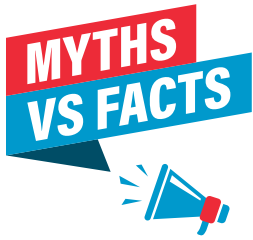


# BUSTING MYTHS AROUND APPRENTICESHIPS



**APPRENTICESHIP IS A POWERFUL TOOL FOR GROWING THE AMERICAN ECONOMY AND TRAINING ITS WORKFORCE. AS THE U.S. EXPANDS APPRENTICESHIP TRAINING NATIONALLY, A DIVERSE WORKPLACE HELPS BUSINESSES ACCESS ALL OUR NATION'S TALENT.<sup>1</sup>**

**MYTH:** My organization is unable to devote time to an apprenticeship.

**FACT:** An apprenticeship can help both employers and career seekers. Resources are available to help you through this process. Just as employers onboard and train new hires, the same methods can be used for an apprenticeship. Apprenticeships offer the opportunity to improve productivity, profitability, and your bottom line.<sup>2</sup>

**MYTH:** Registering an apprenticeship program is too expensive, extensive, and difficult.

**FACT:** Employers control how much an apprenticeship program costs and may qualify for state tax credits or wage offsets via on-the-job training reimbursement. Because apprentices are trained on the job, their base pay rates are 40%-50% lower than a typical new hire.<sup>3</sup> An apprenticeship includes structured training processes and supportive services that guide the apprentice through the program.

## **ANOTHER BENEFIT TO CONSIDER:**

**Hiring workers in the local area can boost the economy through job creation, higher employment, tax revenues, and government savings. A study in Illinois found that every \$1 invested in registered apprenticeship returned \$11 for the state economy.<sup>7</sup>**

**MYTH:** Apprenticeships are for unions and large employers.

**FACT:** An apprenticeship sponsor can be local workforce areas, individual small businesses, industry associations, community-based organizations, consortiums, military, colleges and universities, municipalities, and prison systems.<sup>4</sup>

**MYTH:** Apprenticeships are only for recruiting new staff.

**FACT:** An apprenticeship is a good way to upskill existing employees, retain them, and provide current workers with a progressive career path.<sup>5</sup>

**MYTH:** Apprenticeships are for manual and trade jobs. My company will not benefit from the program.

**FACT:** Apprenticeship programs are available in multiple industries including, but not limited to: Information Technology (IT), Healthcare, Cybersecurity, Energy, Advanced Manufacturing, Engineering, Financial Services, Digital Marketing, and Education.

**MYTH:** Apprentices will not stay on after completion of program. Is it worth the investment?

**FACT:** 89% of apprentices stay for at least 3 years after completing their program<sup>6</sup>. By building a pipeline of skilled workers through apprenticeship, companies can also save on recruitment costs.

**MYTH:** Apprenticeships are only an option when you are young.

**FACT:** Apprenticeships are for anyone who wants to obtain paid, relevant workplace experience while acquiring the skills and credentials valued by employers.

**MYTH:** The earning potential of an apprentice is low.

**FACT:** The apprenticeship model provides a viable career pathway to high-paying jobs. A recent study found that participants had significantly higher employment rates and earnings.

To learn more about how apprenticeship can help your company, visit [masshireboston.org](http://masshireboston.org) or [TQAClark.com](http://TQAClark.com)

<sup>1</sup> U.S. Department of Labor, Employer Fact Sheet, <https://www.apprenticeship.gov/employers/diversity-and-inclusion-apprenticeship>

<sup>2</sup> U.S. Department of Labor, Employer Fact Sheet, <https://www.apprenticeship.gov/employers/diversity-and-inclusion-apprenticeship>

<sup>3</sup> Center for American Progress, The Bottom Line: Apprenticeships Are Good for Business, <https://www.americanprogress.org/issues/economy/news/2014/07/14/93768/the-bottom-line-apprenticeships-are-good-for-business/>

<sup>4</sup> Apprenticeship Illinois, Apprenticeship Myths, <https://www.illinoisworknet.com/ApprenticeshipIL/Pages/Myths.aspx#:~:text=Myth%201%3A%20Only%20unions%20or%20large%20single%20employers,associations%2C%20committees%2C%20municipalities%2C%20prison%20systems%2C%20and%20the%20military.>

<sup>5</sup> U. S. Department of Labor, Making Apprenticeship USA Work for the Public Workforce System: Using Workforce Funds to Support Apprenticeship ([dol.gov](http://dol.gov))

<sup>6</sup> Sources: LinkedIn Talent Blog, "These 3 Industries Have the Highest Talent Turnover Rates"; Nelson Frank Salary Survey; Utah Department of Workforce Services, Apprenticeships, [jobs.utah.gov/apprenticeship/apprentirol](http://jobs.utah.gov/apprenticeship/apprentirol)

<sup>7</sup> The Illinois Update, "Illinois' Construction Apprenticeship Programs Return \$11 in Total Benefits for Every Dollar Invested"

