



# WORK-BASED LEARNING AND APPRENTICESHIPS



Many technically skilled individuals are struck with a challenge entering the workforce. It is hard to get a job without work experience and hard to get work experience without a job.

Simultaneously, 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.

Work-based learning is an approach that uses real work to provide new employees with the knowledge and skills that will further their careers and their contributions to the organization. This could be through a variety of experiences such as apprenticeships, on-the-job training, mentoring, and formal technical education with a worksite component. The implementation of a customized work-based learning program by GP Strategies® can help to internalize your organization's maintenance training and provide a consistent pool of highly trained, qualified, and engaged talent.

“Internalize your organization’s maintenance training capabilities with GP Strategies’ customized work-based learning programs and create a new generation of experienced tradespeople.”

## GP Strategies Work-Based Learning Programs

As the most experienced employees are beginning to retire, companies are left with a glaring lack of qualified personnel. Rather than incurring the high costs of contracting labor, GP Strategies can support your organization by designing and deploying a customized work-based learning 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.



Craft Skills



Mechanical



Electrical



Instrumentation and Controls



Automation





## Customized Approach

Every organization is unique, and prepackaged apprenticeship programs cannot deliver the kind of targeted maintenance training you need in order 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 work-based learning 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 a work-based learning 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 adaptable to new challenges by having a dynamic work-based learning program that can be continually modified.

## Organizational Benefits

GP Strategies work-based learning programs can help your organization with the ability to:

- Create and retain a highly skilled workforce.
- Capture and transfer the knowledge and skills of your top craftspeople 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.
- Build upon any existing vocational, work-based learning and apprenticeship programs.

## Hands-On Training

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

## Experience

With more than 45 years of experience developing customized work-based learning programs, GP Strategies has the expertise you need. Our exceptionally well-qualified workforce 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.

## Not sure if GP Strategies can help?

Whether you're a titan of the manufacturing industry in need of quick training wins, a community college struggling to facilitate training requests from local employers, or even an expanding high school vocational program, GP Strategies will partner with your organization at any level of training development. Reach out to one of our training development professionals to see how we can address your unique training challenges.

For more information on GP Strategies' Work-Based Learning and Apprenticeships:

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