TO GET AHEAD IN TODAY’S JOB MARKET, YOU NEED SKILLS AND EXPERIENCE. NOW, MORE AND MORE JOB SEEKERS AND WORKERS ARE DISCOVERING A PROVEN STRATEGY FOR GAINING BOTH: APPRENTICESHIP.

Apprenticeship programs offer the opportunity to earn a salary while learning the technical skills necessary to succeed in exciting, high-demand professions. Combining classroom instruction with on-the-job training, apprenticeships may also count toward college credit, in some cases even leading to an associate’s or bachelor’s degree paid for by your apprenticeship sponsor.

What’s more, apprenticeships now exist in not only traditional fields, such as construction, but also high-growth industries, such as health care, information technology, transportation, energy, and many others. Now more than ever, apprenticeships can open the door to long-term, rewarding careers for everyone, including people with disabilities and those with diverse backgrounds, varying skill levels, and educational experiences.

In short, Apprenticeship Works...

for individuals,
for employers,
for opportunity,
for inclusion,
FOR YOU.

Hear More About Apprenticeship
Interested in learning more about apprenticeship as a career path? You may want to view "Apprenticeship Works," a video produced by the U.S. Department of Labor’s Office of Disability Employment Policy. This video features interviews with four diverse apprentices and former apprentices in a range of fields, including information technology, health care, information management, and shipbuilding. It is one in a two-part series; the other video focuses on the value of apprenticeships to employers through interviews with apprenticeship sponsors. To view either video, visit www.dol.gov/video/topics/youth/Apprenticeshipworks-video-series.htm.

#APPRENTICESHIPWORKS

Office of Disability Employment Policy
United States Department of Labor
DOL.GOV/ODEP/APPRENTICESHIP

Apprenticeship
Works
for You:

A GUIDE FOR INDIVIDUALS EXPLORING INCLUSIVE CAREER PATHS

#ApprenticeshipWorks
Do apprenticeships offer a disability-inclusive career path?

Yes! Apprenticeship is a tried and tested career pathway for individuals with disabilities. Generally, the individual with a disability must meet all other requirements related to education and the ability to perform essential job functions. Apprenticeship is a demand-driven workforce development model that addresses the employment needs of business, industry, government, and community organizations. Individuals with disabilities can offer employers a competitive edge, helping them diversify and strengthen their workplaces through varied perspectives on how to confront challenges and get the job done.

Furthermore, the U.S. Department of Labor protects applicants and current participants in Registered Apprenticeship programs from discrimination on the basis of disability. Applicants or 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 on-one guidance over the phone at (800) 526-7234 or (877) 889-9403 (TTY) or via email at chat, Janwebsite, AskJAN also offers a wealth of information, including an A to Z guide of disabilities and accommodations.

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 between one and three years. Many apprenticeships have the option of part-time or weekend training, which can allow individuals with disabilities to balance work and family responsibilities. Many apprenticeships offer the option of taking continuous classes while working, allowing individuals with disabilities to gain skills and experience at a pace that works for them. Additionally, many apprenticeship programs offer the option of completing programs online, which can be a great option for individuals with disabilities who may have mobility or transportation limitations.

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