

Registered Apprenticeship Myths Debunked



Employers often have misconceptions about registered apprenticeships. Don't worry – We address these common questions below to help you better understand how registered apprenticeships can benefit your business.

What is a Registered Apprenticeship?



A registered apprenticeship is a state-recognized program that follows established standards and leads to nationally recognized credentials. In Washington state, the Washington State Apprenticeship & Training Council reviews and approves registered apprenticeship. Registered apprentices receive structured on-the-job training and classroom instruction, gaining skills and credentials tailored to company needs.

MYTH

REALITY

Myth #1: Registered apprenticeships are only for large companies, not small- and mid-sized employers with a smaller workforce

Registered apprenticeships are a viable solution for many employers, regardless of size. As long as you have experienced employees available to support apprentice training, registered apprenticeships may be a talent development solution worth considering.

Myth #2: Registered apprenticeships are only for the building and construction industry.

While there are many apprenticeships in the skilled trades, today there are also registered apprenticeship opportunities in high-growth, high-demand industries like information technology, education, healthcare, and advanced manufacturing.

Myth #3: Only unionized employers can offer registered apprenticeships.

Registered apprenticeships are open to all employers, regardless of union status. This flexibility accommodates various industries and business types.

MYTH

REALITY

Myth #4: Operating a registered apprenticeship is expensive.

Registered apprenticeship costs are typically offset by apprentices' productivity in taking over entry-level tasks. An investment into a registered apprenticeship builds a future workforce as current employees retire. It also helps diversify talent pools, reaching candidates from underrepresented communities.

Myth #5: If I'm interested in launching a registered apprenticeship, I have to create it on my own.

Many resources are available to help launch a registered apprenticeship. Partnering with existing registered apprenticeships can reduce the administrative burden on employers. Existing registered apprenticeships often handle management of the program and can access grant funds. Additionally, many sponsors offer pre-apprenticeship programs providing a ready pool of talent for registered apprenticeships. The Washington State Labor and Industries Apprenticeship Section can assist with the process of creating a new registered apprenticeships.

Myth #6: Registered apprenticeships are just for new workers.

In some industries, registered apprenticeships focus on new workers. In advanced manufacturing, programs often focus on upskilling current employees. This reduces the need to recruit talent externally and fills roles faster through internal talent development. By offering clear advancement paths, employers can build a more inclusive and loyal workforce.

Myth #7: If we invest in training workers through registered apprenticeships, they will leave for better pay elsewhere.

Registered apprenticeships build loyalty and skills through on-the-job training and career advancement. Employers see higher retention and engagement, and journey-level mentors often experience improved morale and purpose. This process can also highlight leadership potential in existing employees.

Myth #8: We have training programs and don't need a registered apprenticeship.

Registered apprenticeships offer a path to establish a sustainable, credentialed training model that benefits both employees and employers. Internal training programs often depend on employees who have other responsibilities, which can become unsustainable when those employees leave or retire. Registered apprenticeships follow a wage progression model and provide industry-recognized credentials.

Benefits of Participating in a Registered Apprenticeship



Improved Innovation and Competitiveness:

91% of employers reported an improved pipeline of skilled workers through their apprenticeship program.*

78% of employers reported an improvement in product or process innovation after implementing an apprenticeship program.*

Excellent Return on Investment:

A typical apprenticeship program returns **\$1.44** to an employer for every **\$1** invested.*

Skilled and Productive Workforce:

Registered apprenticeships offer structured training, ensuring specific skills needed for your organization.

Competitive Advantage and High Recommendation Rates:

Over **95%** of businesses with apprenticeship programs would recommend apprenticeships to other employers.*

87% of employers agree that "Participation in registered apprenticeship gives my company a competitive advantage."*



Increased Employee Retention and Loyalty:

Employers foster a loyal and committed workforce by investing in the development of apprentices.

Apprentices are more likely to remain with the company that provided them with valuable training and career advancement opportunities. **93%** of apprentices retain employment after completing a registered apprenticeship program, contributing to a high return on investment for employers and industry leaders.

Access to Funding and Resources

Various grants and resources are available to employers and apprentices, covering costs of journey worker training, equipment, curriculum development, student tuition, support services like childcare, transportation, and more.

*SOURCES:
www.apprenticeship.gov
"Expanding Apprenticeship Opportunities in the United States," Robert I. Lerman, American University and Urban Institute)
"Investing in Talent Development: Benefits to Employers of Registered Apprenticeships," American Apprenticeship Initiative

Interested in learning more?

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