

Nebraska Youth Registered Apprenticeship Program

1

Pre-Apprenticeship

- May be involved in a Career Academy or Career and Technical Education Program at their High School
- No required education to be part of a pre-apprenticeship program
- Pre-Apprenticeship program must be tied to a registered apprenticeship program and preparing the student for the next step
- Internships tied to a registered apprenticeship program are considered pre-apprenticeship

2

Youth Registered Apprenticeship (Ages 16-24)

- Involved in a Career Academy or Career and Technical Education Program at their High School or involved in a program at a college
- Complete 2-4 dual-credit courses offered in their field of study
- Working part-time in their field of study

3

Adult Registered Apprenticeship

- On-the-Job training offered by the employer
- Complete additional related instruction in their field of study
- Full time employment in their field of study
- Apprentice receives a Nationally Recognized Occupational Credential once they have completed the program
- Moderate skill set, more abilities on the job

4

Continuing Education

- Continued On-the-Job training offered by the employer
- Complete remaining classes in their field of study
- Full time employment in their field of study
- Employee receives a Certificate, Diploma, or Associates Degree in their field of study
- Advanced skill set, various abilities on the job

Loyal, Well Rounded, Knowledgeable Employee

"The 'earn while you learn' model of Registered Apprenticeships is growing our state. Apprenticeships put young Nebraskans on a path to learn valuable skills and to gain technical expertise so that they can get high-paying jobs. At the same time, they help the state's businesses to find proficient, highly trained Nebraskans to join their teams." - Governor Pete Ricketts. ("Nebraska Receives Grant to Expand Registered Apprenticeships." Nebraska Department of Labor Press Release, July 2, 2019)

Frequently Asked Questions

What is a Pre-Apprenticeship?

Pre-apprenticeship is designed to prepare individuals to enter and succeed in an apprenticeship program and must be tied to a registered apprenticeship program. While a pre-apprenticeship isn't required to contain all of these elements it can include:

- An approved training curriculum based on industry standards,
- Educational and pre-vocational services,
- Hands-on training in a simulated lab experience or through volunteer opportunities (job shadows, business tours, and internships are just a few examples)

What is a Youth Registered Apprenticeship?

Apprenticeship programs for youth between the ages of 16-24 combine academic and technical classroom instruction with work experience through registered apprenticeship program. It provides the foundation for youth to choose among multiple pathways – to enroll in college, begin full-time employment, or a combination.

What is a Registered Apprenticeship?

Apprenticeship is a proven approach for preparing workers for jobs while meeting the needs of business for a highly-skilled workforce. It is an employer-driven, "learn-while-you-earn" model that combines on-the-job training, provided by the employer that hires the apprentice, with job-related instruction in curriculum tied to the attainment of national skills standards. The model also involves progressive increases in an apprentice's skills and wages.

How is apprenticeship different from other types of work-based training?

Apprentices are hired by employers and receive a paycheck from the first day of work. Wages increase over time as apprentices advance in their knowledge, skills, and abilities.

How long are Apprenticeship programs?

The length of an apprenticeship program depends on the complexity of the occupation and the type of program model the sponsor chooses. Apprenticeship programs range in length from one to six years.

What is the difference between internship and Apprenticeship?

Generally speaking, differences between internships and apprenticeships include:

Length of Time: Internships are usually short term (1-3 months) and apprenticeships are longer term (1-3 years).

Structure: Apprenticeships include a structured training plan, with a focus on mastering specific skills an employer needs to fill an occupation within their organization. Internships aren't structured and often focus on entry-level general work experience.

Mentorship: Apprentices receive individualized training with an experienced mentor who walks them through their entire process. Internships do not always include mentorship.

Pay: Apprenticeships are part-time or full-time paid employment. Internships are either paid or unpaid workplace experiences.

Credential: Apprenticeships lead to an industry-recognized credential. Internships typically do not lead to a credential.

College Credit: Internship and apprenticeship experiences may both lead to college credit, although some apprenticeship programs will lead to a debt-free college degree.

How Does an Apprenticeship Program Benefit Employers?

Apprenticeship helps businesses develop highly-skilled employees. Apprenticeship programs also reduce turnover rates, increase productivity and lower the cost of recruitment. Additional benefits include:

- Customized training that meets industry standards, tailored to the specific needs of businesses, resulting in highly-skilled employees.
- Increased knowledge transfer through on-the-job learning from an experienced mentor, combined with education courses to support work-based learning.
- Enhanced employee retention: 87% of apprentices that complete an apprenticeship are still employed three years later.
- A stable and reliable pipeline of qualified workers.
- A systematic approach to training that ensures employees are trained and certified to produce at the highest skill levels required for the occupation.

Want to learn more about how you can get involved?

Contact Kimberly Andersen, Youth Registered Apprenticeship Coordinator at Northeast Community College
kander61@northeast.edu | 402-844-7121

Contact Elliott Cain, Registered Apprenticeship Coordinator at the Nebraska Department of Labor
elliott.cain@nebraska.gov | 402-473-7015