

APPRENTICESHIPS: HEAVY EQUIPMENT OPERATORS

THE FOUNDATION OF A SKILLED, SAFE
JOB-READY WORKFORCE



500,000+

heavy equipment
operators employed

50,800+

new operators
needed each year

As the shortage of skilled heavy equipment operators grows across North America, construction and mining companies are turning to apprenticeship programs to build their talent pipelines.

These paid programs blend classroom instruction with supervised, hands on training to develop safe, skilled, job-ready operators.

HOW DO SOME APPRENTICESHIP PROGRAMS WORK?

- ✓ Enter through unions, employers or training centers
- ✓ Learn safety and equipment basics utilizing simulators
- ✓ Practice skills safely on simulators (20–40% faster skill development)
- ✓ Hands-on, supervised jobsite training (4,000–8,000 hours total)
- ✓ Potentially earn credentials and journey-level wages of \$60,000–\$95,000+



APPRENTICESHIP PROGRAM BENEFITS?

Career Seekers:

\$22–\$28/hr

starting wages,
no college debt

Employers:

UP
TO **29%**

productivity gains;
lower turnover

Simformotion Apprenticeship Portal



Searching for an apprenticeship? Need more information to create an apprenticeship program?

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