

Apprenticeship Myths & The Reality

Myth	Reality
An 18 year old will not have the maturity to cope and contribute.	Obviously, it depends on the individual. Some of our apprentices are perfectly mature enough to perform to a high professional standard alongside much older colleagues. However, as with any training scheme, careers guidance and support is very important.
What are trades apprenticeship programs?	According to the U.S. Department of Labor's list of officially recognized apprenticeable occupations there are more than 1000 types of Apprenticeships covering hundreds of job roles ranging from manufacturing to culinary to construction and auto mechanic.
Apprenticeships are only for recruiting new staff. Current employees couldn't do one.	Current employees can do an Apprenticeship and if they are 18 years of age and their training will be fully funded by the Sponsor and/or Sponsor will reimburse their apprentice.
Apprenticeship is a non-paid work experience.	Apprenticeship is an earn-as-you-learn system that also contains a progressive wage schedule. As the apprentices become more skilled and productive, apprentices should be compensated with a higher wage.
My existing and older staff may see doing an Apprenticeship as only for young people and not appropriate for them.	Apprenticeships are in fact open to all age groups (post 18) and they can be beneficial career wise even for an employee with years of experience.
What role does government play in apprenticeship?	The National Apprenticeship Act of 1937 authorizes the federal government, in cooperation with the states, to oversee the nation's apprenticeship system. The U.S. Department of Labor's Bureau of Apprenticeship and Training, in conjunction with State Apprenticeship Agencies, are responsible for registering apprenticeship programs that meet federal and state standards, issuing Certificates of Completion to apprentices.
Apprenticeships are for people who are not academic / failed at school / college drop outs.	No. Lots of people prefer to undertake career technical training as opposed to academic studies. And Apprenticeships result in nationally recognized qualifications too.
Who operates and pays for registered apprenticeship training?	They are operated by private sector employer or labor/management sponsors. Program sponsors - not government agencies - usually pay the costs/tuition and fees as well as wages to their apprentices.