



# ARCH

APPRENTICESHIPS REACHING  
CAREER HORIZONS



## **SAN JOAQUIN COUNTY HIGH SCHOOL APPRENTICESHIP INITIATIVE**





# HIGH SCHOOL APPRENTICES REACHING CAREER HORIZONS

San Joaquin County Office of Education (SJCOE) was awarded a California Apprenticeship Initiative Grant from the California Community College Chancellor's Office to fund the first-of-its-kind High School Apprenticeship program. The concept is based upon the idea of "growing our own" future employees, where high school students will be trained and educated in one of several occupations including IT Help Desk Support/Technology Support Specialists, Automotive Mechanics, Home Health Aides/CNA and Production, Planning, and Expediting Clerks (Logistics Technicians)\*.

Students who are juniors or seniors in participating high schools and are at least 16 years old will be registered as apprentices in the State of California approved apprenticeship program. These students will also be enrolled in classes through the local community college (San Joaquin Delta College), which will align with the occupation they are pursuing. The high school apprentices will work part-time with employers who subscribe to the apprenticeship program.

Students will be recruited by their Career Technical Education (CTE) teachers and/or Counselors and encouraged to apply to become an apprentice in one of the aforementioned occupational pathways. Area school districts served by San Joaquin County Office of Education will be provided funding from this grant to help off-set the costs of coordinating the student apprentices, in exchange for agreeing to hire student apprentices within their school district or find private employment for these students.

Participation in this apprenticeship program will prepare students, upon high school graduation, to continue working (full-time) as a registered apprentice while completing their remaining related and supplemental instruction. Students may decide to use their experience and education to pursue their degree at a 4-year university.

\*The High School Apprenticeship programs may be extended to include other occupations.

# WHAT IS AN APPRENTICESHIP PROGRAM?

As defined by the US Department of Labor, “an apprenticeship is a proven approach for preparing workers for jobs while meeting the needs of business for a highly-skilled workforce. It is an employer driven, *learn-while-you-earn model* that combines On the Job Training (OJT), provided by the employer that hires the apprentice, with Related and Supplemental Instruction (RSI) in curricula tied to the attainment of employer skills standards. An apprenticeship is a flexible training strategy that can be customized to meet the needs of any business.”

In California, Governor Newsom pledged to establish a cradle-to-career system of education and made it a central tenet of his education platform. This includes a goal set to have “500,000 *learn and earn* apprenticeships by 2029.”

Apprenticeships programs typically last from one to six years – depending on the occupation and connect Related and Supplemental Instruction and On the Job Training simultaneously. Apprentices take classes that combine theoretical and hands-on learning.

It is important to understand that apprentices start working when they enter an apprenticeship and receive a paycheck from the first day of work, with steady wage increases as they become more proficient.

# APPRENTICESHIP PROGRAM COMPONENTS

- Employer Involvement
- Structured On-the-Job Training
- Related and Supplemental Instruction
- Rewards for Skill Gains
- State and Nationally Recognized Credential





San Joaquin County Office of Education  
College and Career Readiness Department  
(209) 468-9005 • [www.sjcoe.org](http://www.sjcoe.org)

California Community College Chancellor's Office  
CAI Grant – [Apprenticeship@cccco.edu](mailto:Apprenticeship@cccco.edu)

