

Apprenticeship

Commitment

Role	Commitment
Student	Long-term, substantial commitment
Educator	Regular support and progress monitoring
Employer	Long-term, substantial commitment

Arrangement Information

What

Apprenticeship is a workforce training model that combines paid on-the-job learning and related technical classroom or online instruction to help a worker master the knowledge, skills, and competencies needed for career success. Registered Apprenticeship Programs (RAPs) are industry-driven, high-quality career pathways that combine paid work experience, related classroom instruction, progressive wage increases, and opportunities to earn nationally recognized credentials while preparing individuals for in-demand careers. RAPs are industry vetted and validated by the U.S. Department of Labor and in New Mexico are approved by the [New Mexico State Department of Workforce Solutions](#).

RAPs differ from other types of workplace training experiences in several ways. First, these experiences are industry vetted and formally approved to ensure that they align with industry standards and that apprentices are trained for highly skilled occupations. These experiences are job first, meaning that apprentices can earn progressively higher wages as their skills and productivity increase. RAPs provide structured on-the-job training, including instruction from an experienced journey worker, to prepare apprentices for successful careers. They culminate in a portable, nationally recognized credential within the industry.

When

Apprenticeships are most common for post-high school students, though some students may be able to begin an apprenticeship late in high school.

Time Commitment

Apprenticeships are substantial commitments for both apprentices and employers. The process to register apprenticeships with the [DWS, the state apprenticeship agency](#), can be time consuming, and employers and other entities seeking to sponsor RAPs can expect to spend substantial time on program standards design. NMDWS staff and members of the New Mexico State Apprenticeship Council provide technical assistance to RAP applicants on their proposed program standards. RAP length can vary depending on the complexity of the occupation, employer, industry, and type of program, but RAPs typically last between one and five years.

Benefits

For **students**, apprenticeships are a true earn-and-learn model, in which apprentices are paid industry-appropriate wages with regular increases and receive high-quality on-the-job training coupled with classroom learning. Apprenticeship experiences culminate in a portable, industry-recognized credential. Participants in these experiences can also avoid student debt, adding to the value for students.

For **educators**, instructional skills and supports are bolstered by industry professionals further enriching student learning. Educators foster their leadership through student and employer connection and gain real-world insight from the field while students further their career goals.

For **employers**, evidence shares that they receive a positive financial return on investment from apprenticeships, as well as indirect benefits such as improved company culture, better employee retention, reduced turnover, and enhanced leadership development.