

STRANDS AND STANDARDS

CTE YOUTH APPRENTICESHIP



Course Description

This CTE Career Pathway capstone experience combines on-the-job training with related academic and technical instruction, bridging the gap between classroom learning and real-world application. Students will develop essential career skills, build a professional network, and deepen their knowledge in their chosen field, empowering them to make informed decisions about their future.

The apprenticeship program, supervised by high school personnel, includes two key components: on-the-job training provided by an employer and classroom instruction at either the high school or a post-secondary institution. Apprentices earn a wage while learning, with training guided by a structured plan. Placement in the program is based on the student's College and Career Readiness Plan.

Participants receive an education that is both academically rigorous and relevant to today's job market. Completion of the apprenticeship, which may extend beyond high school, requires a diploma and culminates in a transferable credential, such as a post-secondary certificate, degree, or industry-recognized certification applicable to high-skilled employment.

Intended Grade Level	11-12
Units of Credit	0.5
Core Code	41.00.00.00.020
Concurrent Enrollment Core Code	41.00.00.11.020
Prerequisite	1-2 Related CTE Courses
Skill Certification Test Number	N/A
Test Weight	N/A
License Area of Concentration	CTE and/or Secondary Education 6-12
Required Endorsement(s)	N/A

STRAND 1

Apprenticeship Preparation

Standard 1

Students will participate in a paid apprenticeship that builds on related coursework and prior work-based learning experiences tailored to their aptitudes, interests, career goals, and College and Career Readiness Plan.

Standard 2

Students will maintain progress towards high school graduation requirements and demonstrate plans to fulfill eligibility criteria for apprenticeship participation.

Standard 3

Students must undergo approval through an LEA Work-Based Learning (WBL) verification process before beginning their apprenticeship. This process includes:

- Submitting an application to the LEA and employer, which assesses eligibility and preparedness for the youth apprenticeship experience.
- Participating in an interview with the sponsoring employer, which results in the student being 'hired' for the apprenticeship.
- Completing all necessary agreement forms with the school, sponsoring employer, and apprenticeship intermediary (if applicable).

STRAND 2

Career Readiness

Standard 1

Students will demonstrate career readiness and durability skills by:

- Participating in the sponsoring employer's onboarding procedures
- Adhering to employer policies
- Arriving on time and properly notifying the sponsoring employer when late or absent
- Completing a timecard
- Dressing appropriately for the worksite
- Demonstrating clear, professional communication skills in both verbal and written interactions
- Actively engaging in workplace training guided by mentors and supervisors

Standard 2

Students will adhere to safety guidelines and procedures set by both the employer and the LEA, which are outlined in an approved site safety agreement.

Standard 3

Students will adhere to all state, board, and local safety and supervision requirements.

Standard 4

Students will follow LEA workers' compensation guidelines and state risk management procedures.

STRAND 3

Youth Apprenticeship Training Plan

Standard 1

Students will participate in the development of a detailed training plan between the employer, student apprentice, and LEA.

Standard 2

The student will complete related technical instruction during the apprenticeship experience and as outlined in the training plan, which may include academic and technical standards in secondary and postsecondary education, CTE, and industry-recognized credentials, certifications, degrees, or instruction delivered through an approved training provider.

Standard 3

Students will apply knowledge gained from related training instruction and demonstrate growth in the on-the-job competencies as outlined in the training plan, and will communicate with the employer where additional skills training and support are needed.

Standard 4

Students will collaborate with their employer and Local Education Agency (LEA) to determine an appropriate length of time for the apprenticeship experience. This includes setting the number of hours to be completed for each semester course and the total hours required for the overall apprenticeship experience.

Standard 5

Students will work with their employer and Local Education Agency (LEA) to establish a clear wage progression plan. This plan will outline the criteria for wage increases based on the student's performance, skill development, and completion of specific milestones within the apprenticeship program. Beginning wage rates must be no less than the minimum wage in accordance with minimum wage laws.

Standard 6

Students will be guided by an on-site mentor who will:

- Ensure that the student receives relevant training aligned with the skills outlined in their training plan.
- Provide ongoing support, encouragement, and direction, as well as information about the workplace.
- Regularly evaluate the student's progress.
- Adhere to mentorship ratio requirements (which vary by occupation) to maintain student safety.

STRAND 4

Youth Apprenticeship Accountability & Career Planning

Standard 1

Students will meet with work-based learning professionals to identify, apply for, and enroll in required related training needed after high school graduation for program completion.

Standard 2

Students will complete remaining on-the-job learning hours and competencies and coordinate work and school schedules with employers post-high school graduation for apprenticeship program completion.

Standard 3

Students will construct a timeline to achieve future career goals by:

- Analyzing and reflecting on apprenticeship experience and the impact on future career goals
- Analyzing potential opportunities for career advancement within their chosen field
- Investigating the necessary training programs, certifications, and qualifications required for professional growth
- Setting actional career goals that align with their long-term career plan.