TO GET AHEAD IN TODAY’S ECONOMY, AMERICA’S WORKERS NEED SKILLS AND REAL-WORLD EXPERIENCE. LIKEWISE, EMPLOYERS IN ALL INDUSTRIES NEED A HIGHLY SKILLED WORKFORCE TO GROW AND TO THRIVE. THE SOLUTION FOR FULFILLING THE NEEDS OF BOTH? APPRENTICESHIP.

Apprentices earn a salary while gaining the skills necessary to succeed in exciting, high-demand professions. In many cases, they can also earn college credit, even an associate’s or bachelor’s degree, paid for by their employer. Combining classroom instruction with on-the-job training, apprenticeships also help businesses, both large and small, bridge skills gaps and bring new and more diverse talent into the workplace.

What’s more, apprenticeship programs now exist in not only traditional trades, such as construction, but also high-growth industries, such as health care, information technology, transportation, energy, and many others. Because of this versatility, apprenticeship is a smart, long-term career strategy for many people, including those with disabilities and others with diverse backgrounds and educational experiences.

In short, Apprenticeship Works…

for individuals, for employers, for business, for opportunity, FOR INCLUSION.

Hear More About Apprenticeship

Educators and service providers interested in learning more and educating individuals and employers about the benefits of apprenticeship may want to access the two-part “#ApprenticeshipWorks” video series produced by the U.S. Department of Labor’s Office of Disability Employment Policy. This video series features interviews with four diverse apprentices and former apprentices in a range of fields, including information technology, health care information management, and shipbuilding, as well as representatives from the organizations that sponsor their apprenticeship programs. To view the videos, visit www.dol.gov/odep/topics/youth/Apprenticeshipworks-video-series.htm
Why apprenticeship?

An apprenticeship is a job that allows an individual to both earn money and learn through on-the-job instruction and hands-on training. Apprentices start working on day one and immediately assume increased responsibilities. In fact, the average starting wage for an apprentice is $15.00 per hour.

When researching apprenticeships, individuals should look for a program that meets national standards. This means the program is accredited and has an established record of success. It also offers a wealth of information, including an A to Z guide of apprenticeships and other career paths may also want to check out several resources available from the U.S. Department of Labor’s Office of Disability Employment Policy (ODEP), where they can search for available opportunities across the country. This page also can read about the experiences of apprentices and former apprentices in their unique industry needs. To learn more about President Trump’s Executive Order on Apprenticeship, see www.whitehouse.gov/the-press-office/2017/06/15/presidential-executive-order-expanding-apprenticeship-americas.

Who are good candidates for apprenticeships?

Because of the diversity of opportunities available, apprenticeships are a good option for people from a wide range of backgrounds and educational experiences, including people with disabilities, minorities, and individuals from other at-risk, underrepresented, and/or underrepresented populations. The eligible starting age for Registered Apprenticeship programs is 16 years. Individuals also may be able to seek out training, education, and employment in other opportunities for training and employment. For people with disabilities, state and local workforce agencies (www.ed.gov/people.cfm) also may be able to help in exploring the options available.

Apprentices, educators, employment service providers, and employers who need help determining effective accommodations can use the Job Accommodation Network (JAN). A free service of the U.S. Department of Labor’s Office of Disability Employment Policy, JAN is the leading source of free, expert, and confidential assistance on workplace accommodations. It offers valuable guidance on a number of factors, including the occupation and nature of the work being done, the part-time/full-time nature of the job, and the range of accommodation options available.

How long are apprenticeship programs?
The time it takes to complete an apprenticeship varies depending on a number of factors, including the occupation and nature of the program. They range from one to six years, with most being somewhere in the middle. During the apprenticeship participants work in both on-the-job training and classroom-based instruction, which may be delivered by training centers, technical schools, community colleges, or even through on-line services. Apprenticeship programs have certain annual requirements for the number of hours a program must receive and exceed. The classroom often counts toward college credit, based on the program design.

Where can I learn about apprenticeship opportunities for my students or customers?
Apprenticeship programs exist in communities across the U.S., many sponsored by state or local government entities. To learn more, interested individuals can visit the Apprenticeship America website (www.apprenticeshipamerica.org), which offers a wealth of information, including an A to Z guide of apprenticeships and other career paths may also want to check out several resources available from the U.S. Department of Labor’s Office of Disability Employment Policy (ODEP), where they can search for available opportunities across the country. This page also can read about the experiences of apprentices and former apprentices in their unique industry needs. To learn more about President Trump’s Executive Order on Apprenticeship, see www.whitehouse.gov/the-press-office/2017/06/15/presidential-executive-order-expanding-apprenticeship-americas.

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