

"Apprenticeship is a win-win situation. Employees see that the Arizona Public Service Company wants to invest in them and the company has a structured program to train and develop productive and highly skilled employees in a way that fits their needs."

Michael Shea
Arizona Public Service Company
Director, Nuclear Training
Palo Verde, AZ

Empower Your Workforce with the Experience and Skills You Need



The Energy Industry plays a vital role in our daily lives. It is essential for travel, conducting business, communicating between distances, providing safety and comfort, and even keeping us alive. Energy is a diverse industry. Being employed in an energy occupation can include working for a utility company, a gas or oil company, a government research group, an energy education or environmental regulation agency, a nonprofit energy awareness and conservation organization, or for many other energy-related companies or agencies.

How do you prepare such a diverse and essential workforce for the challenges of the 21st century? What strategy is best for developing and maintaining human resource processes that are effective and flexible enough to equip a workforce with the high level of expertise and knowledge needed.

Registered Apprenticeship is a proven method for increasing the return on your training investment and developing the human resources you need to succeed. It combines the concepts of on-the-job learning, mentoring, and related instruction while offering the flexibility to train your workforce to meet your standards and needs. Competency levels increase rapidly; employees very quickly put their newly acquired knowledge and expertise to productive use.

Apprenticeship programs respond to real-world business goals, such as increased productivity/performance, greater efficiency, and improved attentiveness to safety concerns. Employers in the Energy Industry partner with credentialing and licensing agencies to ensure that apprentices get the training and instruction needed to meet the high level of competency required by the industry.



Advantages That Drive Success

Apprenticeship:

- Provides a catalyst for high performance and productivity
- Imparts the knowledge and skills of experienced workers to new employees
- Offers an excellent return on your training investment
- Develops processes for building partnerships with certification and licensing agencies
- Increases employee attentiveness to policies, procedures, safety issues, and security programs
- Adds a valuable inducement for recruiting and retaining a high quality workforce

Registered Apprenticeship

Registered Apprenticeship is a highly flexible training model combining on-the-job learning and related classroom instruction in which paid employees receive technical and practical training in highly-skilled occupations. It offers a proven methodology that allows employers to establish the standards of proficiency required of its professionals.

The time requirements and substance of an apprenticeship training program depend on the occupation. Apprentices work and learn under the direction of qualified personnel who are experienced in their professional field. Over time, apprentices are provided diverse and complex training that helps them become highly skilled in their chosen occupations.

Apprenticeable Energy Occupations Include:

- Boiler Operators
- Electricians
- Estimators and Drafters
- Line Erectors
- Load Dispatchers
- Pipelayers
- Power Plant Operators
- Welders

To find out more about how to maximize your workforce potential, contact your state or regional apprenticeship representative.

For a list of contacts, visit:

www.doleta.gov/atels_bat/contacts.asp

We can provide you with expert support in program development and on-going technical assistance.

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