

Registered Apprenticeship is an excellent path for High School students. While there are many ways to gain a career, consider this – Apprenticeship is both employment and post-secondary education which allows you to “earn-while-you-learn”. During Apprenticeship, your wage increases with your skills, and you gain a nationally-recognized credential when you complete. High schools can be an Apprenticeship partner by preparing students to become apprentices in specific occupations; sometimes students can start an Apprenticeship before graduating. How? Through:

## PREPARATION

### Prepare students to enter apprenticeships

High Schools can help students meet the entry requirements of a Registered Apprenticeship (RA) program by providing foundational skills that prepare students for employment as an apprentices. Since each RA program is different and built for a specific occupation, students must choose their career path before starting the Apprenticeship.

## PRE- APPRENTICESHIP

### Design & provide a formal pre-apprenticeship

Pre-Apprenticeship prepares students to enter apprenticeships as above, but requires a formal relationship between the HS program and at least one (or more) Registered Apprenticeship programs. Pre-apprenticeship is generally pre-employment, however, the RA program sponsor can grant credit for the pre-apprenticeship instruction when hiring a new Apprentice.

## CONCURRENT ENROLLMENT

### Enable students to start work as an apprentice while in high school

Students may apply to and be accepted into a Registered Apprenticeship program and start while still in high school (with some exclusions in the licensed trades\*). This model requires blocks in the schedule for on-the-job learning and a partnership between the High school and RA program sponsor.

### Example

*A Registered Apprenticeship employer sponsor for electricians could hire a high school electrical technology student as a registered apprentice. The student could be employed full-time in the summer and have limited on-the-job hours during the school year. Then upon graduation from high school the apprentice can seamlessly enter full-time work to continue the apprenticeship, with credit for the relevant high school coursework.*



Apprenticeship is **employer driven**.



Apprenticeship is **paid employment** combined with related instruction.



Apprentices must be **reliable** and **ready to work while learning**.

\* Apprentices must be age 18 or older to work in plumbing, pipefitting, sprinklerfitting, sheetmetal, refrigeration, or HVAC.

DLT is an equal opportunity employer/program - auxiliary aids and services available upon request. TTY via RI Relay: 711

# APPRENTICESHIP QUICK FACTS

## For High Schools

Rhode Island is seeking to expand and strengthen connections between high schools and Registered Apprenticeship programs. If you are interested in creating a partnership:

1. Identify career-oriented programs of study offered at your school which may align with existing Registered Apprenticeships.
2. Research Apprenticeship sponsors that have programs in aligned occupations, and understand the entry requirements and expectations of new apprentices.
3. Develop relationships with Registered Apprenticeship program sponsors and crosswalk your career program with the program Standards.
4. Build a relationship with sponsor(s) to help guide student preparation for and success in Apprenticeship employment.
5. Develop a quality pre-apprenticeship program and formally connect it with one or more Registered Apprenticeship programs.
6. Contact the RI Department of Education to find out about other high schools working to make connections with Apprenticeship Sponsors.
7. Contact **Apprenticeship Rhode Island** for technical support with any aspect of Registered Apprenticeship.

The **Governor's Workforce Board** and the **Prepare RI** initiative are excellent resources for work-based learning and we encourage you to connect with both.

## Resources from the US Department of Labor

"Framework on Registered Apprenticeship for High School Students." Training and Employment Notice 31-16. (Jan. 17, 2017).

"Defining a Quality Pre-Apprenticeship Program and Related Tools and Resources." Training and Employment Notice 13-12. (Nov 30, 2012)

- ✓ Apprenticeships have entry requirements, such as passing skill assessments, and many programs **require** a high school diploma.
- ✓ Sponsors can grant **advanced standing** if the student can demonstrate skills or knowledge contained in the specific Apprenticeship curriculum.
- ✓ Apprenticeship programs, just like college programs, differ widely, so students should **research** the program thoroughly before becoming an applicant.
- ✓ Many Apprenticeships have **college credits**, either because a college provides the apprenticeship courses, or the program has been articulated to credit-bearing coursework.
- ✓ In some **licensed trades**, like plumbers and electricians, apprenticeship is the only path test for an occupational license.
- ✓ Apprenticeship programs can be **sponsored** by a single employer, a group of employers, or by employers with a labor union.
- ✓ Apprenticeships are growing in new sectors and occupations, including those in **healthcare, information technology, and manufacturing**.

## CONTACTS

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