

APPRENTICESHIP OKLAHOMA »



**OKLAHOMA
CareerTech**

OKLAHOMA'S WORKFORCE LEADER



WHAT IS AN APPRENTICESHIP?

Apprenticeship is a proven, industry-driven approach to workforce development that combines paid, hands-on work experience with classroom instruction. Apprentices can earn while they learn, developing job-ready skills and gaining credentials that lead to high quality careers.

Apprenticeships help employers develop skilled talent tailored to their specific needs while providing individuals with an affordable, debt-free path to a rewarding career.

In Oklahoma, individuals and employers can choose between two powerful apprenticeship pathways — **U.S. Department of Labor Registered** and **CareerTech** — each built to align with unique goals and workforce priorities.

RAP
U.S. DOL REGISTERED
APPRENTICESHIPS

- 2000+ Hours OJL
- 144+ Hours RI
- Mentor
- W-2 Employee
- Long-Term Employee
- DOL Detailed Plan
- Add Workforce Growth
- Nationally Recognized Certification

CTA
OKLAHOMA CAREERTECH
APPRENTICESHIPS

- 510+ Hours OJL
- 90+ Hours RI
- Mentor
- W-2 Employee
- Long-Term Employee
- Employer Led Plan
- Flexible
- State Recognized Certification

INTERNSHIP
WORK-BASED
LEARNING

- 120+ hours
- Short-Term Employee
- Explore Interest
- Gain Experience
- Develop Skills
- ODCTE Course

RAP REGISTERED APPRENTICESHIP PROGRAM

Occupation Definition

- ▶ Identify apprenticeable occupation
- ▶ Keep occupation active by maintaining at least one registered apprentice

Work Process Schedule

(On-the-Job Learning)

- ▶ Review with ODCTE detailed list of skills and competencies
- ▶ Specify approximate hours for each skill area

Related Instruction

- ▶ Minimum of 144 hours per year
- ▶ Provided by technology centers, employer trainers, etc.

Wage Progression Schedule

(Must receive incremental wage increases)

- ▶ Establish starting wage
- ▶ Wage progression tied to skills attainment or OJL or competencies

Apprentice Agreement (Appendix B)

- ▶ Signed by apprentice, sponsor/employer, DOL

Supervision and Mentorship

- ▶ Assign qualified mentor(s)

Recordkeeping and Documentation

- ▶ Sponsors must maintain records of RI, OJL, wage progression and certificate
- ▶ Requirement: Records must be available for compliance review.

Program Registration

- ▶ Attend scheduled meeting with U.S. Department of Labor
- ▶ Receive official approval before enrolling apprentices

Completion and Certification

Upon completion:

- ▶ Apprentice receives nationally recognized Certificate of Completion
- ▶ Employer is listed as the OJL training provider
- ▶ This credential is portable and industry-recognized nationwide

CTA OKLAHOMA CAREERTECH APPRENTICESHIPS

Occupation Definition

- ▶ Identify apprenticeable occupation

On-the-Job Learning

- ▶ Review with ODCTE detailed list of skills and competencies
- ▶ Specify approximate hours for each skill area

Related Instruction

- ▶ Minimum of 15% to 20% of hours per year
- ▶ Provided by technology centers

Wage Progression Schedule

(Must receive incremental wage increases)

- ▶ Establish starting wage
- ▶ Wage progression tied to skills attainment or OJL or competencies

CTA Agreement

- ▶ Signed by apprentice, sponsor/employer, ODCTE

Supervision and Mentorship

- ▶ Assign qualified mentor(s)

Recordkeeping and Documentation

- ▶ Sponsors will communicate OJL to technology center

Completion and Certification

Upon completion:

- ▶ Apprentice receives state-recognized Certificate of Completion

Scan the QR code to get started



CONTACT US



OKLAHOMA
CareerTech

Apprenticeship
Oklahoma