relationships with industry and educational partners across the U.S. We can connect you to the right people at a local community college, on your local workforce board, regional or national industry association partners, and state or federal apprenticeship agency leaders to implement your plan. We can also help you obtain state and federal benefits to support your program, potentially including funds toward apprentices' salaries, equipment, tax credits and more.
- 6 LAUNCH:** Once you launch, ACCErate will be there every step of the way to help you market your program, modify and add new occupations when needed, tap in to new sources of local support and funding,