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

**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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