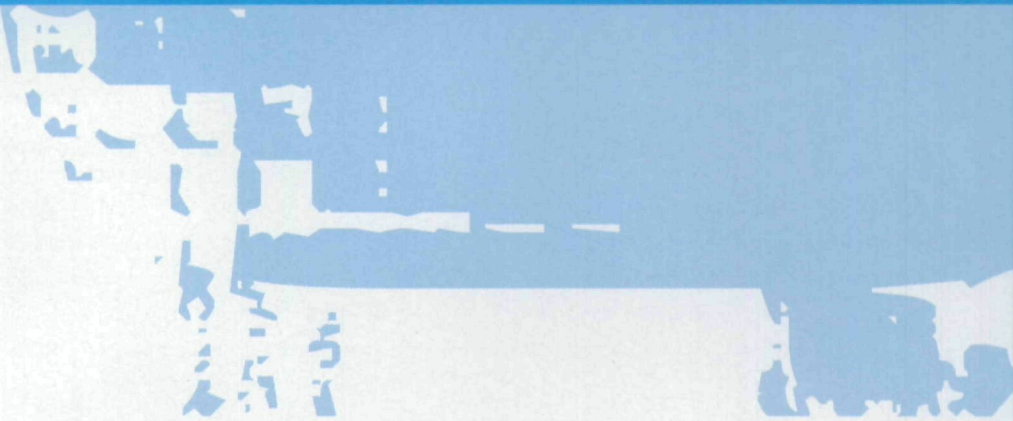


50,000

REASONS

WHY REGISTERED APPRENTICESHIP
WORKS!



BY JANE OATES AND JOHN V. LADD

In an economy that has experts making comparisons to the Great Depression, everyone has a stake in finding new and innovative ways to help promote job creation and provide career pathways for underemployed and unemployed workers alike. Career and technical education (CTE) has never been more important for U.S. workers as businesses seek employees who are prepared to perform from day one. A degree no longer guarantees employment. Today, solid skills and credentials that prove that a worker has reached a certain level of skill attainment are the best way for a job seeker to catch an employer's eye. A potential strategy that can help expand and advance the efforts of CTE providers is one that offers high-level job training that doesn't just prepare you for a job; it *is* a job from day one. The solution may be collaboration with one of America's longest running, and most successful, career training models. The solution may be Registered Apprenticeship.

Registered Apprenticeship has long been known in the United States as a great training option for workers looking to learn a new skill and become an expert-level craftsman in their trade. Be it traditional industries or those that are only now becoming better known, the ap-

prenticeship model has long been a part of the training strategies employers in the United States have relied on to prepare their workforce. Increasingly, this model offers workers a head start on their way to a lifelong career.

Entry into a Registered Apprenticeship program to support or directly follow completion of a CTE discipline is a great way for a worker to expand the array of "tools in their bag." Entrance into a Registered Apprenticeship program, coupled with graduation from a CTE program, has the potential to offer workers one of the best chances to enter a new career, learn new skills and provide an opportunity to see their wages grow as their skills increase.

Many people still only think of Registered Apprenticeship as an opportunity for young men who do not plan to attend college to learn new skills and enter a trade. Today's Registered Apprenticeship is much more. All Registered Apprenticeship programs have always required some classroom training, and today many programs often allow apprentices to earn college credits. Additionally, as Registered Apprenticeship continues to diversify and expand, underrepresented populations are finding increased opportunities and pathways into new careers. Registered

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apprenticeship offers these individuals access to both classroom and on-the-job training that give them the skills to succeed in sustainable careers.

Today's 21st century Registered Apprenticeship offers women the same opportunities for economic self-sufficiency. In traditional industries such as construction, as well as emerging industries such as advanced manufacturing, green-related technologies and health care, apprenticeship is an opportunity for women to access quality training that provides pathways to lifelong careers.

Registered Apprenticeship is a Win-Win for All

Registered Apprenticeship, nearing its 75th anniversary as one of the premier training models used throughout U.S. industry, needs to be reconsidered in efforts that aim to help people, regardless of

age or work experience, embark on a solid career path. Registered Apprenticeship is a win-win for both U.S. workers and businesses. The program allows workers to pursue good jobs that pay good wages, while employers have access to well-trained, highly skilled employees. Why

Registered Apprenticeship? Why now? Let's explore 50,000 reasons Registered Apprenticeship works!

50,000 New Apprentices in the Last Six Months

Over the last six months, a time many experts say was one of the worst in terms of job creation, the National Apprenticeship system still registered more than 50,000 new apprentices (with approximately 100,000 registered in the last year). Remember that Registered Apprenticeship is an "earn while you learn" model that combines employment with on-the-job learning and related technical instruction. So that's 50,000 jobs! That's 50,000 jobs in a down economy. That's an average of nearly 1,000 jobs per state during a time when hiring has been slow and job opportunities have been scarce. The number of new apprentices registered over the past few years has averaged approximately 100,000, and reached as high as 200,000 as recently as 2007. And these are not just temporary jobs. These are well-paying, sustainable careers for workers that meet employers' needs for highly skilled, highly motivated and well-trained employees.

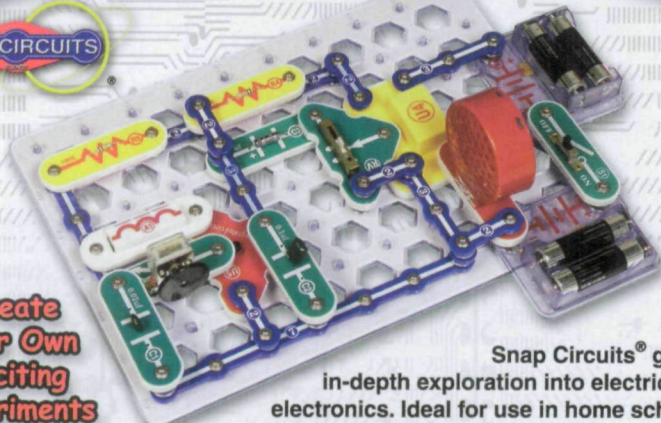
50,000 Credentials

During this same period, the Registered Apprenticeship system has been "graduating" an average of 50,000 apprentices who have successfully completed their program with an industry-recognized, nationally portable credential. As the economy improves, the number of apprentices completing their programs will increase, which results in a larger pool of skilled workers with nationally recognized industry certifications.

In today's competitive global economy, these certifications and credentials are increasingly important for U.S. workers to remain competitive. In President Barack Obama's inaugural address to Congress, he challenged every American "to commit to at least one year or more of higher

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“Collaborations between the CTE community and Registered Apprenticeship can only increase a worker’s ability to **ATTRACT EMPLOYERS.**”

education or career training. This can be community college or a four-year school; vocational training or an apprenticeship. But whatever the training may be, every American will need to get more than a high school diploma. And dropping out of high school is no longer an option.” Registered Apprenticeship helps workers meet that challenge.

Value of RA Credential = \$50,000

Finally, what is a Registered Apprenticeship credential really worth? Data shows that apprentices who complete their program earn on average more than \$50,000 per year. The average earning is actually \$54,000, with many earning much more. A recent study conducted for Washington State by the UpJohn Institute (Workforce Training Results Report—December 2008) calculated that the net benefit of completing an apprenticeship program in the short term (2.5 years) was \$50,000, while the lifetime benefit was nearly a quarter of a million dollars in additional earnings.

The National Apprenticeship system has been a part of the fabric of the American dream since the signing of the National Apprenticeship Act, also known as the Fitzgerald Act, in 1937. Generations of workers have benefited

from this system in traditional industries such as construction and manufacturing; now new generations are engaged in this unique model in emerging industries such as information technology and health care. Registered Apprenticeship has always been able to successfully adapt to the changing needs of workers and employers, while never straying from the core belief that structured on-the-job training combined with related classroom instruction, are the best way to ensure U.S. workers remain the most skilled, highly trained workforce in the world.

Collaborations between the CTE community and Registered Apprenticeship can only increase a worker’s ability to attract employers. For more information on Registered Apprenticeship, we encourage you to visit the Registered

Apprenticeship Community of Practice. Join other stakeholders and share in robust discussions on all things Registered Apprenticeship at <https://21stcenturyapprenticeship.workforce3one.org/page/home>. **IT**

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