

— FOR HR / HIRING MANAGERS · PUBLIC DOL + SCORECARD FRAMING

A one-page intro you can hand an employer or HR contact when an adult is exploring the trades. Explains **registered apprenticeship vs certificate / associate school** using public sources only. Independent map — not DOL, not a job board, no invented openings.

Two public paths (not rankings)

REGISTERED APPRENTICESHIP	CLASSROOM / LAB SCHOOL
Job + related instruction through a <i>registered</i> sponsor. Confirm the organization on apprenticeship.gov . A directory row ≠ a vacancy.	Certificate or associate programs. Confirm program facts on the school catalog and College Scorecard — not only a directory tag.
Employer/sponsor sets hiring and related-instruction expectations.	Student enrolls; employment is separate unless the school partners with employers.
Start: search sponsor <i>organization name</i> (+ city) on apprenticeship.gov.	Start: open the program page on the school site; ask for an itemized quote if paying tuition.

What HR can do in one meeting

- ☐ ☐ Ask which path the candidate is pursuing (apprenticeship vs school) and which occupation title they mean.
- ☐ ☐ If apprenticeship: ask for the sponsor organization name they found publicly — then HR can look it up on apprenticeship.gov too.
- ☐ ☐ If school: ask for the catalog URL + written program length; do not treat a third-party directory as the catalog.
- ☐ ☐ Offer a realistic next step (info session, application link, or “we don’t hire that occupation”) — avoid inventing seat counts.
- ☐ ☐ Send them home with a double-check: apprenticeship.gov and/or school site / Scorecard before anyone pays or signs.

Candidate handoffs: registeredtradeschools.com/apprenticeships/ · [schools/](https://registeredtradeschools.com/schools/) · [for-counselors/career-changer-30-day-plan/](https://registeredtradeschools.com/for-counselors/career-changer-30-day-plan/) · [methodology/](https://registeredtradeschools.com/methodology/). Free to copy for non-commercial counseling / HR education.