The Future of Apprenticeships

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Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable credential.
## The Benefits of Apprenticeships

<table>
<thead>
<tr>
<th>For the Apprentice</th>
<th>For the Employer</th>
<th>For the State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Little or no educational debt</td>
<td>A pipeline of qualified workers</td>
<td>Developing private sector partners</td>
</tr>
<tr>
<td>Hands on training</td>
<td>Tailored training</td>
<td>Post-COVID workforce recovery</td>
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<tr>
<td>Potential for college credit</td>
<td>Increased knowledge transfer</td>
<td>Pipeline of qualified public and private employees</td>
</tr>
<tr>
<td>Career development</td>
<td>Employee retention</td>
<td>Reducing unemployment</td>
</tr>
<tr>
<td>Certified portable credentials</td>
<td>High quality standards</td>
<td>Custom training and reduced onboarding costs</td>
</tr>
<tr>
<td>$72K Average starting salary</td>
<td>Tax credits</td>
<td>Creating a model for others to follow</td>
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Apprenticeship Basics

- DOL Registration vs. SSA Registration
- Registered Apprenticeships vs. Work-based Learning
- Youth Apprenticeships
- Pre-Apprenticeship

Figure 1. Entity Responsible for Registering Apprenticeship Programs in Each State

Apprenticeship Basics

- Apprenticeship Frameworks
  - Time-based
  - Competency-based
  - Hybrid
- Intermediaries
The Future of Apprenticeships

- Key Considerations
- Emerging Industries
- Apprenticeship Policies
- Policy Resources
Key Considerations

- Key issues to consider when expanding apprenticeship programming:
  - technological advancement
  - globalization
  - structural flexibility
  - worker migration
  - education
  - Inclusivity
  - connection with workforce systems
  - transportation
## Emerging Industries

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<tr>
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<tbody>
<tr>
<td>Wind turbine service technicians</td>
<td>60.7%</td>
<td>4.3</td>
<td>$56,230</td>
</tr>
<tr>
<td>Nurse practitioners</td>
<td>52.4%</td>
<td>110.7</td>
<td>$111,680</td>
</tr>
<tr>
<td>Solar photovoltaic installers</td>
<td>50.5%</td>
<td>6.1</td>
<td>$46,470</td>
</tr>
<tr>
<td>Occupational therapy assistants</td>
<td>34.6%</td>
<td>16.3</td>
<td>$62,940</td>
</tr>
<tr>
<td>Statisticians</td>
<td>34.6%</td>
<td>14.8</td>
<td>$92,270</td>
</tr>
<tr>
<td>Home health and personal care aides</td>
<td>33.7%</td>
<td></td>
<td>$27,080</td>
</tr>
<tr>
<td>Physical therapist assistants</td>
<td>32.6%</td>
<td>32.2</td>
<td>$59,770</td>
</tr>
<tr>
<td>Medical and health services managers</td>
<td>31.5%</td>
<td>133.2</td>
<td>$104,280</td>
</tr>
<tr>
<td>Physician assistants</td>
<td>31.3%</td>
<td>39.3</td>
<td>$115,390</td>
</tr>
<tr>
<td>Information security analysts</td>
<td>31.2%</td>
<td>40.9</td>
<td>$103,590</td>
</tr>
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</table>
Civic sector apprenticeships can:
• Help states recover from the economic impacts of COVID-19;
• increase the pipeline of qualified public sector employees;
• connect individuals with high-quality jobs;
• Increase the diversity of public service workers;
• spur widespread workforce improvements by creating a model for other employers to follow;
• allow states to customize training and reduce onboarding costs by letting employees learn on the job; and
• help states develop relationships with private sector companies.
Apprenticeship Policies

• Governor of Missouri issued EO 19-20 creating the Office of Apprenticeships and Work-based learning.

• Alabama SB90 provides a tax credit for employers employing apprentices.

• Kentucky has implemented a Civil Service Apprenticeship to include public service apprenticeships as part of the Kentucky Personnel Cabinet job classification system.

• California’s AB 1019 added the director of rehabilitation and the executive director of the State Council on Developmental Disabilities to the state’s existing Interagency Advisory Committee on Apprenticeship, affirming the Legislature’s intent to include more people with disabilities in the expansion and consideration of apprenticeship and pre-apprenticeship programs.
Apprenticeship Policies

• Governor of Florida issued EO 19-31 directing the Department of Education to develop best practices for partnerships between public and private sectors to seed apprenticeship programs.

• South Carolina created a regional task force commitment to create 300 new registered apprentice opportunities in several counties.

• In 2018, Washington, D.C. passed the Pathways to District Government Careers Amendment Act to establish apprenticeships in District government employment and provide district high school students with priority hiring.

• Illinois SB 2528 provides employers who hire participants of the United States Department of Defense SkillBridge program $3,500 in tax incentives.
Apprenticeship Policies

- **Michigan**’s Corrections Budget bill for 2019 directs the state’s Department of Corrections to continue to offer workforce development programming through the duration of incarceration and to encourage the employment of individuals upon release.

- **Alaska** HB 49 requires the state Commissioner of Corrections to provide access, after release, to job training, employment assistance and other job-related reentry services for individuals leaving the prison system.

- **Maryland** HB 1167 established a CTE pilot program for formerly incarcerated individuals, specifically intended to assist them in finding employment in the construction industry.

- **California**’s 2018 budget included the Prison to Employment Initiative, which provided $37 million in grants to fund reentry services for people leaving prison who need training and jobs.
Apprenticeship Policies

In New Jersey:

- SB 3064 (2020) establishes a task force to develop a statewide plan to diversify apprenticeships;
- SB 3067 (2020) establishes a five-year Apprentice Assistance and Support Services Pilot Program;
- SB 372 (2019) encourages high schoolers to engage in apprenticeship training early in their education; and
- SB 3066 (2020) allocates funding for a High Growth Industry Regional Apprenticeship Development Grant Pilot Program.
What can you do?

- Establish a task force to develop a plan to diversify apprenticeships into new industries based on current and predicted state workforce needs.
- Invest in the development of apprenticeship programs by coordinating with industry and educational institutions to ensure that training and experience requirements are met.
- Work with other states and industry leaders to establish apprenticeship reciprocity agreements.
- Coordinate with educational institutions to establish pre-apprenticeship, school-to-apprenticeship and youth apprenticeship programs as early as middle school and high school.
Additional Policy Options

• Provide tax credits promoting apprenticeship programs.
• Transition apprenticeship programs from time-based models to competency-based models.
• Establish a position focused solely on transition readiness and connecting students to resources.
• Establish a position focused on encouraging apprenticeships for adult populations, including apprenticeships as a return-to-work tool.
Questions?

Thank you!

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