Expand Apprenticeship to Widen Opportunity and Promote Economic Development

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$1,165,000,000,000

Total spent on education in 2012
Positive Results, Disappointing Results

High School graduation rates up but still low for minorities, especially males

Some great universities, high enrollment rates

But low graduation rates, especially for community colleges (20%, 11% among Blacks)

Poor scores on international literacy tests
Learning from here and abroad

International organizations all favor expanding apprenticeship to reduce high youth joblessness

Apprenticeship countries retain high % of manufacturing jobs, innovation
Apprenticeship is a structured program of work–based & academic instruction leads to mastery of an occupational field.

Not standard voc–ed, which lacks the work–based training, pay, real output.

Not OJT, less deep, lacks standards, no credential, mastery of occupation.
Apprenticeship is expanding globally

- Effective in Austria, Germany and Switzerland, now England, Australia
- England increases from 150,000 in 2006 to over 700,000 in 2014
- Canada has more apprentices than the US, with 1/9th of the work force
- Covers a wide range of occupations; @ www.innovativeapprenticeship.org
## Earnings Impacts in Washington State of Community College Professional/Technical and Apprenticeship Training

<table>
<thead>
<tr>
<th></th>
<th>Through First 2.5 Years After Leaving Training</th>
<th>Through All Work Years Through Age 65</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Participant</td>
<td>Public</td>
</tr>
<tr>
<td><strong>Community College Profession-Technical Education</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Benefits</td>
<td>$15,079</td>
<td>$4,177</td>
</tr>
<tr>
<td>Costs</td>
<td>-$8,560</td>
<td>-$11,293</td>
</tr>
<tr>
<td>Total (Net)</td>
<td>$6,519</td>
<td>-$7,116</td>
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<tr>
<td><strong>Apprenticeship Training</strong></td>
<td></td>
<td></td>
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<tr>
<td>Benefits</td>
<td>$35,338</td>
<td>$8,786</td>
</tr>
<tr>
<td>Costs</td>
<td>$20,837</td>
<td>$2,526</td>
</tr>
<tr>
<td>Total (Net)</td>
<td>$56,176</td>
<td>$11,311</td>
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Apprenticeship’s Potential for Raising Skills, Earnings, Pride

- Strong evidence from the U.S. and Canada that apprenticeships raise earnings, especially of men without a BA, at low government costs
- Apprenticeship develops the types of occupation and employability skills most needed on jobs
- It provides earnings, work-place learning, clear connections skills students are asked to master and access to jobs that make use of these skills
- Includes natural mentoring process, discipline
- Creates a sense of pride upon completion
Large benefits at low public costs

Governments should play a coordinating role, marketing and technical assistance

Some subsidies to apprenticeships offset by less spending on weak high school, college, and youth programs

Build up a system
Functions for Robust Apprenticeship System

• Student guidance, recruiting, age focus
• Occupational classifications, standards
• Informing and recruiting employers
• Offering linkages to university education
• Providing good conceptual training
• Insuring high quality work-based learning
• Mentoring apprentices
• Certification of completion; awarding of occupational credentials
England proves it is feasible to scale up apprenticeship outside Germanic countries

Apprenticeship jump from 170,000 in 2006/2006 to over 500,000 since 2012/2013; today nearly 1 million

Uses national and firm-based marketing;
FE schools and training providers work at the individual employer level
South Carolina achieves major expansion

Apprenticeship Carolina—$1 million for staff and a $1,000 tax credit combines with brilliant marketing and collaboration with tech colleges

Apprenticeships jump eight-fold, from under 800 to 6,400; companies investing in apprenticeship rise from 90 to over 660

State and retail marketing critical
Apprenticeship Carolina works closely with S.C. Economic Development units

It achieves success with strong sales staff that show firms how to build a talent pipeline

Free consulting shows apprenticeships work well within individual firms

Keep it simple—help with registration, related courses, and
Making it happen

• Build on best practices in other countries, support major expansion of marketing to employers

• Use Perkins, governors’ WIA funds, directed spending on quality staff

• Offer incentives for youth apprenticeship in Career Academy high schools

• Develop appealing website; build up research on worker and firm outcomes