

Apprenticeships: Setting the Stage

ACTE National Policy Seminar

March 19, 2025

About AIR

AIR partners with public and private sector organizations at the national, state, regional, and local levels to advance apprenticeship and work-based learning as a talent development strategy.

www.air.org/apprenticeship

Our team of policy, technical assistance, research, and evaluation experts:

- [Work with businesses and industry associations](#) to design, launch, operate, and improve high-quality apprenticeships
- [Support states and partners](#) to grow apprenticeship and work-based learning and integrate those models with the workforce and education systems
- [Conduct research to identify promising practices and strengthen the evidence base](#) for apprenticeship and work-based learning strategies
- [Design impactful training and technical assistance](#) for businesses, education, and workforce to increase understanding and effective use of apprenticeship programs

Agenda

- Key Definitions
- Apprenticeship in the U.S.
- Benefits of Apprenticeship
- Trends and Opportunities
- Resources



Key Definitions

Apprenticeship

- Structured training program that combines on-the-job learning experience with classroom instruction
- Earn a wage while learning skills and working toward mastery in a specific occupation

Registered Apprenticeship

- U.S. Department of Labor oversees registration
- Programs must meet quality standards:
 - Industry-led
 - Paid job
 - Structured on-the-job learning and mentoring
 - Supplemental education
 - Portable credential

<https://www.asvabprogram.com/media-center-article/98;>

https://www.apprenticeship.gov/sites/default/files/DOL_IndFactsheet_Apprenticeship101_v31125.pdf

Key Definitions

Youth Apprenticeship

- Structured work-based learning opportunity for high school-aged youth
- Learn academic and workplace skills that lead to postsecondary education opportunities and careers

Pre-Apprenticeship

- Program or strategies to prepare individuals to enter an apprenticeship
- Structure varies:
 - Content
 - Duration
 - Wage or stipend

https://apprenticeship.workforcegps.org/resources/2017/02/02/10/56/Apprenticeship_Youth;
<https://youth.workforcegps.org/resources/2023/02/17/20/49/Pre-Apprenticeship-Resources>

Partner Roles (Registered Apprenticeship)

Sponsor

Oversees and administers apprenticeship program; ensures apprentices have jobs

Business or consortium of businesses, workforce intermediary, community-based organization, postsecondary institution

Employer

Hires and pays apprentices; implements training plan; provides mentored on-the-job learning

Business, non-profit organization, postsecondary institution, government entity (federal/state/local)

Education Provider

Develops curriculum for and provides supplemental education (coursework)

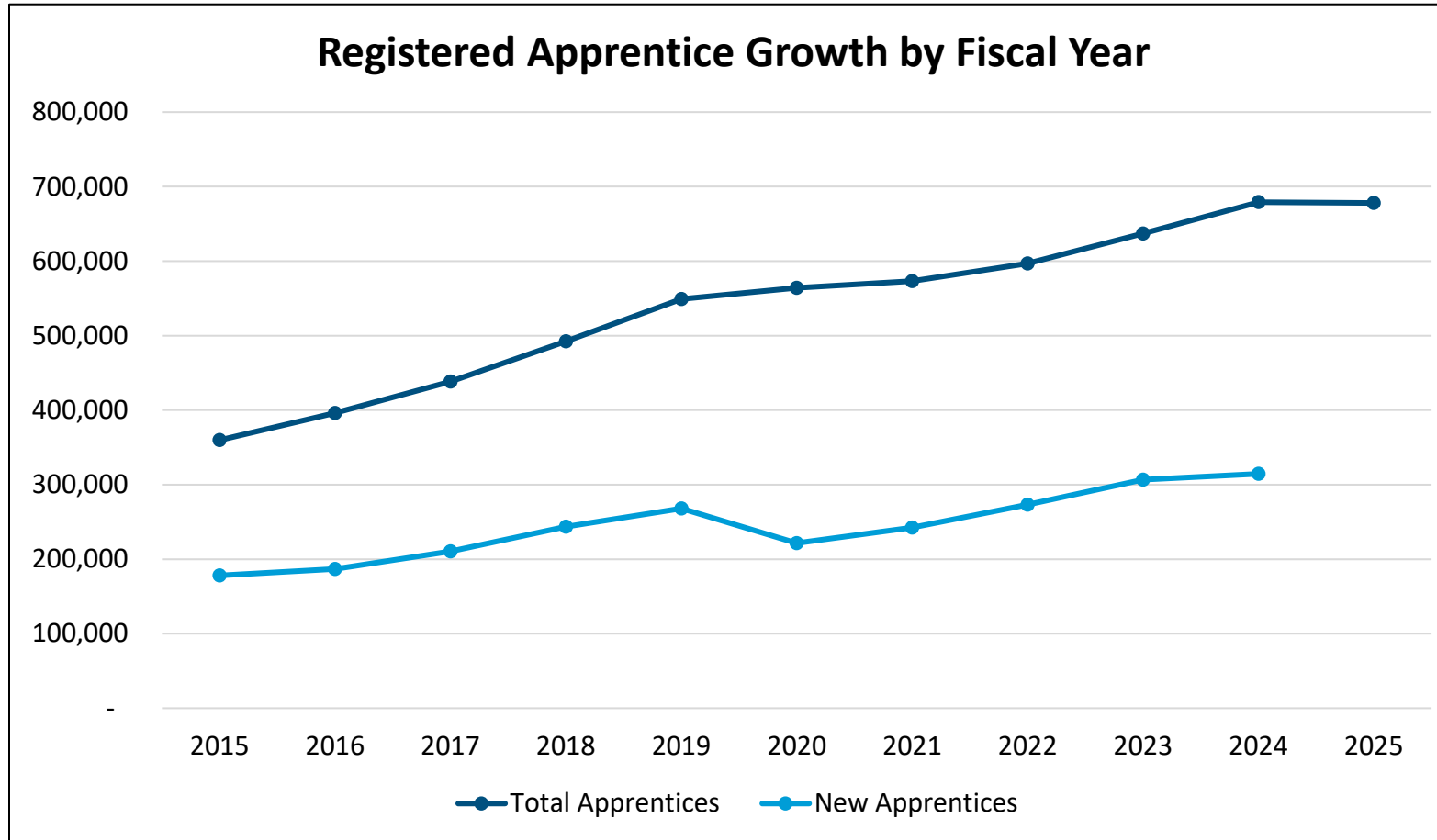
Employer, CTE program, postsecondary institution, industry association, other training provider

Supporter

Provides supportive services to complement program and support apprentices & employers

Community-based organization, labor organization, chamber or trade association, workforce center

Apprenticeship in the U.S.



<https://www.apprenticeship.gov/data-and-statistics/apprentices-by-state-dashboard>

Apprenticeship Industries

- Advanced Manufacturing
- Agriculture
- Construction
- Education
- Energy
- Financial Services
- Healthcare
- Information Technology
- Public Sector
- Telecommunications
- Transportation

<https://www.apprenticeship.gov/apprenticeship-industries>

Benefits of Apprenticeship

90%

Employment
retention
after
completing
program

\$80k

Average
apprentice
starting salary
after
completing
apprenticeship

\$300k

Lifetime
earning
advantage
over non-
apprentice
peers

\$1.44

Employer
return on
every \$1
invested in
apprenticeship

<https://www.apprenticeship.gov/>; <https://apprenticeships.urban.org/> All data here are for Registered Apprenticeship Programs.

Benefits of Apprenticeship

Apprentice Benefits

- Earn a wage while learning
- Gain workplace-relevant knowledge and skills
- Receive guidance from experienced mentors
- Earn progressive wage increases as knowledge and skills increase*
- Reduce cost of education and training*
- Receive portable, nationally recognized credential*

** Applies to Registered Apprenticeship*

Employer Benefits

- Create customized, flexible training that ensures workers develop the right skills
- Build a pipeline of skilled workers
- Provide leadership opportunities for current workers and support knowledge sharing within the organization
- Reduce recruitment costs and employee turnover
- Improve employee loyalty and retain top talent

https://www.apprenticeship.gov/sites/default/files/DOL_IndustryFS_CareerSeeker_031125.pdf;
https://www.apprenticeship.gov/sites/default/files/DOL_IndustryFactsheet_Employer_v31125.pdf

Trends and Opportunities

Apprenticeships in new industries and occupations

Skills-based hiring and credentials of value

Youth apprenticeship models

Cross-system alignment

Apprenticeship as a degree

Resources

- USDOL's [Apprenticeship.gov](https://www.apprenticeship.gov) and [Registered Apprenticeship Fact Sheet](#)
- WorkforceGPS pages on [Youth Apprenticeship](#) and [Pre-Apprenticeship](#)
- Partnership to Advance Youth Apprenticeship (PAYA) [Principles](#)
- CTE–Registered Apprenticeship Alignment Resources:
 - [Expanding Registered Apprenticeship through Alignment with Secondary Career and Technical Education](#) (AIR)
 - [Opportunities for Connecting Secondary Career and Technical Education \(CTE\) Students and Apprenticeship Programs](#) (U.S. Department of Education)
 - [A Planning Guide for Aligning Career and Technical Education \(CTE\) and Apprenticeship Programs](#) (U.S. Department of Education)

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