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Extending Apprenticeship Models

Bridging the Gap: Promising Approaches and Emerging Practices for Address Youth Unemployment

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Types of Apprenticeship in the U.S.

Registered apprenticeship—sponsors register with 26 state agencies or with the federal office of apprenticeship

Unregistered apprenticeship-some solid programs but numbers unclear

Youth apprenticeship in a few states

Apprenticeship Penetration In the US and Abroad

Apprenticeships make up:

- 3.7% of the employed population in Australia,
- 3.7% in Germany,
- 2.6% in Canada,
- 1.8% in England,
- 1.7% in France,
- 0.2% in the US (registered)

Why is apprenticeship so marginal in U.S.?

Data missing on unregistered apprentices

Focus is on academic skills—there are no broad measures of occupational, employability skills

Emphasis is on college for all, with massive post-secondary funding, grants and loans

Publicly-sponsored training programs are weak

Employers lack information, expertise

Bush, Clinton initiatives for youth fell short

Funding Tilted Toward Academic Route

Pell grants and student loans are substantial for community and career colleges, but zero for apprenticeship

Budget for apprenticeship, $30 million

Federal budget for school-based occupation programs, over $10 billion

Budget for higher education highest in the OECD at over $300 billion

Countries Vary in Approach

Age at entry, ranging from 15-16 to mid-20s

Close or weak links to university education

Occupational standards usually defined with government, industry, and sometimes labor

Nature of standards vary, with some more tailored to individual employers

Recruitment of employers by government and by training organizations

Chambers of commerce often play large role

Can operate in regulated or open markets

Functions in Apprenticeship Systems

Student guidance, recruiting, age focus

Occupational classifications, occupational standards

Inform and recruit employers

Good conceptual training with some linkages to university education

High quality work-based learning, trained mentors

Credible assessments, meaningful certification of completion and valued occupational credentials

Research and evaluation

Lessons from International Experience

Mature apprenticeship systems are maintaining scale, other nations expand in quality & quantity

Modern occupations are not a barrier to expansion

When scale is small, special marketing is required

Main constraint in most countries is employer offers

Advantages of starting young—use normal school funding, can pay low wages, should link with college

Apprenticeship can enhance economic development and keep firms competitive in manufacturing

Lessons from England's Expansion

National and retail marketing reach employers, makes apprenticeships attractive

Government mainly subsidizes training costs to private training providers and further education colleges to recruit employers

http://www.urban.org/events/how-did-england-generate-two-million-apprenticeships

Fits with national qualification regime

All political parties back apprenticeship

Success in South Carolina

Stimulated by state chamber, S.C. provides $1 million/year to sell apprenticeship and a tax credit of $1,000/year/apprentice to employers

Effort led to increases in firms that offer apprenticeship from 90 to over 700 since 2008

Effective team able to convert 8 out of 10 firms they reach to offer apprenticeships

All apprenticeships are registered with USDOL

Moving to expand youth apprenticeship

Funding to Reach Scale

What is scale? 4 million to match Australia, Canada and England

Cost Estimate-$11 billion/year

Make Pell available for apprenticeship

Provide incentives to training providers

Expand youth apprenticeship, CTE, Career Academics, Charter Schools