



ADVANCED MANUFACTURING



Advanced manufacturing companies face complex workforce challenges in an increasingly competitive global marketplace. Apprenticeship is your proven solution for recruiting, training, and retaining world-class manufacturing talent.

Snapshot: Apprenticeable Occupations

- » CNC Machine Operator
- » Machinist
- » Maintenance and Repair Worker
- » Mechatronics Technician
- » Tool and Die Maker
- » Welder

Advanced Manufacturing and the Growing Talent Gap

The advanced manufacturing industry is critical to our country's economic competitiveness. The challenge? Significant talent shortages and skill gaps are slowing manufacturers' efforts to expand, innovate, and excel. Among these challenges:

- An aging workforce of highly-skilled and experienced workers
- Attracting talent to emerging manufacturing jobs
- Investing in talent that can keep pace with the latest technology advances
- Implementing workforce training models that effectively develop 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!**

Apprenticeship: Your Talent Development Solution

Thousands of manufacturers 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.

/// Our CNC Machinist Apprenticeship program has been a core component in developing Hypertherm's 21st century workforce. With our program partners, Hypertherm has to date educated and apprenticed over 450 CNC machine operators in the past seven years, allowing us to meet and exceed our customers' expectations while keeping our manufacturing facilities within the United States. ///

– **Matthew Burge**

Leader of the Hypertherm Technical Training Institute
Hypertherm

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 manufacturing workforce and enhance your company's bottom line.

How Can Apprenticeship Help Your Company?

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



Recruit and develop a highly-skilled 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 or call (202) 693-2796.