WHAT IS MODERN YOUTH APPRENTICESHIP?
It’s a three-year, hands-on learning experience where you step out of the classroom, and get trained and paid for doing meaningful work for a company…all while finishing high school on time. Apprenticeship prepares you for a high-demand career and paves the way to college while providing a fantastic perspective on how it can help you reach your professional and educational goals.

WHAT YOU WILL EARN

**COLLEGE CREDIT**
Earn debt-free, career-relevant higher ed credits to help you reach your goals.

**HOURLY WAGE**
Get paid to gain experience: on average more than $15/hour and $50,000+ over three years.

**INDUSTRY CERTIFICATE**
Earn a credential, such as Project Management Certificate, to let employers know you’re ready to work.

**REAL-WORLD EXPERIENCE**
Gain meaningful work experience and explore your passions while building a professional network.

HOW IT WORKS

<table>
<thead>
<tr>
<th></th>
<th>YEAR 1</th>
<th>YEAR 2</th>
<th>YEAR 3</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HIGH SCHOOL</strong></td>
<td>3 DAYS</td>
<td>2 - 3</td>
<td>NONE</td>
</tr>
<tr>
<td><strong>ACADEMIC CLASSES</strong></td>
<td>PER WEEK</td>
<td>DAYS</td>
<td></td>
</tr>
<tr>
<td><strong>ON-THE-JOB</strong></td>
<td>12 - 16</td>
<td>20 - 24</td>
<td>32+</td>
</tr>
<tr>
<td><strong>TRAINING</strong></td>
<td>HOURS</td>
<td>HOURS</td>
<td>HOURS</td>
</tr>
<tr>
<td><strong>HIGHER ED PARTNERS</strong></td>
<td>COLLEGE-LEVEL COURSEWORK</td>
<td>ALIGNED WITH YOUR PATHWAY</td>
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</tbody>
</table>

**PREPARATION FOR COLLEGE**
After completing an apprenticeship you will have more targeted career goals and perspective on how higher education can help you achieve them.

**CAREERS IN HIGH-DEMAND INDUSTRIES**
Apprenticeship pathways prepare you for in-demand jobs in professions such as healthcare and information technology, and the experience and certifications you earn along the way will set you apart from other job seekers.

**OPPORTUNITY FOR ANYONE**
No matter your post-graduation plans, an apprenticeship can help you get where you want to go—faster.

...and apprenticeship leaves you with choices!

**START YOUR CAREER AFTER HIGH SCHOOL**
Post-apprenticeship salaries are projected to start at $40,000+ with high-growth potential.

**CONTINUE YOUR HIGHER EDUCATION**
Going to college after your apprenticeship advances your education while also lending more perspective on your career options.

**OR YOU CAN DO BOTH!**
Some employers may even help pay your college tuition if you remain with them after your apprenticeship.
What will an apprentice learn?

All apprenticeships are based on a set of professional competencies that ensure transferability of skills for students. The competencies are derived from O*NET, a database sponsored by the US Department of Labor and Employment and Training Administration, and were refined through meetings with subject-matter experts and industry and education leaders. In addition to the refined O*NET competencies, most apprenticeships include competencies related to the attainment of at least one national industry credential and a set of foundational competencies (including soft skills and baseline academic attainment) aimed at enhancing the apprentice’s postsecondary career success.

How much college credit will students earn?

CareerWise New York has worked out with the college. For example, some colleges will accept all credits earned during the apprenticeship as naturally transferable, some may be negotiated with the institution, and others may be transferred due to a transfer agreement that CareerWise New York has worked out with the college. For example, some colleges will accept all credits earned during the apprenticeship as well as provide credit for the number of years served in apprenticeship and any earned professional certifications.

Are the debt-free college credits transferable to any higher ed institution?

Credit transferability is negotiable with colleges and universities. Some of the career-connected credits earned during the apprenticeship will be naturally transferable, some may be negotiated with the institution, and others may be transferred due to a transfer agreement that CareerWise New York has worked out with the college. For example, some colleges will accept all credits earned during the apprenticeship as well as provide credit for the number of years served in apprenticeship and any earned professional certifications.

Why does the apprenticeship last three years?

Modern youth apprenticeships typically last three years (or more) because that’s the length of time it takes for students to become work-ready in their given career field—and the depth of commitment signals to employers that apprentices are ready to step into these careers as productive, full-time employees. In most cases, the apprentice will graduate high school after the second year of a three-year apprenticeship. Leading up to that third year—the first post-high school year—apprentices are supported with strong academic and career advising and encouraged to continue their education in parallel with their apprenticeship to reach their goals. In some cases, employers provide tuition reimbursement for college coursework, either in the last year or upon completion of the apprenticeship.

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What if a student wants to go to college immediately after high school?

Many apprenticeship benefits are realized in the third year—that’s when most of the college courses are taken (and paid for!) and students may earn their nationally recognized industry certification. And, completion of an apprenticeship looks good on a college application and may even count for additional debt-free credit at some of the colleges and universities with which CareerWise New York has worked on matriculation.

For students who choose to attend college immediately following high school, there are options to continue their apprenticeship. Students may have the opportunity to work as an apprentice during the summers while the rest of the year they’re attending out-of-state schools, or continue a blended classroom/workplace schedule if they’re attending a local school. These options are at the discretion of the employers.

Can the apprentice still participate in extracurricular activities?

In some cases, extracurricular activities may be accommodated. Students should be open about their time commitments during the interview process to ensure the employer is working with accurate information regarding the apprentice’s potential work schedule.

What are the minimum requirements to apply for an apprenticeship?

Apprenticeship is for any student who believes he or she could thrive in a meaningful applied-learning environment. A potential apprentice must be on-track to graduate high school and must work with his or her counselor to ensure the class schedule can support an apprenticeship. And, the student must be willing to commit to apprenticeship for three years. Healthcare apprenticeships are four years.

How does a student apply? Are they hired by CareerWise or a business?

First, a student should check with a school counselor to make sure the class schedule can support an apprenticeship. Students apply in the spring semester for apprenticeships that begin in the summer or fall. The Apprenticeship Portal—a job site on the CareerWise New York webpage—is where students will find all of the available positions for the year. It’s competitive! Employers are interviewing multiple candidates and are hiring the best fit for their company. Just like any other hiring process, students should bring their A-game and research the positions and companies, tailor their resume and cover letter, and do some mock interviews. Student’s school and CareerWise have online resources to help you with those things and holds workshops throughout the school year.

INTERESTED IN YOUTH APPRENTICESHIPS?

CONTACT: