

Debunking Five Myths About Launching an Apprenticeship Program in Facilities

Apprenticeship programs are one of the most effective ways for colleges and universities to “grow their own” skilled trades staff. Unfortunately, many institutions avoid apprenticeship programs because of the perception of extensive time and resource requirements. In reality, apprenticeship programs are much more feasible than leaders realize. This infographic dispels the most common myths about apprenticeship programs, and the companion resource shown below provides step-by-step guidance for creating a program from scratch.

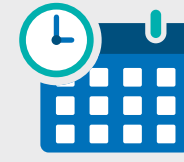
Myth ▶

Reality ▶

1

“The process for starting apprenticeship programs is bureaucratic and complicated.”

The US Department of Labor and Canada’s Red Seal can provide **hands-on support** to expedite program development.



The University of Georgia launched their program in **6 months** with support from the Department of Labor.

2

“We can’t afford to start an apprenticeship program.”

Apprentices earn **lower than market wages**, and non-salary costs (e.g., books, supplies) are marginal.

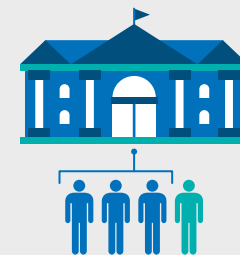


The University of Massachusetts Amherst estimates that their non-salary program costs are about **\$5,000 to \$15,000** per apprentice per year.

3

“My apprentices will leave for higher-paying jobs after obtaining their credentials.”

Apprentices typically have **high yield rates** and demonstrate strong institutional loyalty.



75% of the University of Virginia’s apprenticeship graduates are still employed at the institution or remained through retirement.

4

“We don’t have local unions or community colleges to provide required related instruction.”

In addition to unions and vocational-technical schools, **online and nontraditional partners** can provide related instruction.



The University of Georgia uses **online training modules** for carpentry instruction in absence of available face-to-face programs.

5

“Our shops are too small to host programs.”

Institutions can launch apprenticeship programs with **as few as one participant** (as long as there is at least one journeyworker on staff to serve in a mentorship role).



The College of William and Mary launched a program in **1 shop** with only **1 apprentice**.