

# Building Student Awareness of Apprenticeship Career Pathways in Pennsylvania



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# Presenters



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# Welcome and Agenda

- Center of Excellence Overview
- An Overview of Registered and Youth Apprenticeship
- What are the Benefits of Apprenticeship for Youth and Schools
- High-School and College-Aligned Youth Apprenticeship Pathways
- How can we Develop these Pathways
- Workforce Boards- Putting it all Together
- Questions and Closing Thoughts



# Center of Excellence Overview



- U.S. DOL initiative to increase systems alignment across apprenticeship, education, and workforce
- Led by Safal Partners; 5 national partners
- We provide no-cost TA including:
  - Monthly webinars
  - Quarterly virtual office hours
  - Individual TA/coaching sessions
  - Online resources (desk aids, guides, frameworks, etc.)

[Visit our website, request TA](#)





# Quick Pulse Poll #1

## Are you a....

- Workforce Board Staff
- Service Provider Staff
- Educational Partner
- Vocational Rehabilitation Partner
- Employer
- Board Member
- Registered Apprenticeship Staff
- Other



# Quick Pulse Poll #2

## **When it comes to Registered Apprenticeship I am...**

- Just starting out
- Somewhat familiar with the basics but don't utilize it often
- Very knowledgeable and refer people often to programs
- What is RA?????



# What is Registered Apprenticeship?

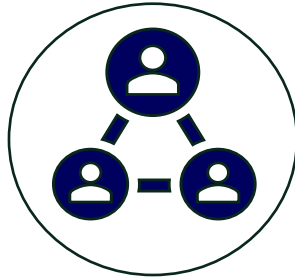
Registered Apprenticeship (RA) is a proven, customizable, and industry-relevant and US Department of Labor-approved model for organizations to find, train and retain new talent as well as upskill current workers in critical occupations.



# Five Core Components of RA



**Employer  
Involvement**



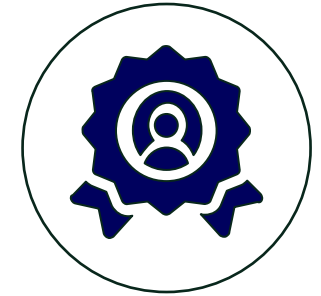
**Structured On-  
the-Job Learning  
(OJL)**



**Related  
Instruction (RI)**



**Rewards for  
Skill Gains**



**National  
Occupational  
Credential**



# A WIDE RANGE OF INDUSTRIES



**Agriculture**



**Healthcare**



**Cybersecurity**



**Biotechnology**



**Transportation**



**Construction**



**Energy**



**Hospitality**



**Financial  
Services**



**Information  
Technology**



**Education**



**Advanced  
Manufacturing**



**Critical  
Supply Chain**



**Infrastructure**



**Engineering**



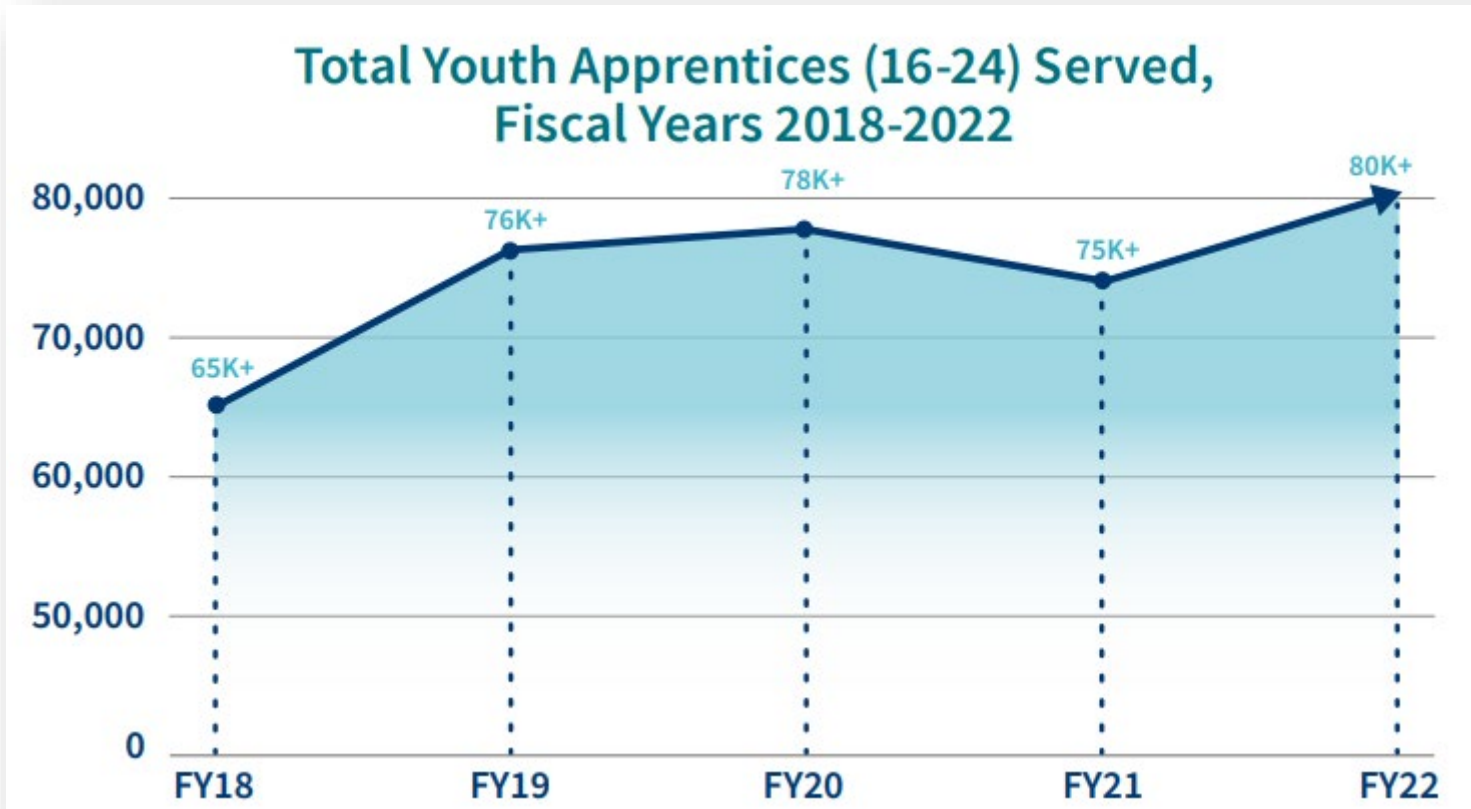
**Telecommunications**

# What is Youth Apprenticeship?

A **youth apprentice** is defined as...  
an in-school OR out-of-school youth **between the ages of 16 and 24...**  
who **receives industry-validated Related Instruction for an RA program (for in-school youth) from their school** while...  
**completing part-time, paid, work-based experience from an employer** under a mentored supervision as part of...  
a **Registered Apprenticeship program approved by DOL or a state apprenticeship agency (SAA) or a pre-apprenticeship program.**



# Apprenticeship for Youth

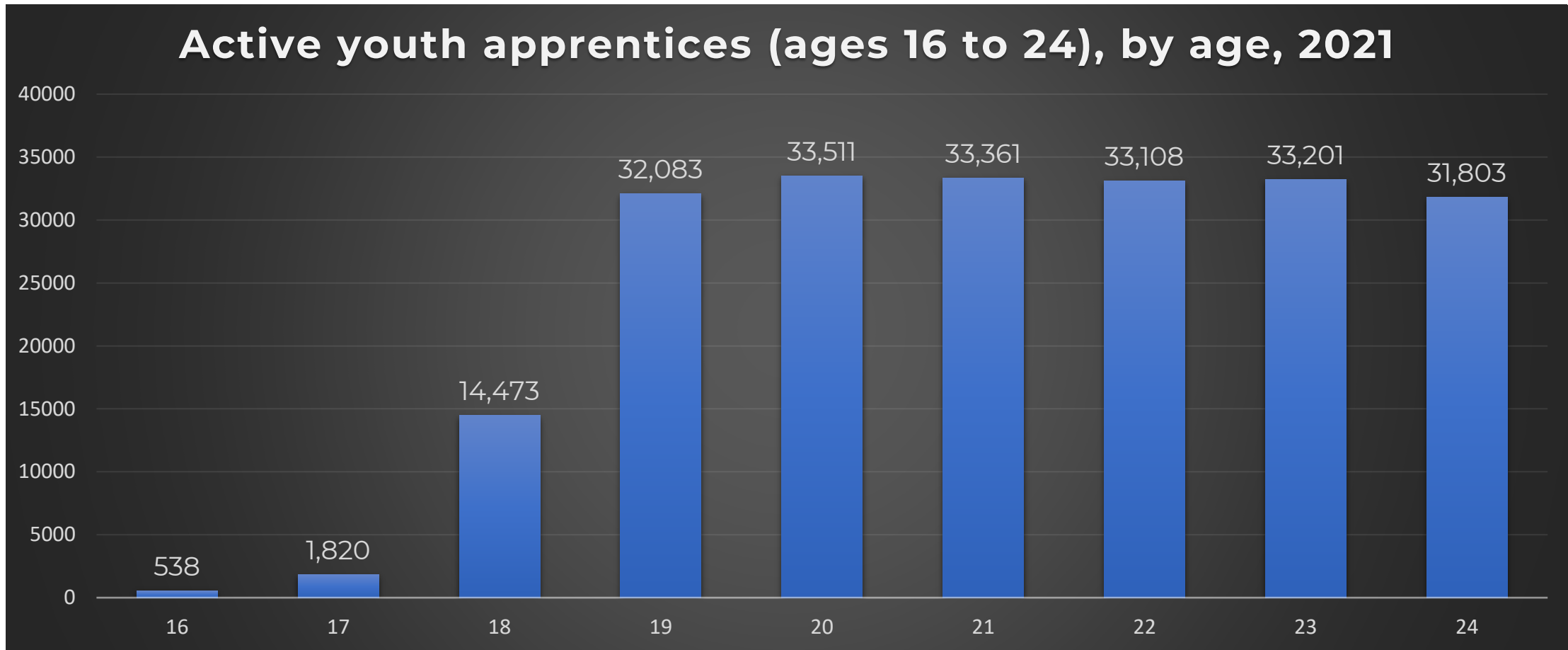


In 2022, there were  
**228,535**  
Youth Apprentices  
Registered



Source: <https://www.apprenticeship.gov/>

# Youth Apprenticeship by Age



Source: Urban Institute calculations from RAPIDS data



# High-Quality Youth Apprenticeship

In addition to meeting core RA requirements, high quality youth programs:



Provide dual enrollment pathway for college credit for RI



*(if school is sponsor)*  
Include articulated agreement with another program sponsor to ensure students can continue paid OJL (and RI if needed) after graduation



Provide apprentice with a clearly-outlined career pathway beyond RA program completion for occupations that provide a family-supporting wage



Embed, or prepares student to test out for, industry-recognized certifications or credentials



# Pennsylvania Youth Apprenticeship Goals



# Pennsylvania's Apprenticeship System

- Pennsylvania's State Apprenticeship Agency (SAA) is the Apprenticeship and Training Office (ATO) within the Pennsylvania Department of Labor & Industry.
- Works in collaboration with the Pennsylvania Apprenticeship and Training Council (PATC), which acts as the approving agency for proposed apprenticeship programs.
- ATO is working to embed a focus on apprenticeships within the state's workforce system and PA CareerLink offices.
- Has a ratio of two apprentices for every nine journeyworkers hired- as compared to one apprentice for each journeyworker outlined in Federal regulations.



# Pennsylvania-Building Apprenticeship Opportunities in High School

- Focused on expanding pre-apprenticeship opportunities through partnerships with Career and Technical Education (CTE) programs.
- These programs offer students hands-on industry training alongside classroom instruction, creating a seamless transition from school to the workforce and build a pipeline that connects students with registered apprenticeship programs.
- Focuses on several industries, including manufacturing, IT, energy, and healthcare.
- The initiative also involves significant funding boosts with recent investments including \$3.9 million specifically targeting high school pre-apprenticeships.



# Other State Investments

- \$400 million to train 10,000 people using Registered and pre-apprenticeship programs utilizing funding from the Investing in America Agenda.
- Committed an additional \$61 million to workforce development initiatives statewide, including apprenticeships, Career and Technical Education (CTE), and vocational-technical programs.
- An additional \$5 million in grant funding to expand registered apprenticeship programs across the Commonwealth.
- \$2 million in nursing registered apprenticeship programs to help fill critical nursing positions across the Commonwealth.



# But Pennsylvania Wants to Grow



- There are currently **15,755** registered apprentices active in Pennsylvania and Governor Shapiro wants to double that!
- There are **884** unduplicated registered apprenticeship program sponsors supporting 1,561 occupation-specific programs across the Commonwealth.
- There are also **121** registered pre-apprenticeship programs with **1,213** pre-apprentices currently active.





# Apprenticeship Benefits for Students and Schools



# Substantial Benefits for Youth

Helping students understand the benefits of RA is crucial:

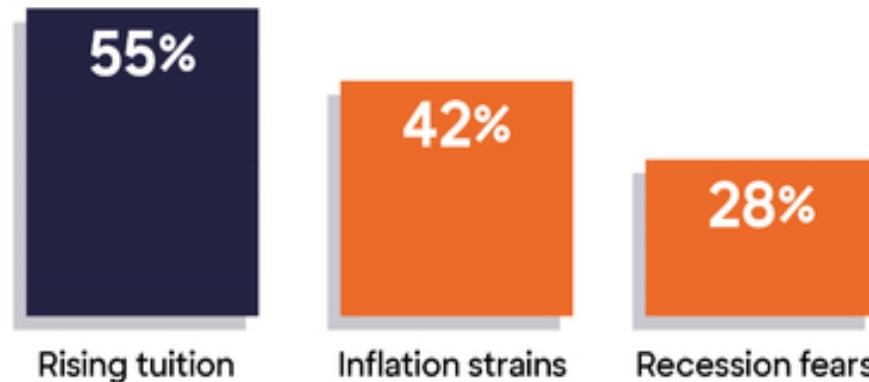
- RA is a pathway to a career from the start
- RA provides a way to get paid to learn skills and get work experience
- Often leads to offer of full-time employment following graduation or program completion soon after graduation
- Increases your lifetime earnings potential: average starting salary for apprentice completers is \$80,000 per year (U.S. DOL)
- Provides way to earn national credential – move and earn anywhere
- Can help lower – or even eliminate – the cost of taking college courses



# Less Debt, More Opportunities

## Of parents worried about paying for college

55% note **rising tuition** as a concern while nearly half say **inflation** is straining their savings. Over one quarter of worried parents noted that fears of an impending **recession** also caused concern about paying for college,



## Nationally...

- 42.8 million Americans owe more than \$1.75 trillion in student loans (2024)
- 61% of college graduates had taken on student loan debt (2024)
- Average debt of student loan holder is \$37,853 (2024)

# Benefits for Schools Involved in Apprenticeship

- Apprenticeship programs connect students to colleges
- Program sponsors, federal and state programs, and/or students can pay for related instruction
- Sponsors can provide additional resources beyond tuition to support students and colleges (curriculum development, student supports, additional funding)



# Federal / State Funding for RA 1

- Several programs can help pay for RA related instruction courses at local colleges, making it more attractive for local employers to participate. Examples include:
  - [The Workforce Innovation and Investment Act \(WIOA\) \(through Individual Training Accounts\) / On-the-Job Training / Supportive Services \)](#)
  - [Pell Grants \(Up to \\$6,895 per Apprentice\)](#)
  - [Federal Work Study Funds \(average of \\$2,500 per Apprentice\)](#)
  - [State Tax Credits and Tuition Support](#)
  - [GI Bill Benefits \(for approved programs\)](#)





# Youth Apprenticeship Pathways- High School or College



# High-School Aligned Apprenticeship Programs



Juniors or seniors eligible to apply for paid on-the-job training experience with an employer while receiving RI at school.



Embeds industry credentials in RI curriculum.



RI counts toward high school graduation requirements and potentially college credits, creating a seamless transition from secondary to post-secondary education.



Often acts as pre-apprenticeship programs that provide a pathway to a full RA program.



# College-Aligned Youth Apprenticeship Programs



Available at vocational, community, and four-year colleges and generally for 18-24 year olds.



Embeds industry credentials in RI curriculum and oftentimes leads to the award of industry-recognized credentials.



RI counts towards college credits, enabling student to graduate.



Generally, a Registered Apprenticeship program that leads to the award of a DOL-issued certificate.



# Developing Apprenticeship Pathways



# Key Questions

- What occupations does local labor market information show are in high demand and what interests youth?
- What partnerships do we need? What partners do we already have that can support a program?
- How will we integrate industry needs/occupation requirements into our RI?
- How will we create a Dual/Concurrent Enrollment plan (for high school apprentices)?
- How will we ensure RI and OJT count toward both high school graduation and RA program requirements (for high school apprentices)?





# Gen Z- They're Interested in Different Occupations

1. Sustainable Energy Specialist
2. Digital Content Creator
3. Health and Wellness Coach
4. Cybersecurity Analyst
5. App Developer
6. Social Impact Consultant
7. User Experience (UX) Designer
8. Remote Work Specialist
9. E-Sports Professional
10. Mental Health Professional



# But They are Also the “Toolbelt Generation”



**47%**

Young adults interested in trades career

**5.1%**

Pay increase for new construction hires vs. 2.7% in professional services.

**23%**

Students studying construction trades rose from 2018 to 2024

**16%**

Vocational-focused community colleges increase in enrollment

**299K**

More electricians than 2014 - median age fell by 2.9 years.

**95%**

Optimistic about job security and believe they won't be replaced by AI - [Thumbtack](#)



Source: [Wall Street Journal](#)

Safal Partners © 2024

# What Can Each Partner Bring?

- Businesses, trade organizations, and chambers of commerce identify needed skills, provide on-the-job training, and employ apprentices.
- Schools help design curriculum, provide classroom instruction, and facilitate student recruitment.
- Workforce boards can help recruit apprentices, offer funding, and connect partners.
- State agencies develop curriculum frameworks, provide guidance on laws/regulations, and offer funding.
- Community organizations assist with student recruitment, academic support, funding, and program oversight.



# Key Organizational Apprenticeship Roles



## Sponsor

An organization that agrees to operate an apprenticeship program and in whose name the program is registered.



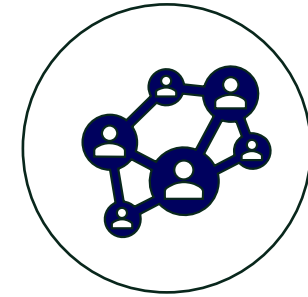
## Employer

Hires and provides paid OJL for apprentices under supervision of a designated mentor who is a skilled professional in that occupation.



## RI Provider

Entity that provides instruction to apprentices in the designated occupation's core knowledge, skills, and abilities.



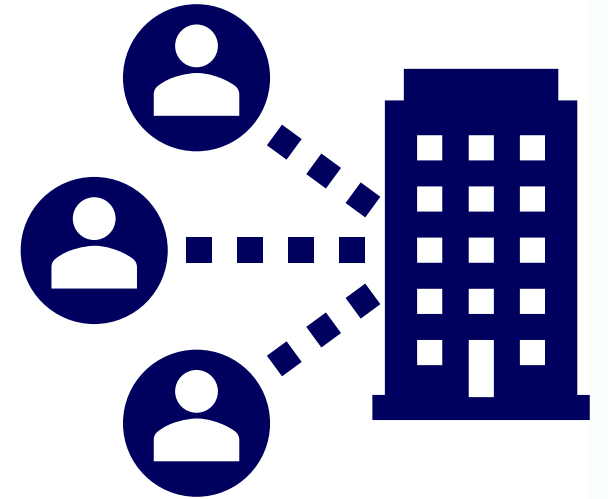
## Partner

Organizations committed to assisting RA programs. They can play one or more roles.



# Align with CTE Standards and Ensure Hands-On Training

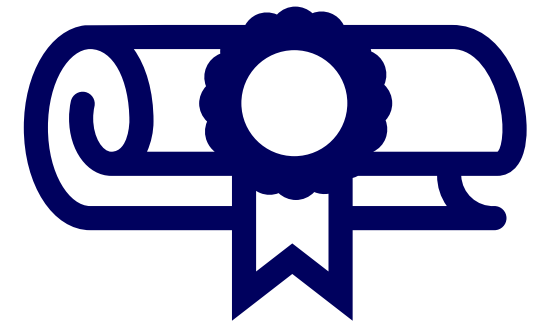
- **Align Curriculum with Industry Needs:** Incorporate CTE standards by aligning the curriculum with current industry needs.
- **Integrate Work-Based Learning:** Embed work-based learning opportunities within CTE programs, allowing students to gain hands-on experience in real-world settings.
- **Collaborate with Industry Partners:** Partner with local businesses to design apprenticeship programs that meet both educational and industry requirements.
- **Incorporate Industry-Recognized Credentials:** Include industry-recognized credentials in apprenticeship programs to validate students' skills and competencies according to CTE standards.





# Ensuring High-School Students Receive Credit

- **Synchronize Curriculum with Graduation Objectives:** Collaborate with local school districts to ensure the apprenticeship curriculum meets high school graduation requirements.
- **Dual Enrollment and Credit Recognition Agreements:** Create dual enrollment agreements that allow apprentices to earn high school credits for both RI and OJT components of their apprenticeship.
- **Performance-Based Assessments:** Integrate assessments that align with both high school and apprenticeship standards.
- **Consistent Tracking:** Ensure apprenticeship coordinators, school counselors, and educators track apprentices' progress and ensure all requirements are met.





# Youth Apprenticeship Examples



# Wisconsin Youth Apprenticeship Project

- Launched in 1991
- Partnership between the Wisconsin SAA, 39 local consortia, and local school districts
- Organized into 13 broad industries
- In the 2022–23 school year, 5,719 employers provided apprenticeships to 8,357 high school students
- Receives \$6 million in funding from the State of Wisconsin
- Requires employers to provide at least 450 hours of on-the-job learning and paid work experience and schools to offer at least 180 hours of related technical instruction.



# Howard County Community College

- Serves as a Sponsor of Registered Apprenticeship Programs.
- Offers apprenticeships in 11 different fields (HVAC, IT, Hospitality, Child Care, Licensed Practice Nurse, etc.) and provides the related instruction for these occupations.
- Partners with several different employers to provide OJT, including the University of Maryland Medical Center, MedStar Health, Associated Builders & Contractors of Greater Baltimore, Johns Hopkins and others.
- Has a close relationship with the local workforce board and workforce system.
- Utilizes funds from employers and local and state grants to support their programs.



# Workforce Boards: The Key Ingredient



# How Workforce Boards Can Help Education Providers

- Provide WIOA Individual Training Account (ITA) funding to support apprentices' RI costs
- Make connections with employers, sponsors
- Host convenings between education and industry
- Provide pipeline of Youth to enroll in programs
- Add programs to the Eligible Training Provider List (ETPL)
- Support the development of RI curriculum using labor market information and industry standards



# How Workforce Boards Can Help Employers/Sponsors

- Provide a pipeline of Youth Apprentices:
  - Publicize RA program opening
  - Screen candidates
  - Provide pre-apprenticeship training
- Provide supportive services to Youth
- Provide WIOA OJT contract funding to support percentage of apprentice wages
- Build partnerships w/training providers on ETPL for RI; utilize ITAs to pay for all/portion of apprentices' RI costs
- Support registering and implementing RA programs
- Host convenings (job fairs, recruiting events, etc.) to connect potential apprentices and employers





# How Workforce Boards Can Help Community-Based Organizations

- Provide education on RA
- Connect potential apprentices with employers
- Provide supportive services to apprentices
- Connect potential apprentices to other resources available within the community
- Leverage funding programs



# Get to Know Your Workforce Board

## Each Workforce Board has:

- Sector strategies: priority occupations and key industries
- Policies on OJT contracts, which WIOA and non-WIOA funding "buckets" and services they will apply to RA
- Funding levels, fiscal year cycle and how quickly they anticipate spending funds
- Supportive services offered and how that maps to your program's needs
- Candidate pool – IS and OS Youth Programs
- ETPL program registration process



# Contact Us, Become a Partner

- ✓ **Receive** no-cost expert TA, materials, and assistance
- ✓ **Network** with potential partners nationwide
- ✓ **Be** nationally recognized for your work

Scan for  
Partner  
Form



# Office Hours Follow-up

Safal will be hosting Office Hours in the CrossRoads Expo Hall during the following times:

- Monday, November 18<sup>th</sup> from 9:00 am – 11:00 am
- Monday, November 18<sup>th</sup>, from 1:30 – 4:30 pm





# Thank You for Joining Us

*Email us your questions at [RA\\_COE@SafalPartners.com](mailto:RA_COE@SafalPartners.com)*

For more information, visit: [dolcoe.safalapps.com](https://dolcoe.safalapps.com)

