Many industries and organizations are now facing the inevitable challenge of how to deal with replacing an aging workforce, especially when it comes to the skilled trades. The implementation of a customized apprenticeship program by GP Strategies™ can help to internalize your organization’s maintenance training and provide a consistent pool of highly trained and qualified talent.

**GP Strategies Apprenticeship Programs**

As the most experienced employees are beginning to retire, companies are left with a glaring lack of highly skilled and qualified personnel. Rather than incurring the high costs of contracting labor, GP Strategies can assist your organization by designing and deploying a customized apprenticeship program tailored to the specific needs of your business. By creating an in-house program, we can help to ensure that your organization has highly skilled personnel ready to step in as the most experienced workers begin to move on.

Internalize your organization’s maintenance training capabilities with GP Strategies’ customized apprenticeship programs in order to create a new generation of experienced tradesmen.
Customized Approach
Every organization is different from one another, and a simple “off-the-shelf” apprenticeship program cannot deliver the kind of targeted maintenance training you need to meet the distinctive needs of your organization. GP Strategies starts by analyzing and identifying the most critical skills gaps and organizational challenges, and then tailors the apprenticeship program to your specific industry, facility, processes, and equipment. This will increase your organization’s ability to create and retain a highly skilled workforce with employees who have been trained in your facility and environment.

After the program design, GP Strategies can continue to help your organization with implementation and long-term planning strategies for an apprenticeship program that will ensure a self-sustaining skilled workforce moving forward. By keeping this long-term approach in mind, it enables us to develop a plan that will make your company flexible enough to adapt to new challenges by having a dynamic apprenticeship program that can be continually modified.

Organizational Benefits
GP Strategies apprenticeship programs can help your organization with the ability to:

- Create and retain a highly skilled workforce
- Capture and transfer knowledge and skills of the top craftsmen and technicians
- Formally train your workforce on your specific equipment, facility, and environment
- Minimize downtime and increase production
- Create a sense of loyalty and dedication among employees

Hands-on Training
GP Strategies takes a unique approach when designing our customized apprenticeship programs. Rather than focus mainly on the classroom portions, roughly 60–70 percent of our training is hands on, including laboratory exercises, workshops, and on-the-job training. GP Strategies also leverages our numerous life-size equipment trainers (for example, pumps, valves, motors, etc.) so employees can receive hands-on training without having to use facility equipment, minimizing downtime and increasing production. This hands-on approach allows for increased knowledge retention, as well as more efficient and practical training.

Experience
With more than 45 years of experience assisting the industry with developing apprenticeship programs, GP Strategies has the expertise you need. We bring an exceptionally well-qualified workforce to the table that has extensive hands-on experience in many different industries. GP Strategies is an industry leader when it comes to helping organizations like yours improve craft skills, implement new technologies, and enhance maintenance processes.