

# APPRENTICESHIPS: THE WORKFORCE CHALLENGE

**80%**  
of contractors

report difficulty filling heavy equipment roles and keeping qualified operators.

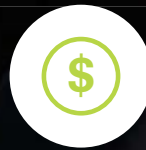
Apprenticeship programs offer a structured approach to develop safe, efficient operators, creating a sustainable talent pipeline for employers.

## HOW DO APPRENTICESHIPS STRENGTHEN OPERATIONS?

- ✓ **Standardized training** ensures consistent skill levels
- ✓ Simulation training **reduces early errors by up to 23%**
- ✓ **4,000–8,000 hours of supervised on-the-job training** build competence
- ✓ Operators learn company **specific processes and expectations**

## WHY INVEST IN AN APPRENTICESHIP?

-  **Improve safety** and reduce incident-related costs
-  **Strengthen project reliability** with job ready operators
-  **Support organizational growth** by developing talent internally



## WHAT IS YOUR ORGANIZATION'S ROI?

**\$5,000–\$15,000**

saved per operator through reduced turnover

**93%+**

retention after program completion—far higher than traditional hiring

Operating equipment properly can reduce machine wear by

**15–20%**

Efficient operating techniques can reduce fuel use by up to

**12%**

### Simformotion Apprenticeship Portal



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