

Fast Facts

Registered Apprenticeship Programs In Arizona



Registered Apprenticeship Programs (RAPs) provide pathways for individuals to acquire hands-on experience, practical skills, and knowledge in a specific occupation while earning a progressive salary. RAPs provide opportunities for on-the-job training, allowing apprentices to earn while they learn. Additional information about RAPs can be found at AZApprenticeship.com.

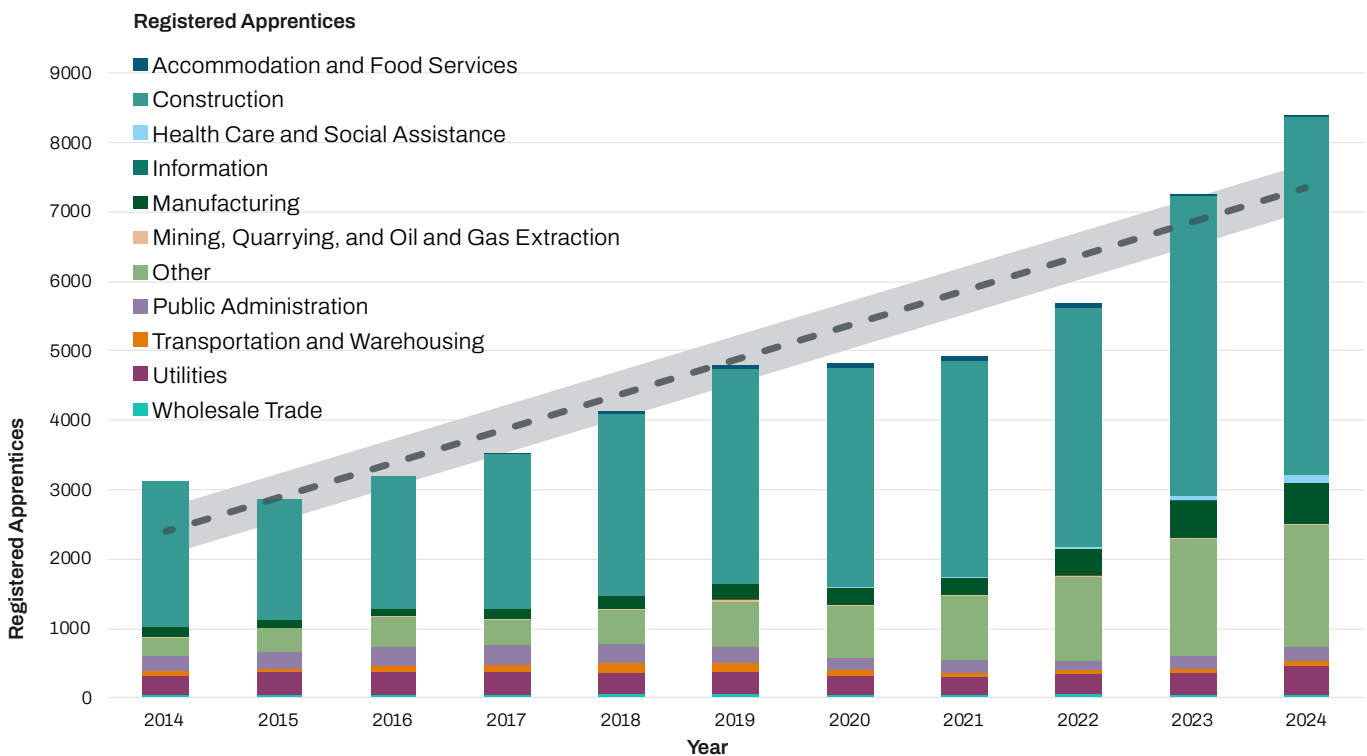
Apprentices earn an average starting wage of **\$31**/hour at exit

Average exit wage is **35.1%** above AZ's median wage

There are currently **8,372** registered apprentices in AZ

Since 2023, **2,068** apprentices finished their program

Registered Apprentices have increased by 10% YoY



RAP Industries are Growing at Different Rates

From 2014-2024 total registered (active) apprentices grew from 3,099 to 8,372, or 9.5% annually. Over that same time, apprenticeship completions increased by 28.3% each year. The greatest growth rates have been observed in Health Care and Social Assistance (41.0%), Manufacturing (38.9%), and Transportation and Warehousing (38.0%). Other programs have seen more moderate growth, including those in the Construction (30.3%), Public Administration (28.0%), and Utilities (27.3%) industries. Since Governor Hobbs took office in 2023, an estimated 2,068 individuals have completed their apprenticeships. Over the last two years, total registered apprentices have grown by an increased pace of 21.6% per year.

Who do RAPs serve?

Like Arizona's population, RAPs are composed of apprentices from diverse backgrounds. Figure 1 provides a comparison of registered apprentices to underrepresented demographic groups. Arizona's registered apprentices are predominantly composed of males (85%), high school graduates (74%), and persons aged between 25-54 years (58%). Over the last decade, RAPs have observed substantial proportional demographic changes:

- Female representation increased by **9.1%** (2014: 114, 2024: 1,072)
- Adults <25 years representation increased by **7.4%** (2014: 1,014, 2024: 3,364)
- Disabled person representation increased by **2%** (2016: 5, 2024: 174)

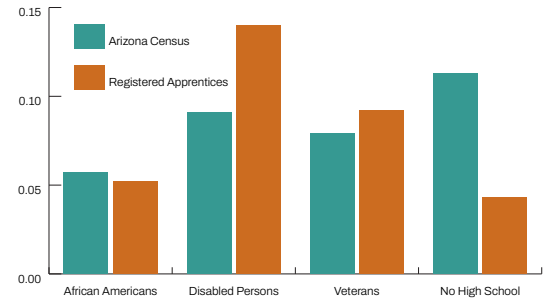


Fig 1. Registered Apprentices vs. Arizona Census 2023 Demographic Comparison

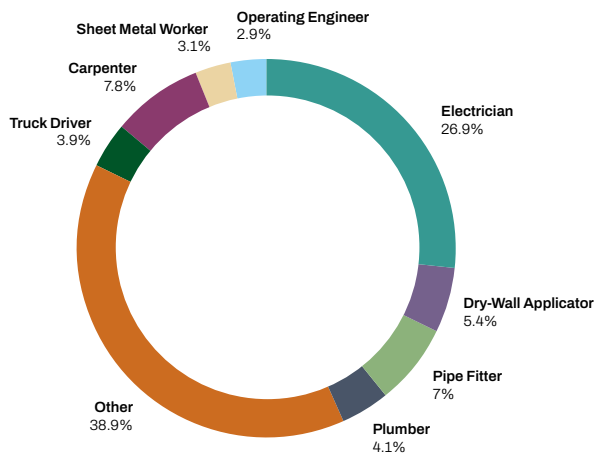


Fig 2. Most Common Registered Apprentice Occupations

Wages & Completion

RAPs are composed of 19 industries, and span over 280 diverse occupations. Figure 2 provides a breakdown of the most common occupations. The majority of registered apprentices work within the Construction (n=5161, 76%), Manufacturing (n= 586, 6%), and Utilities (n=426, 4%) industries. On average, apprentices:

- Earn **\$31/hour** at program exit, which is
- **69%** higher wage at completion, and
- complete their program within **3.2 years**

Where are RAPs?

Today, most RAPs are located in Maricopa County (64%), followed by Pima County (12%) and Pinal County (5%), reflected by both national and state registered programs. Similarly, most apprentices learn and work in the same regions.

Figure 3 showcases RAP growth over the last 10 years. The variety of programs with enrolled apprentices grew by 151% from 2014 (n=152) to 2023 (n=381). The upward trend was consistent each year, with the largest annual increase occurring between 2018 and 2019, at 29%.

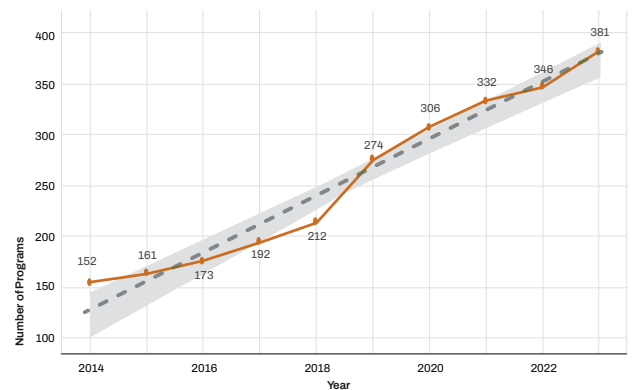


Fig 3. Registered Apprentice Program Count from 2014 - 2023