Types of Apprenticeships

Purpose: Describes the three (3) types of registered apprenticeships, along with some typical models of apprenticeships that sponsors choose to implement.

Three Types of Registered Apprenticeships

Time-Based

Apprentices' progress through the program is measured by the number of hours they've worked doing various activities, as defined in the work process. Time-based apprenticeships vary in length from one to six years.

Competency-Based

Apprentices' progress is measured according to skill level against competencies defined in the work process. Once an apprentice is deemed fully "competent" by their employer, they can complete their program.

Hybrid

Apprentices' progress is measured by a combination of hours worked and competency level. The apprentice must attain a set of competencies within a range of hours.
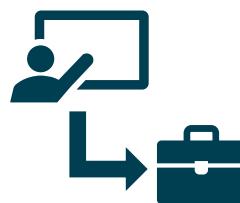
Typical Apprenticeship Delivery Models

Traditional

Work Process and RTI occur concurrently throughout the life of the apprenticeship program.

Front-Loaded

All (or most) RTI occurs up front, then the apprentice completes all of their work process on-the-job learning.

Segmented

Apprentices alternate between working full-time and attending classes full-time.

Related Resources

2.E Selecting an Apprenticeable Occupation

2.H Building an Appendix A

(11) DOL Quick Start Toolkit