



# GROW APPRENTICESHIP CALIFORNIA

POWERED BY THE FOUNDATION FOR CALIFORNIA COMMUNITY COLLEGES

## WHAT IS AN APPRENTICESHIP PROGRAM?

Apprenticeship is an industry-driven career pathway where employers prepare their future workforce, while individuals gain paid work experience, classroom instruction, and a portable, nationally-recognized credential for in-demand careers. An apprentice learns from an experienced mentor, also known as a journeyman.




## HOW DO I SUPPORT MY STUDENTS?

Helping students make informed choices is a big responsibility. Identifying students' skills, interests, and goals is vital. The key is to ensure they're well informed about the various pathways available to them. Make apprenticeships and pre-apprenticeships available in schools to normalize alternative pathways.

## APPRENTICESHIP IN CALIFORNIA

 **90,000+**  
Active apprentices  
(DAS, September 2022)

 **1,200+**  
Training programs across the state  
(DAS, September 2022)

 **36,000+**  
Participating employers  
(DAS, September 2022)

 **66%**  
5-year completion rate average  
(Reporting year 2021)

 **93%**  
Apprentices who complete a Registered Apprenticeship retain employment  
(Apprenticeship USA, 2022)

 **\$77,000**  
Average annual salary of of apprentices who complete a Registered Apprenticeship and retain employment  
(Apprenticeship USA, 2022)

## HOW LONG DO APPRENTICESHIP PROGRAMS TAKE TO COMPLETE?

The length of an apprenticeship varies depending on the industry and employer. It can range anywhere from 1-5 years.

## MORE INFO

- [Apprenticeship.gov](https://www.apprenticeship.gov)
- [Grow Apprenticeship California](https://www.growapprenticeship.org)
- [Department of Industrial Relations Apprenticeship Finder](https://www.dir.ca.gov/ai/)



## MYTHS OF APPRENTICESHIP

### **College is no longer an option if a student decides to pursue an apprenticeship program.**

Apprentices can earn college credits. K-12 and other education agencies work closely with some programs, to ensure credits earned during the apprenticeship can be applied towards an advanced degree. There are many community colleges that offer both for-credit and non-credit apprenticeship classes.

### **Apprenticeships are just like internships.**

Apprenticeships and internships can provide you with entry-level experience; however, they differ significantly. Often, internships are unpaid. Apprenticeships are always paid. Apprenticeships lead to industry-recognized credentials, while internships don't.

### **Apprenticeship is only for young students.**

There is no maximum age for apprenticeship participation. The minimum age requirement is 16 years old.

“Whatever the need is, we’re there. We’re always the first to raise our hand. You want us at a career fair, we’re there. You want us to participate at a school function, we’re there. At Columbia College we really cater to our local middle schools and high schools. We go to classrooms to host workshops; fire mapping and drones. We bring our industry experts with their equipment to share how they got to where they are.”

– Jen Fraser

*Apprenticeship Program Specialist, Columbia College*

## INDUSTRY REGISTERED APPRENTICESHIP PARTNERSHIPS

- CVS Health
- SONY
- Kaiser Permanente
- IBM
- Amazon
- And many more.

## WHAT TYPES OF INDUSTRIES BEYOND THE TRADITIONAL TRADES HAVE APPRENTICESHIP PROGRAMS?

- Advanced Manufacturing
- Agriculture
- Construction
- Cybersecurity
- Education
- Energy
- Engineering
- Financial Services
- Healthcare
- Hospitality
- Information Technology
- Telecommunications
- Transportation
- And many more!