



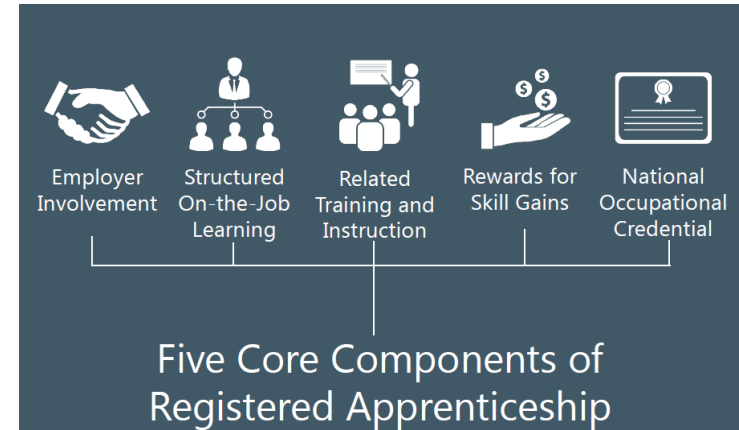
# Who We Are, What We Do

- ▶ U.S. Department of Labor national industry intermediary
- ▶ One of only 8 U.S. DOL Office of Apprenticeship partners nationwide
- ▶ **Mission: Accelerate, facilitate and incentivize new and expanded apprenticeship programs**
- ▶ Focus: Ports, marine manufacturers, and multimodal transportation, distribution and logistics (TDL) employers
- ▶ Goal: Double and diversify apprentices



# Why Apprenticeship....at Ports?

- ▶ “Silver tsunami” of people retiring from the workforce means employers are watching critical knowledge walk out the door
- ▶ Increasingly difficult to find, educate and retain long-term workforce with leadership potential
- ▶ Employers need proven, structured and cost-effective workforce development strategies
- ▶ Proven solution for wide range of skilled trade AND professional occupations including IT, finance, sales, supervisor/manager, logistics
- ▶ GROW YOUR OWN!
- ▶ Works for union and non-union occupations



# Proven Benefits of Apprenticeship

## For employers

- ✓ Helps in recruitment and development of skilled workforce
- ✓ Improves productivity and bottom line: employers earn \$1.47 in increased productivity for every \$1 invested in apprenticeship
- ✓ Reduces turnover costs and increases employee retention
- ✓ Provides opportunities for tax credits, incentive funding and apprentice RTI assistance (federal and state)
- ✓ Proven to diversify workforce
- ✓ Standardize training across multiple sites



**PORT HOUSTON™**  
THE INTERNATIONAL PORT OF TEXAS

## For workers:

- ✓ Salary and benefits while learning
- ✓ Wages increase as skill increases
- ✓ Average starting salary of \$50k while earning credential equivalent to 2 or 4-year college degree
- ✓ Completers earn approximately \$60,000 per year & more than \$300k more than non-apprentice peers in lifetime earnings
- ✓ 87% of completers remain with employer 5+ years
- ✓ Opportunities to earn college credit and degrees
- ✓ National, portable, industry-valued credential



# What TransPORTs Can Provide Ports

## ▶ Technical Assistance

- Step-by-step assistance in designing and launching program
- Existing apprenticeship program & competency models
- Customizing Related Technical Instruction (RTI) and OJL plan
- Guidance in leveraging additional program funding

## ▶ Program Support

- Reporting/data entry assistance
- Customized program outreach and marketing tools
- Program administration tools/forms, etc.

## ▶ Incentive Funding

# For more Information:

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