



## Missouri's Registered Youth Apprenticeships

Missouri's Registered Youth Apprenticeship program allows students across the state the opportunity to participate in a structured combination of school-based and work-based learning. The Registered Youth Apprenticeship program addresses the dual role of preparing students for a rewarding and lucrative career while also providing Missouri with a highly skilled, technologically competitive workforce.

### For Students

You can easily get the essential skills and experience you need for your future career through a registered apprenticeship program. These programs combine your current high school curriculum with hands-on training from a local employer. As an apprentice, you will receive classroom education, technical skills training, and work experience while earning a paycheck. Plus, upon completion you will earn a portable, credential recognizing the dedication you put forth and expertise you now have in a career field. Talk with your school counselor today about Registered Youth Apprenticeship.

### For Educators

Preparing students to be the next generation of workers is vitally important. By partnering with local businesses, your school district can create additional opportunities for learning and growth through Youth Registered Apprenticeship. The high school curriculum and career and technology training you offer are integral pieces of the program. In addition, Youth Apprenticeship enhances your academic success goals as high school completion is a program requirement. For more info, contact Dr. Oscar Carter, DESE/Skilled Technical Sciences, 573-522-5804.

### For Businesses

What skills will your workforce need over the next few years? How will you replace retiring employees? Youth Registered Apprenticeship can help employers effectively address these challenges. Registering a program in cooperation with your local school district allows you to professionally develop a high school junior or senior apprentice through on-the-job training you help to customize. The program essentially allows you to create your next-generation workforce.

## U.S. Dept. of Labor/Office of Apprenticeship Contacts

**MO State Director: Neil Perry**, 314-539-2519, [perry.neil@dol.gov](mailto:perry.neil@dol.gov)

### MO Apprenticeship & Training Representatives (ATR):

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<http://www.missouriapprenticeship.com>

### Youth Apprenticeship combines

- classroom education,
- on-the-job training,
- a salary, and
- scheduled wage progression.

Missouri's industries need highly skilled workers. YA programs work to build a stable workforce pipeline for employers, as well as provide our youth with more local paths to career skills training.

### Employers can

- create talent recruitment pipelines,
- decrease employee turnover rates,
- customize apprenticeship training programs to meet their needs, and
- qualify for public workforce system funding opportunities.

### High school apprentices can

- earn a paycheck while receiving hands-on skills training in a wide variety of jobs within industries such as health care, IT, restaurant and hospitality, law enforcement, banking, auto maintenance and repair, early childhood development, advanced manufacturing, transportation and logistics, construction, energy, and cosmetology, and;
- become a more engaged student and motivated to finish high school, as H.S. completion is a requirement of Youth Apprenticeship participants;
- earn college credit; and
- receive a nationally recognized, training credential upon completion of the apprenticeship program.



Visit <https://dese.mo.gov/college-career-readiness/career-education> for more information!

## Identify Partners

H.S. education partner, with assistance from Workforce Development & USDOL/OA partners, identifies local employer(s) & occupations of interest



## Meetings

H.S. education partner meets with employer(s) to develop apprenticeship training program, & determine wage schedule & apprentice selection process



## Register Program

H.S. education partner develop Standards of Apprenticeship & register apprenticeship program through USDOL/OA. Participating employer(s) agrees to abide by Standards



## Qualified Candidates

H.S. education partner advises students/parents of opportunity & identifies qualified H.S. Junior & Senior candidates



## Applications

Employer ready to hire youth apprentice(s) contacts H.S. education partner to collect applications of interested/qualified student applicants



## Interview

Employer interviews & hires student(s) for Registered Youth Apprenticeship program



## "Earn While You Learn" Training Model

During this period, Student-Apprentice begins OJT/part-time employment, instruction is provided by H.S. education partner, & Student-Apprentice earns college credit through apprenticeship participation



## High School Graduation

Student-Apprentice graduates with H.S. diploma & portable USDOL credential (if all apprenticeship requirements are met) + any other related certifications earned during apprenticeship



## Post-High School Employment

Former H.S. student is now a full-time employee, but may need to continue apprenticeship until sufficiently completing all required training (& earning portable USDOL credential); H.S. education partner will continue to track apprentice progress until completion



## Postsecondary Education

Apprenticeship program graduates gain accelerated pathway to a college degree or industry-recognized certification through postsecondary institution partners who will award college credit (up to 60 hours) for Registered Apprenticeship experience



**Partnership = Success**

# Registered Youth Apprenticeship

# How Does It Work?



Apprenticeship

