

Intermediary Apprenticeship



REGISTERED
APPRENTICESHIP
Earn. Learn. Succeed.

***U.S. Department of Labor
Office of Apprenticeship
State of Missouri***

What is Intermediary Apprenticeship?

Intermediary programs combine academic and technical classroom instruction with work experience, allowing youth to explore a career and develop industry-specific workplace competencies, skills and knowledge, while still enrolled in high school.



What is Intermediary Apprenticeship?

Programs should:

Align academic and technical standards in secondary and postsecondary education, CTE and industry-recognized credentials and certifications.

Incorporate stackable credentials of value for multiple pathways, including entrance to Registered Apprenticeship programs, community and technical colleges, universities and sustainable employment.



What is Intermediary Apprenticeship?

The program should address the needs of students, employers, sponsors and local school districts.

Employer employment is critical in developing and sustaining the program.



What is Intermediary Apprenticeship?

Who is eligible?

*High School Students enrolled in secondary school who meet minimum legal age of 16 can be employed in a Registered Apprenticeship Program.**

** Child Labor Bulletin 101*



What is Intermediary Apprenticeship?

What is Involved?

Students begin their Registered Apprenticeship Program in high school and are fully registered as apprentices in the Registered Apprenticeship system.

Registered Apprenticeship Agreements are signed by a parent/guardian (if the student is under 18), the student and employer/sponsor.



What is Intermediary Apprenticeship?

Students take courses at their high school and/or community and technical colleges for the purpose of their apprenticeship that are approved by a Registered Apprenticeship program in addition to their required high school course work. These courses should count towards high school graduation. Course work can start as early as ninth grade.

Postsecondary credits are awarded based on signed articulation agreements established between local school districts, postsecondary institutions and Registered Apprenticeship programs



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Students may start OJL activities at age 16, which will count towards entry into a Registered Apprenticeship program. The specific types and conditions of permissible work activities are outlined for 16 and 17 year olds in the FLSA and State Child Labor Laws. The work portion of the program is flexible and is done when school is not in session including summers and weekends or as part of a work-study program.

Students are employed by a participating signatory partner to the Registered Guideline Standards or program and are under direct supervision of a skilled mentor during OJL.



What is Intermediary Apprenticeship?

Students who complete the Registered Apprenticeship program upon high school graduation will have gone through a time-based (a minimum of 2,000 hours of OJL and 144 hours of related instruction), a competency-based or hybrid program and will receive a Registered Apprenticeship Certificate of Completion and a high school diploma.

Students may have opportunities to earn industry-recognized credentials and certifications.



What is Intermediary Apprenticeship?

The length of the program depends on the occupation's standards, industry norms and the type of program (time-based, competency-based or hybrid).

Enrollment in a Registered Apprenticeship program may begin in high school and continue after graduation. A signatory partner to the Registered Apprenticeship guideline standards or program will continue to employ the individual and count OJL hours earned while in high school towards the Registered Apprenticeship program.

Postsecondary course work can be provided by community, technical or four-year colleges, accredited online programs or recognized Registered Apprenticeship training centers in accordance with the program's standards.



For Further Information

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