



# TRANSPORTATION



Companies in all transportation sectors face complex workforce challenges in an increasingly competitive global marketplace. Apprenticeship is your proven solution for recruiting, training, and retaining world-class transportation talent.

## Snapshot: Apprenticeable Occupations

- » Cargo and Freight Agent
- » Freight, Stock, and Material Mover
- » Heavy and Tractor-Trailer Truck Driver
- » Transportation Equipment Electrical and Electronics Installers and Repairer
- » Transportation Vehicle, Equipment, and Systems Inspector

## Transportation and the Growing Need for Talent

The transportation industry is critical to our country's moving forward and its economic competitiveness. The challenge? Increasing talent shortages and skill gaps are slowing companies' efforts to expand, innovate, and excel. Among these challenges:

- An aging workforce of highly-skilled and experienced workers
- Attracting young workers and more diverse talent pools to transportation careers
- Investing in talent that can keep pace with the latest technology advances in the industry
- Increasing worker retention
- Implementing workforce training models that effectively develop and "up-skill" talent

These workforce challenges undermine your productivity and profitability. The good news? There is a proven solution to meet your talent challenges: apprenticeship. It can be integrated into your organization's current training and human resource development strategy. **Invest today!**

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## Apprenticeship: Your Talent Development Solution

Thousands of employers in the transportation sector across the U.S. and among our global competitors use the apprenticeship training model to recruit, train, and retain workers with the right skills. Apprenticeship has been the most effective training model for enhancing companies' performance and competitiveness.

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**//** TMC Transportation has a long-standing commitment to recruiting new drivers entering the industry. The apprenticeship program we have developed ensures that the transition into new careers in trucking is smooth. It has enabled us to attract and retain safe and productive drivers. **//**

– Duane Boswell

Vice President of Driver Recruiting  
TMC Transportation

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### What is Apprenticeship?

It's a national system of industry-driven on-the-job training delivered through partnerships with companies like yours. With a network of over 150,000 employers in more than 1,000 occupations, apprenticeship has trained millions of apprentices for over 75 years. Apprenticeship is an "earn and learn" training model that combines work-based learning with related classroom instruction using the highest industry standards. When you establish an apprenticeship program, you develop a world-class transportation workforce and enhance your company's bottom line.

### How Can Apprenticeship Help Your Company?

Transportation industry companies realize a number of benefits from implementing apprenticeship programs. Through apprenticeship, you will:



Recruit and develop a highly-skilled workforce



Diversify your workforce



Improve productivity, profitability, and your bottom line



Create flexible, customized training options



Standardize training so all workers receive the same national, industry-endorsed training at all facilities



Reduce turnover and liability costs



Receive tax credits and employee tuition benefits in participating states

Partner with apprenticeship and access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates business solutions and helps you achieve workforce results quickly.

## HAVE QUESTIONS?

For more information on apprenticeship and how it can benefit your company, please visit [www.dol.gov/apprenticeship](http://www.dol.gov/apprenticeship) or call (202) 693-2796.