

# THE APPRENTICESHIP EXPERTS

## HOW WE HELP

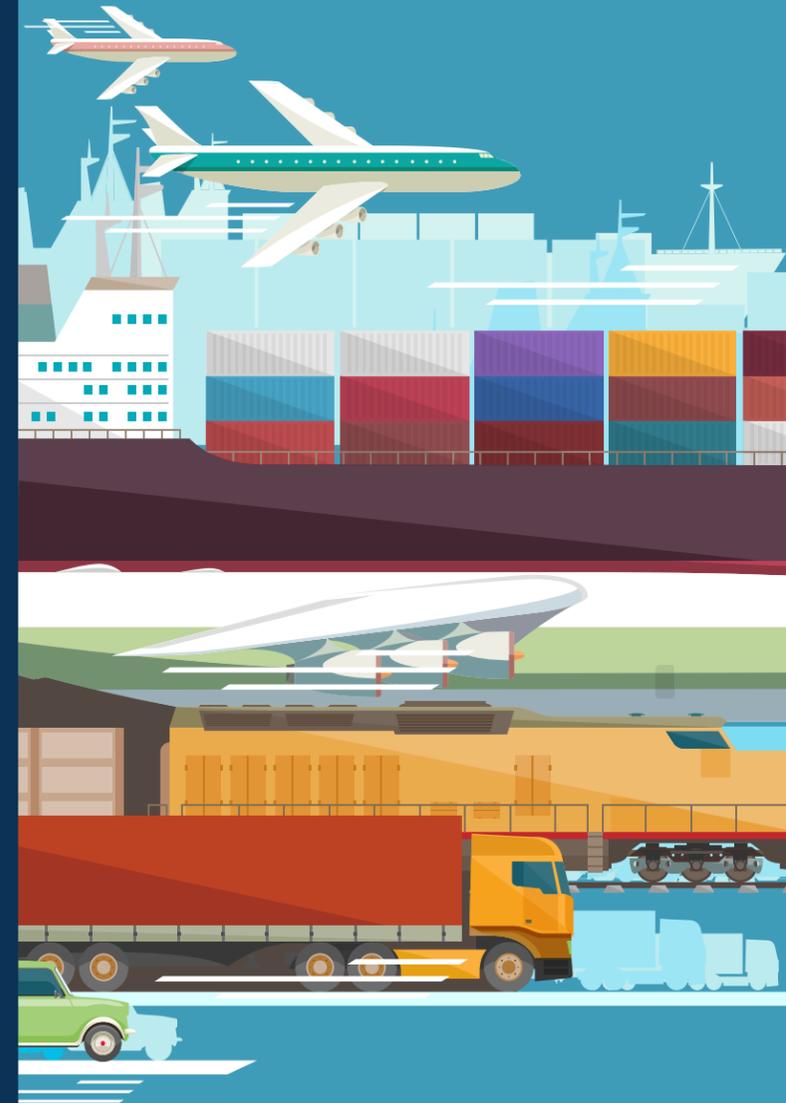
AAPA ACCErate apprenticeship experts have decades of experience building customized programs to meet the needs of a wide range of employers.

Through our U.S. DOL grant we can provide you with technical assistance, program expertise, ongoing support, and strategic grant-supported funding to build a customized apprenticeship program.

## CONTACT US TO LEARN MORE:



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# ACCELERATE THE WORKFORCE

**Apprenticeship is a centuries-old, proven model for developing and sustaining a skilled and sustainable workforce.**

It is enjoying a resurgence in industries that are facing shortages in qualified candidates to fill jobs. Apprenticeship provides employers with a structured method to train workers according to organizational and occupational demands, while at the same time providing apprentices with paid on the job work experience, related instruction, resulting in one or more credentials plus the U.S. Department of Labor (U.S. DOL) credential which is portable and recognized nationally.

Recognizing its leadership in workforce development, AAPA was awarded a 4-year "Closing the Skills Gap" grant from the U.S. DOL to accelerate adoption of apprenticeship by ports, maritime, aviation and multimodal transportation employers. Sectors also include related distribution and logistics (TDL) and advanced manufacturing employers. "ACCElerate Apprenticeships" was launched as a U.S. DOL grant-funded initiative to help employers build new regional, national or expanded apprenticeship programs serving more than 5,000 apprentices over 4 years.



"As a national apprenticeship sponsor, we see apprenticeship as a systematic approach, which builds higher-level employees and future leaders. Apprenticeship is the start of lifelong learning and professional growth. It's a workforce solution that works for all industries, including maritime, advanced manufacturing, cybersecurity, transportation, aviation and renewable energy."

**GUY ST. JOHN**  
Director for Apprenticeship,  
Oceaneering



"Ever since we started using apprenticeship as a tool to both sustain and enhance the workforce here at WWS, we have seen tremendous progress in our ability to attract, develop and retain talent at our organization. I encourage others to consider the value and possibilities that apprenticeship creates and its positive impact on morale and on the bottom line."

**ROD PICKENS,**  
General Manager,  
Wallenius Wilhelmsen Solutions



"The apprenticeship program enables us to grow employees who make meaningful contributions to our work and who have the ability to rise to positions of leadership and responsibility more quickly. Apprenticeship can take you anywhere you want to go and success will follow."

**RYAN GOERTZEN,**  
Vice President  
Workforce Development,  
AAR Corporation

# BRIDGING THE WORKFORCE GAP

To expand the talent pipeline and shrink critical skills gaps, many ports and their multi-modal partners are implementing the proven model, using apprenticeship as the solution. By combining paid, on-the-job learning with on-time, related occupational-based education, apprenticeship programs align the needs of employers with a greater potential pool of workers.

In addition to providing a proven method to transfer knowledge from tenured, more experienced workers to younger or newer employees, apprenticeship arms employers with significant bottom-line benefits including:

- increased employee retention rates
- lowered workforce-related costs
- educated employees who can earn stackable academic certificates and industry-valued credentials
- qualified workers with modern technology and related skills
- diversified and bigger talent pools

Other advantages of apprenticeship are the ability to:

- replicate training across multiple sites and states
- upskill incumbent workers
- advance workers along a clear pathway to management and leadership positions
- address diversity, equity and inclusion issues by having a new pipeline to underrepresented populations including veterans transitioning into the civilian workforce

## ➤ WHY APPRENTICESHIP?

**Ports, port-connected transportation employers** are grappling with 6 critical, converging forces: (1) increased demand for upskilling and reskilling and credentialing current workers, (2) the impact of Covid-19 on the workplace and supply chain, (3) rapid technology advances, (4) an aging/retiring workforce, (5) increased need for on-demand distribution of goods, and (6) changing environmental and energy impacts of ports and each sector of the transportation industry.

Our industry faces increasing challenges in filling maritime and all transportation-related jobs that require a pathway from entry level to skilled or specialized technical training; pathways to leaders in an organization from these credentialed employees leads to retention of this valued workforce. Because the pool of qualified, experienced candidates to fill those jobs is diminishing, finding new ways to identify and develop talent has become a high priority for ports and their sector partners. As the supply chain becomes more sophisticated and integrated, the maritime, transportation, aviation and supply chain workforce must evolve to keep pace and fill critical talent gaps.

