



is your **workforce**  
**prepared** to compete  
in the **21st century?**

# Three Key Linkages Shape Your Ability to Compete



## EMPLOYMENT

### Registered Apprenticeship

#### Maximize Your Workforce Potential

Strengthen your human resource development effort, elevate the skills of your existing workforce, and quickly get new employees contributing to your productivity through Registered Apprenticeship.

**There are many challenges:** advancing technology, shifting consumer demands, evolving business practices, and changing demographics, such as large numbers of experienced employees approaching retirement.

**Your response to these challenges is critical.** Your bottom line depends on your ability to keep pace with these workforce dynamics. Position your company for success. Develop a strategy that prepares your workforce for the challenges of the 21st century.



## Employ an Effective Skills-Enhancement Solution

**Registered Apprenticeship** is a proven strategy that combines on-the-job learning with classroom instruction. It is an excellent training model for quickly getting new employees up to speed and maximizing the skills of your current workforce.

More than 31,000 sponsors have implemented apprenticeship programs to meet their specific training needs. They employ some 480,000 apprentices committed to advancing the ideals and goals of their employers.

Sponsors include employers, associations, labor organizations and labor-management organizations. Programs serve a diverse population that includes minorities, women, youth, persons with disabilities, and people who have been laid off from their jobs.

choose the  
**strategy** that  
ensures **success**



## Implement Employment and Human Resource Development Practices That Drive Success

### Employers gain:

- A proven process for imparting the knowledge and skills of experienced personnel to new employees
- Greater workforce competency and productivity
- Partnerships with certification and licensing agencies
- A valuable asset in the recruitment and retention of a highly qualified workforce

### Employees receive:

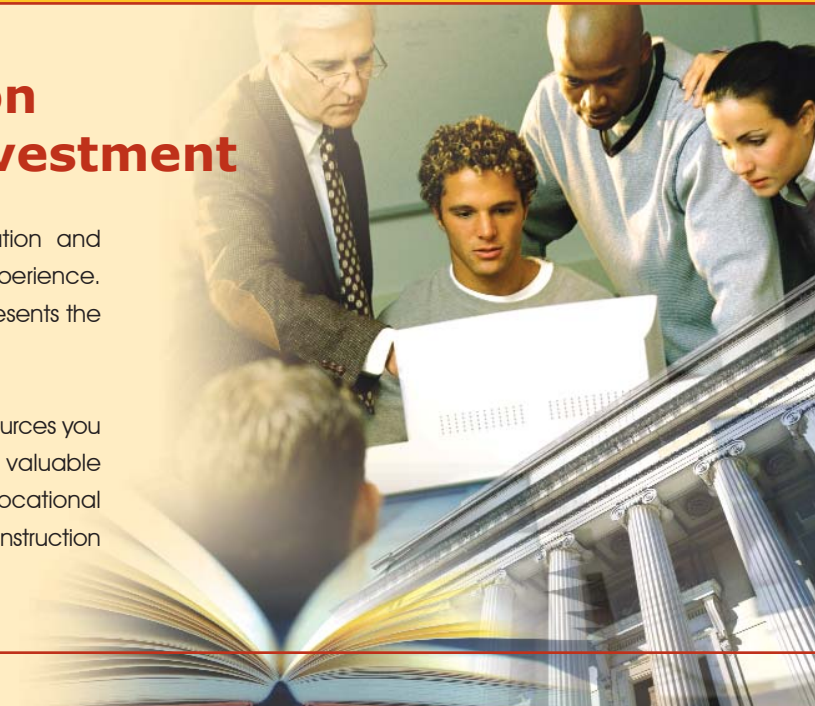
- ▶ On-the-job learning under the guidance of experienced and qualified personnel
- ▶ Occupation-specific education/technical instruction
- ▶ Training and certifications that meet industry/business standards
- ▶ Opportunities to receive education, develop skills, and gain experience that will enable them to advance in their careers

## EDUCATION

### Gain an Excellent Return on Education and Training Investment

Almost 80% of jobs now require some postsecondary education and training. Over 62% of new jobs require on-the-job learning and experience. That approach, coupled with occupation-specific instruction, represents the defining principles of Registered Apprenticeship.

Incorporate Registered Apprenticeship to develop the human resources you need to compete. While on the job, your employees learn and gain valuable experience. By partnering with your local community colleges, vocational schools, and technical institutions, they acquire essential classroom instruction and an opportunity to earn college credit.





# ECONOMIC DEVELOPMENT

## A Compelling Business Case

Registered Apprenticeship increases the education, skill, and experience levels of your employees. Your investment in building a strong workforce delivers a powerful economic boost to your company, your community, and to our nation.

### Registered Apprenticeship offers:

- An excellent return on your training investment
- Proven strategies that prepare your workforce to compete effectively in the 21st century
- A systematic approach for providing ongoing education and training to your employees
- A methodology for implementing best business practices



For more information, contact your state or regional apprenticeship representative. We can provide you with expert support in program development and ongoing technical assistance.

For a listing of the contacts, visit:

[http://www.doleta.gov/atels\\_bat/contacts.asp](http://www.doleta.gov/atels_bat/contacts.asp)

U.S. Department of Labor  
Employment and Training Administration  
Office of Apprenticeship Training,  
Employer and Labor Services  
200 Constitution Avenue, NW  
Washington, D.C. 20210

[www.doleta.gov/atels\\_bat](http://www.doleta.gov/atels_bat)  
1.877.872.5627



## Registered Apprenticeship for Workforce Development

Registered Apprenticeship is a highly flexible training model combining on-the-job learning and related classroom instruction in which paid employees receive technical and practical training in highly-skilled occupations. It offers a proven methodology that allows employers to establish the standards of proficiency required of its professionals.

The time requirements and substance of an apprenticeship training program depend on the occupation. Apprentices work and learn under the direction of qualified personnel who are experienced in their professional field. Over time, apprentices are provided diverse and complex training that helps them become highly skilled in their chosen careers.