

Making Apprenticeship Work Like It Should

The learner's perspective on quality, support, and advancement.

Michael Prebil, Center on Education & Skills at New America

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About New America

- **Nonpartisan think tank** based in Washington, D.C.
- Our team, the **Center on Education & Skills**, focuses on strengthening linkages between learning and work, and between schools and local economies.
 - *We research, analyze, and communicate* education and workforce policy trends.
 - *We engage with policymakers* to work out policy solutions.
 - *And we elevate the work of “doers”*, supporting dissemination of good practice and innovation in work and learning.

“College is easier than ever to come by, but harder than ever to cash in for economic security and a middle-class job.”

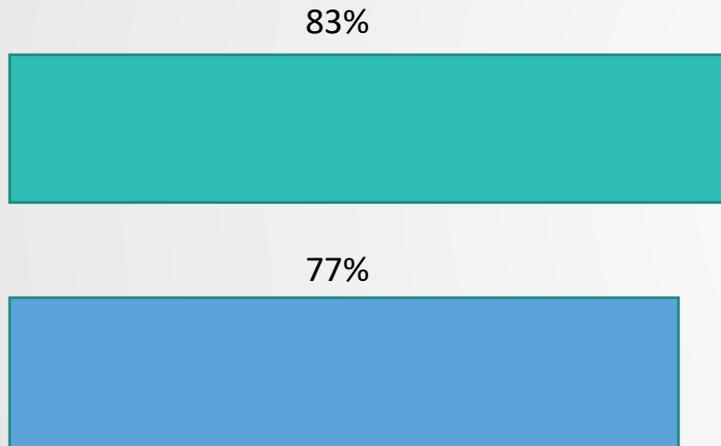
- Mary Alice McCarthy

Beyond the Skills Gap, 2014

goo.gl/e9LMNN

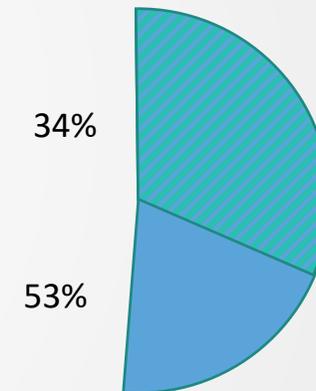
Work is changing – and higher ed may not be keeping up

Growth in occupational skill requirements, 1980 – 2015



- Growth in jobs requiring advanced social skills (communication, management)
- Growth in jobs requiring advanced analytical skills (computers, critical thinking)

Student perceptions of job-readiness after college graduation



- Students who believe they'll have the skills/knowledge for job market success
- Students who believe their major will lead to a good job

Sources: Pew Research Center, "The State of American Jobs", 2016; Strada-Gallup 2017 College Student Survey

Employer benefits from apprenticeship

- Adaptable workers with general as well as firm-specific skills.
- An expanded pool of recruits with the chance to “try before you buy”.

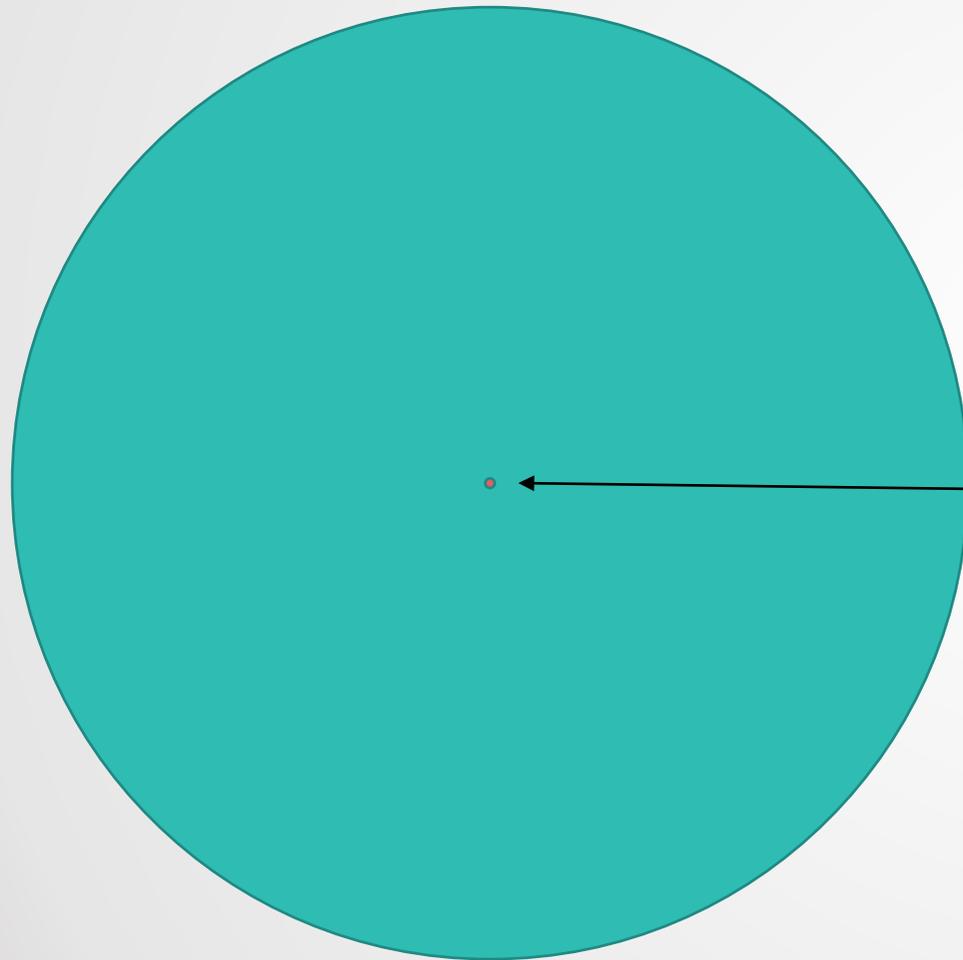
It's not just employers – learners are enthusiastic, too

“Nowadays, they just kind of push us through high school and are like, ‘All right, when you get to college you will learn this.’ But half the people drop out and don’t have the skills.”

- Joshua, student in Charlotte, NC

- Americans view apprenticeship favorably: **91 percent** consider apprenticeship a good route to a high standard of living, and **83 percent** are in favor of increased public spending to support it.

Where apprenticeship stands



**New information technology
jobs in the next 10 years:**
557,100

**Information technology
apprentices in 2016:**
982

Even worse in healthcare: **2.4
million jobs** over next 10 years, and
only **1,852 apprentices in 2016.**

“The number of occupations commonly filled by apprenticeship could be nearly tripled, from 27 to 74; the number of job openings covered by this approach could be multiplied eightfold, to roughly 3.2 million.”

- Joseph Fuller and Matthew Sigelman.

Room to Grow: Identifying New Frontiers for Apprenticeships. Harvard Business School, November 2017.

So what's the problem?

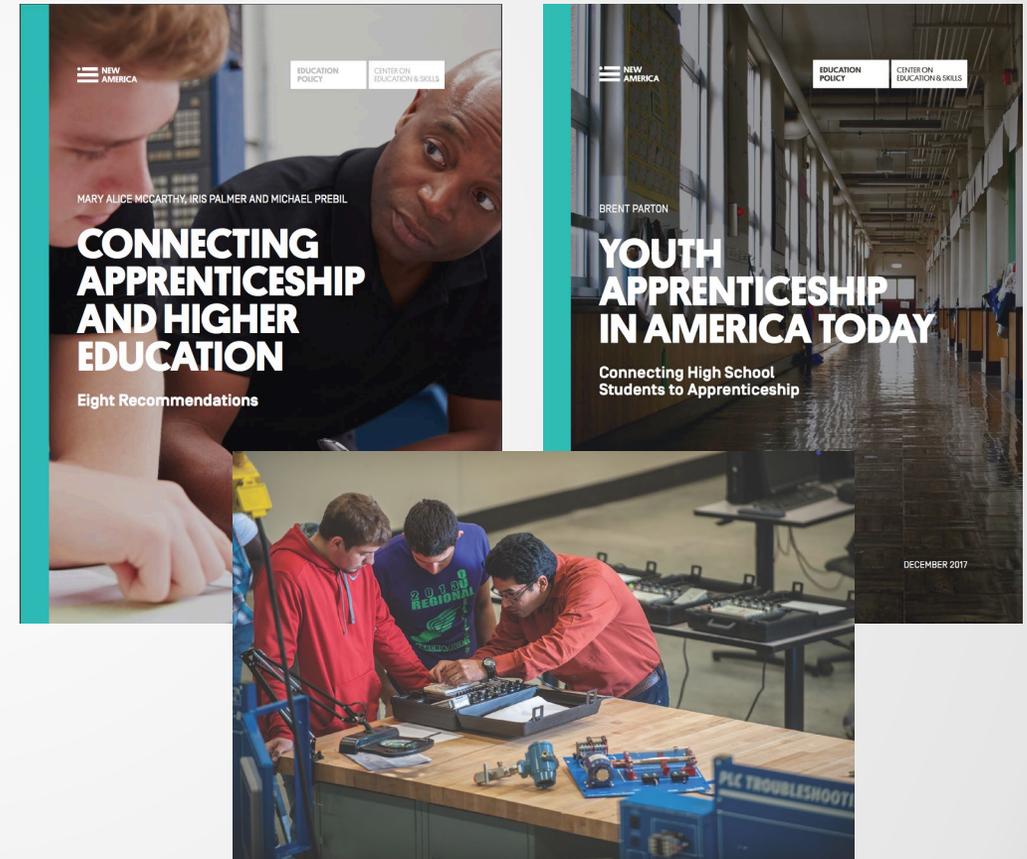
1. Prospective sponsors are on their own – develop a shared infrastructure.
2. The pipeline needs work – integrate with education systems.
3. Apprentices, like all employees, need support for success – give it to them!

1. Develop a shared infrastructure

- Identifying shared work needs within sectors.
- Lean on different types of intermediaries to link employers, institutions, jobseekers, and government.
- The best route: a comprehensive state system that builds intermediaries into existing systems.

2. Integrate with education systems

- Engagement with secondary system.
- Connections to an through higher ed.
- Support from industry certifications where possible.



3. Support apprentice success

- The easy part: if you build it *right*, they'll come.
- Every learner shows up with particular needs. Leverage existing resources to meet them.
 - Basic skills
 - Health, finances, and family
 - Transportation
- Integrate vertical (corporate/mentorship) and horizontal (peer/community) supports.

The learner's perspective:

Talented prospects are attracted to apprenticeship because it's an opportunity few have seen before. Keeping the apprentice's experience in mind leads to programs that align with employer interests, too.

Thank you!

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