



Women in Registered Apprenticeship

Female Representation in RA Programs

What is a Registered Apprenticeship Program?

Registered Apprenticeship (RA) programs are an effective way for workers to enter a training pipeline where employees can develop critical experience through paid and credentialed programs. According to the Department of Labor (DOL), workers who complete an RA program earn an average starting salary of \$72,000. However, women are historically underrepresented in RA programs, making up only 14% of apprentices nationwide with only 4% participating in male-dominated industries. But the fact is that women and men alike need access to high-paying career paths, something that can be achieved through RA programs.

Why Aren't More Women Joining Apprenticeships?

RA programs provide the opportunity to break down gender stereotypes by incorporating more women in male-dominated industries. In fact, RA plays a potentially key role in closing the gender pay gap. However, women are still widely underrepresented in programs partially due to the following reasons:

- General lack of awareness regarding RA programs, where to find them, and how to join.
- Many apprenticeship industries are historically male-dominated, such as construction and manufacturing, which carry a stigma that specific industries are 'men only.'
- Employers fail to prioritize female recruitment, especially in certain skilled trade fields.
- Lack of apprenticeship opportunities in female-dominated professions, which can keep them low-paying such as childcare and education.
- Confusion regarding the difference between an apprenticeship and an internship.

Apprenticeship Sectors Include

The U.S. Department of Labor announced in 2023 \$5 million in funding to attract and support women in RA programs where they are underrepresented. Industries include:

- Healthcare
- Informational Technology
- Advanced Manufacturing
- Agriculture
- Telecommunications
- Energy
- Hospitality
- Cybersecurity
- Transportation
- Finance and Business
- Construction
- Education

Apprenticeship Vs. Internship

	APPRENTICESHIP	INTERNSHIP
Time	Long term: 1-3 years	Short term: 1-3 months
Structure	Training plan with a focus on mastering a specific skill	Entry-level work tasks
Mentorship	Individualized training that includes mentorship	May or may not include mentorship
Pay	Paid with a progressive wage structure	Typically, unpaid
Credential	Industry-recognized credentials	Typically, does not lead to a credential
Education	Potential eligibility for college credits and could lead to a debt-free college degree	May be eligible for college credits

Highlights of Registered Apprenticeship

- Apprenticeships are more accessible than traditional college pathways and are cost-effective, often shorter in duration, and give women the opportunity to earn a competitive wage from day one.
- Wages increase progressively on a time-based or skill-based assessment.
- RA programs provide on-the-job learning, job-related classroom training, and mentorship from industry professionals.
- Upon program completion, apprentices earn a portable, nationally recognized credential within their industry.
- Apprenticeships are protected by equal employment laws designed to ensure equitable access to women in all industries.

How Women Can Successfully Complete Apprenticeship Programs

In 2020, women made up just 11.6% of people who completed an RA program. That equates to 4,204 women compared to 32,191 men. To help incorporate more women into RA programs, recruiters and employers can:

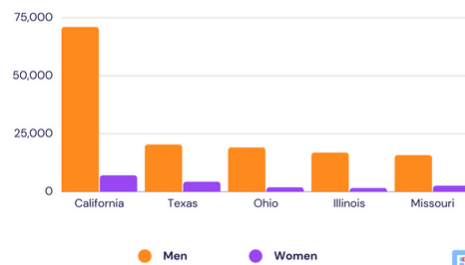
- Provide child-care and transportation options for apprentices, a common issue for women with children.
- Promote skilled trades to women to lessen the stereotype that manual trades, such as construction, are for men only.
- Promote RA program benefits through youth apprenticeships and job readiness programs to girls while they are still in high school.
- Enable self-confidence by placing more women in leadership and mentorship roles, especially in skilled trades and manufacturing jobs.

Prioritize Women in Your Apprenticeship With the Help of Intelligent Partnerships!

Dive into tailored resources and guidance at [Intelligent Partnerships](#) or reach out for [Technical Assistance](#). To find an available RA program visit www.apprenticeship.gov.



Men vs. Women in the Top 5 States with the Most Active Apprentices



This workforce product was funded by a grant awarded by the U.S. Department of Labor (DOL)'s Employment and Training Administration (ETA). The product was created by the recipient and does not necessarily reflect the official position of DOL/ETA. DOL/ETA makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it.

Sources:
[U.S. Department of Labor News Release](#)
[Apprenticeship USA: Women in Apprenticeship](#)
[Apprenticeship USA: Data and Statistics](#)
[Breaking the Stereotypes: Women in Apprenticeship Programs](#)
[Apprenticeships Can Help Advance Career Opportunities for Women](#)
[Why Aren't There More Apprenticeships for Women?](#)
[A Long-Standing Push](#)