

Apprenticeship Webinar Follow up Q&A - November 18, 2021

Q: Are there certain careers that are competency based versus having these hour requirements?

A: As sponsors are designing their programs they can determine what's most appropriate to meet their needs - it is not dependent on specific careers/industries. [USDOL's Office of Apprenticeship](#) permits sponsors to select one of three methods for measuring the completion of the "term of apprenticeship."

- "Competency-based approach" provides for the apprentice's progression through apprenticeship through the acquisition of identified and measured competencies.
- "Time-based approach" provides for skill acquisition through the apprentice's completion of at least 2,000 hours of on-the-job learning as described in the work process schedule.
- "Hybrid approach" provides for the measurement of the apprentice's skill acquisition through a combination of specified minimum hours of on-the-job learning and the successful demonstration of identified and measured competencies.

Q: Can the sponsor and employer be the same?

A: Yes they can.

Q: Timeframe for approval?

A: It can depend on the number of programs in the pipeline, but typically, once programs are designed and submitted, approval can take 1-3 months.