



“What Does It Look Like??”

Building and Supporting Youth Apprenticeship Programs



USDOL RA TA Center of Excellence

- Focus: Accelerating sustainable partnerships and increased alignment of the apprenticeship, workforce, and education systems.
- Primary tasks:
 - Provide TA on RA and Systems Alignment
 - Facilitate Partnerships Across Key Stakeholders
 - Support New/Expanded RA Program Development
 - Inform Policy to Increase Workforce/Apprenticeship System Alignment

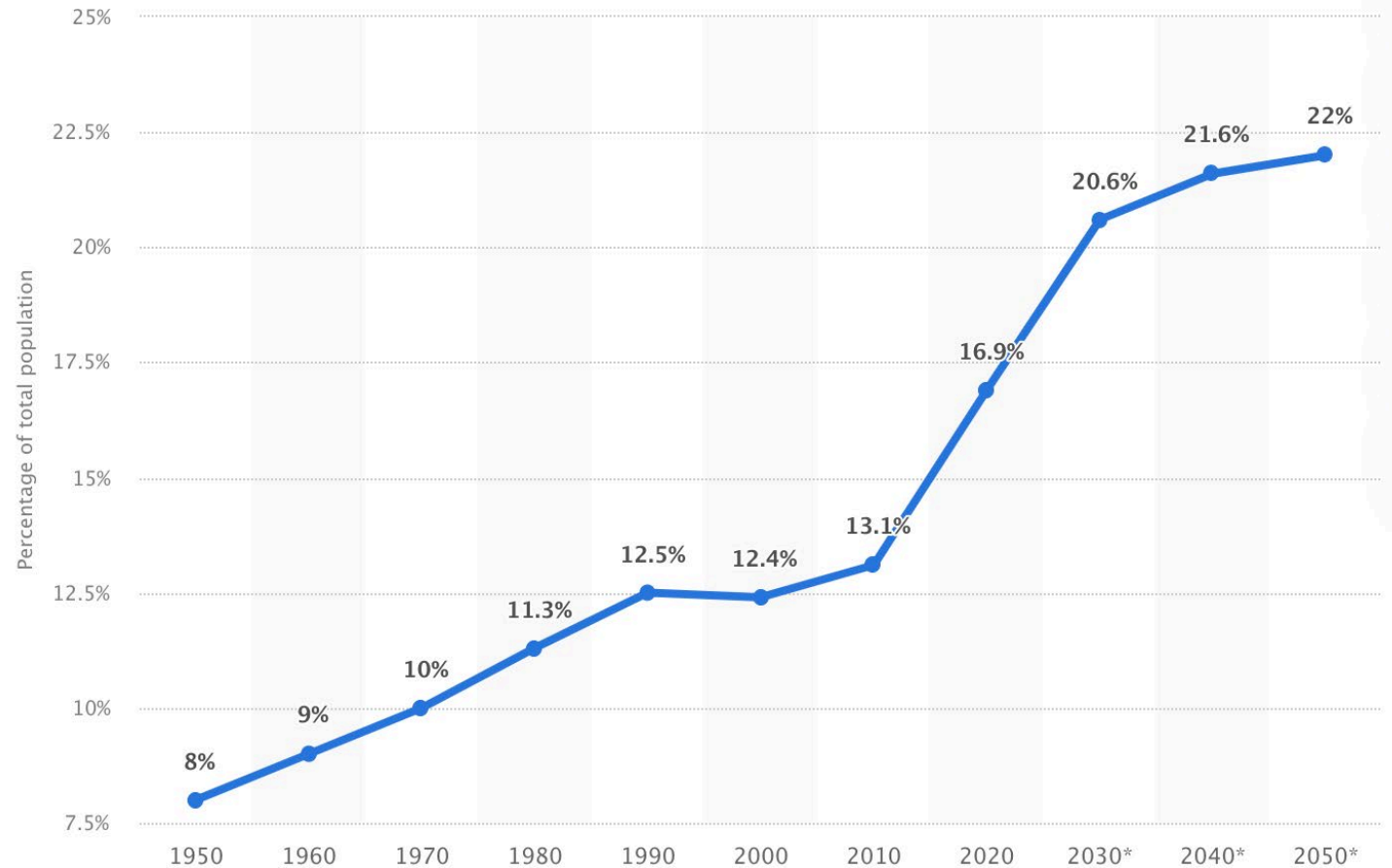




Why Youth Apprenticeship? Why Now?

The U.S. Labor Market is Aging

Number of American workers at or nearing 65 is growing rapidly while....

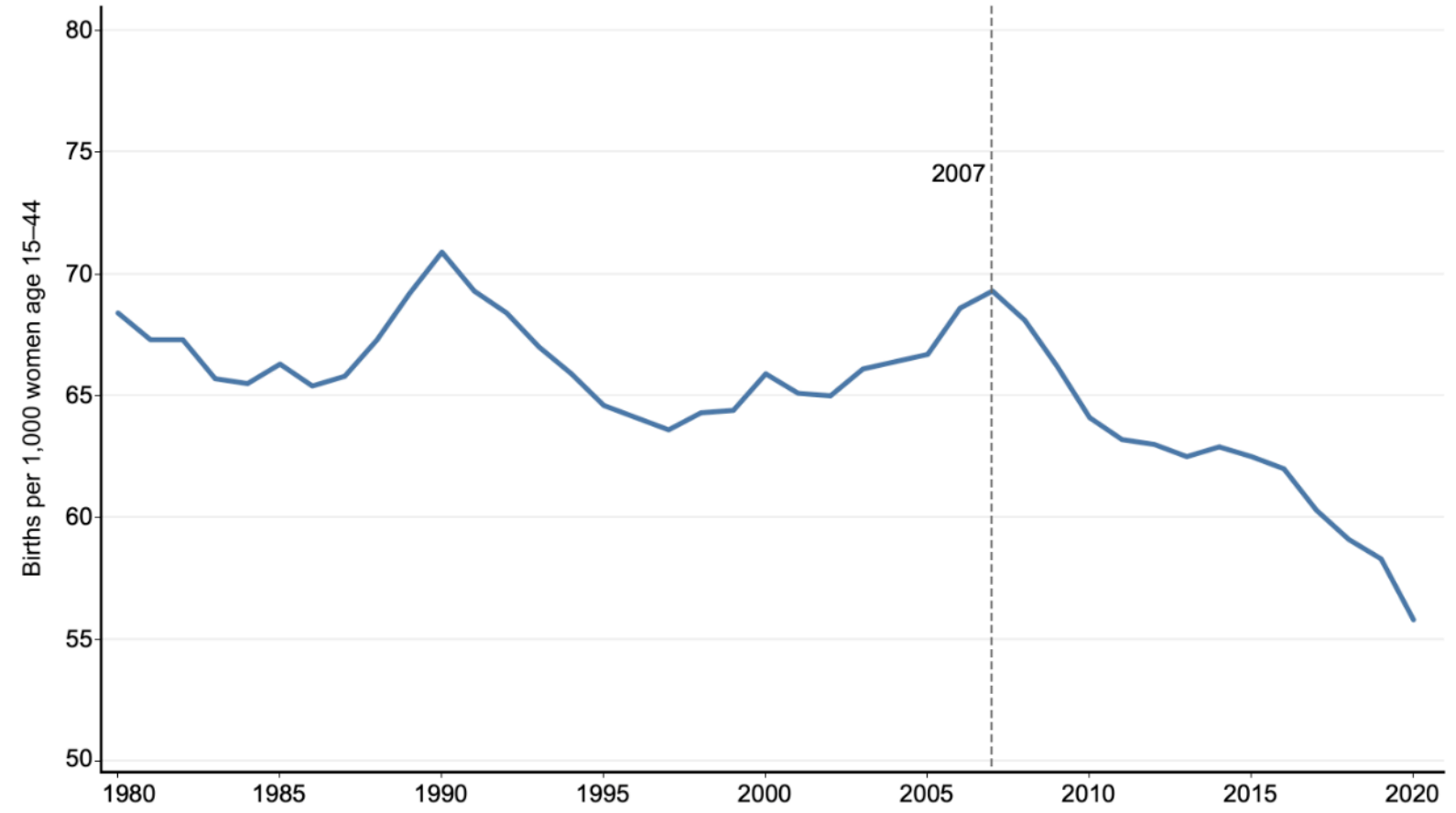


The Birth Rate Isn't Keeping Pace

U.S. birth rates are dropping steadily. The U.S. birth rate has fallen by 20% since 2007 and “cannot be explained by demographic, economic or policy changes.”

TREND IN US BIRTH RATES

YEARLY, 1980–2020



Source: Birth rates collected from CDC Vital Statistics Reports for 2015, 2019, and 2020.

EconoFact econofact.org

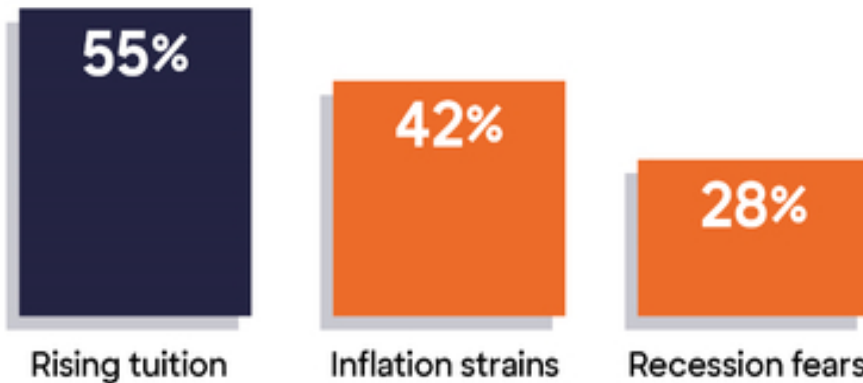


Sources: By [Melissa Kearney](#), [Phillip Levine](#) and [Luke Pardue](#), February 15, 2022, University of Maryland and Wellesley College

Student Loan Debt Is Rising

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....

- 43.5 million Americans owe more than \$1.7 trillion in student loans (2023)
- 61% of college graduates had taken on student loan debt (2022)
- Average debt of student loan holder is \$37,787 (2023)



Youth Apprenticeship... The Specifics

Youth Apprenticeship

A youth apprentice is defined as...
a registered apprentice between the ages of 16 and 24...
who receives related instruction while...
completing paid, work-based experience
from an employer under a
mentored supervision as part of...
a program approved
by DOL or a state apprenticeship agency.



What is High-Quality Youth Apprenticeship?



- For in-school youth RA programs - lasts a minimum of one school year and includes several hundred hours of paid OJL with local employer (dependent on program design)
- For in-school youth RA programs – includes a dual enrollment or articulated agreement with another program sponsor to ensure that student can continue paid OJL (and RTI if needed) after graduation
- Offers a career pathway which is accompanied by a sustainable wage
- Provides a way to attain industry-recognized certification/credential
- Provides support to help students successfully complete program





Building & Supporting Programs Requires Partnership

What Do Partners Provide?

-  Paid On-the-Job Learning (OJL)
-  Related Instruction (RI)
-  Supportive Services
-  Technical Assistance (TA)
-  Funding
-  Apprentice/Employer Recruiting
-  RA Program Awareness

Key Stakeholders

- USDOL Office of Apprenticeship (OA) or State Apprenticeship Agency (SAA)
- State / Local Workforce Systems
- RA Program Sponsors & Employers
- Educational Institutions
- Intermediaries
- Unions/Labor Organizations
- Community-Based Organizations



Key Apprenticeship System Partner

Office of Apprenticeship
(OA)

Or

State Apprenticeship
Agency (SAA)

A State's RA System Staff Will:

- Explain Requirements & Process of RA Programs
- Provide Policy Guidance
- Inform about Fed & State Resources
- Connect to State & Local Partners
- Gateway to Contacts for Partners



Question: Do you [know your local ATR?](#)



RA Sponsors & Employers

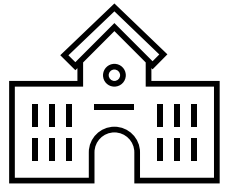
Provide:

-  On the Job Learning (OJL)

Look for Partners to Provide:

-  Related Instruction (RI)
-  Supportive Services
-  Technical Assistance (TA)
-  Funding
-  Apprentice/Employer Recruiting
-  RA Program Awareness

Question: Who are your key local employers?



Educational Institutions

Provide:

-  Related Instruction (RI)
-  RA Program Awareness

Look for Partners to Provide:

-  Technical Assistance (TA)
-  On the Job Learning (OJL)
-  Supportive Services
-  Funding
-  Apprentice/
Employer Recruiting



Intermediaries

Typically Provide:

-  Technical Assistance (TA)
-  Funding
-  Apprentice/
Employer Recruiting
-  RA Program Awareness

Look for Partners Offering:

-  On the Job Learning (OJL)
-  Related Instruction (RI)
-  Supportive Services
-  Apprentice/
Employer Recruiting

Question: Are any [DOL industry/youth intermediaries](#) or grantees working in your area?



Union & Labor Organizations

Provide:

-  On the Job Learning (OJL)
-  Related Instruction (RI)
-  Apprentice/
Employer Recruiting

Look for Partners to Provide:

-  Related Instruction (RI)
-  Supportive Services
-  Funding
-  Apprentice/
Employer Recruiting
-  RA Program Awareness

Question: Which unions are active in your area?



State and Local Workforce Boards / Systems

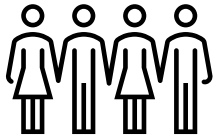
Provide:

-  Supportive Services
-  Funding (ITAs, OJTs and IWT)
-  Apprentice/
Employer Recruiting
-  Program Awareness

In General: Connections to Resources

Look for Partners Offering:

-  On the Job Learning (OJL)
-  Related Instruction (RI)



Community-Based Organizations

Provide:

-  Supportive Services
-  Apprenticeship/
Employer Recruiting
-  RA Program Awareness

Look for Partners to Provide:

-  On the Job Learning (OJL)
-  Related Instruction (RI)



Youth Apprenticeship Examples

Tech Related Youth RA Program

Partner Network



Program Framework

Junior Year

Cisco Networking Academy 1,
Apply to RA Program

Senior Year

Paid, registered youth apprentice
working 20 hours/week after
school – 3 rotations

After Graduation

★ Complete RA program, earn Cisco
CCNA certification, FTE

Nevada Youth Apprenticeship Project



- Launched in 2015
- Partnership between the Nevada SAA, Nevada System of Higher Education, and Local Workforce Boards
- Available in Advanced Manufacturing, Healthcare and Social Support, Transportation, and other industries.
- Has served more than 700 apprentices with over 20 participating employers
- Scaled in 2020 with a nearly \$2.5 million Youth Apprenticeship Readiness Grant

Youth Apprenticeship Readiness Grant Program Framework

Employers: Tesla and Renown Health

Training Providers: Truckee Meadows Community College, College of Southern Nevada, Great Basin College, and Western Nevada College

Target Populations: In-school and out-of-school youth



Rebel Start Academy (RSA)

Apprenticeship PPP/AARL	Pre Apprenticeship Rebel Start Academy	
2 Years Paid Apprenticeship Year 1: 60-120 credits 1100+ hours practice Ends with Bachelor or Master Concierge Supports Bridge In / Bridge Out Year 2: Related Technical Instruction 1100+ hours practice 160 hours [PD and/or courses] Post-Program Support	College-Age GenEds (to 60 credits) 1-4 Semesters Fully Online Workforce Flexible Stackable Badges Faculty	High School GenEds (18-48 credits) Workforce (12 credits) DE & CE Approach 2 Academic Years 3 Summers Youth Apprentice Stackable Badges

- College pre-apprenticeship program
- Durable, flexible approach toward completing NSHE General Education requirements of a bachelor's degree.
- Online coursework in partnership with UNLV Online and multiple academic and administrative units.
- Builds in two stackable badges:
 - one on career exploration
 - one focused on workforce readiness
- RSA courses are specially (re)designed to center student success; focus on needs and opportunities of non-traditional students.
- Students earn up to 59 credits within four semesters.
- RSA deploys paid youth apprenticeships, a strategic distribution of General Education and workforce-engaged courses through dual and concurrent enrollment approach, along with a community-delivered RI .



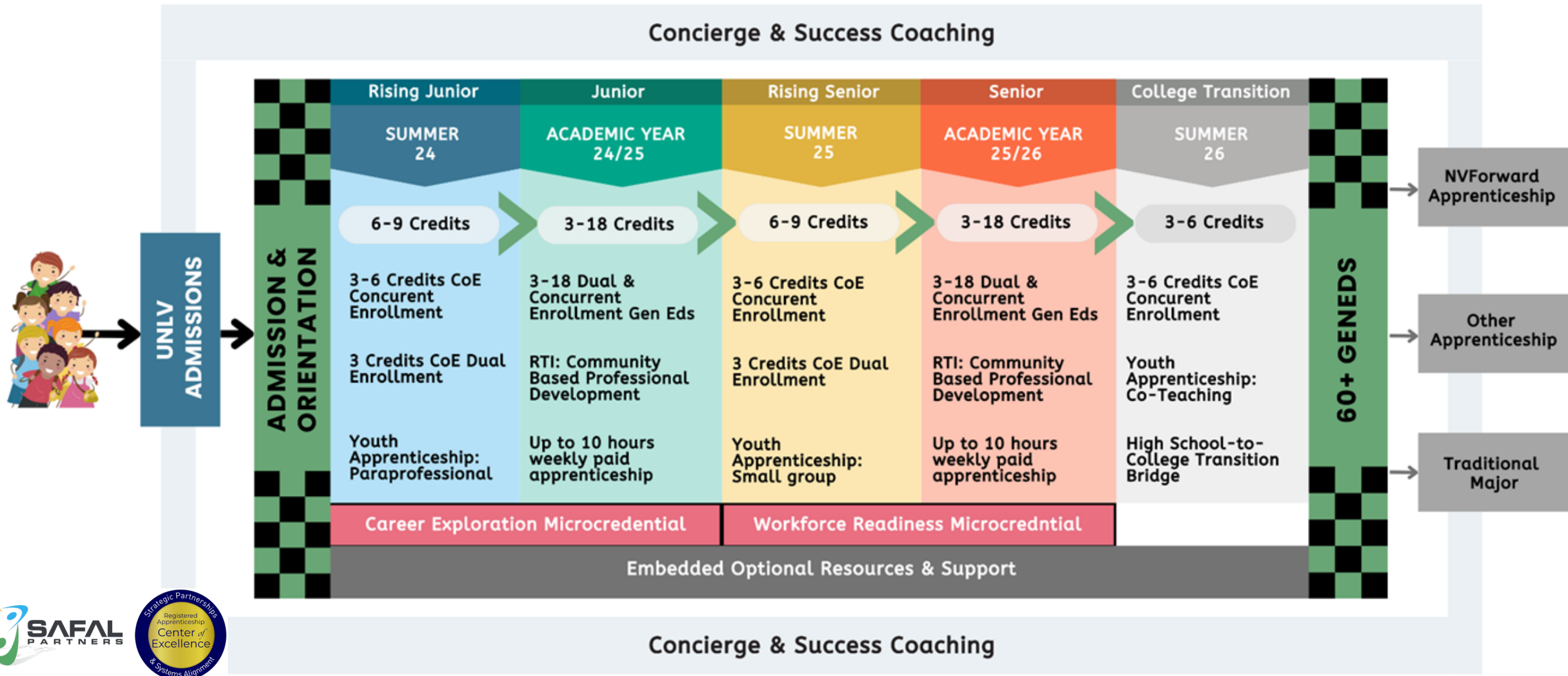


YOUTH REBEL START ACADEMY

A College of Education Workforce Initiative



NV|FORWARD



YOUTH REBEL START ACADEMY

Youth-Apprenticeship Program (0-60)



60 to Degree

Sherpa & Concierge Supports

SUMMER 24

Rising Juniors
6-9 Credits

ACADEMIC YEAR 24/25

Junior Year
3-18 Credits

SUMMER 25

Rising Senior
6-9 Credits

ACADEMIC YEAR 25/26

Senior Year
3-18 Credits

SUMMER 26

College Bridge
3-6 Credits

Career Exploration
Microcourse

Workforce Readiness
Microcourse

KEY FEATURES

- Hybrid Delivery Approach
- Dual & Concurrent Courses
- CoE Courses Summer Only
- GenEDs Fall/Spring Only
- Paid Apprenticeships
- Concierge & Success Supports
- No Out of Pocket Costs
- Gen Ed & Major Focussed
- College Bridge Transition
- Covers 100% of Nevada

BRIDGE

PPP
Apprenticeship

Other
Apprenticeships

Traditional Majors

How Can Your Organization Support Youth Apprenticeship?

- Become familiar with the youth apprenticeships in your local area / state
- Understand the stakeholders who are involved in making apprenticeship programs successful
- Begin to think about what role you can play in youth apprenticeship
- Commit!

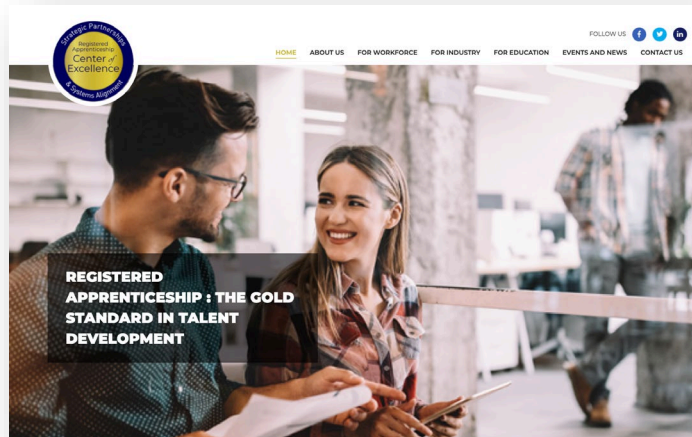


Possible Next Steps



- [Contact Your OA/SAA Office](#)
- Review State/Local WIOA Plan for RA Incorporation
- Review Current Network of Partners
- Utilize [RA Partnership Questionnaire](#) as Team to Create List and Identify Gaps

Center Partners...



- ✓ Get national recognition
- ✓ Have best practices, materials shared disseminated nationally
- ✓ Receive no-cost expert TA, materials, and assistance
- ✓ Network with potential partners nationwide

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Thank You!



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