



Building Education Pathways with Youth Registered Apprenticeship

Youth Registered Apprenticeship (YRA) Pathways are developed with stakeholders who support Registered Apprenticeship Programs (RAP) for High School and/or Career Technical Education (CTE) students.

Stakeholders involved:

- The school or educational institution
- The Registered Apprenticeship Program (RAP) Employer/Group Sponsor
- The United States Department of Labor Office of Apprenticeship, Michigan (USDOL OA, MI)
- The High School/CTE student and their guardian

Register Apprenticeship Acronyms

Terminology to help you navigate Michigan's Registered Apprenticeship ecosystem.

Abbreviation Meaning

AAI	American Apprenticeship Initiative
ALICE	Asset Limited, Income Constrained, Employed
ALN	Apprenticeship Learning Network
ASC	Apprenticeship Success Coordinator
ATR	Apprenticeship Training Representative
CEAC	Career Education Advisory Council
CFR	Code of Federal Regulations
CTE	Career & Technical Education
USDOL	United States Department of Labor
ETA 671	Employment and Training Administration 671 Form
ETPL	Eligible Training Provider List--Pure Michigan Training Connect
GPTF	Going Pro Talent Fund
MDE	Michigan Department of Education
MWA	Michigan Works! Agency
NAW	National Apprenticeship Week
OA	Office of Apprenticeship (Michigan)
OJL/OJT	On-the-Job Learning/On-the-Job Training
OSMIS	One-Stop Management Information System
PA	Pre-Apprenticeship
RAP	Registered Apprenticeship Program
RAPIDS	Registered Apprenticeship Partners Information Data System
RI	Related Instruction
SAE	State Apprenticeship Expansion
SOM	State of Michigan
STRA	School to Registered Apprenticeship
WBL	Work-Based Learning
WIOA	Workforce Innovation and Opportunity Act
YRA	Youth Registered Apprenticeship



Registered Apprenticeship is a recognized training model supported by the Michigan Department of Labor and Economic Opportunity through Workforce Development's State Apprenticeship Expansion office.

For more information, visit Michigan.gov/Apprenticeship.



Building Education Pathways with Youth Registered Apprenticeship

Partner Outreach

High School/CTE Staff

- Connect with employer partners who currently sponsor RAPs:
 - Review [list of regional Employer Sponsors](#) with RAP (specify state and counties)
 - Confirm RAP occupations that align with student course work
 - Define occupations for YRA opportunities
 - Review Employer Sponsor hiring process (selection process)
 - Establish process for enrolling students as apprentices
- Contact employer partners who could be interested in sponsoring RAPs:
 - Inform employers of RAP benefits
 - Fills job openings immediately with a worker motivated to learn
 - Starts a rapid transfer of knowledge from current to future high-value workers
 - Provides flexible, customized training to ensure right skill development
 - Expands access to state and federal resources for talent development
 - Over 90% percent of apprentices stay with the employer after program completion
 - Request employers to complete the [LEO Registered Apprenticeship Interest Form](#)
 - Strongly encourage employers to attend a [Race to Talent™](#) event

Program Design

Employer, Group Sponsor (Intermediary)

- Receive assistance for RAP setup, registration, compliance, and administration:
 - Work Process Plan:** Determine needed skills for On Job Learning (OJL)
 - Related Instruction:** Outline Related Instruction (RI) hours completed during school hours and align with RAP occupation
 - Involve High School/CTE and post-secondary staff as needed
 - Pursue dual enrollment and college credit bearing courses whenever possible
 - Selection Process:** Develop advance standing interview language for High School/CTE students
 - Involve High School/CTE and post-secondary staff as needed
 - USDOL OA, MI RAP Approval:** Notify High School/CTE staff when program is approved and begin student referral process

Hire, Register, Start

Employer, Group Sponsor (Intermediary) & High School/CTE Staff

- Interview, hire and register student(s) into YRA program:
 - Review program documents to obtain required signatures from apprentice (High School/ CTE student) and guardian (when applicable); and High School/CTE staff, to include:
 - Student's work permit: [LEO - Work Permit Information](#)
 - ETA 671 (Apprentice Agreement (provided after RAP approval) with start date, schedule, pay, program length and occupation title)
- Monitor RAP compliance



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Youth Registered Apprenticeship Pathway

Partner Outreach

Does the Employer have a USDOL Registered Apprenticeship Program?

Yes: Discuss hiring CTE/High School students

No, but interested: Employer identifies occupation

- **Next Step:** Request employer partner to complete the [LEO Registered Apprenticeship Interest Form](#)

Program Design

Program Development:

Interest form received and employer is contacted by Group Sponsor (Intermediary)

- **Next Step:** Employer works with Group Sponsor (Intermediary) to develop and register RAP.

Hire, Register, Start

Begin Selection Process:

Interview and hire student(s)

- **Next Step:** Register High School/CTE student(s) into YRA

YRA Program Onboarding:

Schedule meeting with all stakeholders

- **Next Step:** Review and sign documents

Student Begins YRA Program!

Program is monitored by USDOL OA, MI and all stakeholders to help ensure success

- **Next Step:** Student works toward YRA program completion