



### **What is an Apprenticeship?**

Apprenticeship has been used in industries for decades and is a proven training program. It is used as a talent development strategy for recruiting, training, and retaining world-class talent. 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 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, they can have 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.

### **Are Registered Apprenticeships union-based?**

No. Registered Apprenticeships are used widely across all industries to include union and non-union programs. Registered Apprenticeship sponsors can be small or large businesses, colleges, organizations, or 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 and increase progressively with satisfactory completion of work assignments and Related Technical Instruction (RTI).

### **How long is an Apprenticeship Program?**

Registered Apprenticeship programs, depending on the occupation, last from 1-6 years; most programs are completed within 2-4 years. The length of an apprenticeship program can vary depending on the employer, complexity of the occupation, industry, and the type of program.