

Key Elements of Illinois Apprenticeships

	Pre-Apprenticeship	Youth Apprenticeship*	Registered Apprenticeship	Non-registered Apprenticeship
Program length	Flexible, often between 2 and 17 weeks	At least two academic semesters	Varies by industry; at least 1 year but up to 5 years	Varies by industry; at least 1 year but up to 5 years
On-the-job hours required	None specified	450	Minimum 2,000	Minimum 2,000
Classroom instruction	Curriculum aligns with the needs of employers in the region	Curriculum aligns with the needs of the industry sponsoring the apprenticeship	Apprenticeship sponsor should agree on, and potentially co-design, the curriculum; 144 hours per year of related technical instruction	Apprenticeship sponsor should agree on, and potentially co-design, the curriculum
Eligible population	Individuals who need instruction on essential technical, professional, or soft skills	Youth (ages 16-24) enrolled in school or pursuing a high school equivalency program	Not specified	Not specified
Instruction method	Hands-on instruction on the technical, professional, academic skills needed in a specific employer/industry.	Blend of classroom instruction, career exploration, and on-the-job training	Classroom (virtual or in-person) and on-the-job training;	Classroom (virtual or in-person) and on-the-job training
Compensation	Usually unpaid	Paid	Paid, with wages increasing as skills develop	Paid, with wages increasing as skills develop
Equity implications	Can increase the diversity of apprentices by preparing those with employability barriers or building interest in underrepresented populations	Can provide exposure to and skill-sets in careers for populations underrepresented in that sector (e.g. women or people of color); opportunity youth can be connected to employment and earn-and-learn opportunities	Currently, only 4% of apprentices in Illinois-based registered apprenticeship programs are women; relatedly, people of color only account for 27% of registered apprentices in the state	Same obstacles and opportunities as a registered apprenticeship
Employer responsibilities	A specific employer or group of employers may offer apprenticeships upon completion if apprentice meets basic qualifications	At least one employer or employer partner provides on-the-job training, career exploration, and evaluates apprentices' mastery of core skills	The program sponsor must register with the U.S. Dept. of Labor; the apprenticeship program must have a hiring employer	Configuration is similar to registered apprenticeships, however, the sponsor does not register with the Dept. of Labor
Credential awarded	Preferred to receive a credential, but not necessary	Receive an industry-recognized credential	Apprentices must receive a nationally recognized industry credential upon completion	Apprentices must receive a nationally recognized industry credential upon completion
Expectation after successful completion	May receive a credential, but not necessary; becomes qualified candidate for apprenticeship and receives placement in the industry in which they are trained. Sponsor responsible for placement.	Enroll in an apprenticeship program, higher education, or immediate continued employment	Continued employment by the host employer or within the same industry	Continued employment by the host employer or within the same industry

* Youth Apprenticeships can register with the Department of Labor if they meet qualifications for registered apprenticeships