

# At A Glance: Integrated Education and Training and Registered Apprenticeship

Adult Education Integrated Education and Training (IET) and Registered Apprenticeship (RA) programs can be complementary pathways to career advancement. While these models have distinct features, education, workforce, and industry leaders can come together to align work and accelerate career opportunities in high-demand occupations for adult learners.

COMPONENT	IET	PRE-APPRENTICESHIP	RA
<b>Program Registration</b>	More flexible implementation requirements as long as programs meet Workforce Innovation and Opportunity Act (WIOA) guidelines for IET program design and requirements set by adult education state offices.	Some states offer the opportunity to certify pre-apprenticeships through an appropriate state agency and specify the requirements for certification.	Requires registration with the Department of Labor Office of Apprenticeship (OA) or a DOL-designated State Apprenticeship Agency (SAA).
<b>Pay</b>	Does not typically include a paid work component, though programs may incorporate unpaid work experience or internships.	Volunteer or paid work might be incorporated.	Requires paid on-the-job training (OJT) with progressive wage increases as skills develop.
<b>Program Duration</b>	Generally lasts 6 weeks - 18 months.	Pre-apprenticeships typically involve at least 70 hours over a 3- to 4-month period.	A minimum of 12 months/2,000 hours and typically last between 2-4 years; program length depends on the apprentices' occupation.
<b>Credentials and Certifications</b>	May lead to various industry-recognized certifications, but the credentials earned are determined by student interest, local program capacity, and industry needs.	Pre-apprenticeships typically lead to industry-recognized certifications or credentials.	Results in a nationally recognized credential conferred by OA or the program's SAA; may also result in one or more industry-valued credentials specific to the occupation.

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<b>Minimum Instruction Time</b>	No specific hourly requirements for instructional delivery, but programs must demonstrate concurrent delivery of adult education, workforce preparation, and occupational training.	Pre-apprenticeships meeting the federal best practices criteria incorporate at least 40 hours of related instruction and at least 30 hours of meaningful hands-on experience.	Curriculum requires a minimum of 144 hours of Related Instruction annually.
<b>Employer Involvement</b>	Implemented by adult education programs and may partner with employers for input and provision of occupational training to students.	Implemented by adult education programs and may partner with employers for input and provision of occupational training to students.  Pre-apprenticeships typically have an articulation agreement with an RA Program for facilitated entry and/ or time deduction for completion of training and earning specified certifications or credentials.	Requires employer participation – either as sponsor and employer or just employer (with another third-party entity such as a community college or association serving as sponsor); employer must provide paid OJT, be directly involved in training delivery.
<b>Program Funding</b>	Typically relies on WIOA Title II funds, institutional resources, and potentially other state or local public funding streams.	Could rely on WIOA funds. In addition, many states have Apprenticeship Building America grant funds to pay for supportive services for pre-apprentices.	Typically entirely funded by employers; they may receive funding support from local workforce boards using WIOA or non-WIOA funding, competitive federal or state grant programs, DOL or state incentive funding through contracts or intermediaries, or other funding.

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