Age Discrimination

Equal Employment Opportunity (EEO) in Registered Apprenticeship (RA)



The Age Discrimination in Employment Act of 1967 (ADEA) protects applicants and apprentices who are 40 years of age or older from employment discrimination based on age.

Discrimination based on age is unlawful during:

- Hiring
- Firing
- Promotion
- Layoff
- Compensation
- Benefits
- Job Assignments
- Training

Harassing an older worker because of age is also prohibited.

Age limitations in apprenticeship programs are valid only if they fall within certain specific exceptions under the ADEA or if the EEOC grants a specific exemption.

How can a multigenerational workforce add value?

Workplaces where young and older workers learn and work together can add value through diverse skills, experiences, and approaches to a work team. This diversity can help employers boost productivity, problem-solving, and retention.

Are age limitations allowed in apprenticeship?

Age limitations in apprenticeship programs are valid only if they fall within certain specific exceptions under ADEA or if the EEO Commission grants a specific exemption.

Approximately 38% of individuals aged 55 and older are employed.[1]

For more information about age EEO protections: Visit the Age page on Apprenticeship.gov for additional information and resources.

How to file a complaint: If you are an apprentice or an applicant and believe that you have been discriminated against based on a disability, see Complaints Information on Apprenticeship.gov for next steps.

[1]Source: DOL Bureau of Labor Statistics, visited April 8, 2024