

Registered Apprenticeship

Myth Busters for Employers

There are a number of myths about Registered Apprenticeship that may have caused you to overlook this employment strategy. Here are some facts about Registered Apprenticeship.

Iowa **WORKS**



Apprenticeship**USA**

Myth: All Registered Apprentices are union jobs.

Fact: Registered Apprenticeship is a widely used solution in both union and non-union businesses with positive results.

If you are looking for a workforce solution that is skill-based, can be supported with experiential learning on the job, and will not take years to reap the benefits of a highly-skilled, well-training workforce, then Registered Apprenticeship needs to be part of your employment strategies. In Iowa, 48 percent of Registered Apprentices were non-union in federal FY 2016.

Myth: Registered Apprenticeship is only for construction.

Fact: Registered Apprenticeship is a model that can work for any business.

Registered Apprenticeship Programs in Iowa include more than 1,000 occupations such as careers in information technology, health care, advanced manufacturing, transportation and logistics, energy, and food and beverage preparation.

Myth: One size fits all.

Fact: Registered Apprenticeship can be customized to meet the needs of every type of business.

The Registered Apprenticeship Program design is flexible. The training and education delivery as well as the length of the program can all be customized. For example, the on-the-job training component of the Registered Apprenticeship is tailored to the specific skill requirements of your company. This allows for training to be specific to the needs of your business.

Myth: Registered Apprenticeship Programs are costly.

Fact: The money you spend on a Registered Apprenticeship is an investment.

Approximately, 91 percent of workers who complete a Registered Apprenticeship Program remain employed with the company where they completed the Registered Apprenticeship. This investment leads to higher productivity, lower turnover and less recruitment costs.

Iowa offers tuition support for educational costs for businesses who offer Registered Apprentices through the Iowa Apprenticeship Act. Businesses can work with their local Iowa community college, which will assess training needs, determine the availability of funds and provide training. In addition, the costs of a Registered Apprenticeship Program can be shared by collaborating with other employers in the same industry.

Myth: Registered Apprenticeship Programs are bureaucratic government programs requiring lots of paper work.

Fact: Registered Apprenticeship Programs are a business-driven model.

The business service representatives from your local IowaWORKS center will help and support you through the process.

Myth: Registered Apprenticeship Programs are an option for only larger businesses.

Fact: Registered Apprenticeship Programs are a viable solution for all businesses, including small businesses.

The customizable Registered Apprenticeship Program design makes Registered Apprenticeship Programs an ideal solution for small businesses where employees often wear many hats. In addition, small businesses can use Registered Apprenticeship as a way to have succession plans in place for retirements. Small businesses can collaborate with other small businesses and community colleges to develop the training program.

Myth: If I collaborate with other companies on a Registered Apprenticeship, employees will go to one of those companies.

Fact: The risk of doing nothing is a far greater risk than possibly losing skilled workers to other companies.

Building a larger pool of skilled workers is advantageous for all employers. Any talent development strategy that builds the skills of a company's workforce always carries a risk of employees leaving.



Learn More:

Contact business service representatives from your local IowaWORKS Center for more information. Visit iowaworkforcedevelopment.gov or call 800-562-4692 to find an IowaWORKS center near you.