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

#APPRENTICESHIPWORKS

APPRENTICESHIP

Works for Inclusion:

A GUIDE TO HELPING PEOPLE WITH DISABILITIES EXPLORE INCLUSIVE CAREER PATHS

#ApprenticeshipWorks
**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, underserved, and/or underrepresented populations. The eligible starting age for Registered Apprenticeship programs is typically 16 years old. However, in certain occupations, individuals must be 18. Each Registered Apprenticeship program’s sponsor also develops its own minimum qualifications related to education and the ability to perform essential job functions.

**Why apprenticeship?**

An apprenticeship is a job that allows an individual to both earn money and learn through structured on-the-job and hands-on training. Apprentices start working on day one and increase their responsibilities as they master their trade. 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 which make it a credible, transferable, and recognizable program to employers across the country. This may also mean the program strives to include people with disabilities and other diverse populations.**

Completion of an apprenticeship program lays the foundation for a long-term career with a competitive salary and little, if any, educational debt. The wage for a fully proficient worker who completes an apprenticeship program is $60,000. Apprenticeship training varies from three to four years to complete, moving into management or, in some cases, becoming an entrepreneur in spirit, starting businesses of their own later down the line. Many also become trainers or facilitators, helping build their industry’s future workforce.

**What industries offer apprenticeships?**

Whatever someone’s interest or career aspirations, there’s likely a path to achieving it through apprenticeship. Some of the top occupations for Registered Apprenticeship programs include carpenter, chef, construction craft laborer, dental assistant, electrician, software engineer, mechatronics technician, elevator constructor, fire medic, law enforcement agent, over-the-road truck driver, and pipelayer. These examples just scrape the surface of the many others to help young people we work with explore building expertise. The Apprenticeship program is a vehicle that people can use to put themselves on a path to a good job and a better life. Apprentices gain leadership skills and hands-on training.

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