



# Why Apprenticeship?

## An overview for employers

### What is Registered Apprenticeship?

Registered Apprenticeship is an employer-driven, high quality career pathway where employers can develop and prepare their future workforce. Registered Apprenticeship is industry-vetted, approved, and validated by the U.S. Department of Labor (U.S. DOL) or a State Apprenticeship Agency.

### Why should my company get involved?

Employers already offer the components of Apprenticeship: on-boarding, training, mentorship, performance management, and professional development. However, many employers miss out on the benefits of designing or joining a Registered Apprenticeship Program.

### How PCG can help

Public Consulting Group (PCG), provides a wide range of services and benefits for employers on how to:



Design, register, and manage an Apprenticeship Program tailored for your organization



Access experts who can provide a **no cost** assessment of your Apprenticeship needs



Join the PCG U.S. DOL approved Registered Apprenticeship program

### Additional Benefits

Registered Apprenticeship enables employers to develop and apply industry recognized training standards for their employees with the intention of:

- Reducing turnover
- Increasing productivity
- Providing high quality training
- Retaining company knowledge
- Developing pre-apprenticeship pipelines
- Improving quality of your workforce talent
- Attracting a larger pool of diverse applicants
- Keeping up with current industry innovations
- Establishing advancement opportunities for employees

## Apprenticeship Myth-busters

**1. MYTH:** My organization is unable to devote time to an Apprenticeship.

**FACT:** The same methods used to onboard and train new hires can be applied to an Apprenticeship. Apprenticeships offer the opportunity to improve productivity, profitability, and your return on investment.

**2. MYTH:** Apprenticeships are only for unions.

**FACT:** Apprenticeship Programs can be applied and used by both union and non-union employers.

**3. MYTH:** Apprenticeship is only for non-college bound individuals.

**FACT:** Apprenticeship is a career path," not an "either-or-path." Apprenticeship Programs include structured on-the-job training that may provide college credits.

**4. MYTH:** Registering an Apprenticeship Program is too expensive, extensive, and difficult.

**FACT:** Since apprentices are trained on the job, their initial base wage rates are typically lower than a new hire. An Apprenticeship training program includes structured on-the-job training processes and supportive services that guide the apprentice through the program.

**5. MYTH:** Apprenticeships are for construction related occupations only.

**FACT:** The United States Department of Labor (USDOL) has over 2,500 approved apprenticeable occupations including, but not limited to, information technology (IT), healthcare, cybersecurity, management, logistics, maritime, aviation, and digital marketing.

**6. MYTH:** The federal or state government will tell me who to employ, how much to pay, and micromanage my workforce training.

**FACT:** The employer decides who to hire, how much to pay, whether to fire, and how to manage their program.

**For more information, contact us today!**

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