



## DISCOVER YOUTH APPRENTICESHIP: PROVIDING A FOUNDATION FOR CAREER SUCCESS

Apprenticeship stakeholders – employers, educators, and workforce professionals – across the country are launching apprenticeship programs for youth ages 16-24. These programs, also known as youth apprenticeship, combine technical classroom instruction with paid work experience. They provide the foundation for young people to choose multiple career pathways: enroll in college, begin employment, or a combination.

With apprenticeship:



**Youth** engage in work-based/experiential learning and continue in furthering their education during (dual enrollment) or after high school and/or college.



**Schools** find new ways to engage students, connecting them to career pathways during their secondary and post-secondary education, increasing the potential for career success.



**Businesses** gain access to a talent pipeline of entry-level workers to address skills shortages in the workplace.

Through partnerships with businesses, high schools, community and technical colleges, and other workforce systems, communities around the country can develop youth apprenticeship programs that make a difference in the lives of youth while supporting economic and workforce development. In 2019, there were over 100,000 youth apprentices registered, many of which were in high-growth industries like healthcare, public administration, and manufacturing. They provide new opportunities for youth and ways for businesses to recruit new talent.

### ELEMENTS OF YOUTH APPRENTICESHIP PROGRAMS

All high-quality youth apprenticeship programs have several key common elements. For example they:



Satisfy labor market needs of students/career seekers, businesses, local school districts, and colleges.



Align with the academic and technical standards in secondary and post-secondary education, as well as with industry-recognized credentials and certifications.



Address skills matching and individual assessments to promote competencies needed by businesses.



Provide strong linkages to adult apprenticeship programs in the community.

Building on these foundational elements of success, every community has the flexibility to design their apprenticeship programs to provide quality results for their students, businesses, and schools.

## TWO MODELS OF YOUTH APPRENTICESHIP PROGRAMS

Most programs fall into one of two types of models:

### 1. PRE-APPRENTICESHIP PROGRAMS FOR YOUTH

prepare students to enter an apprenticeship.

- ▶ Students take courses directly related to the apprenticeship field, in addition to their required high school coursework, which count toward high school graduation.
- ▶ They participate in on-the-job learning activities (beginning at age 16), which can count toward entry into an apprenticeship program.
- ▶ Students can apply to an apprenticeship program leading up to or upon high school graduation.

Youth may engage in pre-apprenticeship as an on-ramp to apprenticeship. They may also access supportive services by entering apprenticeship programs that leverage Workforce Innovation Opportunity Act (WIOA) funds.

For additional resources to help youth learn more about apprenticeships and learn about the youth apprenticeship experiences, visit our [Youth Apprenticeship Resource Page](#). To find an apprenticeship opportunity near you, use our [Apprenticeship Finder](#) tool on [apprenticeship.gov](#).

### 2. APPRENTICESHIP PROGRAMS THAT BEGIN IN HIGH SCHOOL, COMMUNITY COLLEGE, OR DUAL ENROLLMENT OPPORTUNITIES

allow youth to start their apprenticeship while still a student.

- ▶ Students become apprentices 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 apprenticeship program during high school or continue after graduation, depending on the program's length. For dual enrollment students, the apprenticeship program continues and is completed at the college.

The U.S. Department of Labor provides support to grow youth apprenticeship. Find a Youth Apprenticeship Readiness Grantee or Youth Apprenticeship Intermediary to work with on the [Apprenticeship Investments webpage](#) on [apprenticeship.gov](#).

## DISCOVER APPRENTICESHIP TODAY!

For more information, visit the U.S. Department of Labor's one-stop source for all things apprenticeship: [www.apprenticeship.gov](http://www.apprenticeship.gov).

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