



# Addressing the Workforce Challenges through Apprenticeships and Cohort Hiring

March 22, 2022

# What is Apprenticeship?

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally-recognized credential. It consists of at least three elements:

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PAID WORK & MENTORED  
ON THE JOB LEARNING (OJL)

+



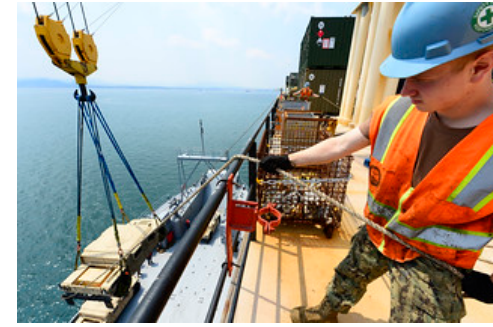
STRUCTURED LEARNING  
(Classroom, Online or Onsite)

=



PORTABLE, NATIONAL  
CREDENTIAL

# Benefits to Employers:



## BUSINESS BENEFITS

As more employers recognize the need for sustainable talent pipeline growth and structured workforce development they are turning to apprenticeship. There are several benefits of adopting apprenticeship including:

- **Enhanced employee retention:** 91% of apprentices who complete an apprenticeship program remain with their employer
- **Lower safety-related costs:** employers often realize lower worker compensation costs due to apprenticeship's focus on safety for skilled trade occupations
- **Positive ROI:** a 2009 study found that for every \$1 spent on apprenticeship employers earned \$1.47 for a positive ROI of .47
- **Meet skilled worker demand:** over 80% of American companies offering an apprenticeship program say it has helped meet their demand for skilled workers.
- **Federal and state support:** Organizations registering their apprenticeship program are eligible to access a variety of federal and state funds and financial resources including tax credits, apprentice subsidies, direct incentive funding, free or reduced tuition and more.

# What is ACCErate?

- U.S. Department of Labor Office of Apprenticeship (USDOL OA) awarded grant to AAPA to grow the workforce using proven apprenticeship models for workforce attainment and retention

- **We provide:**

- **Technical Assistance**
- **Program Expertise**
- **Incentive Funding**
- **Ongoing Support**



- Focus on the connection and workforce within America's ports and occupations in the broader, multimodal transportation and TDL sector
- **Includes advanced manufacturing, all modes of Transportation, Energy/Utilities, IT and cybersecurity workforce**

# ACCErerate Partnerships

Major American Companies & Organizations Embracing

Apprenticeship to Meet Immediate & Emerging Workforce Needs

Accelerate the Workforce  
ACCELERATEAPPRENTICESHIPS.COM



ACCErerate  
APPRENTICESHIPS  
Accelerate the Workforce



**AAR**  
Doing It Right™

American Airlines



Wallenius  
Wilhelmsen  
Solutions



**JAXPORT**  
JACKSONVILLE PORT AUTHORITY



AMERICOLD™



**MITAGS**  
MARITIME INSTITUTE OF TECHNOLOGY  
AND GRADUATE STUDIES



**BAE SYSTEMS**

Port of Seattle



**OXMOOR**  
auto group



**IVY TECH**  
COMMUNITY  
COLLEGE



THE PORT OF  
**VIRGINIA**



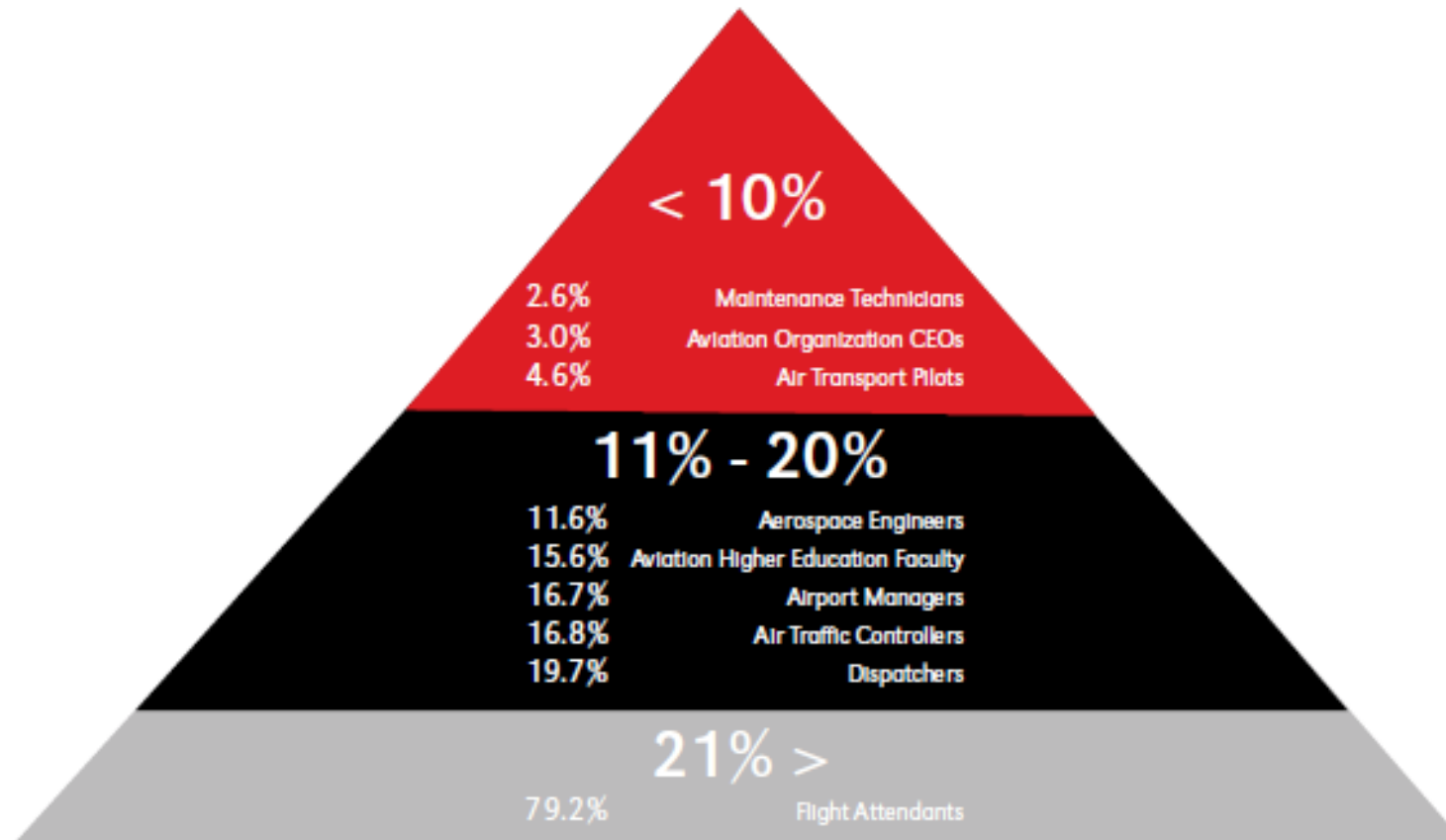
**FRANKLIN**  
APPRENTICESHIPS



**PORT OF OAKLAND**

# Cohort Hiring

- AAR was awarded a Lumina Foundation Grant to address critical workforce shortages of female technicians.



(Lutte, 2021a)

# Historical Trend

**Table 1**  
*Women in Aviation: Historical Data 1960 - 2020*

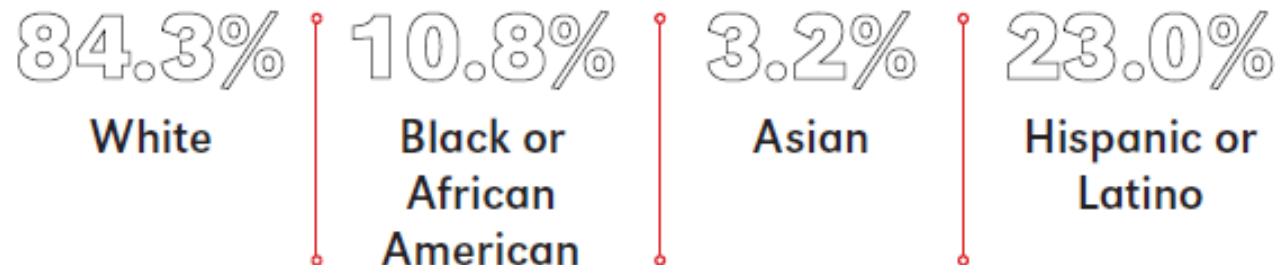
**Historical Data Women FAA Certificate Holders**  
(Total number of women certificate holders, % of total certificate holders who are women)

| Year | Private |      | Commercial |      | ATP   |      | Flight Instructor |      | Mechanic |      |
|------|---------|------|------------|------|-------|------|-------------------|------|----------|------|
|      | Count   | %    | Count      | %    | Count | %    | Count             | %    | Count    | %    |
| 1960 | 3,425   | 2.5% | 738        | 0.8% | 25    | 0.1% | 425               | 1.4% | 110      | 0.1% |
| 1970 | 11,409  | 3.8% | 1,897      | 1.0% | 79    | 0.2% | 589               | 1.6% | 302      | 0.2% |
| 1980 | 21,554  | 6.0% | 3,993      | 2.2% | 480   | 0.7% | 2,079             | 3.4% | 890      | 0.4% |
| 1990 | 17,301  | 5.8% | 5,210      | 3.5% | 2,082 | 1.9% | 3,239             | 5.1% | 3,333    | 1.0% |
| 2000 | 14,544  | 5.8% | 5,807      | 4.8% | 4,411 | 3.1% | 5,193             | 6.4% | 5,047    | 1.5% |
| 2010 | 13,566  | 6.7% | 8,175      | 6.6% | 5,580 | 3.9% | 6,359             | 6.6% | 7,215    | 2.2% |
| 2020 | 11,316  | 7.0% | 7,724      | 7.4% | 7,549 | 4.6% | 8,592             | 7.3% | 7,860    | 2.6% |

Note. Data obtained from FAA (2021) and archive FAA data.

(Lutte, 2021a)

**Figure 2**  
*2020 Employed Aircraft Mechanics and Service Technicians by Race/Ethnicity*



Note. Data obtained from BLS (2020). Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

(Lutte, 2021a)

# Partners

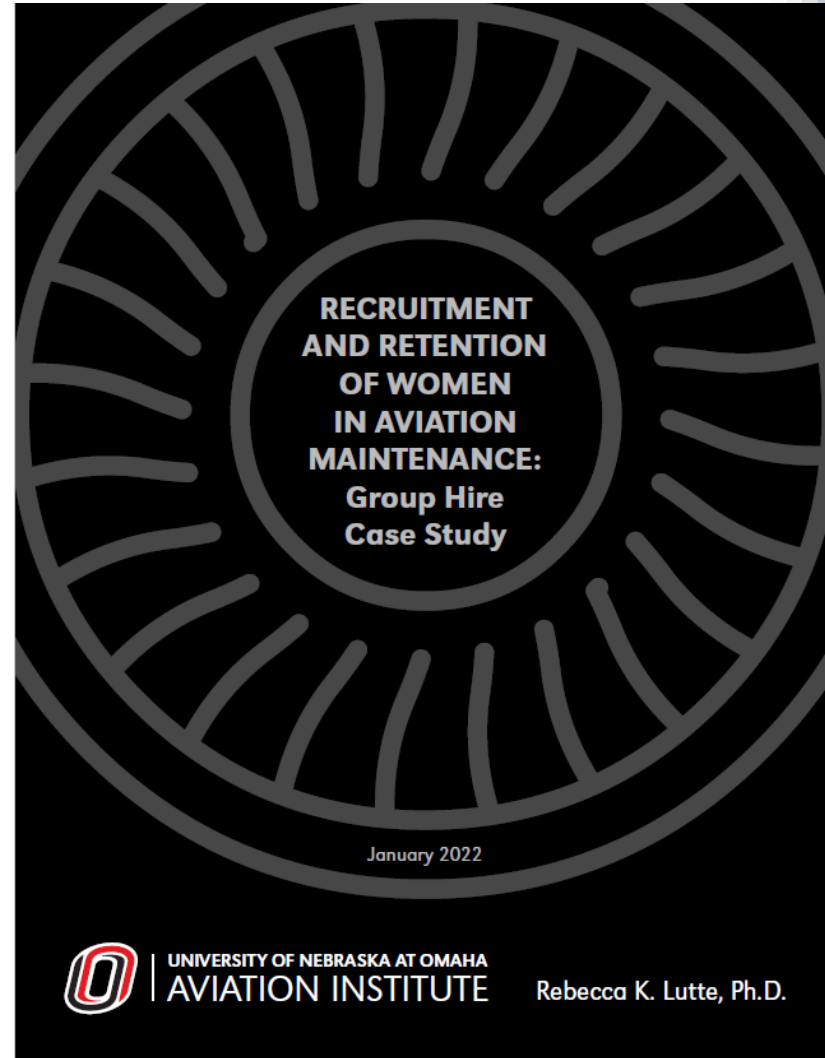




# Final Report



First all-female cohort of AMTs at AAR



# Questions?

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