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.

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 experience 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

MO Apprenticeship & Training Representatives (ATR):

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https://www.apprenticeship.gov/educators/high-school-and-middle-school

Visit https://dese.mo.gov/college-career-readiness/career-education for more information!
(1) Office of Apprenticeship
High School/Career & Technical Education Center (CTEC) meets with USDOL/Office of Apprenticeship to discuss Registered Apprenticeship components & processes & identify occupations of interest.

(2) Employer Partnership
High School/CTEC partners with interested employer(s) to develop apprenticeship training, wage schedule & apprentice-selection criteria; may also contact local Workforce Development reps to explore possible funding opportunities.

(3) Register Program
High School/CTEC develops & register V Registered Apprenticeship Standards & register V apprenticeship program through USDOL/OA. All participating employers agree to abide by Standards.

(4) Apprentice Candidates
High School/CTEC advises students & parents of apprenticeship opportunity, then recruits & identifies qualified H.S. Junior & Senior candidates.

(5) Apprentice Selection
When ready, employer contacts High School/CTEC partner to interview & hire identified, eligible Student-Apprentice candidates for Registered Youth Apprenticeship program.

(6) Earning While Learning
Using qualified mentors & work-based training schedule developed for occupation, employer provides & tracks On-the-Job Learning (OJL) training to Student-Apprentice employees.

(7) Supplemental Related Training Instruction
During Student-Apprentice's Junior & Senior years, High School/CTEC provides F O D V instruction, relevant to apprenticeship occupation; Student-Apprentice earns college credit during this period through apprenticeship participation.

(8) H.S Graduation
Student-Apprentice graduates with H.S. diploma & portable USDOL Certificate of Completion of Apprenticeship credential (if all apprenticeship requirements are met) + plus any other industry-recognized certifications earned during apprenticeship.

(9) Post-High School Employment
Former H.S. student is now a full-time employee, but may need to continue apprenticeship until completing all required training (& earning USDOL credential); High School/CTEC will continue to track apprentice progress until completion.

(10) 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 for experience gained & coursework completed via Registered Apprenticeship.

Partnership = Success

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