

MYTH BUSTERS

REGISTERED APPRENTICESHIP



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Registered Apprenticeship (RA) programs and internships are the same thing

- Internships allow an individual to gain work experience, and there is no assurance of employment.
- RA's always provides employment, are long term, include a progressive wage scale, and lead to a career with national credentials.

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Registered Apprenticeships programs cost the employer too much

- There is no cost to create and set up RA programs.
- U.S. employers can use apprenticeships to gain a pipeline of site-specific, skilled and productive workers. Nationally, employers see return on investment of about \$1.50 for every \$1 invested. Additionally, there are many workforce development grants available to employers to assist with training costs.

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I will have to pay for the required instruction tuition

- Paying the apprentices tuition is optional and not required. Today there are many workforce development opportunities that can assist with tuition as well as other supportive services an apprentice may need.

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Registered Apprenticeships are an antiquated way of training and thinking about workforce development

- RA programs helped build this nation and have been utilized for centuries around the world. They are a tried and true method of learning by doing. The combination of formal classroom education and on the job training creates a truly state of the art, well developed and skilled worker.

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People who have failed everything else and lack motivation are a good choice for apprenticeships

- An apprentice has to be smart, dedicated and hard working. Its not easy. Job seekers that thrive in a hands-on learning environment are excellent candidates. Those job seekers who want and need to apply learned theory directly to on the job learning are a great fit for RA.

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College is a better choice than a Registered Apprenticeship Program

- College is part of most RA programs both directly and indirectly. Apprentices take college level course work as part of their program. The difference is they work full time and go to school part time. The end result is a college credential along with a national Department of Labor certificate.

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Registered Apprenticeships are only for employers with union affiliation

- RA is definitely not just for union shops, in fact there are more non-union companies than union companies registered nationally.

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Too difficult to train younger workers because state child labor laws limitations are too stringent and confusing

- There are more tasks that a youth (under 18) apprentice can do on your site than you might think. Safety supersedes everything but RA youth can do many relevant job tasks.

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I would have to do all the Registered Apprenticeship paperwork for each occupation I need to create

- Once a program is registered with the Department of Labor/Office of Apprenticeship (DOL/OA) it is very simple to add or change the program. A registered apprenticeship program is 100% business driven and is considered a living document that may be amended by contacting your apprenticeship representative.

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If I train them they may leave for other employment

- The reality is that most apprentices stay with their employer throughout the course of their apprenticeship and beyond. They develop a sense of loyalty to an employer who invested in their training.

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A Registered Apprenticeship will give the DOL too much power over my training programs

- No. Registered Apprenticeships are 100% business driven. DOL/OA wants your program to be the best it can be for your company. You decide what the “on the job training” will be, what classes apprentices need to take and how much they will be paid. The DOL/OA simply requires a safe, fair and equitable training program.

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Skilled trades are becoming obsolete and not necessary today

- This country was built by skilled trades and it will only continue to grow and thrive with a new generation of skilled trades people. There is a distinct shortage of skilled workers that has created a critical “skilled shortage/skills gap”. Skilled trade workers are more important today than ever.