



**The Council  
of State  
Governments**

# Apprenticeship Pathways

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The Council of State Governments

Human Health and Economic & Workforce Health  
Subcommittees

# Why Apprenticeships?

How common are apprenticeships?

What jobs do you most associate with apprenticeships?

Who do you think is most likely to participate in apprenticeships?

What value can apprenticeships bring to your state?



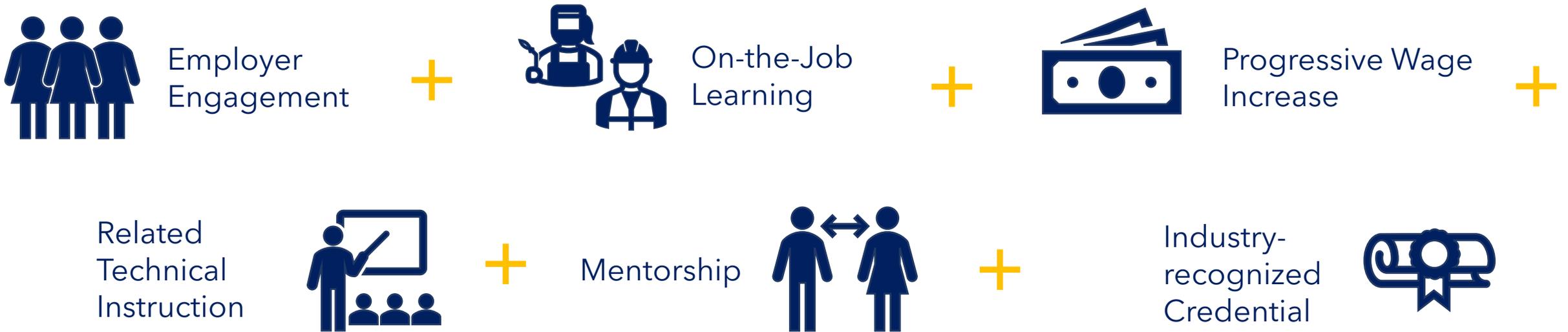
# Today's Goal



- Provide background and basics on apprenticeships.
- Discuss the benefits of apprenticeships.
- Provide policy considerations for the future of apprenticeships.

# What are Apprenticeships?

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 key components are:

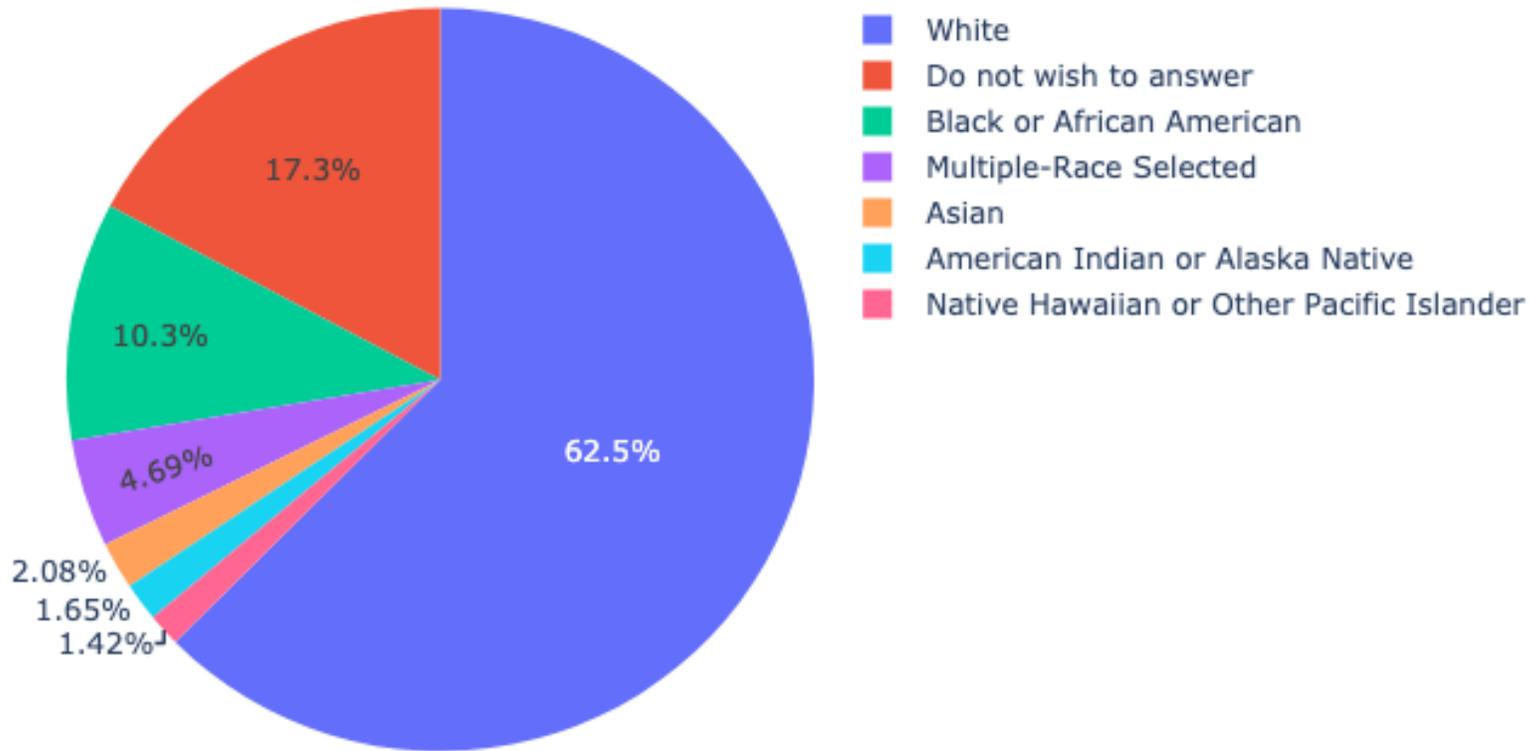


# The Benefits of Apprenticeships

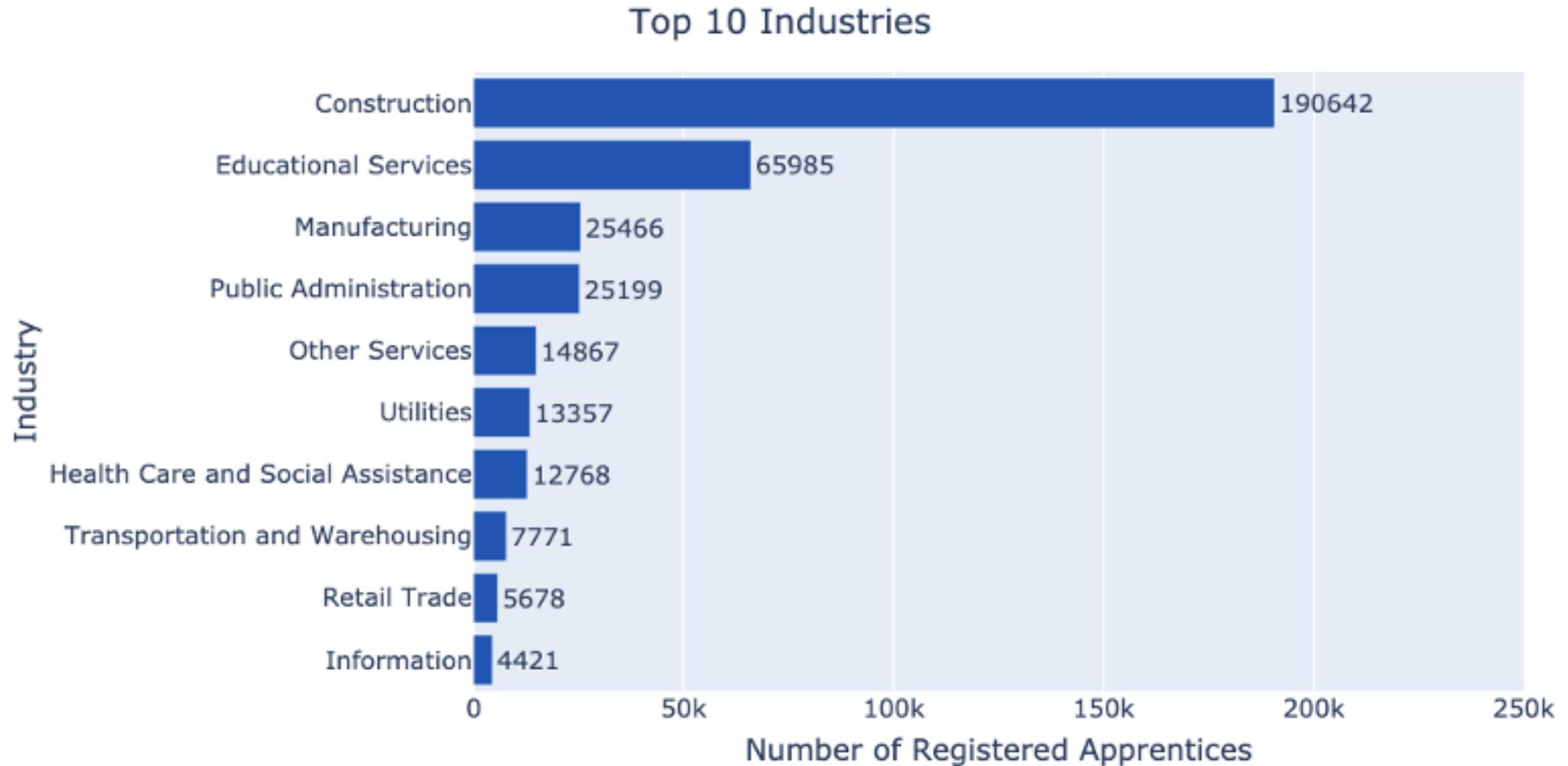
For the Apprentice	For the Employer	For the State
Little or no educational debt	A pipeline of qualified workers	Developing private sector partners
Hands on training	Tailored training	Strengthening post-COVID workforce recovery
Potential for college credit	Increased knowledge transfer	Constructing pipeline of qualified public and private sector employees
Career development	Employee retention	Reducing unemployment
Certified portable credentials	High quality standards	Customizing training and reducing onboarding costs
\$72K average starting salary	Tax credits	Creating a model for others to follow

# Who is participating?

Racial Distribution of All Registered Apprentices

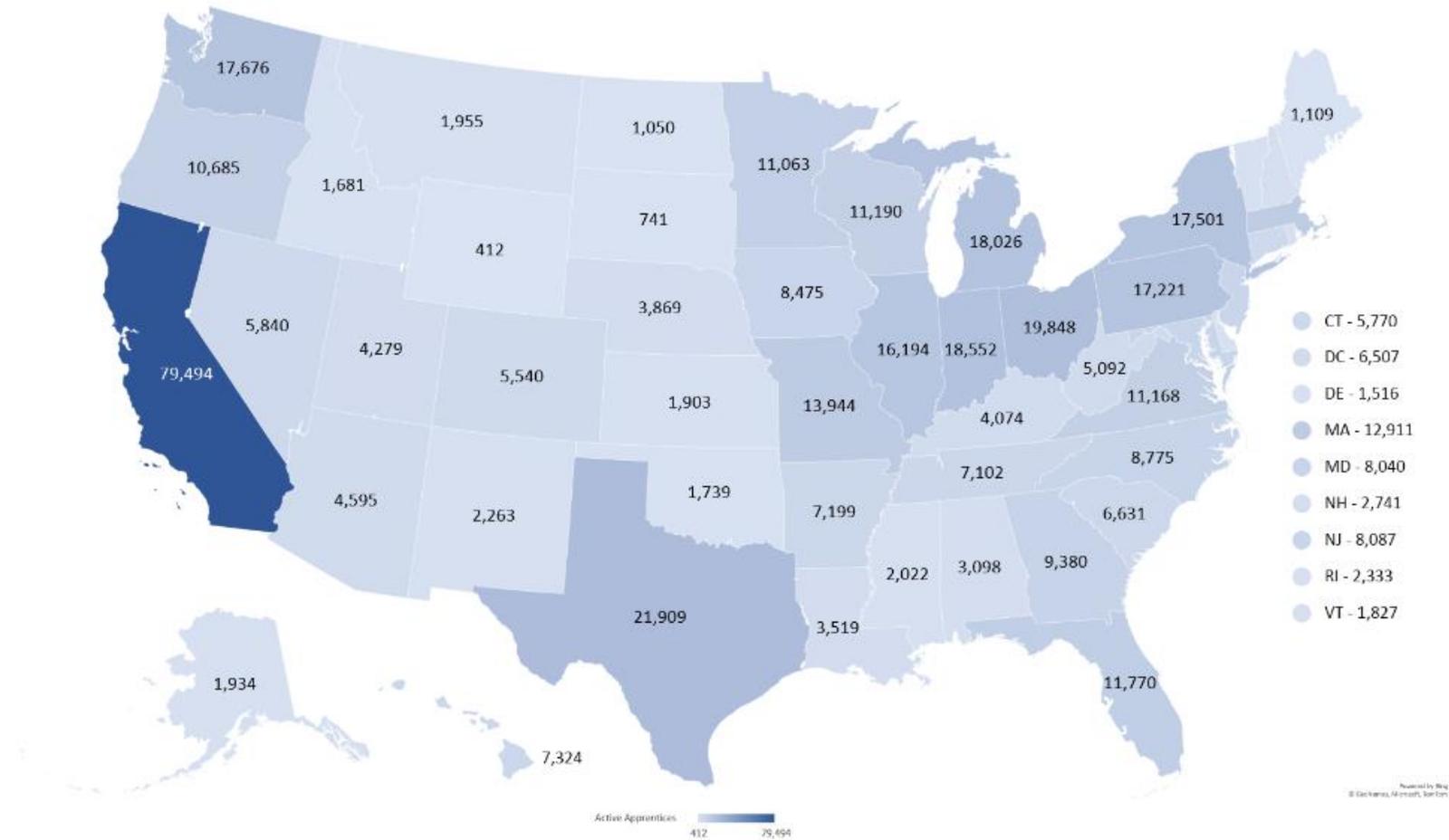


# What are considered apprenticeship trades?



# Where are apprenticeships most prominent? (2021)

Active Apprentices







# Apprenticeship Basics: Pathways into Apprenticeship

- Registered Apprenticeships vs. Work-based Learning
- Youth Apprenticeships
- Pre-Apprenticeship



## APPROVED CURRICULUM

Training that is based on industry standards and approved by a RAP partner



## SIMULATED EXPERIENCE

Hands-on training or volunteer opportunities that do not displace paid employees



## FACILITATED ENTRY

Agreements with RAP sponsors that allow program participants to enter directly into a RAP



## INCREASED DIVERSITY

Recruit and prepare underrepresented populations to be successful in a RAP. learn more about [Diversity and Inclusion](#)



## SUPPORTIVE SERVICES

Wrap-around services or referrals to help participants complete the program (e.g childcare, transportation)



## SUSTAINABLE PARTNERSHIPS

Collaboratively promote Registered Apprenticeship to other employers



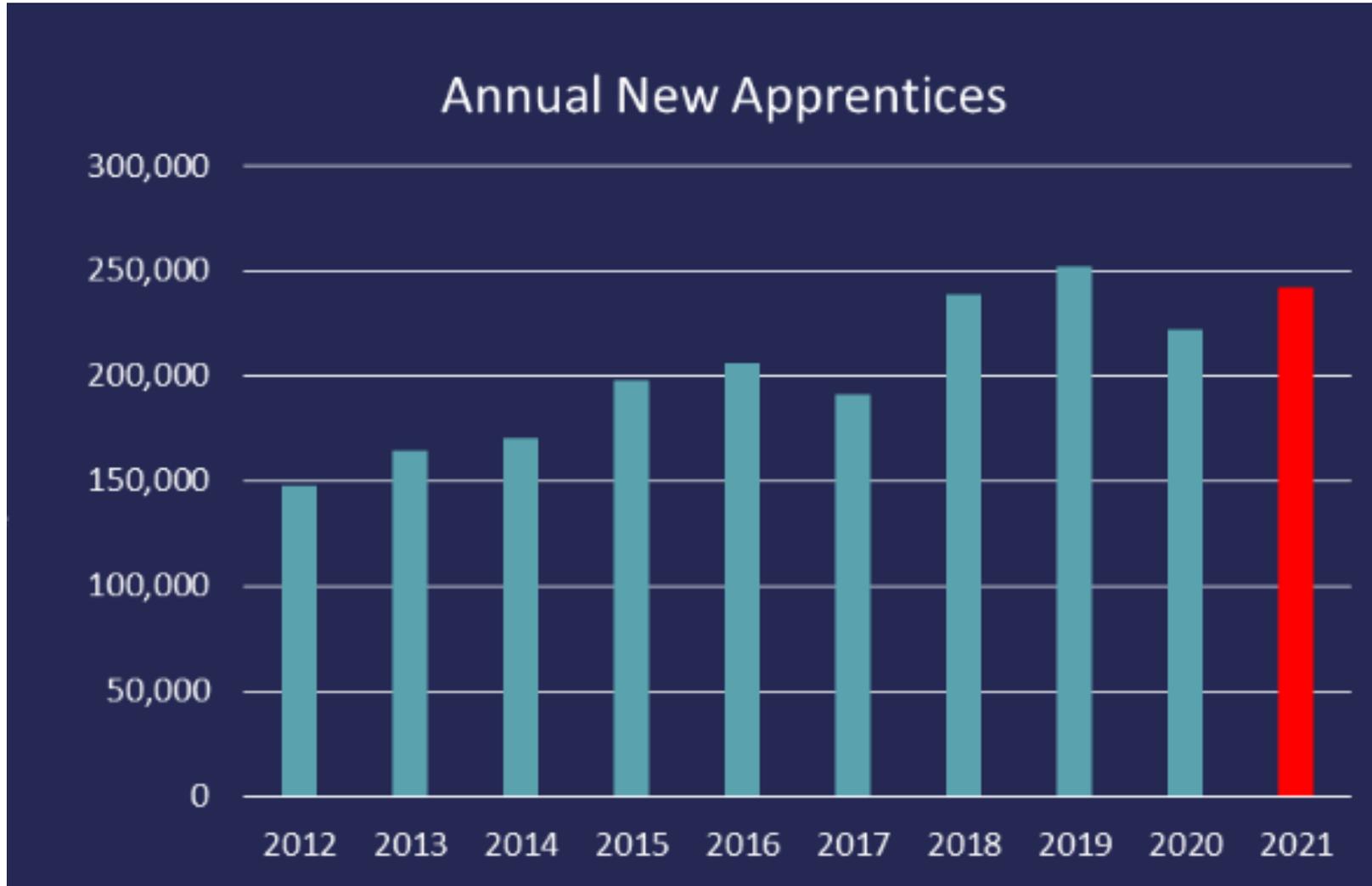
# Apprenticeship Basics: Frameworks and Supports

- Apprenticeship Frameworks
  - Time-based
  - Competency-based
  - Hybrid
  
- Intermediaries

**FASTPORT**



# The Future of Apprenticeships



# Key Considerations

Key issues to consider when expanding apprenticeship policy programming:

- Expansion of apprenticeship into new industries.
- Inclusivity in program development and implementation.
- Connection with education and workforce systems.
- Provision of wrap-around services.
- Data-based decision-making.
- Incentives for apprenticeship development.

# Emerging Industries

## Top 10 Fastest Growing Occupations, Excluding Pandemic Recovery\*

	Percent change, projected 2020-30	Employment change, projected 2020-30 (in thousands)	Median annual wages, May 2021
Wind turbine service technicians	68.2%	4.7	\$56,260
Nurse practitioners	52.2%	114.9	\$120,680
Solar photovoltaic installers	52.1%	6.1	\$47,670
Statisticians	35.4%	14.9	\$95,570
Physical therapist assistants	35.4%	33.2	\$61,180
Information security analysts	33.3%	47.1	\$102,600
Home health and personal care aides	32.6%	1,129.9	\$29,430
Medical and health services managers	32.5%	139.6	\$101,340
Data scientists and mathematical science occupations, all other	31.4%	19.8	\$100,480
Physician assistants	31.0%	40.1	\$121,530

\*Data excludes occupations that had a decline in wage and salary employment greater than the decline for all occupations from 2019 to 2020 (approximately 6%).

Note: Wage data are from the Occupational Employment and Wage Statistics program, U.S. Bureau of Labor Statistics.

# Apprenticeships in the Health Care Industry

## Apprentice-able Occupations

- Ambulatory Coder
- Assistant Case Manager
- Central Sterile Processing Technician
- Certified Nursing Assistant
- Emergency Medical Technician
- Health Unit Coordinator
- Home Health Aide
- Hospital Code
- Interventional Radiologic Technologist
- Licensed Practical Nurse
- Long-Term Care Nurse Manager
- Medical Assistant
- Medical Coder
- Pharmacy Technician
- Optical Dispenser
- Support and Retention Coordinator
- Surgical Technologist



HEALTHCARE CAREER  
ADVANCEMENT PROGRAM

# Apprenticeships in the Civic Sector

## Civic sector apprenticeships can help states:

- Solve recruitment and retention challenges.
- 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.
- Create a model for other employers to follow.
- Customize training and reduce onboarding costs.
- Develop relationships with private sector companies.

States have launched civic sector apprenticeships in:



IT



Transportation



Infrastructure



Police



Education

# Inclusive Design

**Universal Design is a strategy for designing places, products, environments, operational systems and services that are accessible, understandable and usable to the most diverse range of people possible. Its key principles are simplicity, flexibility and efficiency and it is a cornerstone of inclusive design.**

According to the Apprenticeship Inclusion Model, inclusive design can include:

- Co-designing programs, tools and materials alongside the learners and trainers who will use them.
- Translating and applying classroom-tested Universal Design for Learning practices to the apprenticeship setting, such as delivering information through multiple formats.
- Incorporating and/or developing tools and technologies tested with individuals with diverse experiences, characteristics and learning styles.

# Inclusive Design: State Examples

In **Kentucky**, Project CASE works to increase the number of individuals with disabilities who are training and working in the manufacturing, health care and information technology fields by developing flexible and innovative training and postsecondary education approaches to skill development.



# Inclusive Design: State Examples

The **Louisiana** Postsecondary Apprenticeship Pilot for Youth (PAY-Check) enables transition-age youth with disabilities to take classes at Delgado Community College, participate in career development activities, learn community and work skills and gain employment experience through an apprenticeship program at the University Medical Center.



# Connections with Education and Workforce

By working together, partners can identify resources necessary to design an apprenticeship program that meets the unique needs of employers and develop tailored recruitment strategies within their communities.

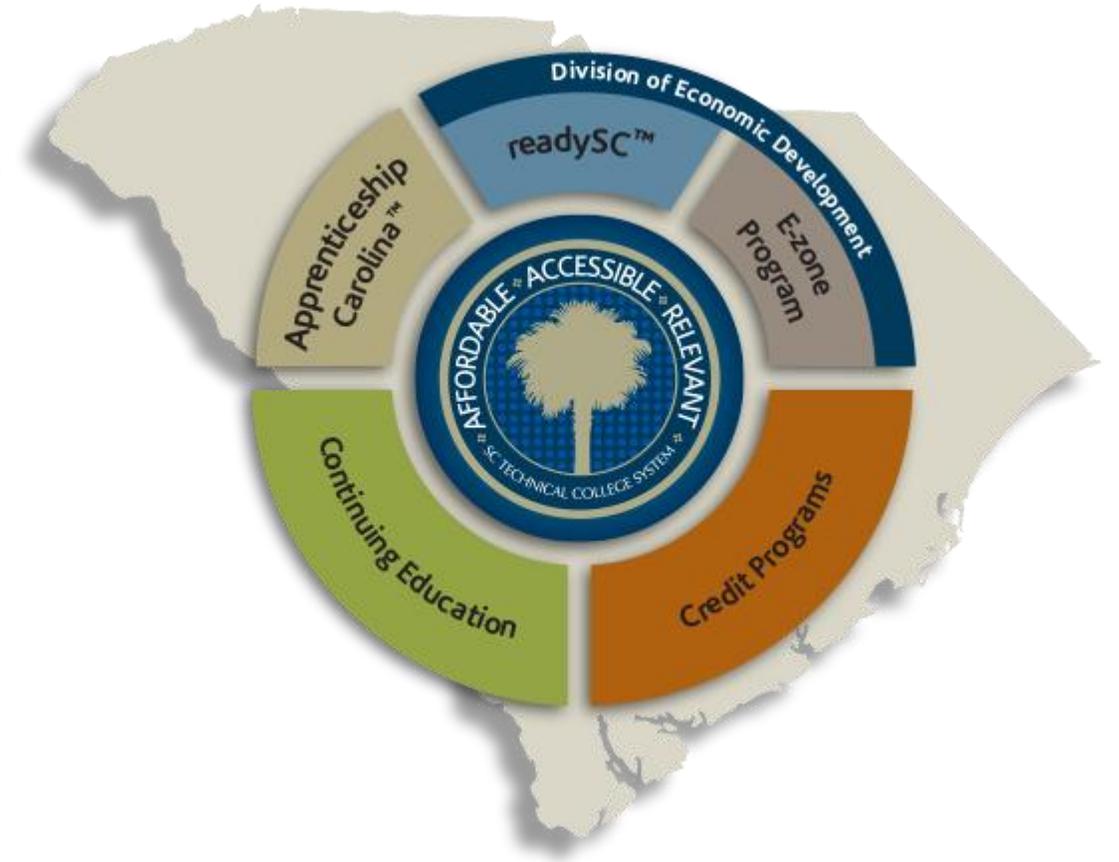
Apprenticeship stakeholders include:

- Business partners/employers.
- Workforce intermediaries.
- Secondary and postsecondary education systems, including community colleges.
- Community-based and nonprofit organizations.
- The public workforce system, including career and technical education.
- State agencies providing supports for individuals, including mental health services and vocational rehabilitation.
- Apprenticeship systems - state offices of apprenticeships.

# Connections with Education and Workforce: State Example

*“Comprised of 16 colleges located strategically across the state and two internationally-renowned statewide programs: readySC™ and Apprenticeship Carolina™, the SC Technical College System is dedicated to furthering economic and workforce development in South Carolina.”*

The Apprenticeship Carolina model is recognized by the U.S. Department of Labor as a national model for apprenticeship expansion and collaboration among state agencies engaged in workforce development.



# Connections with Education and Workforce: State Example

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

The order also secures \$26 million in funding for development of workforce programs.



# Wraparound Services

Providing wraparound supports and services closes academic and skills gaps and helps participants be fully present to acquire the knowledge, skills and competencies needed for career advancement. By removing barriers to workforce entry, such as access to transportation and childcare, more individuals can see apprenticeships as a viable career pathway.

Wrap-around services include:

- Job shadowing.
- Employability training.
- Transportation.
- Childcare.
- Mental health services.
- Mentorship/Peer support.
- Social Security Insurance and benefits counseling.

# Wraparound Services: State Example

Eufaula Housing Authority's YouthBuild program is a job placement program that serves out-of-school youth in **Alabama**. Young adults ages 16-24 receive education, job training, job placement and transition assistance, as well as other support services including:

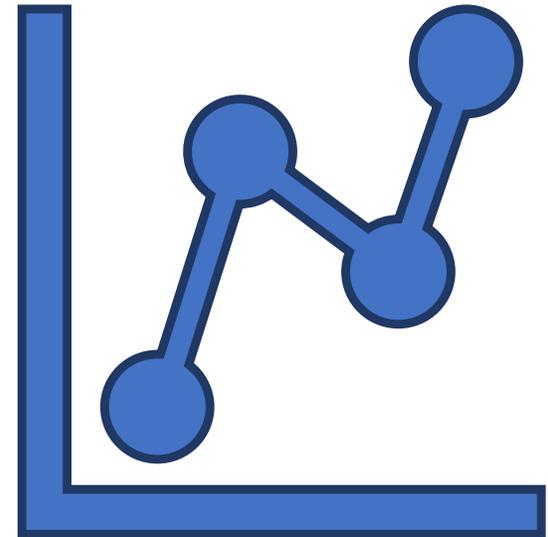
- Life Skills.
- Incentives.
- Mentoring.
- Counseling.



# Data-Based Decision-Making

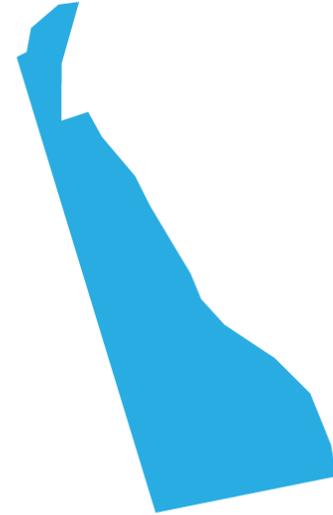
## States can collect and analyze data to:

- Evaluate the enrollment and retention of underrepresented groups.
- Discover gaps in services and programming.
- Develop strategies to improve enrollment, participation, retention and completion in apprenticeship programs.



# Data-Based Decision-Making: State Example

**Delaware's** PIPEline to Career Success for Students with Disabilities project analyzes the level of participation among students from underserved populations in work-based learning opportunities, including pre-apprenticeships and registered apprenticeships.

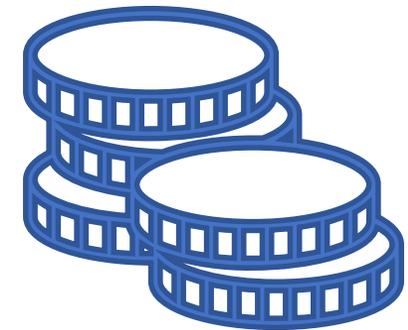


# Incentives

States can utilize incentives to encourage companies to become apprenticeship sponsors.

States can allocate funding for:

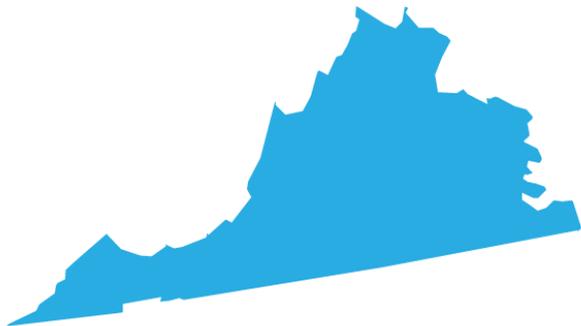
- Training and tuition costs.
- Additional recruiting, placement and support services.
- Upskilling incumbent workers.
- Tax incentives.
- Apprenticeship grants.



# Incentives



In **West Virginia**, employers may claim a tax credit for hiring apprentices in a qualified apprenticeship training program. The credit is for up to \$2,000 or 50% of the actual wages paid to an apprentice in the tax year.



In **Virginia**, employers may claim a tax credit for providing eligible worker retraining to qualified employees, including apprentices. The credit is for up to 35% of all classroom training costs, but is limited to \$500 per qualified employee per year.

# Incentives



The **Texas** Workforce Commission provides funds to local education agencies and apprenticeship providers to support the costs of classroom instruction in registered apprenticeship training programs.

# 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.
- Coordinate with educational institutions to establish pre-apprenticeship, school-to-apprenticeship and youth apprenticeship programs as early as middle school and high school.
- Work with other states and industry leaders to establish apprenticeship reciprocity agreements.

# Additional Policy Options

- Provide tax credits promoting apprenticeship programs.
- Transition apprenticeship programs from time-based models to competency-based models.
- Become a model employer.
  - 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.

# Sources

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- [Competency-Based Occupational Frameworks for Registered Apprenticeships](#), Urban Institute
- [Expanding Apprenticeships as a Career Pathway for Youth and Young Adults with Disabilities](#), CAPE Youth (2022)
- [Healthcare Career Advancement Program](#), HCAP
- [Offering of Academic, Career Exploration, and Wraparound Supports](#), JFF
- [Partnerships are the key to building successful apprenticeship programs](#), Hope Street Group
- [Registered Apprenticeship National Results Fiscal Year 2021](#), USDOL (2021)
- [State Incentives for Apprenticeships](#), NCSL (2017)
- [The Future of Apprenticeship: Inclusion, Expansion, and the Post-Pandemic World of Work](#), CSG (2022)
- [The Future of the Workforce](#), CSG (2019)
- [Top 10 Fastest Growing Occupations, Excluding Pandemic Recovery](#)
- [Using Universal Design for Learning in Apprenticeship](#)

# Questions? Ask the Education and Workforce Team!



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# Questions?

**Thank you!**

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