

The Top Three Differences Between Apprenticeships and Internships to Ignite Your Talent Pipeline

The shortage of skilled workers is a significant problem in the U.S. that continues to grow. For many executives, talent shortages top the charts as the greatest emerging risk companies currently face.

However, this emerging risk is one that every company must address strategically, creatively, and proactively to preserve future productivity, profitability, and prosperity.

Apprenticeship programs offer a high-value solution to the growing skilled labor crisis, but are not considered as a natural talent acquisition option in our country. They are a proven model for successful employee recruitment and retention in other countries, however, they are severely underutilized in the U.S. But why?

Much confusion still exists surrounding apprenticeship programs. When executives hear “apprenticeships,” they automatically think of “internships,” which are much more common in the U.S.

While both apprenticeships and internships are used to find workers, the similarities end there. When it comes to a company’s employee retention and growth strategy, apprenticeships vastly different than those of internships.

So, what are these critical differences?

Below are what we consider as the top three differences between internships and apprenticeships from an employer’s point of view. Recognizing these differences — and understanding the various benefits of apprenticeships — could make all the difference in finding ideal candidates to solve your company’s skilled labor dilemma.

Difference

1

Apprenticeships provide full-time, paid positions that improve job placement opportunities and employee loyalty.

Apprenticeship programs provide both new and experienced professionals with hands-on training and related technical instruction, allowing apprentices to earn wages while learning specific skills applicable to their role. Therefore, an apprentice is considered as a company employee from day one, and works at a reduced wage that increases over time as specific competencies are achieved.

And, since apprentices are thought of as full-time employees, they are given the same opportunities to immerse themselves into company culture as a regular employee. This often leads to greater company loyalty and retention if a permanent position is offered to the apprentice upon successful program completion.

Internships, however, are for a short amount of time, such as a semester or summer, and are primarily filled by college students attending a four-year university. They are often temporary positions paid at a part-time wage. Or, internships may even be unpaid, and geared toward students who are exploring their interests and deciding what careers they might like to pursue.

A common saying used to remember this significant difference is that apprenticeships enable a person to “earn while you learn,” while internships give a person the chance to “learn before you earn.”

Difference **2**

Apprenticeships combine on-the-job training with related technical instruction.

One of the unique aspects of an apprenticeship program is that it combines on-the-job training with related instruction on the technical and academic competencies that apply to each position.

With apprenticeships, education partners collaborate with employers to develop job-specific curriculum, which often incorporates established national-level skill standards.

Instruction for apprenticeship programs can be given by community colleges, technical schools, and training schools or by the business itself. It can be provided either in-person at a school, an employer's location, or online. As a result, it is common for an apprentice to gain industry qualification/certification and/or degree programs that keep current with evolving professional trends while in the apprenticeship program.

This mix of on-the-job training and classroom learning has proven to better prepare a worker to become a highly effective and loyal employee within a company. By implementing an apprenticeship program, employers will find that those employees who have gone through the

program are more likely to remain with a company than the average hire.

On the other hand, internships are often viewed as networking or resume building opportunities. They are often viewed as a way for students to learn about a profession so they can use that experience to help decide on a career path. But unlike an apprenticeship, they usually lack a certified credential accepted by an industry at the end of the internship.

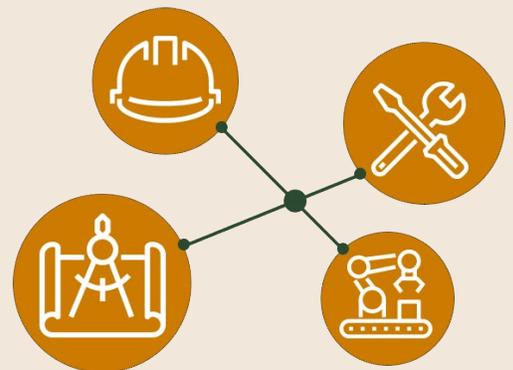
With apprenticeships, employers can seize the opportunity to find skilled workers that might have been overlooked from more traditional methods of talent acquisition.

For example, internships are traditionally aimed toward students attending a four-year college or university. But apprenticeships are available to job-seekers that have graduated from high school, have attended a two-year college, are participating in a technical program, or may need to learn a new professional skill. This is an interesting option for employers, as apprenticeships can be offered to job seekers at any point in their career versus just for those of "college age."

Further, apprenticeships can also help recruit seasoned professionals looking to make a change in their careers, or individuals who may have a gap in their employment from job loss or family leave. Hiring experienced professionals that bring prior knowledge, soft skills,

Difference **3**

Apprenticeships tap into an often-overlooked talent pool of skilled workers.



and maturity to the table has many benefits. They understand different work cultures, have navigated office environments, and have endured turbulent business cycles.

For all of these reasons and more, a seasoned professional that is brought into a company as an apprentice may offer a new approach to expanding your talent pool in a valuable way.

Implementing Apprenticeships as a Recruitment and Retention Solution to Ignite your Pipeline

The bottom line? There are many benefits to an apprenticeship program. When it comes to a company's employee retention and growth, apprenticeships are a strategic, long-term solution. It's been proven that apprenticeship programs provide employers with a pipeline of high quality, long-term workers. Companies can grow their workforce with apprentices that develop according to their specific company culture, and based on the most up-to-date technical training.

The first step though in leveraging these benefits is to recognize and understand the differences between apprenticeships and internships.

But once you fully embrace the benefits of apprenticeships, it is a game-changing solution that will ignite your talent pipeline, solve your middle-skills labor shortages, decrease your training costs, and boost your competitive edge in high-growth industries.

Apprenticeship

→ Earn while you learn

Internship

→ Learn before you earn

A photograph of four professionals (three men and one woman) walking through a modern office hallway. They are dressed in business casual attire. The image is overlaid with a semi-transparent orange filter. The text is positioned at the bottom of this image.

Ready to ignite your talent pipeline? Contact us [here](#) to learn more about how Franklin Apprenticeships and your company can partner to change the American workforce and unlock opportunities for your business.