



# **Apprenticeship Expansion in the U.S.**

**A Presentation to the SLC Economic Development,  
Transportation & Cultural Affairs Committee**

---

Sunday, July 22, 2018

8:00 – 9:30am

# Presentation Overview

1. Why Focus on Apprenticeship as a High-Quality Work-Based Learning Model?
2. Challenges for Apprenticeship Expansion
3. Overview of National and State Support for Apprenticeship

# The National Governors Association



## Founding

The May 1908 meeting of President Theodore Roosevelt and governors led to the creation of the National Governors Association.



## What We Do

The National Governors Association (NGA) is the bipartisan organization of the nation's governors. Through NGA, governors share best practices, speak with a collective voice on national policy and develop innovative solutions that improve state government and support the principles of federalism.

# The NGA Center for Best Practices

## Policy Areas:

- Economic Opportunity
- Education
- Environment, Energy, & Transportation
- Health
- Homeland Security & Public Safety

## Services:

- National Meetings of Governors
- In-State Assistance
- Multi-State Policy Academies
- Research & Published Reports



# What is High-Quality Work-Based Learning?

## The Challenge: Two Related Problems

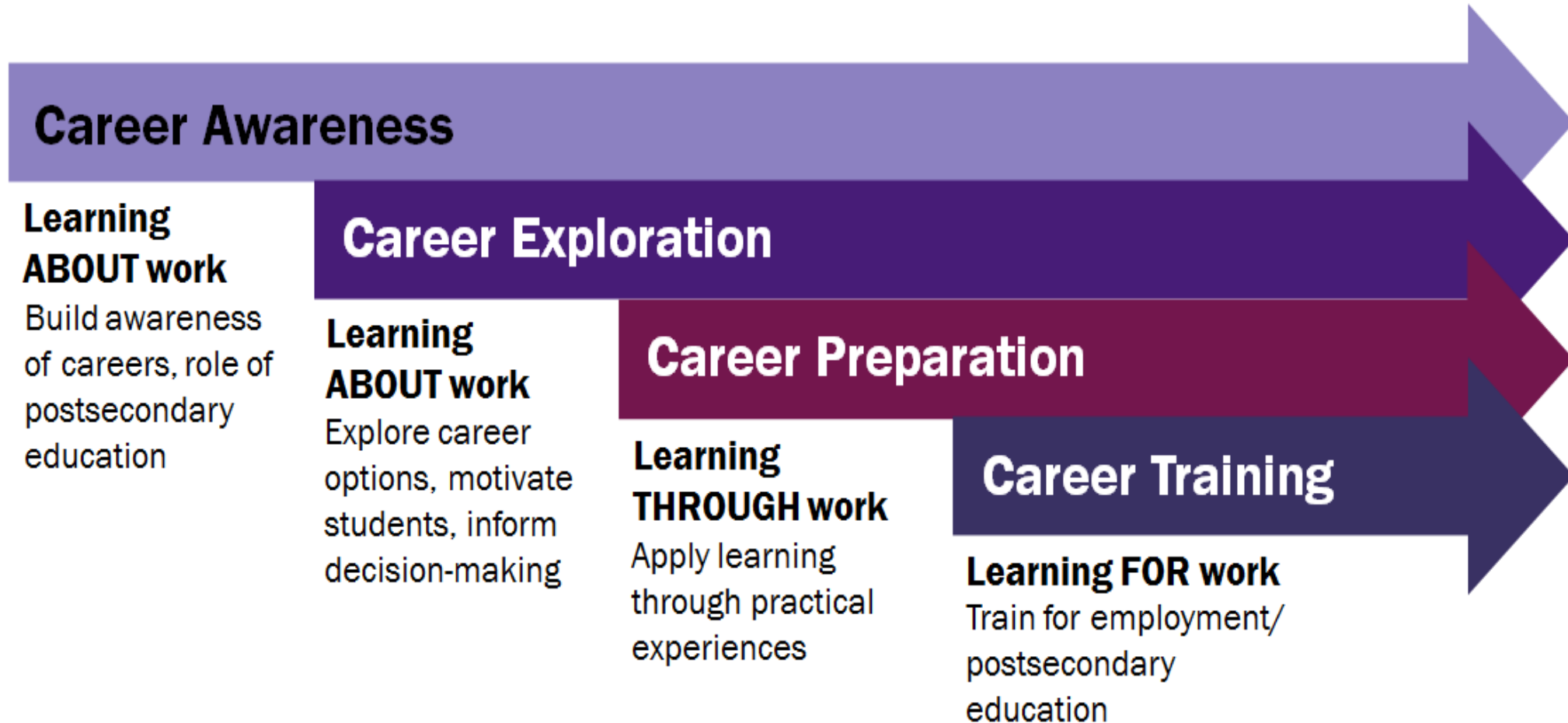


Many individuals lack the training and education necessary to obtain middle-class jobs

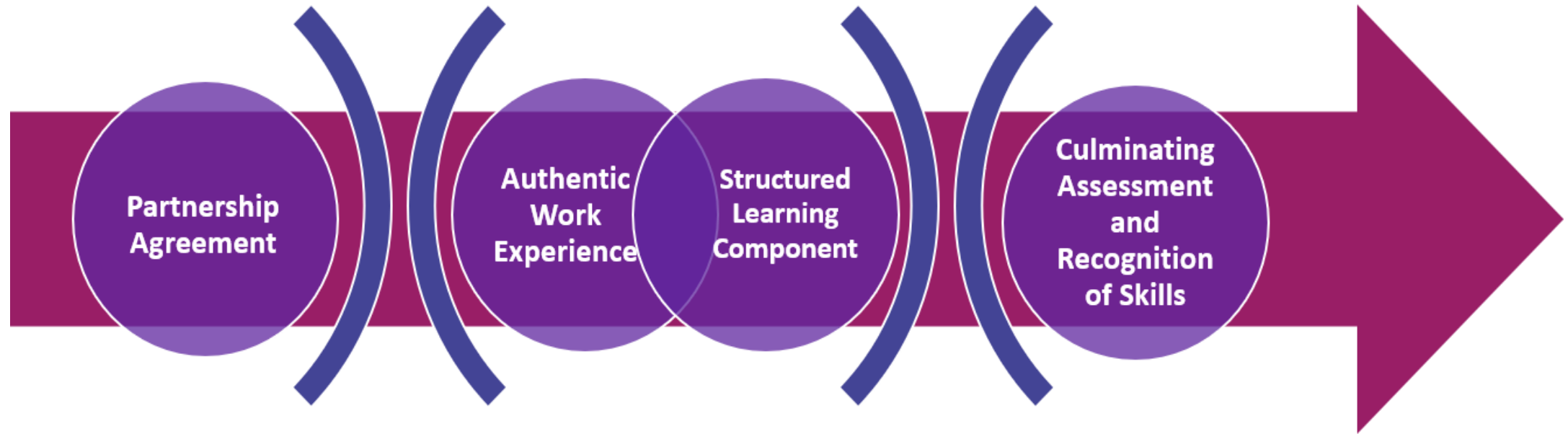


Businesses have trouble finding the skilled workers they need to be competitive in the global economy

# What is High-Quality Work-Based Learning?



# What is High-Quality Work-Based Learning?



# What is High-Quality Work-Based Learning?

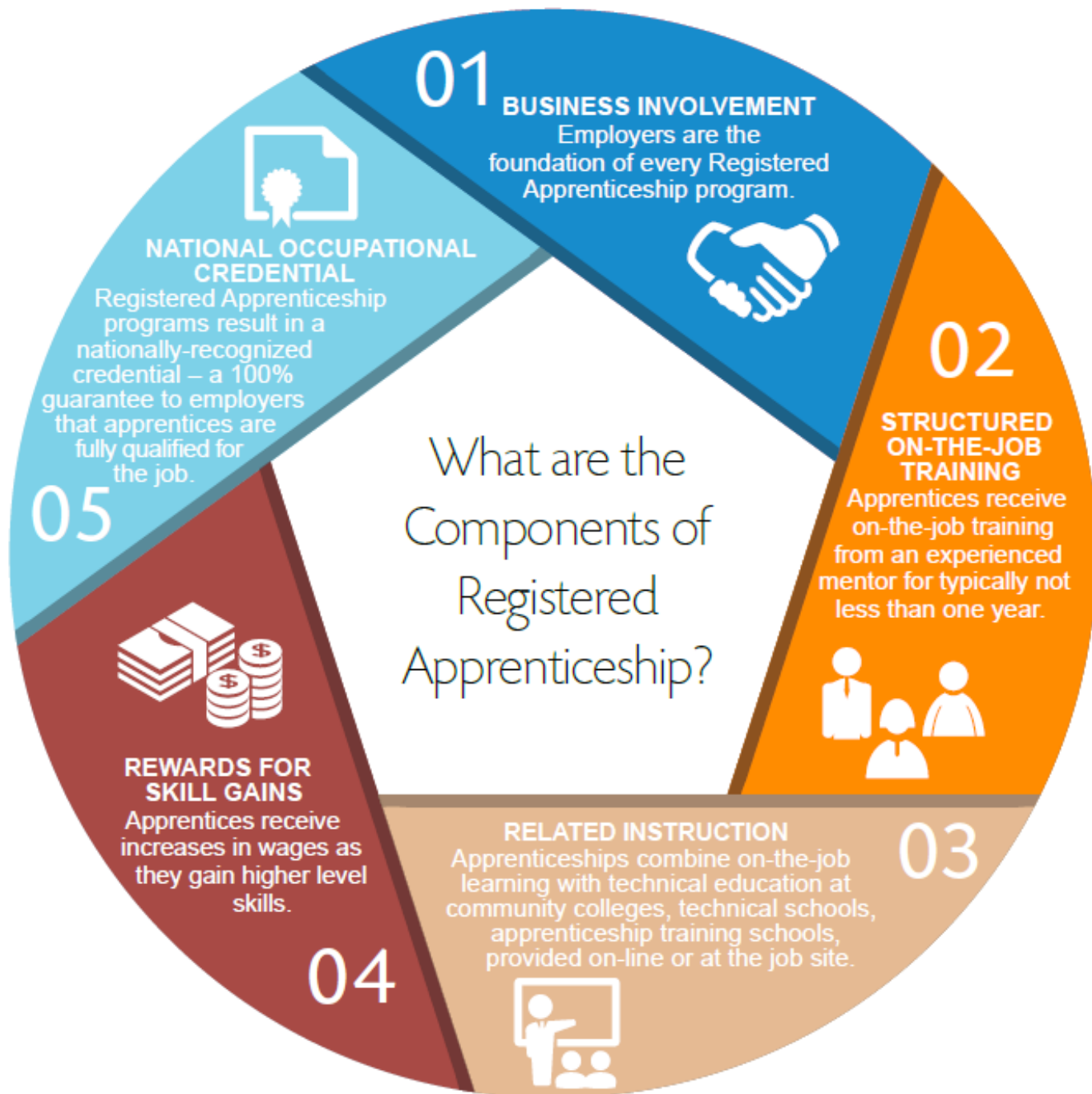
## Participant Benefits

- Apply content learned in the classroom;
- Explore career options and make informed decisions about education and work;
- Build soft skills;
- Gain work experience that can launch a career; and
- Interact with and learn from adult mentors.

## Business Benefits

- Nurture student interest in careers in their industry;
- Build partnerships with schools;
- Ensure that the education curriculum develops essential skills;
- Increase employee retention and productivity;
- Audition potential job applicants; and
- Develop a highly skilled workforce.





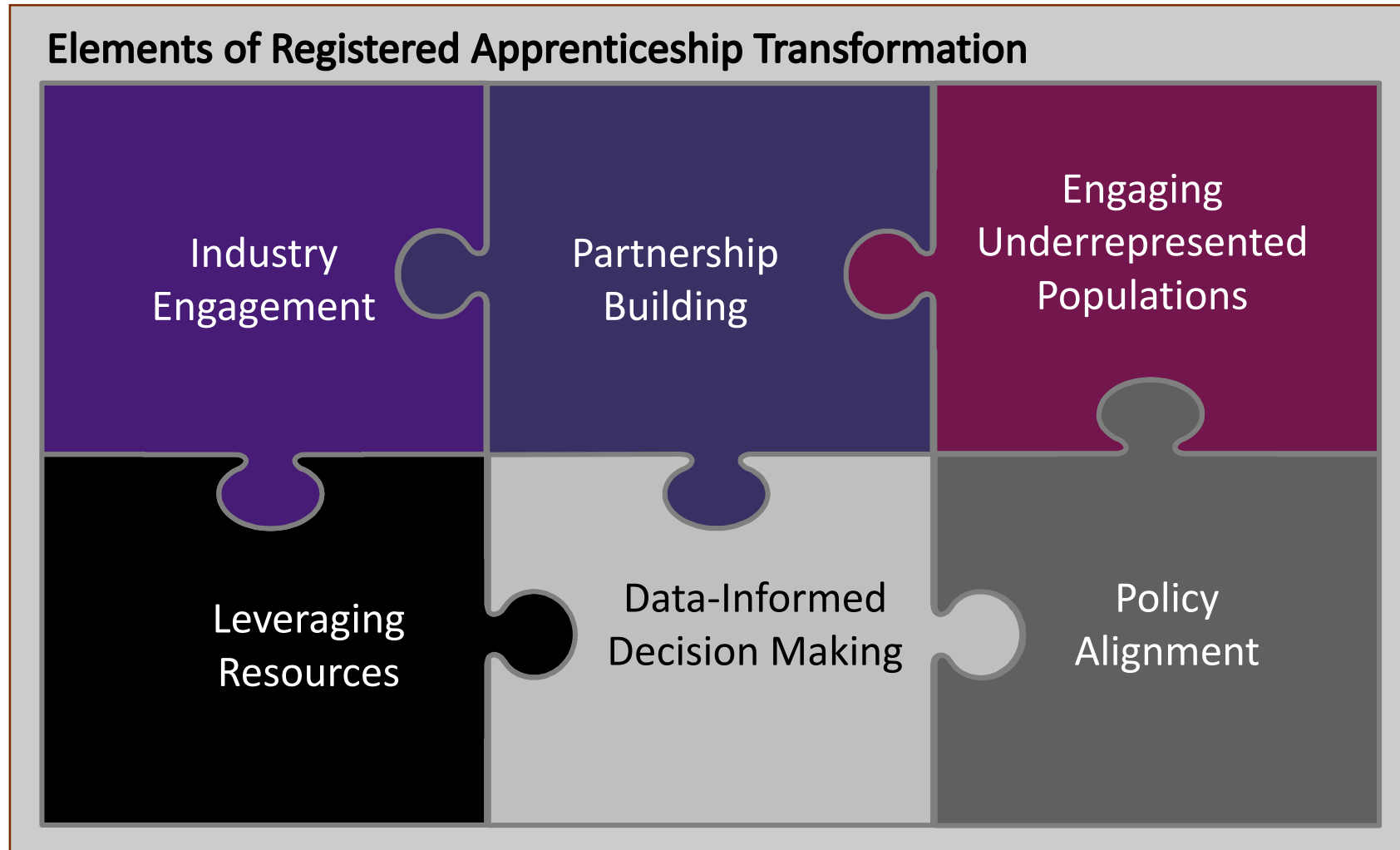
# Apprenticeship

# Challenges for Employers to Engage in Apprenticeship

- Lack of awareness of apprenticeship
- Fear of federal government regulation
- Lack of human resources capacity to set up a new program, recruit apprentices, report on results
- Time required for mentorship and supporting underrepresented populations.

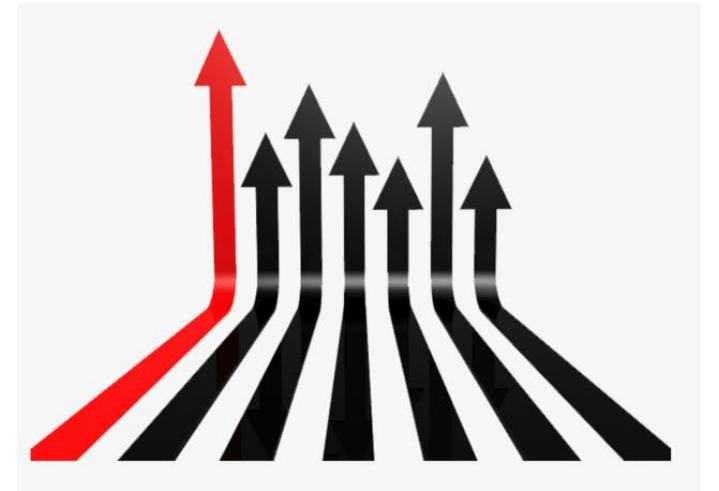


# Success Factor Framework



# Overview of National and State Support for Apprenticeship

- We are at a 20-year high in the number of apprentices.
- Gained 930,000 new apprentices in 5 years!
- New occupations:
  - Graphic designer
  - Web developer
  - Biological technician
  - Clinical documentation improvement specialist
  - Medical coder/biller
  - Insurance associate
  - Workforce development specialist
- Further support still needed



# National Support for Apprenticeship

---

## \$360 Million Invested Since 2015

- American Apprenticeship Initiative
- State Apprenticeship Expansion
- Industry and Equity Partnerships
- New investments in technology, research, and outreach

## Coming Soon...

- \$145 million FY 2018 Budget
- 

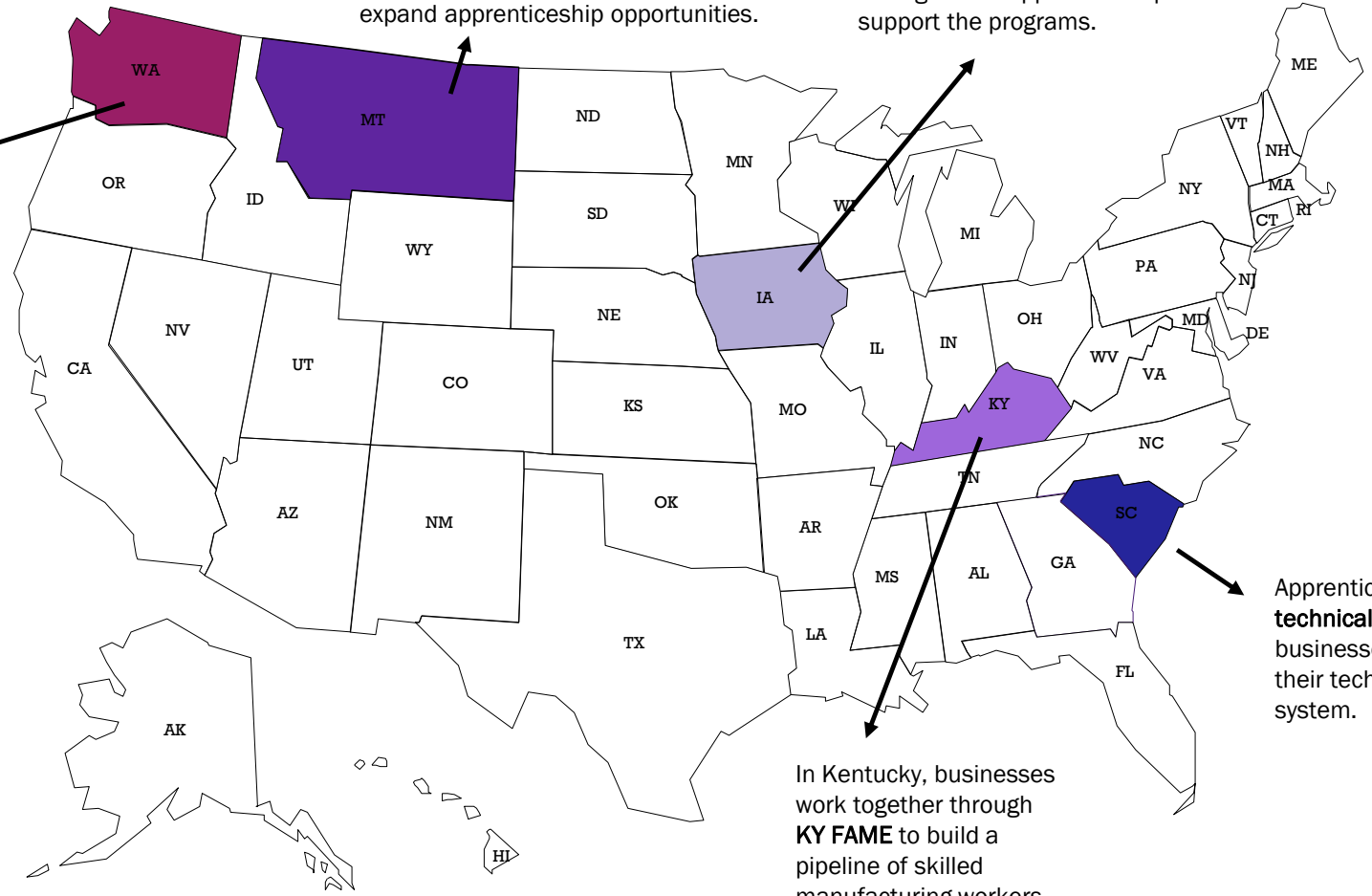


# State Leadership in Apprenticeship

Washington's Governor is partnering with **business champions** to support expansion of pre-apprenticeship, apprenticeship, and youth apprenticeship

Montana's Governor created a **joint liaison** between the state's labor agency and university system to expand apprenticeship opportunities.

Iowa provides **non-competitive training grants** to lead sponsors of Registered Apprenticeship to support the programs.



In Kentucky, businesses work together through **KY FAME** to build a pipeline of skilled manufacturing workers.

Apprenticeship Carolina **technical support** to businesses through their technical college system.

# Resources

- NGA [Website on Work-Based Learning and Apprenticeship](#)
- NGA Paper “[States Continue Advancing Strategies to Scale Work-Based Learning](#)”
- NGA – Brookings Blog, “[States equip employers to drive apprenticeship](#)”
- U.S. DOL [Quick-Start Toolkit for Employers: Building Registered Apprenticeship Programs](#)
- U.S. Department of Commerce and Case Western Reserve University “[The Benefits and Costs of Apprenticeship: A Business Perspective](#)”

**NGA** 

**NATIONAL GOVERNORS ASSOCIATION**