



Youth Apprenticeship Programs

An Alternative Pathway to Career Success

What is a Registered Apprenticeship?

Registered apprenticeship programs for youth between the ages of 16 and 24 provide academic and technical instruction with paid work experience across many sectors. With a combination of on-the-job training and job-related instruction, apprentices are paid for the duration of their program with the added opportunity of potentially earning college credits, a college degree, and industry-recognized credentials.

The “Learn and Earn” Model

High-quality youth apprenticeships are built on partnerships that include employers, high schools, and community colleges. Unlike internships, which are often unpaid and burdened with menial tasks, youth apprenticeships are paid from day one and focus on successfully transitioning students directly from school to the professional workforce. This is accomplished through a structured training plan with clear objectives and consistent mentorship to guide apprentices.

Youth Apprenticeship Core Elements:

- ✔ Paid, on-the-job learning with skilled mentors
- ✔ Related, classroom-based instructions
- ✔ Portable, industry-recognized credentials
- ✔ Ongoing assessment against skilled and competency standards



The average exit wage for youth apprentices of all genders and races is **\$31.00**

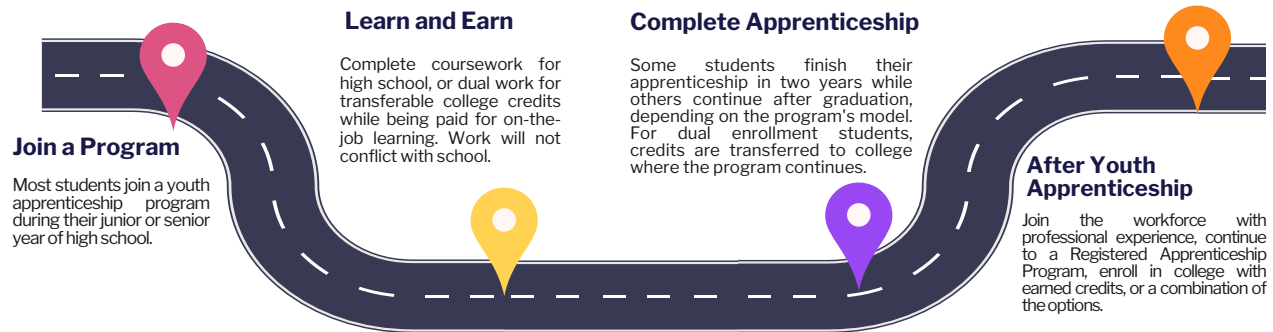
Apprenticeship Sectors Include

The following sectors are identified as high-priority workforce pathways in need of skilled workers according to the U.S Department of Labor:

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



Apprenticeship Roadmap



Youth 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

An Alternative Career Pathway

- Earn part-time or full-time wages with progressive increases that contribute to overall lifetime earnings
- Develop high-level skills in a specific trade or occupation
- Hands-on or shadowing experience while earning debt-free college credits
- Direct pathway to a Registered Apprenticeship Program, college, or a full-time job
- Experience team building, critical thinking, problem-solving, social development, and more

Prioritize Youth 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.



Long-Term Benefits of Youth Apprenticeships

Youth apprenticeships typically start when a student is in high school, community college, or dual enrollment, though it is not a requirement to be a student to join. Apprenticeship USA outlines the following as the progressive model for students in apprenticeship.

- Students become a registered apprentice through an agreement signed by the student, the employer, and, if under 18 years old, parent/guardian.
- The work portion of the program is flexible and is done when school is not in session or through a formal work-study program.
- Students take courses at their high school and/or community and technical college, in addition to their required high school coursework, which counts toward high school graduation.
- Students may complete the Registered Apprenticeship program during high school or continue after graduation, depending on the program's length.

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Sources:

- [Young Adults in Registered Apprenticeship](#)
- [Apprenticeship USA](#)
- [JFF: Youth Apprenticeship](#)
- [Expanded Pathways: Your Apprenticeships Give Students Brighter Futures](#)