

# YOUTH APPRENTICESHIPS

## IN IDAHO



Youth apprenticeships combine mentor-assisted, on-the-job training with job-related instruction.

- Serves 16-24-year-olds.
- Apprentices learn job-specific skills, gain experience, and have access to employer benefits like insurance and earn a nationally recognized credential.
- Apprenticeships are customizable to meet both employer and apprentice needs.
- Apprenticeships lead to credentials that are recognized by industry professionals nationwide.

### Top 5 Reasons to Pursue an Apprenticeship

- 1. Earn While You Learn** - Apprenticeships are paid positions. Apprentices receive increases in pay as they continue education and develop greater skills.
- 2. Earn a Nationally Recognized Certification** - All apprentices earn a nationally recognized credential upon program completion.
- 3. Gain Experience and Extensive Training** - On-the-Job-Training (OJT) and additional education and training is a key component of apprenticeship.
- 4. Advanced Education at a Low Cost** - Apprentices receive education and training both inside and outside the workplace. Some employers cover some or all of the cost associated with the required education.
- 5. Mentoring & Support** - OJT includes direct supervision and mentoring so apprentices learn from experts.



**SKILLED AND CERTIFIED WORKFORCE**

Young men and women between the ages of 16-24 interested in apprenticeship or schools interested in starting a School to Registered Apprenticeship Program (STRAP) should contact a Business Development and Program Manager at Idaho Business for Education.

**Northern Idaho**, Christina Feliciano, [cfeliciano@idahobe.org](mailto:cfeliciano@idahobe.org)

**Eastern Idaho**, Roger Plothow, [rplothow@idahobe.org](mailto:rplothow@idahobe.org)

**Southcentral and Southwestern Idaho**, Tim Blonsky, [tblonsky@idahobe.org](mailto:tblonsky@idahobe.org)



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## School to Registered Apprenticeship Programs (STRAP)

STRAP is a partnership between schools, employers, and youth apprentices to participate in apprenticeships. Apprenticeships provide paid OJT combined with classroom instruction at a local high school or community/technical college.

Schools interested in beginning a STRAP work with IBE and the Idaho Department of Labor Apprenticeship Idaho to put the program in place.

For in-school youth under the age of 18, a STRAP agreement is required. STRAP is a U.S. Department of Labor program that allows 16-17 year-old students to work in occupations that normally require a minimum age of 18.

### Important considerations:

- STRAP agreements must be approved and signed by the program participants: employer, school representative, apprentice, and parent/guardian if the student is under the age of 18.
- Participants identify the work and school schedule to ensure that the apprentice is able to meet school graduation requirements.
- Educators and apprentices work with IBE to acquire needed financial support for apprentices.
- Employers and educators share apprentice information required by the federal Registered Apprentice program with IBE.



## What Is Apprenticeship and How Does It Work?



### IDENTIFY INTERESTED EMPLOYERS

IBE Business Development and Program Managers identify employers across industries looking to bring on local talent through apprenticeship.



### DEVELOP REGISTERED APPRENTICESHIP PROGRAM

IBE and the Idaho Department of Labor Apprenticeship Idaho team help employer enroll in the federal Registered Apprenticeship program and outline the training that apprentices will receive.



### IDENTIFY APPRENTICE CANDIDATES

IBE works with local high schools, universities and colleges, and youth programs to help people understand and participate in apprenticeship.



### APPRENTICE CANDIDATE SUPPORT

IBE helps educators and apprentices through the process of applying for apprentice positions, aligning work schedules to classroom schedules, identifying what classroom instruction includes, and accessing financial support as needed.



### HIRING AND ONBOARDING

IBE assists the employer and apprentice through the hiring and onboarding process.



### TRAINING APPRENTICES

Apprentice gets both OJT and classroom training that connects classrooms to careers.



### GRADUATION

Apprentices who are in high school or college training environments make progress towards graduation.



### EARN NATIONAL CREDENTIALS

Apprentices who complete a Registered Apprenticeship earn a national credential that is accepted across the United States.

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