



Education for Generation Green

Apprenticeship vs. Internship

Student Perspective

Apprenticeship is for students who have:

- A defined career pathway
- Explored a career by participating in work-based learning programs such as job shadowing and internships
- Enrolled in related courses (if available at the school)
- Decided to enter the workforce full-time or part-time
- Aptitudes, interests, and work styles matching their career
- Experience in related fields (volunteerism or employment)

Internship is for students who:

- Have a restricted timeframe for work experience
- Are exploring career options
- May not have enrolled in related courses

Employer Perspective

Apprenticeship is for employers who have:

- Permanent positions available when skilled labor is unavailable
- Future expansion plans
- Employees needing retraining or skill/technology upgrades
- Difficulty achieving diversity goals

Internship is for employers who:

- Have project-based opportunities for career exposure
 - Lack dedicated employment positions upon completion of training
 - Work is contract-based or flows in cycles
 - Cannot provide training in all aspects of a specified career
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