

Youth Registered Apprenticeship

One goal for Virginia Works is to improve opportunities for businesses and employees in the Commonwealth and quality of life for all Virginians. One such opportunity is Youth Registered Apprenticeship (YRA). Through a coordinated effort involving community, industry, parents, and school staff, the YRA program prepares students for the world of work, creates a skilled workforce, and helps students develop a pathway to a career.

Youth Registered Apprenticeship is a career preparation High Quality Work Based Learning (HQWBL) method that integrates Career and Technical Education (CTE) curriculum and On-The-Job training (OJT) to help students gain employability and occupation specific skills. CTE programs provide Related Technical instruction (RTI) based on the Virginia Department of Education's (VDOE) curriculum guidelines and are endorsed by industry. Licensed and endorsed CTE teachers instruct youth apprentices.

Apprentices are simultaneously enrolled in CTE courses to meet graduation requirements and receive occupation specific RTI that aligns with their chosen occupation. Participating employer sponsors provide a supervised hands-on work experience. Upon completion of high school, apprentices are encouraged to continue their registered apprenticeship program as an adult at the discretion of the employer sponsor and will be subject to all OJT and RTI requirements.

Youth Registered Apprenticeship at a Glance

Suggested Grade Levels: 11-12

Graduation Requirement: Yes

Number of Hours Required: There are no minimum or maximum work hour requirements for student apprentices, but students who complete at least 280 OJT hours per year of YRA will receive an additional credit toward graduation. YRA may be part-time or full-time at various times of the year. Part-time employment and hours worked will be determined by the employer.

All work hours will be documented or tracked by the employer and will also be credited toward the completion of an adult Registered Apprenticeship program.

Pay: Yes, payment must be at least the state or federal (whichever is higher) and based on a progressive wage schedule.

Paid experiences must be conducted in compliance with federal and state labor laws. (See [U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division](#) and the [Virginia Department of Labor and Industry, Labor and Employment Law](#).)

Credit: Students who complete a minimum of 280 OJT hours per school year of YRA will earn one (1) credit.

Related Technical Instruction: RTI must be occupation specific. RTI is provided in high school CTE programs and counts toward RTI requirements for RA.

RTI is taken simultaneously with academic classes to meet high school graduation requirements.

Teacher Qualifications: Licensed and endorsed CTE teachers and instruct youth apprentices.

Student Eligibility: Each student must be at least 16 years old and in 11th or 12th grade. They must be in good standing with the school, be enrolled in a CTE program that supports the occupation, and maintain passing grades, and have satisfactory attendance. YRA participation will be canceled if the student leaves the school.

Each YRA employer may have additional criteria depending on the hours or skill set required.

Student Schedules

YRA experiences of 280 OJT hours or more must be continuous throughout the school year even if the classroom instruction is a class in a single semester. The students must be placed in jobs related to their career goals and must adhere to the regulations and guidelines.

Registered Apprenticeship (RA)

RA is a career preparation HQWBL method that is industry-driven. Employers can develop high quality career pathways to prepare their future workforce. Individuals can obtain paid work experience, occupation specific instruction, mentorship, and a portable, nationally recognized credential.

RA programs combine OJT with RTI which provides occupation specific knowledge relating to the profession. RA training is based on national industry standards and can be customized to the needs of the employer. Apprentices are paid employees of a company and receive pay

increases as they meet benchmarks for skill attainment. Apprentices must be paid at least the state or federal minimum hourly wage (whichever is higher).

Upon completion of a Registered Apprenticeship program, the apprentice receives a nationally recognized credential which consists of a completion certificate and journey worker's card. The credential signifies to employers that journey worker(s) are fully qualified in that occupation.

Virginia's Child Labor Laws Regarding Youth Employment

The Virginia Department of Labor and Industry and the U.S. Department of Labor are committed to helping young workers find positive and early employment experiences that can be important to their development, but the work must be safe. The youth employment provisions were enacted to ensure that when young people work, the work does not jeopardize their health, well-being or educational opportunities. Both Federal and State laws govern the employment of young workers and when both are applicable, the law with the stricter standard must be obeyed. Statutory authority for Youth Registered Apprenticeship programs can be found in the Code of Virginia, Chapter 5 (Child Labor) Sections 40.1-78 through 40.1-116.

Child Labor Resources

- Code of Virginia 16VAC15-30-20. Index of hazardous occupations: <http://leg1.state.va.us/cgi-bin/legp504.exe?000+reg+16VAC15-30-20>
- U.S. Department of Labor and Industry Wage and Hour Division's Child Labor Law Guidance: <http://www.dol.gov/whd/childlabor.htm>
- U.S. Department of Labor and Industry Wage and Hour Division's Child Labor Requirements in Nonagricultural Occupations Under the Fair Labor Standards Act (FLSA), contains certain exemptions on hazardous activities and wages for minor apprentices working in nonagricultural occupations: <https://www.dol.gov/whd/regs/compliance/childlabor101.pdf>
- U.S. Department of Labor and Industry Wage and Hour Division's Child Labor Requirements in Agricultural Occupations Under the Fair Labor Standards Act (FLSA), contains regulations 5 for minors engaged in agricultural occupations: <https://www.dol.gov/whd/regs/compliance/childlabor102.pdf>
- Youth Rules! Website: <http://www.youthrules.gov>.
- Resources on States' Child Labor Laws: <http://www.dol.gov/whd/state/state.htm>.

Next Steps:

For more information on Youth Registered Apprenticeship, please contact your local Virginia Works Registered Apprenticeship Consultant.