

# Arizona's Registered Apprenticeship Programs



Since 1941, Arizona has developed Registered Apprenticeship programs across various industries, helping employers create a skilled workforce and providing apprentices with paid employment to learn sustainable trades.

## What is a Registered Apprenticeship?

A Registered Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience and receive progressive wage increases; classroom instruction; and a portable, nationally recognized credential.

The length of a Registered Apprenticeship program can vary depending on the complexity of the occupation, employer, industry, and the type of program.

## Programs in Many Industries

Registered Apprenticeship is a flexible training model that can be customized to meet the needs of businesses across multiple industries.

- Advanced Manufacturing
- Agriculture
- Care Economy
- Construction
- Cybersecurity
- Clean Energy
- Financial Services
- Healthcare
- Hospitality
- Information Technology
- Public Service
- Semiconductors
- Transportation

A Registered Apprenticeship is different from other types of workplace training programs in several ways:

- **Industry Led** – Programs are industry-vetted and approved to ensure alignment with industry standards and that apprentices are trained for highly skilled, high-demand occupations.
- **Paid Job** – Registered Apprenticeships are jobs! Apprentices earn progressive wages as their skills and productivity increase.
- **Structured On-the-Job Learning** – Structured on-the-job training is provided by an experienced mentor.
- **Supplemental Education** – Apprentices receive classroom education tailored to employers' specific training needs to ensure quality and success.
- **Diversity** – Programs are designed to reflect their communities through strong non-discrimination and anti-harassment recruitment practices to ensure access, equity, and inclusion.
- **Quality & Safety** – Under rigorous training, apprentices receive worker protections to ensure their safety.
- **Credentials** – Apprentices earn a portable, nationally recognized credential within their industry.

In Arizona, registered apprentices who complete their programs earn over \$64,000 annually upon completion.

\*Estimates provided by the Office of Economic Opportunity