



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 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/IRApprenticeshipFinder)



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)

BENEFITS FOR STUDENTS

- Avoid student debt. Get paid while you learn
- Receive hands-on training and gain valuable and transferable professional skills
- Earn a nationally recognized credential
- Build a network of relationships with professionals
- Targeted support and mentorship
- Pathway to career
- In many cases, you have the option to continue your education to earn a Bachelor's degree
- Early exposure to career opportunities



WHAT DO APPRENTICESHIP PROGRAMS COST?

While some fees may be associated, apprenticeship classes are exempt from regular college tuition and enrollment fees.

WHAT ARE THE MINIMUM REQUIREMENTS FOR REGISTERED APPRENTICESHIP PROGRAMS?

Requirements will vary by program. Most programs require a high school diploma or GED certificate and English language proficiency. Some programs may require you to take an aptitude test. Minimum age and driver's license requirements will also vary by program.

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.

“The biggest impact that joining an apprenticeship program has had for me was opening up the world of possibilities... My world was narrow... It offered jobs and networking. I discovered more about myself and what I'm capable of.”

– **Marc Castillo**
Apprentice, Optical Supervisor at Warby Parker

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!