

# WHAT ARE APPRENTICESHIPS?

## A PROVEN WORKFORCE SOLUTION

Millions of jobs are unfilled due to the growing skills gap in the workforce. Help change that by **discovering apprenticeship today**. Many of these vacancies remain unfilled because employers can't find workers with the right skills. Automation or technical innovation alone can't overcome these challenges. American workers need to upgrade their skills and America's businesses must become producers of the talent they need to thrive.

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable credential. It's different from other types of workplace training programs in several ways:

Apprentices **earn wages from their employers during training**

Programs provide **on-the-job learning and job-related classroom training**

On-the-job learning is **conducted in the work setting under the direction of a mentor**

The length of an apprenticeship program can vary depending on the employer, complexity of the occupation, industry, and the type of program.

## PROGRAMS IN MULTIPLE INDUSTRIES

Apprenticeship is a flexible training model that can be customized to meet the needs of businesses across multiple industries. Some industries with apprenticeship programs include:



Healthcare



Hospitality



Information Technology



Cybersecurity



Energy



Advanced Manufacturing



Engineering



Transportation



Financial Services

Apprenticeships are successful in the private sector and the public sector, including the U.S. Department of Labor, U.S. Department of Health and Human Services, U.S. Department of the Treasury, and U.S. military.



# BENEFITS FOR BUSINESS LEADERS AND CAREER SEEKERS ALIKE

APPRENTICESHIP PROGRAMS HELP BOTH EMPLOYERS AND THE WORKERS THEY SERVE.

## EMPLOYERS:

Vet workers' talents  
before they're hired

Demonstrate investment  
in community

Recruit and develop a  
diverse and highly-skilled  
workforce



## CAREER SEEKERS:

Avoid the typical student  
debt associated with  
college

Earn wages throughout  
the program

Some apprentices earn  
college credit while  
participating in their program

Gain direct experience  
in field of choice

## GET STARTED TODAY

Interested in setting up an apprenticeship program or becoming an apprentice?

Visit the U.S. Department of Labor's one-stop source for all things apprenticeship at [apprenticeship.gov](https://www.apprenticeship.gov).

The Employment and Training Administration promotes registered apprenticeship under the National Apprenticeship Act.



[Apprenticeship.gov/NAW](https://www.apprenticeship.gov/NAW)