

5 Myths of Apprenticeships



Myth #1: *The registration process for apprenticeship programs is lengthy and difficult.*

Reality: Don't let registration forms discourage your company from hosting an apprenticeship program. There are many resources that can help companies navigate the registration process, free of charge. Find assistance here: https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

Myth #2: *Apprenticeship programs are designed for construction and skilled craft occupations.*

Reality: The United States does have a long and rich relationship with the construction trades, but apprenticeship has truly evolved. Today, apprenticeship programs can be found in information technology, healthcare, advanced manufacturing and even hospitality and tourism. In fact, the USDOL has a list of more than 1,000 "apprenticeable" occupations.

Myth #3: *I am a small business. Apprenticeships are for the big guys.*

Reality: The size of the apprenticeship program is wholly dependent upon the needs of the company. No matter the size of the company, if you experience high turnover rates or have positions that require skills that can only be learned on-the-job, an apprenticeship is a great strategy to find skilled workforce.

Myth #4: *Apprentices will leave after completing our program.*

Reality: Apprentices receive on-the-job training and can gain confidence in your workplace. They should be given the same rights as other employees, including real opportunities for future growth. Apprenticeship programs have proven to help reduce turnover and increase employee productivity.

Myth #5: *Apprentices feel they must make a choice between work and college.*

Reality: Apprenticeships are earn-while-you-learn opportunities. It is a great way to get in-depth, on-the-job training with a knowledgeable mentor while also getting relevant classroom experience. Many apprentices earn two-year associates degrees during their apprenticeships and go on to earn four-year degrees, often free of debt. USDOL says 90 percent of workers were still employed one year after the completion of their apprenticeship program, earning an average of \$55,000 per year. Over the course of their career, registered apprentices can earn \$300,000 more than non-apprentice participants.

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