



The Council
of State
Governments

The Future of Apprenticeships

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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.



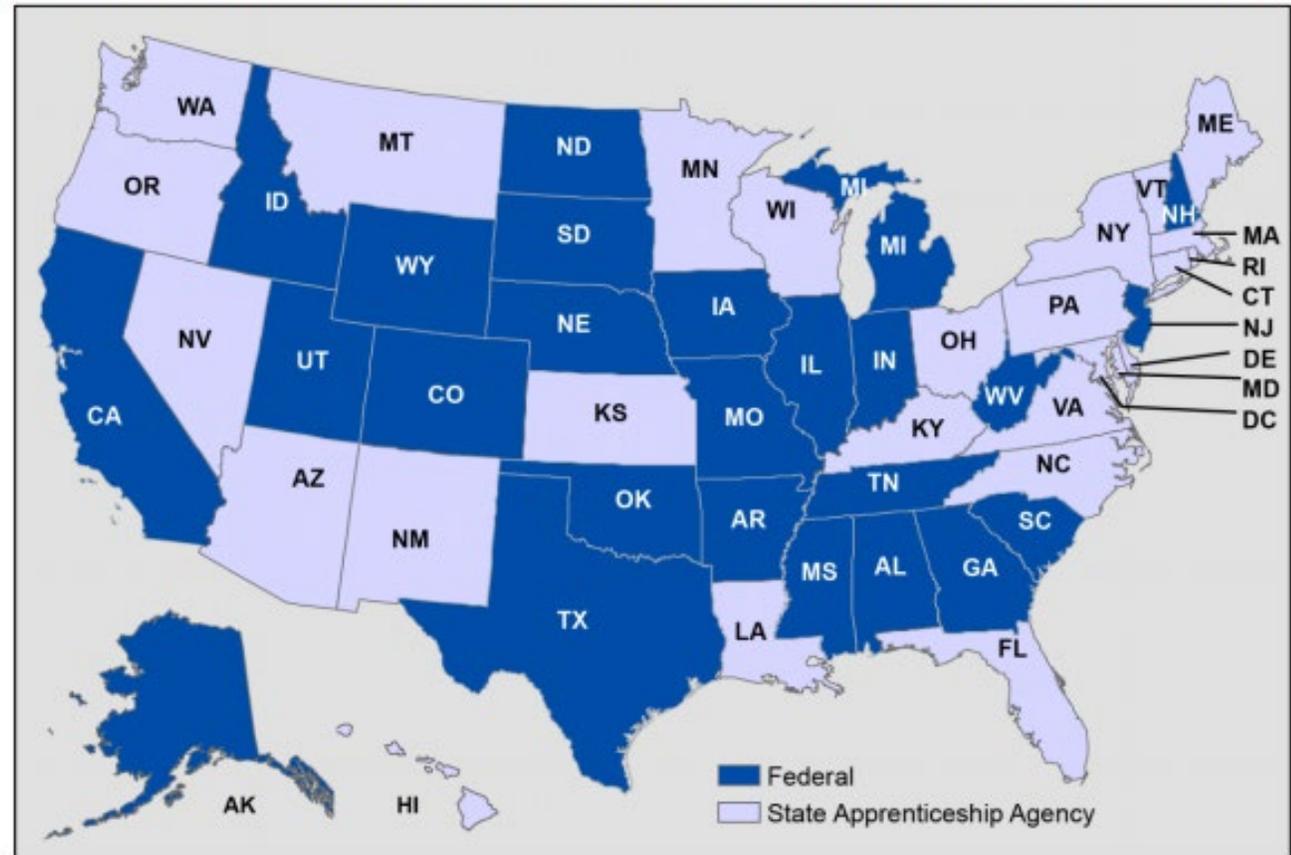
The Benefits of Apprenticeships

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	Post-COVID workforce recovery
Potential for college credit	Increased knowledge transfer	Pipeline of qualified public and private employees
Career development	Employee retention	Reducing unemployment
Certified portable credentials	High quality standards	Custom training and reduced onboarding costs
\$72K Average starting salary	Tax credits	Creating a model for others to follow

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



Source: Map created by CRS GIS Analyst Jim Uzel based on data from U.S. Department of Labor, Office of Apprenticeship, <https://doleta.gov/OA/contactlist.cfm>.

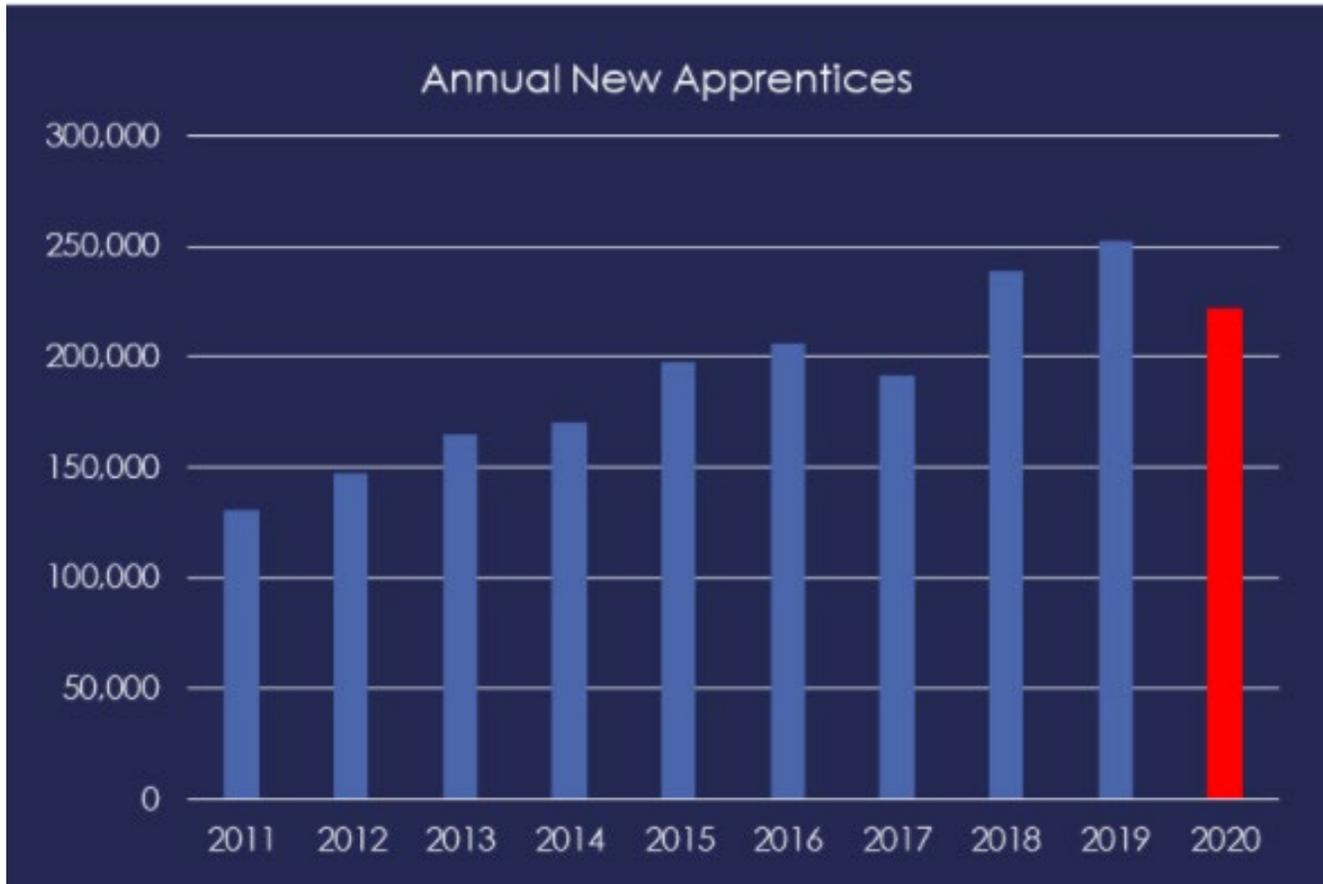
Apprenticeship Basics

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

FASTPORT



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

	Percent change, projected 2019-29	Employment change, projected 2019-29 (in thousands)	Median annual wages, May 2020
Wind turbine service technicians	60.7%	4.3	\$56,230
Nurse practitioners	52.4%	110.7	\$111,680
Solar photovoltaic installers	50.5%	6.1	\$46,470
Occupational therapy assistants	34.6%	16.3	\$62,940
Statisticians	34.6%	14.8	\$92,270
Home health and personal care aides	33.7%	1,159.5	\$27,080
Physical therapist assistants	32.6%	32.2	\$59,770
Medical and health services managers	31.5%	133.2	\$104,280
Physician assistants	31.3%	39.3	\$115,390
Information security analysts	31.2%	40.9	\$103,590



Additional Opportunities

- **Hospitality**
- **Technology**
- **Transportation**
- **Civic Sector**
- **Clean Energy**



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;
 - SB3067 (2020) establishes a five-year Apprentice Assistance and Support Services Pilot Program;
 - SB372(2019) encourages high schoolers to engage in apprenticeship training early in their education; and
 - SB3066 (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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