



LINKED LEARNING CONVENTION | ANAHEIM, CA | FEB. 12-14

Apprenticeship Myth-Busting

**COLLEGE & CAREER
READINESS & SUCCESS** Center
at American Institutes for Research ■

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COLLEGE & CAREER READINESS & SUCCESS CENTER

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Who?

State
education
agencies
(SEAs)

What?

Build SEA capacity to
implement college-
and career-readiness
policies

How?

Provide technical
assistance,
including targeted
and intensive
support

Why?

Support SEAs to
plan for and
implement the
Every Student
Succeeds Act

Apprenticeship: Definitions and Level-Setting

APPRENTICESHIP DEFINITIONS

- Registered Apprenticeship (RA)
 - Essential Criteria
 - Paid, on-the-job learning under supervision of skilled employees
 - Related classroom instruction
 - Ongoing assessment against skills standard
 - Culmination in a portable, industry-recognized credential
 - “Gold standard” of work-based learning (WBL)
 - Set apart from other WBL by role of employers

New America: Youth Apprenticeship in America Today

APPRENTICESHIP DEFINITIONS

- Pre-apprenticeship: program designed to prepare individuals to enter and succeed in RA
- Youth Apprenticeship
 - No single definition
 - Program meets same criteria as RA, but designed specifically for high school students
 - Typically functions as partnership across employers, high schools, and postsecondary institutions

New America: *Youth Apprenticeship in America Today*;
Department of Labor (DOL): Apprenticeship Overview

WHAT DO WE KNOW ABOUT APPRENTICESHIPS?

- Average hourly wage: \$15
- Average hourly wage after apprenticeship: \$24.77 (\$51,522 annually)
- Eligible starting age: 16 or 18
- Average age of apprentices: 30
- Average employer's return on investment (ROI): \$1.45 for every \$1 spent
- Apprenticeship occupations: 1,000

DOL: Apprenticeship Overview

WHY (YOUTH) APPRENTICESHIPS?

- Proven educational model connecting on-the-job learning with classroom learning
- “Learn and earn” model benefits for students:
 - Years of work experience
 - Free college credit
 - Portable industry credential
 - Earn stipend or wage

New America: Youth Apprenticeship in America Today

Apprenticeship Myths

APPRENTICESHIP MYTHS: TABLE ACTIVITY

Directions:

- Take 1–2 minutes to write down any questions you have or have been asked about apprenticeship
- Designate a recorder and reporter at your table
- Share question lists with the table
- Choose two questions from your table's lists you think are the most commonly asked
- Report out

APPRENTICESHIP MYTHS

1. Businesses can't employ anyone under 18 (legal and liability issues)
2. Employers see no benefit to them to employ and train high school students
3. Apprenticeships are only for those* students
4. Apprenticeships are for union-related occupations, such as construction and building trades

**those = students of color, low-income students, students not going to college*

MYTH #1: LEGAL AND LIABILITIES

Legal Questions: Child Labor Laws

- Fair Labor Standards Act (FLSA): list of 17 hazardous occupations for youth under 18
- Educational value of work experiences
- OSHA generally does not distinguish between youth and adult employees

Liability Questions

- Liability coverage can be provided by employers, schools/districts, intermediaries

Advance CTE: *Connecting the Classroom to Careers*

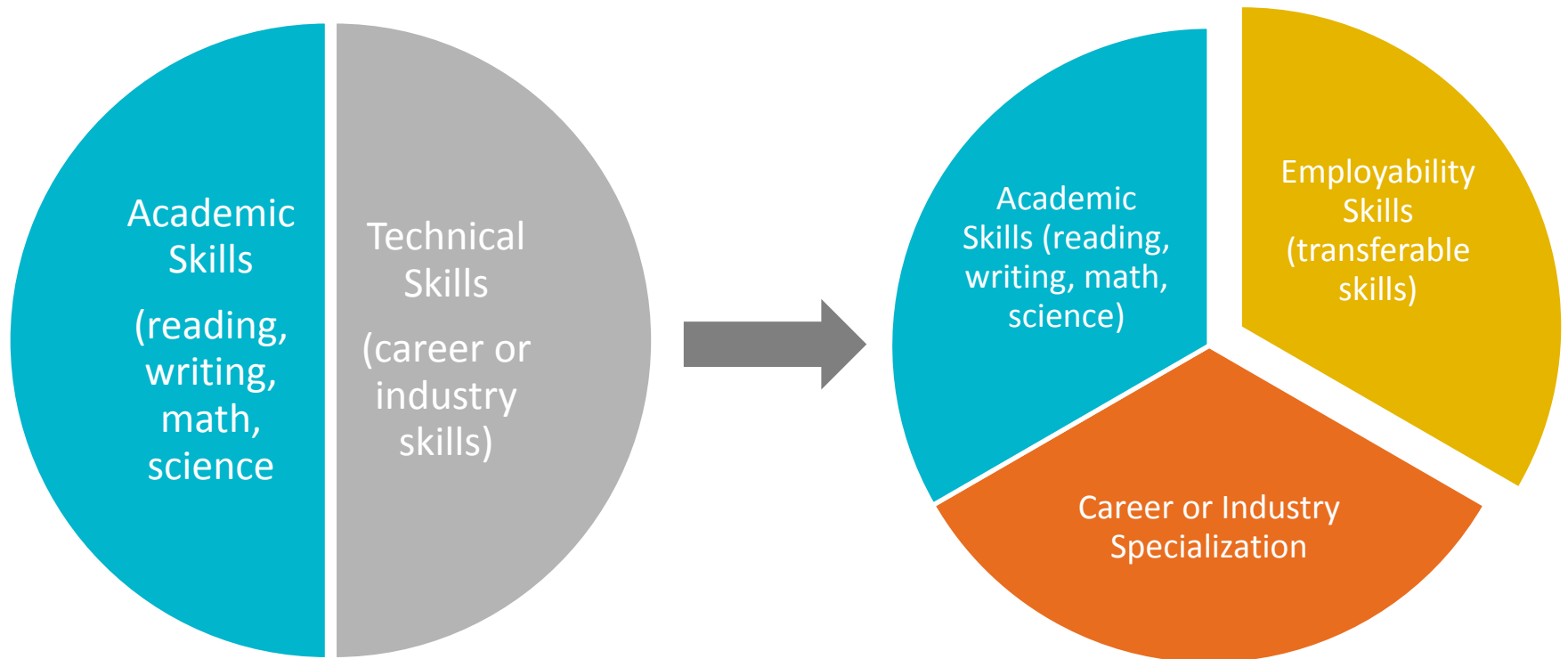
MYTH #2: EMPLOYER BENEFIT

- Helps recruit and develop highly skilled workforce
- Improves productivity and bottom line
- Provides opportunities for tax credits and employee tuition benefits in some states
- Reduces turnover costs and increases employee retention
- Creates industry-driven and flexible training solutions to meet national and local needs

US DOL: Apprenticeship Overview

MYTH #3: ONLY SOME STUDENTS

College and Career Readiness



MYTH #3: ONLY SOME STUDENTS

Brings together industry-recognized credentials, contextualizing coursework, high-quality WBL

- Attaining industry-recognized credentials: improves wages
- Contextualized career-focused coursework: enhances longer-run earnings potential and academic achievement
- High-quality WBL: Builds critical employability skills; increases GPA & school attendance

MYTH #4: ONLY SOME OCCUPATIONS

Apprentice-able occupations in multiple industries

Advance Manufacturing	Construction	Energy
Finance & Business	Healthcare	Hospitality
Information Technology	Telecommunications	Transportation

Traditional occupations: automotive tech, baker, bricklayer, carpenter, electrician, machinist, roofer, tool and die maker

Newer occupations: computer programmer, dental assistant, environmental analyst, firefighter, insurance claims adjuster, lab tech

US DOL

Selected Resources

SELECTED RESOURCES

- CCRS Center: [State Work-Based Learning Initiative](#)
- US Dept of Ed: [Opportunities for Connecting Secondary CTE Students and Apprenticeship Programs](#)
- New America: [Youth Apprenticeship in America Today](#)
- US Dept of Labor: [Apprenticeship Overview](#)
- Advance CTE: [Connecting the Classroom to Careers: Removing Legal Barriers Around Work-Based Learning](#)
- Jobs for the Future: [Not as Hard as You Think: Engaging High School Students in Work-Based Learning](#)



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Contact Information

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Thank you!

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