



What is an Apprenticeship?

An Apprenticeship is a proven training program that is used as a talent development strategy for recruiting, training and retaining World-Class talent and has been used in industry for decades. Apprenticeships are registered and validated by the U.S. Department of Labor. Apprenticeships are a work-based learning model where apprentices have supervised on-the-job training, along with job-related education, all while earning a wage that increases during the progression of the program.

What is a Youth Apprenticeship?

Youth apprenticeship is a learning system that prepares students for work by giving them a combination of classroom instruction and paid on-the-job training. In this education model, students obtain a set of well-defined occupational abilities by learning concepts in the classroom and applications in a work setting. This program is designed for individuals age 16 to 24 and is part of a Registered Apprenticeship program. A youth apprenticeship can be either a full time or part time and is a paid position.

What is a Pre-Apprenticeship?

A pre-apprenticeship program is coursework or training designed to prepare individuals to enter and succeed in a registered apprenticeship program. Once the participant completes the pre-apprenticeship program, he or she typically has the opportunity to interview for a registered apprenticeship program. A pre-apprenticeship program, by definition, has a documented partnership with at least one Registered Apprenticeship program. Pre-apprenticeships are not paid positions and should not be confused with a youth apprenticeship program.

How long are apprenticeship programs?

The length of an apprenticeship program can vary depending on the employer, complexity of the occupation, industry, and the type of program.

Are Registered Apprenticeship union-based?

No. Registered Apprenticeship is used widely across all industries and includes union and non-union programs. Registered Apprenticeship sponsors can be small or large business, colleges, organizations and industry associations.



Are apprentices paid?

Yes. Apprentices must be full-time employees of the employer or in a Youth Apprenticeship the individual may be employed part-time. Wages are paid for on-the-job learning. Wages increase progressively with satisfactory completion of work assignments and Related Technical Instruction.

How long is an Apprenticeship Program?

Registered Apprenticeship programs may take from 1-6 years to complete, depending on the occupation. Most programs are 2-4 years in length.