

# Youth Apprenticeship Pathway Navigator

**Welcome to the Youth Apprenticeship Pathway Navigator from Jobs for the Future.**



This worksheet helps you determine which youth apprenticeship path best fits your needs. Several factors need to be considered when determining whether to utilize a pre-apprenticeship, registered, or non-registered apprenticeship model for your YA program. This worksheet highlights the key decision points for stakeholders to ensure alignment with the most effective model for their YA program.

When going through the tool, you should lead with your ideal outcomes for both young adults and employers participating in your youth apprenticeship program.

Please answer the questions as accurately as possible based on your program's capabilities. You can mark your answers in each row and add up the total answers matching each model at the end.

If your answers don't clearly point to a single model, reach out to Jobs for the Future for additional guidance or technical assistance—we're here to point you in the right direction and help you take your next steps.

| Decision Points When Choosing a Model                                                                                                                                                | Youth Apprenticeship Models                                                                                                            |                                                                                                                                        |                                                                                                                                                     |
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|                                                                                                                                                                                      | Pre-Apprenticeship                                                                                                                     | Registered Youth Apprenticeship                                                                                                        | Non-Registered Youth Apprenticeship                                                                                                                 |
| What type of workforce training program do you wish to build for a young person?                                                                                                     | Programming that provides exploration activities, foundational skill-building, and/or prepares youth for formal apprenticeship or jobs | Long-term comprehensive career training leading to nationally recognized credential, direct employment, and/or college enrollment      | Mid-to long-term career training that allows for agile programming adjustments and leads to a career, college credit, and/or an industry credential |
| Which sector(s), if any, are you focused on training toward?                                                                                                                         | Any sector; I want my program model to focus on career preparation or career exploration                                               | Construction, skilled trades, advanced manufacturing, or other industries that commonly use apprenticeship as a training method        | Non-traditional, non-construction occupations and sectors which may be newer to the utilization of apprenticeship                                   |
| How does your state recognize youth apprenticeship?<br><i>*If you're not sure, you can check out <a href="#">this resource</a> to find out</i>                                       | Youth apprenticeships are considered pre-apprenticeships                                                                               | Youth apprenticeships are registered with a state agency                                                                               | Youth apprenticeships are a separate category                                                                                                       |
| What is the interest level and commitment of the partners you're looking to work with? For example, these could be workforce trainers, educators, non-profits, employers, or others. | Not yet ready to provide a full youth apprenticeship model                                                                             | Amenable to a Registered Apprenticeship program, with understanding of registration, quality assurance, and data tracking requirements | Looking for a flexible and completely customizable model with a fast start-up timeline                                                              |

| Decision Points When Choosing a Model                                                              | Youth Apprenticeship Models                                                                                                                                                                         |                                                                                                                                                                                                                                          |                                                                                                                                                                    |
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|                                                                                                    | Pre-Apprenticeship                                                                                                                                                                                  | Registered Youth Apprenticeship                                                                                                                                                                                                          | Non-Registered Youth Apprenticeship                                                                                                                                |
| Which of the following matches your driving factors for setting up a youth apprenticeship program? | Low commitment with high exposure for youth and employers; I want to provide a supportive bridge to learning and potential next steps, including apprenticeship, careers, or postsecondary pathways | High commitment with deep technical training; I want to provide a nationally portable credential for youth, access federal and/or state financial incentives, and align with federal or state requirements for tracking quality and data | High commitment with rapid flexibility; I want to provide a program that can be stood up quickly, and offers maximum flexibility and industry-specific credentials |
| What is your desired program timeline?                                                             | 3-12 months for programming                                                                                                                                                                         | 1-4 years for programming                                                                                                                                                                                                                | 1-4 years for programming, but could be less if needed                                                                                                             |
| Which of the following is your ideal credential outcome for the participants in your program?      | Foundational or industry certifications                                                                                                                                                             | Federal Certificate of Completion (portable nationwide); can stack on other industry credentials OR college credit                                                                                                                       | Industry-recognized credentials (portability varies) OR college credit                                                                                             |
| Are you looking to access federal funding to support training costs?                               | Pre-apprenticeship does not universally receive federal funding to support training costs                                                                                                           | Yes, I need federal funding supports to offset training costs                                                                                                                                                                            | No, I am fine without federal funding                                                                                                                              |

| Decision Points When Choosing a Model                                                                        | Youth Apprenticeship Models                                                                                                                           |                                                                                                                    |                                                                                                                         |
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|                                                                                                              | Pre-Apprenticeship                                                                                                                                    | Registered Youth Apprenticeship                                                                                    | Non-Registered Youth Apprenticeship                                                                                     |
| How do you hope to validate the program design and its quality?                                              | Based on the level of foundational skills gained, and outcomes data for youth, which can include college, apprenticeship, or other workforce training | External validation by a registration agency such as the Office of Apprenticeship or a State Apprenticeship Agency | Self-created standards and quality metrics, which may include staying with an employer after the apprenticeship is over |
| Which of the following trade-offs are you willing to accept?                                                 | Program is not required to provide a terminal credential but must link to next step; intended to be an awareness and stepping-stone training program  | Longer registration timeline (2-12 months); more administrative requirements                                       | Less portability; no federal funding; must build own quality framework                                                  |
| Add up the total number of answers that matched the model in each column to see which model rose to the top. |                                                                                                                                                       |                                                                                                                    |                                                                                                                         |