



# CYAI

Cybersecurity  
Youth Apprenticeship Initiative

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## Government Support for Registered Apprenticeships

June 2021

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# ALABAMA

## DOL or SAA

- DOL

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- No. However, the Alabama Office of Apprenticeship has been charged with developing youth apprenticeship programs under a recently passed law.

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- There is a proposal that students would meet the requirement by working at least 90 days as apprentices in registered programs.

## Age Requirements

- N/A

## Instruction Requirements

- On-the-job learning; 12-week course

## Work Requirements

- Simulated work

## For more information, see also:

- Alabama Office of Apprenticeship
  - [Annual Report to Legislature February 2020](#) (may open a window to download the report).
  - [Registered Apprenticeship FAQs](#)
- [Alabama Works!](#)

## Tax Incentives

- For tax years beginning on or after January 1, 2020, through Dec 31, 2025 – \$1,250 per qualifying apprentice for up to 10 apprentices employed; an additional credit of up to \$500 is available to the employer for each apprentice who is 18 years old or younger and meets the certain youth-registered or industry-recognized apprenticeship criteria at the time the credit is claimed.
- The law caps the cumulative tax credits allowed at \$3,000,000 for the first two tax years following the passage of the bill and \$5,000,000 for each tax year thereafter.
- The credit is not available for an individual apprentice for more than 4 taxable years.
- This credit is nonrefundable, nontransferable, and cannot be carried forward.

## Notes

- A “qualified apprentice” is one who is at least 16 years old, employed in an apprentice occupation as provided in 29 C.F.R. part 29.4 and who has entered into an “apprenticeship agreement” with the program sponsor which contains the terms and conditions of employment and training.
- See [Apprenticeship Tax Credit, Section 40-18-422](#) and Apprenticeship.gov for [State Tax Credits and Tuition Support](#) for all states.

## ALASKA

### DOL or SAA

- DOL

### Registered Pre-Apprenticeship

- Yes

### Youth Registered Apprenticeship

- No

### RTI Criteria for Youth (Hours)

- N/A

### Work-based Learning Hours

- N/A

### Age Requirements

- 16 or older; at an "ASD" high school.

### Instruction Requirements

- 40 hours

### Work Requirements

- N/A

### For more information, see also:

- Alaska Dept. of Labor and Workforce Development
  - [Quality Pre-Apprenticeship Definition](#)
  - [Apprenticeships](#)
    - [Job Seekers](#)
    - [Employers](#)

## ARIZONA

### DOL or SAA

- SAA

### Registered Pre-Apprenticeship

- No

### Youth Registered Apprenticeship

- No

### RTI Criteria for Youth (Hours)

- N/A

### Work-based Learning Hours

- N/A

### Age Requirements

- N/A

### Instruction Requirements

- N/A

### Work Requirements

- N/A

### For more information, see also:

- Arizona Dept. of Economic Security
  - [Apprenticeship Office](#)
  - [Arizona's Back to Work Program](#)
- [Arizona@Work](#)

# ARKANSAS

## DOL or SAA

- DOL

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- No special training requirements for youth, regs state that they are 144 hours per year for all apprentices.

## Work-based Learning Hours

- On-the-job training requires at least 2,000 hours of per year supplemented by related instruction. There do not seem to be special requirements for youth, even though Arkansas has specific apprenticeship programs available to students.

## Age Requirements

- N/A

## Instruction Requirements

- N/A

## Work Requirements

- N/A

## For more information, see also:

- [Rules and Regulations for Arkansas' Registered Apprenticeship Programs](#)
- [Arkansas Division of Workforce Services](#)

## Tax Incentives

- Act 1042 of 2017 provides for an income tax credit for each qualified youth apprentice who is at least 16 years of age and is employed to learn an apprenticeable occupation or is in an apprenticeship or work-based learning program.
- A taxpayer who employs an apprentice is allowed an income tax credit in the amount of \$2,000 or 10 percent of the wages earned by the youth apprentice, whichever is less, for each apprentice. The amount of the income tax credit claimed in a taxable year may not exceed the individual or corporate income tax otherwise due. Any unused credit may be carried forward for a maximum of two (2) consecutive taxable years.

## Notes

- To claim the benefits, a taxpayer must obtain a certification from the Office of Apprenticeship of the U.S. Department of Labor or the Department of Career Education, certifying to the Department of Finance and Administration that the taxpayer has met all the requirements and qualifications.
- See [Arkansas Dept. of Finance and Administration Business Incentives and Credits – Apprenticeship Program](#)

# CALIFORNIA

## DOL or SAA

- DOL and SAA

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- No

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- N/A

## Age Requirements

- Target women, young people, justice-involved; most require high school-aged students, since some operate in field.

## Instruction Requirements

- Average of 8–2 weeks, part-time training may range from a 2-week boot camp to 200 hours of instruction.

## Work Requirements

- Offer hands-on/experiential training.

## For more information, see also:

- California Dept. of Industrial Relations
  - [Pre-Apprenticeship Program Registration](#)
  - [Youth - What you can do now](#)
- [Foundation for California Community Colleges - California Apprenticeship Initiative](#)

## State Registered Apprentice Tuition Supports

- The California Community Colleges system oversees programs for 95,000 apprenticeships across the state with a goal of 500,000 by 2029. The California Apprenticeship Initiative is a cohort of 55 community colleges that have developed over 100 new pre-apprenticeship and apprenticeship programs through a \$75 million five-year investment.

## Notes

- See [California Community Colleges Commemorate National Apprenticeship Week as Programs Innovate to Meet Student and Employer Needs During COVID Pandemic](#) (November 2020).

# COLORADO

## DOL or SAA

- DOL

## Registered Pre-Apprenticeship

- No, however, there is a pre-apprenticeship program in construction, yet it does not appear to be registered.

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- Year 1 (HS): 3 days of class per week;  
Year 2 (HS): 2 days of class per week;  
Year 3: none.

## Work-based Learning Hours

- Year 1: OJT 12-16 hours/week;  
Year 2: OJT 20-24 hours/week;  
Year 3: OJT 32+ hours/week.

## Age Requirements

- N/A

## Instruction Requirements

- N/A

## Work Requirements

- N/A

## For more information, see also:

- [CO Dept. of Labor and Employment](#)
- [Apprenticeship for Career Seekers](#)
- [CareerWise Colorado](#)
- [BuildColorado](#)

# CONNECTICUT

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- No

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- N/A

## Age Requirements

- Pre-apprentice is defined as a person, student or minor.

## Instruction Requirements

- A term of training and employment not exceeding 2,000 hours or 24 months.

## Work Requirements

- A term of training and employment not exceeding 2,000 hours or 24 months. During this period pre-apprentices may be paid less than the apprentice starting rate but not less than the minimum wage.

## For more information, see also:

- Connecticut Dept, of Labor
  - [The Office of Apprenticeship Training](#)
  - [State DOL Expands Workforce Training Pipeline Programs with Bond Funding](#)

## Tax Incentives

- Any taxpayer who employs an apprentice duly enrolled and registered under the terms of a qualified Manufacturing Program is entitled to a tax credit for each eligible apprentice of up to \$7,500.00 maximum or 50 percent of actual wages, whichever is less, provided such apprenticeships meet the following requirements:
  - a) The tax credit is limited to qualified Manufacturing Programs with apprenticeship periods of duration which are not less than 4,000 hours (2 years) and not more than 8,000 hours (4 years).
  - b) The apprentice must be employed on a full-time basis which is defined as working a minimum of 120 hours per month at the trade. Up to 80 hours may be applied during the tax year against the 120-hour limitation.
  - c) Pre-apprentices are not counted as apprenticeships begun and wages earned by pre-apprentices are not eligible for tax credits under this regulation.

## Notes

- See [The Office of Apprenticeship Training Tax Credit for Manufacturing Apprenticeships](#)
- See also [Connecticut Chapter 208 Corporation Business Tax](#)



# DELAWARE

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- No

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- N/A

## Age Requirements

- Not clear; likely variable (one construction pre-apprenticeship only allows males, 18 or older with a High School diploma or GED).

## Instruction Requirements

- Training must align to industry or occupational standards/needs and provide training in work-readiness and/or “soft skills” as integrated parts of the training curriculum (ex. Pre-apprenticeship construction course was 6 weeks).

## Work Requirements

- Include meaningful hands-on training that will accurately simulate the industry and occupational conditions while observing proper supervision and safety protocols. Examples: simulated lab experience, job shadowing, and paid internship/work experience opportunities that do not displace existing paid positions.

## For more information, see also:

- Delaware DOL
  - [Registered Pre-Apprenticeship Policies and Procedures](#)
  - [Apprenticeship and Training](#)
- [Delaware Pathways to Apprenticeship \(DE P2A\)](#)

## State Registered Apprentice Tuition Supports

- The Delaware Dept. of Education’s annual budget for Adult Trade Extension and Apprenticeship Programs provides funds to support registered apprentices.

## Notes

- See [Delaware Dept. of Education Career & Technical Education, Fiscal and Accountability Policies and Procedures \(2020\)](#)

# FLORIDA

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- No

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- N/A

## Age Requirements

- Programs are for youth and adults. Youth programs may begin in junior year of high school at the age of 16.

## Instruction Requirements

- Not clear, programs may last from six months to two years and be run from a secondary or post-secondary school.

## Work Requirements

- Programs for high school students may include on the job training with participating employers; Pre-apprenticeship programs may or may not include on-the-job-training and are designed to range in length from six months to a maximum of two years.

## For more information, see also:

- [Apprentice Florida](#)
- [Florida Dept. of Economic Opportunity – Apprenticeship FLA](#)
- [Florida Dept. of Education - Registered Apprenticeship Programs and Pre-apprenticeship](#)

## State Registered Apprentice Tuition Supports

- State Statute 446.051(2) encourages career educational institutions to cooperate with and assist in providing facilities, equipment and supplies, and instructors' salaries for the performance of related and supplemental instruction associated with the registered program.
- Florida Statute, 1009.25 states that students enrolled in an approved apprenticeship program, as defined in s. 446.021, are exempt from the payment of tuition and fees, including lab fees, at a school district that provides workforce education programs, in the Florida College System institutions, or at a state university.

## Notes

- See 2020 Florida Statutes:
  - [Job Training](#)
  - [Educational Scholarships, Fees, and Financial Assistance](#)

# GEORGIA

## DOL or SAA

- DOL

## Registered Pre-Apprenticeship

- No

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- School based instruction includes selection of a career pathway; related coursework; placement on a related job after the age of 16; periodic evaluations; and on-going guidance. While most students complete three courses related to a connecting pathway, all students must earn a minimum of one unit of credit before placement on the job site.

## Work-based Learning Hours

- A minimum of 720 hours of on-the-job training; workplace mentoring; and instruction in general workplace competencies as well as all aspects of a chosen industry.

## Age Requirements

- N/A

## Instruction Requirements

- N/A

## Work Requirements

- N/A

## For more information, see also:

- [Georgia Dept. of Education Youth Apprenticeship Program](#)

## State Registered Apprentice Tuition Supports

- The HOPE Grant is available to Georgia residents working towards a certificate or diploma at an eligible college or university in Georgia. The award amount covers a portion of a student's tuition; the proportion covered depends on the institution.
- Additionally, the State Legislature established the Hope Career Grant for HOPE Grant-qualified students enrolled in majors aligned with high demand occupations. A student's HOPE Career Grant award is a fixed amount per term based on the student's program of study and hours of enrollment.

## Notes

- See [HOPE Grant](#) and [HOPE Career Grant](#)

## HAWAII

### DOL or SAA

- SAA

### Registered Pre-Apprenticeship

- No

### Youth Registered Apprenticeship

- No

### RTI Criteria for Youth (Hours)

- N/A

### Work-based Learning Hours

- N/A

### Age Requirements

- 16 years of age; however, individuals must usually be 18 to be an apprentice in hazardous occupations.

### Instruction Requirements

- N/A

### Work Requirements

- N/A

### For more information, see also:

- [Hawaii Workforce Development Council](#)
- [Hawaii Workforce Development Division - Apprenticeship Programs](#)

## IDAHO

### DOL or SAA

- DOL

### Registered Pre-Apprenticeship

- No

### Youth Registered Apprenticeship

- No

### RTI Criteria for Youth (Hours)

- N/A

### Work-based Learning Hours

- N/A

### Age Requirements

- N/A

### Instruction Requirements

- N/A

### Work Requirements

- N/A

### For more information, see also:

- [Idaho DOL Apprenticeships Go Beyond the Traditional Focus](#)
- [Next Steps Idaho – Resource Library](#)

# ILLINOIS

## DOL or SAA

- DOL

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- 144

## Work-based Learning Hours

- N/A

## Age Requirements

- 16+

## Instruction Requirements

- N/A

## Work Requirements

- N/A

## For more information, see also:

- [Apprenticeship Illinois](#)

## Tax Incentives

- The employer of one or more qualifying apprentices shall be allowed a credit for education expenses (tuition, books, lab fees) incurred on behalf of a qualifying apprentice. The credit shall be equal to 100 percent of the qualified education expenses, capped at \$3,500, per apprentice per tax year.
- A taxpayer may be eligible for an additional \$1,500 credit if the principal place of business is in an underserved area or if the apprentice resides in an underserved area.

## Notes

- See Illinois Income Tax Act, Section 229, [Apprenticeship Education Expense Credit](#)

# INDIANA

## DOL or SAA

- DOL

## Registered Pre-Apprenticeship

- No

## Youth Registered Apprenticeship

- No

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- N/A

## Age Requirements

- N/A

## Instruction Requirements

- N/A

## Work Requirements

- N/A

## For more information, see also:

- [Indiana Career Ready - Federally Registered Apprenticeships for Employers](#)
- [EmployIndy and Ascend Indiana Launch Modern Apprenticeship Program for High School Students in High-demand Fields](#)

## State Registered Apprentice Tuition Supports

- The state created the Special Employment and Training Fund from the penalties and interest from the Unemployment Insurance system to fund various training programs. Subject to funding, \$1,000,000 will be provided annually for training provided to participants in apprenticeship programs approved by the U.S. DOL.

## Notes

- See [Chapter 25. Special Employment and Training Services Fund, IC 22-4-25-1 Creation; Use of Funds](#)

# IOWA

## DOL or SAA

- DOL

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- Combines high school and apprenticeship training.

## Work-based Learning Hours

- Summer after 11th grade
  - Full-time employee for approximately 8 weeks of 40 hours per week on the worksite for approximately 320 hours.
- 12th grade
  - Part-time employee approximately 20 hours per week on the worksite for approximately 360 hours/semester.
- Post-secondary
  - full-time employee for approximately 1 year.

## Age Requirements

- Ages 16 and up. A pre-apprentice may still be in high school but should be aware that they may not be able to apply for their chosen apprenticeship program until they have received their diploma.

## Instruction Requirements

- For University of Iowa Program
  - 2 weeks of classroom instruction and training; other formats being developed for high school students and other groups
- For another community college
  - 35 credits
  - 32 weeks.

## Work Requirements

- N/A

## For more information, see also:

- [High School Registered Apprenticeships](#)
- [Pre-Apprenticeship Providers](#)
- [Iowa Economic Development - Apprenticeship Programs](#)
- [Iowa RAP Funding Program FAQs](#)

## IOWA

### State Registered Apprentice Tuition Supports

- The Iowa Apprenticeship (referred to as 15B) allows sponsors to apply for \$3,000,000 in state funding. Funds are distributed to all who apply based on the number of apprentices and the training hours involved in the Registered Apprenticeship program.
- The Iowa Registered Apprenticeship Development Fund, (referred to as 15C), is a competitive grant program available to new Registered Apprenticeship programs within a high-demand occupation field or to programs that add a high-demand occupation to their existing program. The state has \$1,000,000, with grants up to \$25,000 per occupation applied for. Programs can apply for more than one grant per each high-demand occupation; overall grants to an organization are capped at \$50,000 per fiscal year. Programs must have 20 or fewer apprentices.

### Notes

- Iowa Economic Development
  - [Iowa Apprenticeship Programs](#)
  - [Training Grants \(15B\)](#)
  - [Apprentice Development Fund \(15C\)](#)
  - [Approved High-Demand Occupations \(15C\)](#)

## KANSAS

### DOL or SAA

- SAA

### Registered Pre-Apprenticeship

- No

### Youth Registered Apprenticeship

- Yes

### RTI Criteria for Youth (Hours)

- Students are still enrolled in high school and are required to finish their graduation requirements while working and attending RTI component of program.

### Work-based Learning Hours

- Competency based; 5–18 hours a week.

### Age Requirements

- Federal and State Employment Standards for hazardous occupations limited exemptions for 16 and 17-year-old apprentices.

### Instruction Requirements

- N/A

### Work Requirements

- N/A

### For more information, see also:

- [Kansas Youth Registered Apprenticeships Fact Sheet](#)
- [KansasWorks](#)



# KENTUCKY

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- Minimum of 3 CTE courses/4 credits earned.

## Work-based Learning Hours

- Not defined / Hours counted towards Registered Apprenticeship.

## Age Requirements

- Focuses on helping students prepare for application to a Registered Apprenticeship training program after high school graduation.

## Instruction Requirements

- Student takes pre-selected 4-course sequence;
  - Student completes 8 safety training modules; and
  - Student takes corresponding EOP assessment.
- Students apply to training program at or near graduation.
- Students with a TRACK certificate will receive an interview. If accepted, the amount of credit for courses taken is at the discretion of the training provider.

## Work Requirements

- Not clear, hours count toward registered apprenticeship.

## For more information, see also:

- [Tech Ready Apprentices for Careers in Kentucky \(TRACK\)](#)
- [TRACK Sample Agreement for Student, Employer, & School](#)

# LOUISIANA

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- N/A

## Age Requirements

- Available to high school students.

## Instruction Requirements

- An approved training curriculum based on industry standards.

## Work Requirements

- Hands-on training.

## For more information, see also:

- [Louisiana Apprenticeship](#)
- [Louisiana Pre-Apprenticeships](#)
- [Louisiana Workforce Commission](#)

## Tax Incentives

- Any program sponsor (employer/contractor) who pays the wages of an apprentice is eligible for a tax credit of \$1.00/hour worked per calendar year with a maximum amount for each apprentice being \$1,000/year.

## Notes

- An apprentice must be registered with the Louisiana Workforce Commission–Apprenticeship Division for the program sponsor to be eligible for the credit.
- See [Registered Apprenticeship Tax Credit Quick Reference Guide](#)

# MAINE

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- No

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- N/A

## Age Requirements

- 16 or older (high school juniors or seniors).

## Instruction Requirements

- Full-time students
  - Some pre-apprentices start taking college level instruction requirements during senior year of high school.

## Work Requirements

- Must be able to work part time.
  - Pre-apprentices can carry up to 1,000 hours of on-the-job experience into their registered apprenticeship program upon graduation.

## For more information, see also:

- [Maine Apprenticeship Program 2019 Annual Report](#)
- [Maine Apprenticeship Program](#)

## State Registered Apprentice Tuition Supports

- Maine statute states that, as funds permit, the Department of Labor shall underwrite 50 percent of tuition costs for apprentices in good standing at public education institutions and provide training cost assistance to sponsor groups.

## Notes

- To ensure adequate funds are available for related instruction, the Maine Apprenticeship Program shall establish a biennial plan, including projected apprenticeship enrollments and a subsequent budget request.
- See [Title 26: Labor And Industry, Chapter 37: Registered Apprenticeship](#)

# MARYLAND

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- No

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- 1 year of related classroom instruction.

## Work-based Learning Hours

- 450

## Age Requirements

- 16+

## Instruction Requirements

- N/A

## Work Requirements

- N/A

## For more information, see also:

- Maryland DOL
  - [Youth Apprenticeship FAQs](#)
  - [Apprenticeship Ambassador Program](#)
- [MD Dept. of Education - Apprenticeship Maryland](#)
- [Maryland's Approach to Youth Apprenticeship Expansion](#)

## Tax Incentives

- Certain taxpayers may be eligible for an income tax credit for the first year of employment of eligible apprentices. The income tax credit is based on the number of eligible apprentices employed by the taxpayer. Apprentices must have been employed for at least 7 full months of the taxable year.
- For the first five apprentices claimed, a credit is allowed of \$1,000 for apprentices employed through a youth apprenticeship program and \$3,000 for eligible apprentices not employed through a youth apprenticeship program. This also allows a credit of \$1,000 for apprentices beyond the first five claimed. The credit is limited to \$15,000 for the taxable year, per taxpayer.

## Notes

- See [Maryland Business Tax Credits](#).
- See also [Maryland Apprenticeship and Training Program](#) for information on Maryland Business Works, the state's incumbent worker training program, which requires a dollar-for-dollar match by employers. Funds can be used to upgrade the skills of current employees while also creating opportunities for new hires in in-demand occupations and skills. Projects are industry-focused and employer-based, targeting small business, particularly at the local level.

# MARYLAND

## State Registered Apprentice Tuition Supports

- The Workforce Development Sequence Scholarship Program provides financial assistance, up to \$2,000 annually, to students enrolling in an approved non-credited certificate program leading to apprenticeships, employment, licensure, or job skill enhancement only at a participating Maryland Community College.

## Notes

- [Workforce Development Sequence Scholarship](#)

# MASSACHUSETTS

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- No

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- N/A

## Age Requirements

- High school seniors or 18+ depending on the program. If 18+, must be high school or GED graduate.

## Instruction Requirements

- CDL: 4 full days of school-based instruction in a week; 30 hours of credit towards the first year's class work requirement if accepted into the Laborers' Apprenticeship Program; Construction: 240 hours of training.

## Work Requirements

- CDL: One day field trip to an apprenticeship training center, construction site or DOT maintenance facility; Construction: offers field trips to apprenticeship programs.

## For more information, see also:

- [Explore apprenticeships in Massachusetts](#)

## Tax Incentives

- As of January 1, 2019, Massachusetts has offered a Registered Apprentice Tax Credit (RATC) to promote the expansion of registered apprenticeship into healthcare, technology, and manufacturing sectors. Employers in these sectors may be eligible for up to a \$4,800 credit per qualified apprentice. Specifically, eligible employers that employ registered apprentices may apply for tax credits of up to \$4,800 or 50 percent of wages paid, whichever is less, for each apprentice who meets the RATC program guidelines. Employers are eligible for up to \$100,000 in credits each calendar year and are eligible to apply for RATC once their apprentices have been employed for 180 days in a given calendar year.

## Notes

- See [Registered Apprentice Tax Credit](#).
- See also [Apprenticeship Expansion Strategic Plan \(2018\)](#).

# MICHIGAN

## DOL or SAA

- DOL

## Registered Pre-Apprenticeship

- No

## Youth Registered Apprenticeship

- No

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- N/A

## Age Requirements

- N/A

## Instruction Requirements

- N/A

## Work Requirements

- N/A

## For more information, see also:

- [Pre-Apprenticeship Resources](#)
- [Return on Investment \(ROI\) Calculator by Occupation](#)

## State Registered Apprentice Tuition Supports

- **Michigan Advanced Technician Training Program (MAT<sup>2</sup>®)**

This program is an innovative, industry-driven educational model developed in conjunction with global technology leaders to combine theory, practice, and work to train a globally competitive workforce. MAT<sup>2</sup> provides a three-year training program with all tuition costs paid for by the employer, on-the-job training with pay, an advanced Associate's degree in a high-tech, in-demand field, and a guaranteed job upon successful completion of program. Graduates commit to remaining on the job for at least two years after the training period ends. The USDOL Office of Apprenticeships has approved and registered all four MAT<sup>2</sup> programs including mechatronics, information technology, technical product design, and Computer Numerical Control (CNC).

- **Advanced Manufacturing Partnership (AMP)**

Grand Rapids Community College (GRCC) partners with several West Michigan companies to offer this program. Through AMP, participating manufacturers pay to educate, train, and prepare high school graduates for careers in advanced manufacturing. Select AMP students receive employer-paid tuition to attend GRCC to earn an Associate or higher degree.

## MICHIGAN

- **Going PRO Talent Fund (Talent Fund)**  
The fund provides competitive awards to employers to assist in training, developing and retaining current and new employees. It helps ensure Michigan’s employers have the talent they need to compete and grow, and individuals have the skills they need for in-demand jobs. Going PRO Talent Fund-supported training expands and improves employees’ skills and develops their opportunities for growth or promotion within the company and for economic advancement. Training must be short-term and completed within one year from the date of the award. Employers who request funding must actively participate in the development of the training and commit to retaining individuals at the completion of training.

### Notes

- [Michigan Dept. of Labor and Economic Opportunity](#)
- [Michigan Advanced Technical Training \(MAT<sup>2</sup>\)](#)
- [Going PRO Talent Fund](#)
- [Detroit at Work - Training Opportunities](#)

## MINNESOTA

### DOL or SAA

- SAA

### Registered Pre-Apprenticeship

- Yes

### Youth Registered Apprenticeship

- No

### RTI Criteria for Youth (Hours)

- 180 for 1 year program; 360 for 2-year program

### Work-based Learning Hours

- 450 hours for 1 year program;
- 900 hours for 2-year program.

### Age Requirements

- N/A

### Instruction Requirements

- N/A

### Work Requirements

- N/A

### For more information, see also:

- [Minnesota State Youth Apprenticeship](#)
- Minnesota Dept. of Education:
  - [Youth Apprenticeship](#)
  - [Reference Guide to Work-based Learning Programs](#)



# MISSISSIPPI

## DOL or SAA

- DOL

## Registered Pre-Apprenticeship

- No

## Youth Registered Apprenticeship

- No

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- N/A

## Age Requirements

- N/A

## Instruction Requirements

- N/A

## Work Requirements

- N/A

## For more information, see also:

- [Mississippi Apprenticeship Programs](#)
- [Mississippi Works](#)
- [WIOA Program Year 2018 Annual Report](#)

## Tax Incentives

- Mississippi has a Skills Training Income Tax Credit that can be used by program sponsors in the following manufacturing, wholesale, warehousing, and other related industries.
- The Skills Training Income Tax Credit equals 50 percent of the expenses the business incurs in that training. The credit is allowed up to 50 percent of the business's state income tax liability for that year, and unused Skills Training Tax Credits can be carried forward up to five years. The amount of training credit cannot exceed \$2,500 per Mississippi employee per year. The credit is not refundable and cannot be used both as a credit and a deduction.

## Notes

- See [Skills Training Income Tax Credit](#)

# MISSOURI

## DOL or SAA

- DOL

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- During Student-Apprentice's Junior & Senior years, High School/CTEC provides instruction relevant to apprenticeship occupation;
- Student-Apprentice earns college credit during this period through apprenticeship participation; High school graduate gain accelerated pathway to a college degree or industry-recognized certification through postsecondary institution partners.

## Work-based Learning Hours

- High school graduates become full-time employees but may need to continue apprenticeship until completing all required training (& earning USDOL credential).

## Age Requirements

- Not clear, seems to be 16 and up.

## Instruction Requirements

- 1–4 weeks; variable.

## Work Requirements

- Typically, does not receive pay during training period.

## For more information, see also:

- [Apprenticeship Missouri](#)
- [Missouri Apprenticeship Infographic](#)
- [Missouri's Registered Youth Apprenticeships](#)
- [Missouri Apprenticeship, How Does it Work?](#)

## Tax Incentives

- As part of the Missouri Department of Economic Development's Youth Opportunity Program, 50 percent tax credits are available for wages paid to youth in approved internship, apprenticeship, or employment projects and 30 percent tax credits for property or equipment contributions used specifically for the project.
- Tax credits are allocated to organizations administering "positive youth development" or crime prevention projects that have been approved through an application process. Such projects include internship/apprenticeship programs.

## Notes

- [Missouri Youth Opportunities Program](#)

# MONTANA

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- No

## Youth Registered Apprenticeship

- No

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- N/A

## Age Requirements

- N/A

## Instruction Requirements

- N/A

## Work Requirements

- N/A

## For more information, see also:

- [Montana Registered Apprenticeship](#)
- [Montana Space Grant Consortium Apprenticeship Program](#)

## Tax Incentives

- The Montana Apprenticeship Tax Credit provides businesses financial incentive to launch new or expand their current training programs through the Montana Registered Apprenticeship unit at the Montana Department of Labor & Industry.
  - \$750 tax credit for each new apprentice or \$1,500 tax credit for each new apprentice that is a veteran.
    - Tax credit takes effect for 2018 tax year;
    - Tax credit takes effect once apprentice has completed probationary period or after 6 months, whichever is earlier; and
    - Tax credit may be applied for each qualified apprentice's training program for length of training program or up to five years.

## Notes

- See [Montana Apprenticeship Tax Credit](#)

# NEBRASKA

## DOL or SAA

- DOL

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- Involved in a Career Academy or Career and Technical Education Program at their High School or involved in a program at a college.
- Complete 2 to 4 dual-credit courses offered in their field of study.

## Work-based Learning Hours

- Working part-time in their field of study.

## Age Requirements

- May be involved in a Career Academy or Career and Technical Education Program at their high school.

## Instruction Requirements

- Approved training curriculum based on industry standards.

## Work Requirements

- Provides hands-on training to individuals in a simulated lab experience or through volunteer opportunities, when possible, neither of which supplants a paid employee but accurately simulates the industry and occupational conditions.

## For more information, see also:

- [Nebraska DOL and Employers Celebrate Progress with Registered Apprenticeships](#)

# NEVADA

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- No

## Youth Registered Apprenticeship

- No

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- N/A

## Age Requirements

- N/A

## Instruction Requirements

- N/A

## Work Requirements

- N/A

## For more information, see also:

- [List of Nevada Apprenticeship Programs](#)
- [Nevada Office of Workforce Innovation](#)

## Tax Incentives

- The state exempts the real and personal property of an apprenticeship program from taxation under certain conditions.

## Notes

- See [NRS 361.106 Exemption of property of certain apprenticeship programs, Chapter 361 – Property Tax](#)

## NEW HAMPSHIRE

### DOL or SAA

- DOL

### Registered Pre-Apprenticeship

- Yes

### Youth Registered Apprenticeship

- No

### RTI Criteria for Youth (Hours)

- N/A

### Work-based Learning Hours

- N/A

### Age Requirements

- Starts in 10<sup>th</sup> grade

### Instruction Requirements

- Learning based on industry standards; instruction at a high school, CTE Center and/or community college.

### Work Requirements

- On-the-job learning; hands-on experience with an employer; may include part-time work.

### For more information, see also:

- [High School apprenticeship program](#)
- [New Hampshire Employment Security - Apprenticeships](#)

### Tax Incentives

- The Work Opportunity Tax Credit (WOTC) includes a section related to on-the-job training (OJT) payments. It states that if for any period an employer receives federally funded payments for OJT for an employee, none of the wages paid to that employee for the OJT period qualify for the WOTC. While the wages paid to the employee during the OJT period do not qualify the employer for a tax credit, the time spent by the employee receiving OJT qualifies the employer towards fulfilling the minimum employment period requirement (retention period).

### Notes

- See [New Hampshire Work Opportunity Tax Credit Program](#)
- See also [New Hampshire Job Training Fund FAQs](#)

## NEW JERSEY

### DOL or SAA

- DOL

### Registered Pre-Apprenticeship

- Yes

### Youth Registered Apprenticeship

- Yes

### RTI Criteria for Youth (Hours)

- N/A

### Work-based Learning Hours

- N/A

### Age Requirements

- May be for youth (16 to 24 years of age) and adult populations.

### Instruction Requirements

- Training and curriculum developed based on industry standards and informed by the program's Registered Apprenticeship partner(s) that will prepare individuals with the skills and competencies needed to enter one or more Registered Apprenticeship program(s), a job following the pre-apprenticeship program related to the training/learning obtained through the program paying at minimum \$14 an hour, or a related post-secondary career pathway.

### Work Requirements

- Provides hands-on training to individuals in a simulated lab experience or through volunteer opportunities, when possible, neither of which supplants a paid employee but accurately simulates the industry and occupational conditions of the partnering Registered Apprenticeship sponsor(s) while observing proper supervision and safety protocols.

### For more information, see also:

- [Department of Labor & Workforce Development](#)
- [New Jersey DOL Announces \\$2M Grant for Pre-Apprenticeship Training](#)
- [New Jersey Apprenticeship Network FAQs](#)

## NEW MEXICO

### DOL or SAA

- SAA

### Registered Pre-Apprenticeship

- No

### Youth Registered Apprenticeship

- No

### RTI Criteria for Youth (Hours)

- N/A

### Work-based Learning Hours

- N/A

### Age Requirements

- N/A

### Instruction Requirements

- N/A

### Work Requirements

- N/A

### For more information, see also:

- [New Mexico Information Technology Apprenticeship Program](#)
- [New Mexico Dept. of Workforce Solutions - Apprenticeship](#)

### Tax Incentives

- **Job Mentorship** tax credits are available for businesses that hire students in a school-sanctioned, -preparation education program. Businesses must employ students attending an accredited New Mexico secondary school full time.
- **Technology Jobs** tax credits are available for employers with qualified research and development expenditures made prior to January 1, 2016.

### Notes

- See [Employment Enhancement Tax Credits](#) for a summary of information and links to forms.
- See detailed information at [Claiming Business Related Tax Credits for Individuals and Businesses](#).



## NEW YORK

### DOL or SAA

- SAA

### Registered Pre-Apprenticeship

- No

### Youth Registered Apprenticeship

- No

### RTI Criteria for Youth (Hours)

- N/A

### Work-based Learning Hours

- N/A

### Age Requirements

- 18 years old; 16 years old with parental approval.

### Instruction Requirements

- N/A

### Work Requirements

- N/A

### For more information, see also:

- New York State
  - [New York State Apprenticeships](#)
  - [Become an Apprentice](#)
  - [Register an Apprenticeship Program](#)
- [Center for an Urban Future, Tech Apprenticeships in NYC](#)
- [NY6 Instructional Technology Apprenticeship Program](#)
- [SUNY Report on Apprenticeship in New York State](#)

### Tax Incentives

- The Empire State Apprenticeship Tax Credit (ESATC) provides tax incentives to certified New York State (NYS) Registered Apprenticeship (RA) program sponsors (for group programs, the Tax Credit program is also available to the sponsor's approved participating signatory employers) for hiring new qualified apprentices on or after January 1, 2018. The tax credit is available through 2022.
- A certified employer will be entitled to tax credits against income or franchise tax for each qualified apprentice. Enhanced credits are offered to those who employ disadvantaged youth as apprentices and for those programs who engage the support of a mentor. Qualified apprentices must be employed full-time (a minimum of 35 hours per week) for at least six months during the tax year.
- To become certified for this tax credit, you must be a qualified employer. A qualified employer is a sponsor (or for group programs, approved participating signatory employers) of an active or probationary NYS RA program. If you are not already a NYS RA sponsor, please contact the New York State Department of Labor to establish a RA program.

### Notes

- See [Empire State Apprenticeship Tax Credit](#), [Fact Sheet](#), or [FAQs](#)

## NEW YORK

### State Registered Apprentice Tuition Supports

- Companies that have a registered apprenticeship through the NYSDOL are eligible to get the related instruction portion of an apprenticeship partially or fully covered.
- SUNY, in partnership with the NYSDOL and the USDOL, coordinates activities to expand Registered Apprenticeships in New York with a focus on engaging employers in high-skilled, high-demand and competitive wage occupations in Advanced Manufacturing, Healthcare, IT/Cybersecurity/Artificial Intelligence and other sectors outside of the construction trades.

### Notes

- See [Employer Information for the SUNY Apprenticeship Program](#)
- See also [Community College Information for the SUNY Apprenticeship Program](#)

# NORTH CAROLINA

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- 144

## Work-based Learning Hours

- 2,000

## Age Requirements

- Must be at least 16 years old.

## Instruction Requirements

- The length and requirements are developed by the company with the RAP. The program can be on-the-job learning only, related education only, or both. Pre-apprenticeship hours count toward the apprenticeship.

## Work Requirements

- The program can be on-the-job learning only, related education only, or both. Pre-apprenticeship can be paid or unpaid.

## For more information, see also:

- [North Carolina Youth Apprenticeship Guide](#)
- [ApprenticeshipNC](#)
- [North Carolina's Triangle Apprenticeship Program \(NCTAP\)](#)

## State Registered Apprentice Tuition Supports

- The State Board of Community Colleges may provide by general and uniform regulations for waiver of tuition and registration fees for courses provided to students who are participating in a Registered Apprenticeship program that requires the participants to be high school students when entering the program.

## Notes

- See [Appropriations Act of 2015](#)

## NORTH DAKOTA

### DOL or SAA

- DOL

### Registered Pre-Apprenticeship

- No

### Youth Registered Apprenticeship

- No

### RTI Criteria for Youth (Hours)

- N/A

### Work-based Learning Hours

- N/A

### Age Requirements

- No less than 16 years of age; however, individuals must usually be 18 to be an apprentice in hazardous occupations.

### Instruction Requirements

- N/A

### Work Requirements

- N/A

### For more information, see also:

- [North Dakota Apprenticeships FAQs](#)
- [Apprenticeships for Business](#)
- [Job Service North Dakota](#)

### State Registered Apprentice Tuition Supports

- A program is available that assists a new or expanding primary sector business with training new employees. The cost of the training under the program is paid for in whole or in part with the income tax withheld from the new employees.
- Employers that self-financed new job training programs may be reimbursed an amount up to 60 percent of the allowable state income tax withholding generated from the new jobs positions and identified in the final agreement. Reimbursement under this option is to be made over the ten-year period of the project.

### Notes

- See [New Jobs Training Legislative Information](#).
  - New jobs credit from income tax withholding
  - Cost reimbursement option

# OHIO

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- 144 hours.

## Work-based Learning Hours

- Classroom and on the job (paid experience)—120 to 900 hours.

## Age Requirements

- Young people are defined as under the age of 21.

## Instruction Requirements

- Includes a classroom and/or lab setting; 144 hours.

## Work Requirements

- May also involve work-site visits, job-shadowing, or other activities outside the program facility, to provide exposure to the work environment for the targeted occupation(s). Pre-apprenticeship training models vary on the targeted group recruited for training.

## For more information, see also:

- [Ohio Office of Workforce Development](#)
- [Apprentice Ohio](#)
- [Ohio Dept. of Higher Education Apprenticeship Pathways](#)

# OKLAHOMA

## DOL or SAA

- DOL

## Registered Pre-Apprenticeship

- No

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- Students complete remaining high school credits to graduate on the campus of OSU-Oklahoma City. They can also enroll in college courses to allow them to obtain the technology certifications needed.

## Work-based Learning Hours

- The program allows high school seniors to work 30 hours a week.

## Age Requirements

- N/A

## Instruction Requirements

- N/A

## Work Requirements

- N/A

## For more information, see also:

- [A Look Inside Oklahoma's Apprenticeship Programs](#)

## Tax Incentives

- The state offers a Work Opportunity Tax Credit (WOTC), which offers employers a tax credit of between \$1,200 and \$9,600 per employee, depending on the target group of the new employee and the number of hours worked in the first year.
- Target population groups include individuals who are Veterans, recipients of supportive services (TANF, SNAP), formerly incarcerated, and persons with a disability.

## Notes

- See “Using Employer Tax Credits” in [Workforce 101 for Employers: A Guide to Oklahoma's Workforce System](#) (2019).

## OREGON

### DOL or SAA

- SAA

### Registered Pre-Apprenticeship

- Yes

### Youth Registered Apprenticeship

- No

### RTI Criteria for Youth (Hours)

- N/A

### Work-based Learning Hours

- N/A

### Age Requirements

- N/A

### Instruction Requirements

- Seems variable depending on RAP (see pre-apprenticeship toolkit).

### Work Requirements

- Seems variable depending on RAP.

### For more information, see also:

- Oregon Bureau of Labor & Industries
  - [Apprenticeship](#)
  - [Minimum Standards for Apprenticeship Programs](#)
  - [Pre-Apprenticeship Programs](#)
  - [Pre-Apprenticeship Program Application Toolkit](#)
- [Oregon Apprenticeship](#)

## PENNSYLVANIA

### DOL or SAA

- SAA

### Registered Pre-Apprenticeship

- Yes

### Youth Registered Apprenticeship

- No

### RTI Criteria for Youth (Hours)

- N/A

### Work-based Learning Hours

- N/A

### Age Requirements

- May include youth (may need signed parental consent).

### Instruction Requirements

- Registered programs don't have a minimum or maximum number of hours for classroom or OJT.

### Work Requirements

- For Pre-apprenticeships, no. However, the participants must be on a pathway that leads to employment and programs need to be connected to a registered apprenticeship program.

### For more information, see also:

- [PA Apprentice Coordinators Association](#)
- [PA Career Link](#)
- [PA DOLI - Apprenticeship and Training Office](#)
- [Pennsylvania Apprenticeship Program FAQs](#)
- [Registered Pre-apprenticeship Programs in PA FAQs](#)

## RHODE ISLAND

### DOL or SAA

- SAA

### Registered Pre-Apprenticeship

- No

### Youth Registered Apprenticeship

- Yes

### RTI Criteria for Youth (Hours)

- Senior year is spent as a full-time student at Community College of Rhode Island taking college that fulfill high school requirements.

### Work-based Learning Hours

- Part Time

### Age Requirements

- N/A

### Instruction Requirements

- N/A

### Work Requirements

- N/A

### For more information, see also:

- [Dept. of Labor and Training Apprenticeship](#)
- [Apprenticeship Rhode Island](#)
- [PrepareRI Youth Apprenticeship Program](#)

### State Registered Apprentice Tuition Supports

- Employers that hire an apprentice as a machine toolmaker, machinist, model-maker, gage maker, pattern-maker, plastic process technician, tool and machine setter, die-sinker, mold-maker, tool & die maker, and similar occupations may be eligible for a tax credit of 50 percent of actual wages or \$4,800, whichever is less. The apprentice must be enrolled in a registered qualified program through the Rhode Island Department of Labor and Training's State Apprenticeship Council.

### Notes

- See [Rhode Island Tax Credits](#)



## SOUTH CAROLINA

### DOL or SAA

- DOL

### Registered Pre-Apprenticeship

- Yes

### Youth Registered Apprenticeship

- Yes

### RTI Criteria for Youth (Hours)

- Participating students earn a high school diploma (if not already granted) and one year of college credit from a community college free of charge.

### Work-based Learning Hours

- Two years of paid employment and mentoring from an industry professional.

### Age Requirements

- Not clear, the first certified program in the state seemed to start in February 2021.

### Instruction Requirements

- Appears variable and based on an “approved training curriculum based on industry standards.”

### Work Requirements

- Hands-on-training in a simulated lab experience or through volunteer opportunities.

### For more information, see also:

- [Charleston Chamber of Commerce Youth Apprenticeship](#)
- [Apprenticeship Carolina](#)

### Tax Incentives

- Eligible South Carolina businesses who sponsor a registered apprenticeship program can receive a \$1,000 direct tax credit for each registered apprentice employed for at least seven months during each year of apprenticeship for up to four years. The tax credit is intended to offset the direct and indirect costs of establishing the registered apprenticeship program. Costs may include course design and development, instructional costs, training material and supplies, maintaining records and administering the program.

### Notes

- See [Apprenticeship Tax Credit](#)

## SOUTH DAKOTA

### DOL or SAA

- DOL

### Registered Pre-Apprenticeship

- Yes

### Youth Registered Apprenticeship

- Yes

### RTI Criteria for Youth (Hours)

- Combines high school curriculum and career and technology training; High school completion is a requirement of the program.
- Could earn post-secondary credits to get a jumpstart on furthering education.

### Work-based Learning Hours

- Part-time work.

### Age Requirements

- N/A

### Instruction Requirements

- Seems variable (one program is 10 weeks). Split time between lab classroom and field.

### Work Requirements

- N/A

### For more information, see also:

- [Pre-apprenticeship Programs](#)
- [Start Today SD](#)
- [Press Release - Labor Dept. Awarding Youth Apprenticeship Funds](#)

### State Registered Apprentice Tuition Supports

- Through an ApprenticeshipUSA State Expansion Grant, the South Dakota Department of Labor and Regulation (DLR) is investing in South Dakota employers who provide training through Registered Apprenticeship programs.
- After a new apprentice has completed the first 90 days of the apprenticeship, a business may be eligible to receive \$1,000.
- Funding is first-come, first-served, and is a rolling application process. The funding is available from Jan. 1, 2021, to June 30, 2022, or until funds are expended.

### Notes

- See [Registered Apprentice Training Investment](#)

# TENNESSEE

## DOL or SAA

- DOL

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- No

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- N/A

## Age Requirements

- Not clear, policy notes that pre-apprenticeship programs must include elements of a qualified pre-apprenticeship program as outlined by DOL.

## Instruction Requirements

- Must have an approved training curriculum.

## Work Requirements

- Meaningful hands-on training that does not displace paid employees.

## For more information, see also:

- [Workforce Services Policy – Pre-Apprenticeship](#)
- [Tennessee Youth Apprenticeship](#)
- [A Quick-Start Toolkit by the USDOL](#)

## Tax Incentives

- Taxpayers that employ an apprentice can receive a tax credit in an amount equal to \$2,000 or 10 percent of the wages earned by an apprentice pursuant to this act, whichever is less.

## Notes

- See [Tennessee Senate Bill 1548](#)

## State Registered Apprentice Tuition Supports

- The state offers tuition assistance up to \$11,600 for two years (\$5,800 per year) at the schools, institutions, and entities governed by the Tennessee Board of Regents and the University of Tennessee Board of Trustees, as well as state certified apprenticeship programs. Tuition assistance benefits are available for a two-year period beginning when an employee is separated due to a reduction in force.

## Notes

- See [Reduction in Force Tuition Assistance Benefit](#)

# TEXAS

## DOL or SAA

- DOL

## Registered Pre-Apprenticeship

- No

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- The program links high school students with local employers in select, high-demand industries, including Auto-Tech, HVAC, Hotel Operations and Culinary Arts. Combining college-level curriculum, taught by South Texas College instructors, with supervised, real-world work experience, apprentices go beyond the classroom, and into auto service facilities, hotels, work sites, kitchens.

## Work-based Learning Hours

- N/A

## Age Requirements

- N/A

## Instruction Requirements

- N/A

## Work Requirements

- N/A

## For more information, see also:

- [Apprenticeship Texas: A Powerful Competitive Edge](#)
- [Apprenticeship Texas News](#)

## Tax Incentives

- Eligible employers can receive a federal tax credit ranging from \$1,200 to \$9,600 for each qualified employee hired under the Work Opportunity Tax Credit (WOTC) program, or \$9,000 over a two-year period for employees hired who were long-term public benefit recipients prior to hire.
- The State of Texas Tax Refund for Employers of TANF or Medicaid Clients is another tax benefit for employers of up to \$2,000 for each qualifying employee hired. To qualify, an employer must pay certain State of Texas taxes, have paid wages during the first year of employment to a Texas resident who received at least one month of Temporary Assistance for Needy Families (TANF) or Medicaid benefits within six months of the employee start date, and have provided and paid part of a qualifying employee's HMO health plan, self-funded or self-insured Employee Retirement Income Security Section (ERISA) plan, or a health plan approved by the Commissioner of Insurance.

## Notes

- See [Work Opportunity Tax Credit](#)

# TEXAS

## State Registered Apprentice Tuition Supports

- The Texas Workforce Commission (TWC) provides funds to local education agencies and apprenticeship providers to support the costs of classroom instruction in registered apprenticeship training programs.
- An apprenticeship program seeking funding from the TWC must be under the direction of an apprenticeship committee consisting of sponsor representatives

## Notes

- See [Apprenticeship Training Program for Administrators & Local Education Agencies](#).

## UTAH

### DOL or SAA

- DOL

### Registered Pre-Apprenticeship

- No

### Youth Registered Apprenticeship

- No

### RTI Criteria for Youth (Hours)

- N/A

### Work-based Learning Hours

- N/A

### Age Requirements

- N/A

### Instruction Requirements

- N/A

### Work Requirements

- N/A

### For more information, see also:

- [The Apprenticeship Landscape in Utah Report](#)
- [What Apprenticeship Employers Need To Know About Working with Young Adults with Disabilities](#)

## VERMONT

### DOL or SAA

- SAA

### Registered Pre-Apprenticeship

- Yes

### Youth Registered Apprenticeship

- No

### RTI Criteria for Youth (Hours)

- N/A

### Work-based Learning Hours

- N/A

### Age Requirements

- Not clear

### Instruction Requirements

- Pre-apprenticeship programs can provide classroom training and hands-on labs related to an apprenticeship occupation.

### Work Requirements

- Pre-apprenticeship may also include paid work experience. Hours are set according to the employer's schedule and the employer's business hours.

### For more information, see also:

- [WIOA State Plan for the State of Vermont FY2018](#)
- [VT DOL Apprenticeship Program](#)
- [VT WDB Registered Apprenticeships](#)

# VIRGINIA

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- No

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- RTI must be occupation-specific. RTI is given in high school CTE programs and counts toward RTI requirements for RA. The RTI will start from the high school CTE programs and may meet one or two years of the related instruction required for a Registered Apprentice Program.

## Work-based Learning Hours

- There are no minimum or maximum work hour requirements, but students who complete at least 280 OJT hours per year of YRA will receive an additional credit toward graduation.

## Age Requirements

- 16+

## Instruction Requirements

- Pre-apprenticeship programs can provide classroom training and hands-on labs related to an apprenticeship occupation.

## Work Requirements

- YRA may be part-time or full-time. Part-time employment and hours worked will be determined by the employer.

## For more information, see also:

- [Virginia Youth Registered Apprenticeship](#)
- [Virginia Dept. of Education Career and Technical Education Work-Based Learning Guide](#)

## Tax Incentives

- The Worker Retraining Tax Credit, available 2018 and after, allows a 30 percent tax credit for expenditures paid or incurred for eligible worker retraining and/or for direct costs incurred during the taxable year in conducting orientation, instruction, and training of certain students in Virginia relating to the manufacturing activities undertaken by the business. The credit is capped at \$1,000,000 per fiscal year.
- The Worker Training Tax Credit, available 2019 and after, is equal to 35 percent of the costs of providing eligible training to qualified workers or 35 percent of the direct costs of providing manufacturing training or instruction to middle and HS students. The credit for qualified workers is \$500 to \$1,000 based on income; the credit for middle and HS students is capped at \$2,000 per year.

## Notes

- See [Worker Retraining Tax Credit](#) and [Worker Training Tax Credit](#)

# WASHINGTON

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- 144

## Work-based Learning Hours

- The term of apprenticeship may be measured through the completion of the industry standard for on-the-job learning (at least two thousand hours) (time-based approach), the attainment of competency (competency-based approach), or a blend of the time-based and competency-based approaches (hybrid approach) (same as standard registered apprenticeship).

## Age Requirements

- 16+

## Instruction Requirements

- Training time may vary but must include basics of workplace safety and health; basic workplace skills; relevant math and physical fitness training.

## Work Requirements

- N/A

## For more information, see also:

- Washington Department of Labor & Industries:
  - [Laws, Rules & Policies](#)
  - [Become an Apprentice](#)
  - [Apprenticeship Preparation Program Recognition](#)
- [Apprenticeship Program Standards \(WAC 296-05-015\)](#)

## State Registered Apprentice Tuition Supports

- The State Board for Community and Technical Colleges issues policy on tuition and fee rates annually. Currently, registered apprentices may be given a 50 percent reduction of the standard per-credit amount for tuition, services, and activities fees at community and technical colleges.

## Notes

- See Washington Community and Technical Colleges.
  - [Apprenticeship Fee Guidance](#)
  - [Apprenticeship Waiver](#)



## WEST VIRGINIA

### DOL or SAA

- DOL

### Registered Pre-Apprenticeship

- No

### Youth Registered Apprenticeship

- No

### RTI Criteria for Youth (Hours)

- N/A

### Work-based Learning Hours

- N/A

### Age Requirements

- N/A

### Instruction Requirements

- N/A

### Work Requirements

- N/A

### For more information, see also:

- West Virginia Economic Development
  - [Governor's Guaranteed Work Force Program](#)
  - [Apprenticeship In Motion \(AIM\)](#)
- [West Virginia Women Work - Step Up](#)
- [West Virginia's Apprenticeship & Training Site](#)

### Tax Incentives

- Wages paid to apprentices in construction trade programs that are registered with the USDOL are eligible for a tax credit of \$2.00 per hour multiplied by the total number of hours worked by an apprentice during the tax year, not to exceed the lesser of \$2,000 or 50 percent of the actual wages paid for the apprenticeship. The training program is to consist of at least 2,000 hours, but not more than 10,000 hours of on-the-job training.

### Notes

- See [West Virginia Code, Article 13W. Apprenticeship Training Tax Credits](#)

# WISCONSIN

## DOL or SAA

- SAA

## Registered Pre-Apprenticeship

- Yes

## Youth Registered Apprenticeship

- Yes

## RTI Criteria for Youth (Hours)

- At least 2 semester long courses for 1 year program;  
at least 4 semester long courses for 2-year program.

## Work-based Learning Hours

- 450 hours for 1-yr program;  
900 hours for 2-yr program.

## Age Requirements

- High school-aged students.

## Instruction Requirements

- Variable according to course.

## Work Requirements

- Variable; a culinary pre-apprenticeship includes OJT to apply learned skills in a commercial kitchen setting.

## For more information, see also:

- Wisconsin Department of Workforce Development
  - [Youth Apprenticeship](#)
  - [Youth Apprenticeship Employers](#)
  - [Youth Apprenticeship Manual \(2020\)](#)
  - [Certified Pre-Apprenticeship](#)
- [Wisconsin Technical College System - Apprenticeships](#)

## State Registered Apprentice Tuition Supports

- The Apprenticeship Completion Award Program provides an award equal to 25 percent of the cost of tuition or \$1,000, whichever is less, with the first award not to exceed \$250 after successfully completing the first year of the apprenticeship.
- Apprentices pay \$120 per credit (36 hours). The 144 hours of related instruction per year requirement costs \$480. Apprentices are paid their hourly wage to attend class, and in some cases, tuition is reimbursed by sponsors or joint training funds.

## Notes

- See Wisconsin State Legislature (May 6, 2021).
  - [Chapter 106, Apprentice, Employment and Equal Rights Programs.](#)
  - [Chapter 38, Technical College System](#)

# WYOMING

## DOL or SAA

- No

## Registered Pre-Apprenticeship

- No

## Youth Registered Apprenticeship

- No

## RTI Criteria for Youth (Hours)

- N/A

## Work-based Learning Hours

- N/A

## Age Requirements

- N/A

## Instruction Requirements

- N/A

## Work Requirements

- N/A

## For more information, see also:

- [A Strategic Plan for Expanding Apprenticeship Models in Wyoming \(2020\)](#)
- [Wyoming RAP Toolkit](#)

## Tax Incentives

- Reimbursement is available for employers for the on-the-job learning component for registered apprenticeship programs. Employers who have an apprentice who started after July 1, 2019, are eligible for \$300.00 reimbursement of wages for each apprentice one time.

## Notes

- See [Wyoming RAP Funding Resources - Apprenticeship State Expansion Grant \(ASE\)](#)

## State Registered Apprentice Tuition Supports

- Wyoming-based sponsors and related instruction providers can apply to receive funding to cover related technical instruction expenses including tuition and registration, class fees and instructional materials, travel, instructor wages, and more.

## Notes

- See [Wyoming RAP Funding Resources - Workforce Development Training Fund \(WDTF\)](#)

# CYAI

## Cybersecurity

Youth Apprenticeship Initiative

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