



INTERNSHIP

- A work experience tied to a student's area of study or career interests.
- Length of time can vary
- No requirement for pay
- Participant age varies by industry
- No recognized credential
- No established standardized instruction or curriculum or minimum number of hours
- Program regulation can vary
- Funding is available for only some of the programs
- Employers and CBOs can operate the program
- Mentorship is not required

INFORMAL APPRENTICESHIP

- Informal or unregistered apprenticeship programs include on-the-job training experience to learn a trade.
- Length of time varies from 6 months to several years
- May include stipend or paid employment, no required increase
- Participant age varies by industry
- No recognized credential
- No standardized instruction or curriculum or minimum number of hours
- No regulatory safeguards
- Not eligible for additional resources and funding
- Any employer can operate the program
- Mentorship is not required

REGISTERED APPRENTICESHIP

- Learning a skilled trade through on-the-job training (hands-on experience) plus related outside academic instruction.
- Length of time is 1-5 years
- Paid employment with at least one progressive pay increase
- Minimum age for participant is 16
- Nationally recognized certificate in addition to applicable industry specific certification(s)
- Standardized instruction and curriculum by industry; 144 min hours of instruction per year
- Regulatory safeguards and oversight in place
- Eligible for additional resources and funding
- Sponsors (as employers or w/ signatory employers) approved by the NYS Dept of Labor
- Mentorship is required & established by ratio of Apprentice to Journeyworker

SPECTRUM OF EXPERIENCE-BASED LEARNING IN NEW YORK STATE