

PROGRAM COMPARISON

All high-quality apprenticeship programs consist of five core components. Follow the table below to compare Registered Apprenticeship Programs with Industry-Recognized Apprenticeship Programs.

| APPRENTICESHIP COMPONENTS | REGISTERED APPRENTICESHIP PROGRAM (RAP) | INDUSTRY-RECOGNIZED APPRENTICESHIP PROGRAM (IRAP) |
|----------------------------|---|--|
| Paid Job | Apprentices are paid a progressively increasing schedule of wages consistent with the skill acquired. | Apprentices are paid. Pay increases are not required, but IRAPs must make clear what wages will be paid and under what circumstances the pay will increase. |
| On-the-Job Training | Requires a minimum of 2,000 hours (or one year) for time-based and hybrid programs. RAPs can also be competency-based. | No minimum time requirement and may be shorter than one year. Structured work experiences must be competency-based. |
| Related Instruction | A minimum of 144 hours of Related Training and Instruction (RTI) is recommended for each year of the RAP. | Industry sets the standard and defines the parameters for the Related Instruction (RI) component of the program |
| Mentorship | A one-to-one ratio is highly recommended; however, RAP sponsors can request an expanded ratio based on their occupational needs. | No set ratio of mentors to apprentices; however, programs must provide apprentices structured mentorship opportunities throughout the duration of the apprenticeship that involves ongoing, focused supervision and training by experienced instructors and employees. |
| Credentials | Certificate of Completion from DOL or the DOL recognized State Apprenticeship Agency conveys occupational proficiency and is considered a credential that counts positively towards the Workforce Innovation and Opportunity Act (WIOA) Credential Attainment Rate. | IRAPs results in at least one industry-recognized credential issued during participation in or upon program completion. The credential would also count positively towards the WIOA Credential Attainment Rate. |