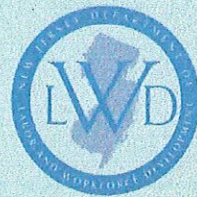


REGISTERED APPRENTICESHIP MYTH vs FACT



#1

Apprenticeships are for occupations such as the construction and building trades.

There are Registered Apprenticeship Programs for a variety of occupations, not just traditional trades. Governor Murphy has made the expansion of apprenticeship into nontraditional sectors a key initiative of his administration.

#2

Registering an apprenticeship program is bureaucratic and difficult.

The USDOL has already established apprenticeships in thousands of occupations across many industry sectors. This means, a framework for implementing an apprenticeship program for your business may already exist! If not, our Office of Apprenticeship can offer many resources to assist in developing a program to fit your needs.

#3

Apprenticeships are only for recruiting new staff. Current employees would be excluded from participation.

Sponsors have complete flexibility as to who participates in a Registered Apprenticeship program. In fact, many times, these programs are used as a means of upskilling employees to attain higher occupational titles. How you choose to best utilize your program is up to you!

#4

Registered Apprenticeship programs are too costly.

Studies show a huge return-on-investment from Registered Apprenticeship programs. Apprenticeship program participants are 91% more likely to remain employed with a company, reducing recruitment and turnover costs for employers! Investing in apprenticeship also increases overall quality of work and productivity. Grant funding may also be available to financial support those looking to start a program. Visit our website to hear about our funding opportunities.

READY TO START? Visit our website at nj.gov/labor/apprenticeship

REGISTERED APPRENTICESHIP MYTH vs FACT



#1

Apprenticeships are for people who are not college bound.

Apprenticeships offer an alternative path to acquiring job skills. Rather than traditional classroom training, apprenticeships also incorporate on-the-job-learning, allowing participants to gain practical job experience. Additionally, this earn-while-you-learn model means apprenticeship participants are paid for during the program.

#2

Apprentices don't earn very much.

According to the USDOL, the average starting salary of a registered apprenticeship graduate is between \$50,000 - \$60,000, which is comparable to that of a college graduate. The difference here is that apprenticeship program participants are earning a paycheck, and often don't have the student loan debt obligations of many traditional college students.

#3

Apprenticeships are for occupations such as the construction and building trades.

There are Registered Apprenticeship Programs for a variety of occupations, not just traditional trades. Governor Murphy has made the expansion of apprenticeship into nontraditional sectors a key initiative of his administration.

#4

I can't afford to participate in a Registered Apprenticeship Program.

Did we mention that apprentices are paid while they are learning? This is a standard component of a Registered Apprenticeship program and should help offset costs. Depending on the program, the sponsor may also choose to cover training expenses, or provide reimbursement to apprentices for a portion of the cost. A representative from the Office of Apprenticeship can help provide additional details.

READY TO START? Visit our website at nj.gov/labor/apprenticeship

WHAT IS A REGISTERED APPRENTICESHIP?

Apprenticeship is a structured, industry-driven, high-quality career pathway where employers can develop and prepare their future workforce.

BENEFITS

- QUALITY
- SKILLS
- MORALE
- ERRORS
- HIRING DIFFICULTIES
- TURNOVER COSTS

3

KEY COMPONENTS

OT RTI

On-the-job Training Related Technical Instruction

Rewards for skills gained

Wage Increase
\$ \$\$ \$\$\$



3

FACTS ABOUT APPRENTICESHIP

1. Apprenticeship graduates have significantly less student loan debt upon completing a program.
2. Apprenticeship opportunities can be available across industries.
3. 91% of apprenticeship graduates stay with their company.

READY TO START? Visit our website at www.nj.gov/labor/apprenticeship

THE NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY



1. The National Institute of Standards and Technology (NIST) is a federal agency within the United States Department of Commerce. It is responsible for developing and maintaining the nation's measurement system, and for promoting innovation and economic growth through research and development in the physical, chemical, and biological sciences.

STANDARD



THE NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY

1. The National Institute of Standards and Technology (NIST) is a federal agency within the United States Department of Commerce. It is responsible for developing and maintaining the nation's measurement system, and for promoting innovation and economic growth through research and development in the physical, chemical, and biological sciences.

STANDARD

1. The National Institute of Standards and Technology (NIST) is a federal agency within the United States Department of Commerce. It is responsible for developing and maintaining the nation's measurement system, and for promoting innovation and economic growth through research and development in the physical, chemical, and biological sciences.

1. The National Institute of Standards and Technology (NIST) is a federal agency within the United States Department of Commerce. It is responsible for developing and maintaining the nation's measurement system, and for promoting innovation and economic growth through research and development in the physical, chemical, and biological sciences.