

Spectrum of Apprenticeship Training in New York State

	Internship	Pre-Apprenticeship	Direct-Entry Program	Informal Apprenticeship	Registered Apprenticeship
Description	A work experience tied to a student's area of study or career interests	Designed to prepare individuals for entry into Registered Apprenticeship Programs or other job opportunities	A type of pre-apprenticeship program used often as a way to reach underrepresented populations and to meet a company's EEO goals.	Informal or unregistered apprenticeship programs include on-the-job training experience to learn a trade.	Learning a skilled trade through on-the-job training (hands-on experience) plus related outside academic instruction.
Length of Time	Varies	Varies from one week to 6 months	Varies from several weeks up to 6 months	Varies from 6 months to several years	1-5 years
Pay	Paid or Unpaid	Paid or Unpaid	Paid or Unpaid	Paid	Paid with built-in wage increases
Minimum Participant Age	Depends on industry	Depends on industry	Depends on industry	Depends on industry	16
Nationally recognized credential received upon completion?	Generally, none	Varies	Varies	None	Nationally recognized certificate
Instruction is standardized	Generally, no	No	Yes	No	Yes
Program is regulated	Varies	Varies	No	No	Yes
Is funding available to support this program?	For some programs	Yes	Yes	No	Yes
Is there a cost to the participant?	No	No	No	No	Generally, no
Who can operate the program?	Employers and CBOs	Employers and CBOs	Must be approved by NYSDOL	Any employer	Must be approved by NYSDOL
Curriculum is standardized	No	Not across all programs	No	No	Yes
Can training be counted as prior credit and experience as part of a Registered Apprenticeship program?	Varies	Yes	Yes	Varies	--

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