



# The Counselor's Guide to Apprenticeship

Understand the options available to graduating seniors and provide career pathways for students outside of traditional universities, all while graduates **earn wages and gain skills.**



Registered Apprenticeship starts with a job and leads to careers by pairing on-the-job training with classroom instruction. Apprentices earn a living wage and benefits while receiving pay raises regularly as their skills increase.

An apprenticeship combines hands-on training, technical instruction, and a paycheck—all at the same time. Apprentices earn a living wage and benefits while receiving pay raises regularly as their skills increase.

### The Benefits of Apprenticeship

- Progressively increasing wages approximately every 6 months
- Upon apprenticeship completion (between 1 and 6 years) apprentices earn their journey card, a credential recognized by industry nationwide
- Apprenticeship programs help students make a quick transition from school to work while gaining valuable skills, real-world experience, and professional networks
- Medical, dental, vision, and retirement benefits
- No college debt
- College credits earned on the job and in the classroom can apply towards degrees. Credits at Washington's Community & Technical Colleges are reduced in cost by 50%

### About Apprenticeships

Like other jobs, future apprentices decide on the occupation they're interested in, apply to enter apprenticeship, interview with program staff, are accepted as an apprentice, then begin training on the job. Apprentices learn by working in the field, supervised by a journey-level professional that acts as a mentor.

Skilled work pays more than unskilled labor, and apprenticeship leads to higher wages by developing the skills and mastery required to build and make the things we use every day. Earning and learning allows apprentices to see a direct relation between their increasing skills and increasing wages.

In addition to learning how to do the work for their occupation, apprentices learn how to communicate, solve problems, work in a team, and persist, skills that are valuable anywhere.

-  Construction
-  Manufacturing
-  Healthcare
-  Information Technology
-  Maritime

### Apprenticeship Preparation

Pre-apprenticeships are hands-on training programs that prepare students for success in construction, manufacturing or healthcare by showing what an apprenticeship will be like. Programs provide training and can assist with transportation, child care, getting a diploma and driver's license and much more. Pre-apprenticeships provide referrals and recommendations to apprenticeships in their industry all while earning experience and industry credentials.



Education



Credentials



Paid Job



### What Makes a Successful Apprentice?

To be eligible for an apprenticeship, applicants must have a high school diploma or GED, reliable transportation, and 18+ for most apprenticeships. Apprenticeships are right for students who want to learn by doing, earn a paycheck while learning and not going into debt, enjoy a long-term successful career.

Young people are successful in apprenticeship when they know what to expect and what's expected of them. Many apprenticeships are physically demanding, including starting early, working outdoors all 4 seasons and moving job sites. Because apprenticeship starts with a job, industry slowdowns can result in seasonal layoffs. And apprenticeships can be competitive to get into. Persistence is key.

### How You Can Help Future Apprentices

#### Familiarize

Familiarize yourself with the different occupations at [ini.wa.gov](http://ini.wa.gov) to direct students to the apprenticeship that fits their interests and talents.

#### Understand

Understand the personality traits needed to succeed: a strong work ethic, a desire to stick with the program, and a willingness to keep learning.

#### Assist

Assist students as they research their interests to understand what occupation they might want to try out for.

### Construction & More

80% of apprentices in Washington State work in the building and construction trades, making a living wage while learning trades like carpentry, bricklaying, and painting. But apprenticeships continue to expand into more industries, with new occupations being added regularly in manufacturing, healthcare, IT, maritime, clean energy, and more.

### Skills Centers

CTE programs at Skills Centers can contribute to credit requirements for graduation. Many programs give math, science, and english credit, creating a pathway for students to start toward apprenticeship while in high school. There are options to enter manufacturing apprenticeships during junior and senior years.



#### Fulfillment or adventure.

I wanted to see my work to feel like I had reached daily goals. Nothing else gave me that fulfillment or adventure like working in the trades.

- Chuck, Laborer



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## How to Get Started

Each apprenticeship program has their own process for accepting applications and requirements for the program. Once a student has shown interest the best way to get started is to make direct contact with the program of interest and ask these questions:

- 1** When does your program accept applications? Where?
- 2** What could make this application shine?  
Are there additional pieces of information that I can bring that will help me to stand out (volunteer work, job experience, clubs, etc.)?
- 3** What are the requirements for entry (age, education, employment?)
- 4** What is the next step after the application has been submitted?

“ Your future is bright.  
Your future is bright, and you need too get it together and figure out what goals you want to achieve working here. What more can you  
- Josh, Heavy Equipment Operator ”

“ Brand new and exciting.  
The most rewarding [part] from my apprenticeship was completing parts for research and development projects. It was something brand new and exciting.  
- Steven, Production Technician ”

“ Take a chance, just go for it.  
There is a trade that will match any one person's capabilities and interests. Take a chance, don't wait, just go for it.  
- Jennifer, Carpenter Foreman ”

## Where Can I Find More Resources?

The Department of Labor & Industries oversees apprenticeship in Washington. Find out more at [lni.wa.gov](http://lni.wa.gov).

For manufacturing apprenticeships in Washington State visit [machinistsinstitute.org](http://machinistsinstitute.org) and [ajactraining.org](http://ajactraining.org).

For construction apprenticeships in Washington State visit [constructacareer.org](http://constructacareer.org) and [constructioncenterofexcellence.com](http://constructioncenterofexcellence.com)

Along with [YouTube](#) and [websites](#), industry speakers and local apprenticeship coordinators would be glad to speak to you or your student.

### Additional Online Resources Found here!

Scan for more information on how to best support aspiring apprentices.

