



Apprenticeship Pipelines: State Examples

2019 NCSL Jobs Summit

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About Advance CTE



- Formerly The National Association of State Directors of Career Technical Education Consortium (NASDCTEc)
- Non-profit established in 1920 to represent the state and territory heads of secondary, postsecondary and adult career technical education (CTE) across the nation
- Through leadership, advocacy and partnerships, support an innovative, high-quality CTE system

Demand for Apprenticeships



90%

of Americans agree that apprenticeships and skills training programs prepare student for a good standard of living ([New America](#))

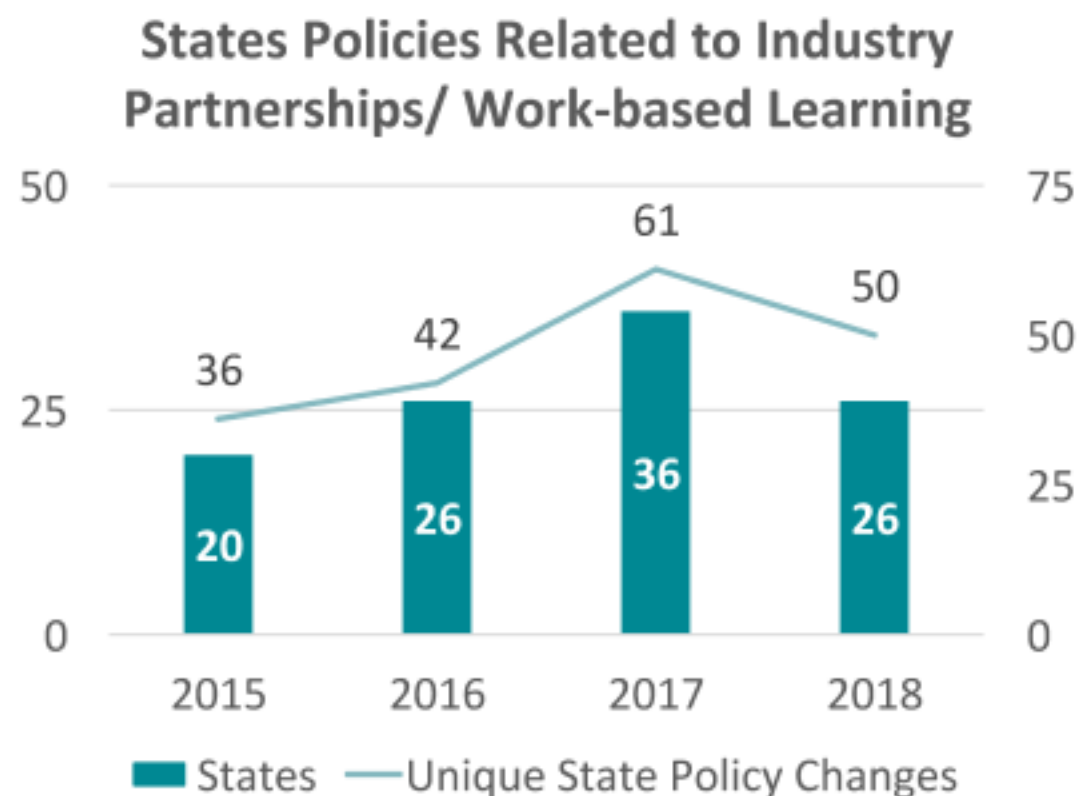
Design Principles for Youth Apprenticeship

- High-quality youth apprenticeships are:
 - Career-oriented
 - Equitable
 - Portable
 - Adaptable
 - Accountable



- Core components
 - Paid, on-the-job learning
 - Related, classroom-based instruction
 - Ongoing assessment
 - Culmination in a portable, industry-recognized credential and postsecondary credit

State Policy Trends



States enacted **nearly 200 policies** to promote and expand industry partnerships and work-based learning between 2015 and 2018

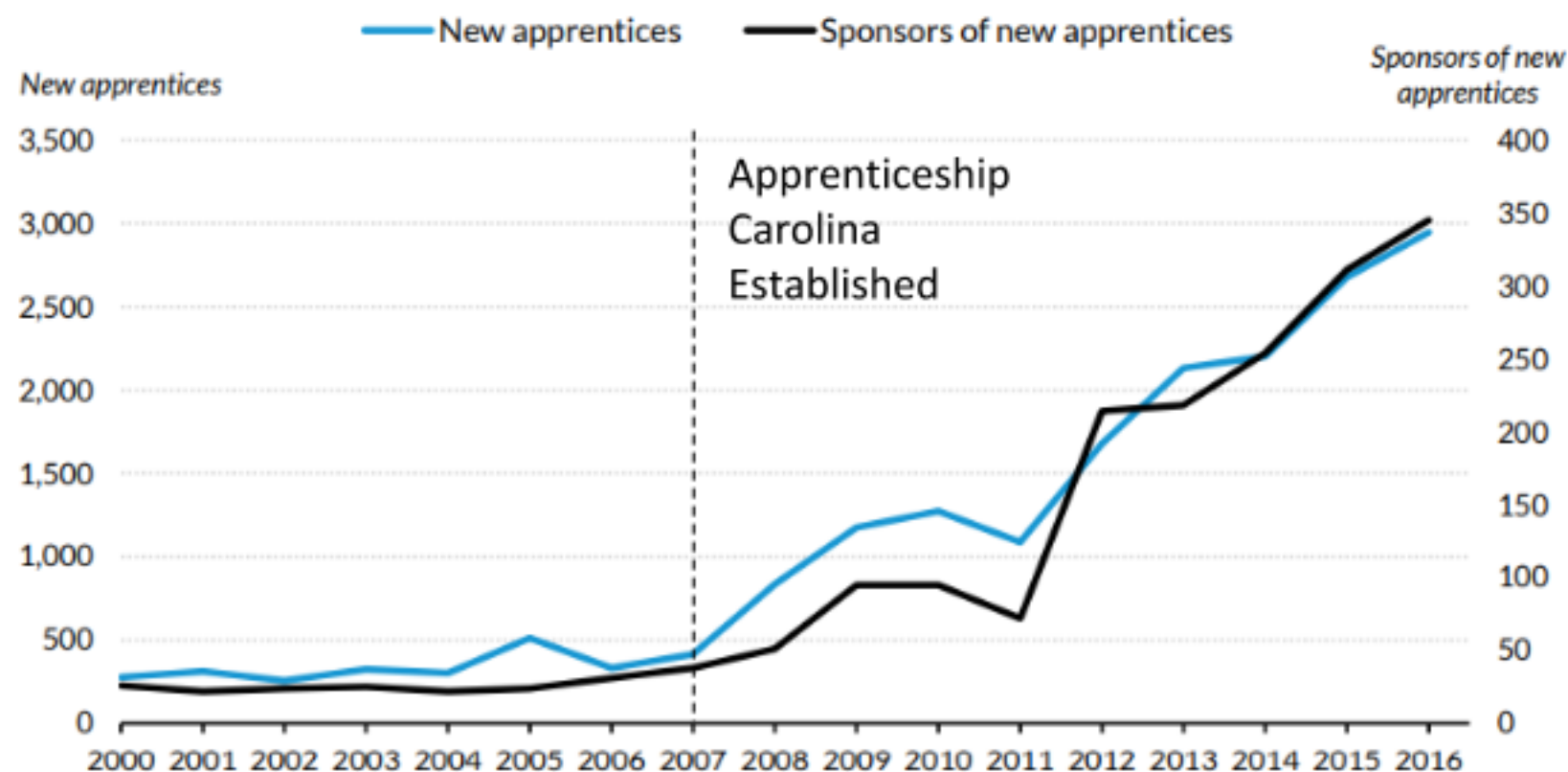
Apprenticeship Carolina

- 144 hours of job-related education
- Structured on-the-job training
- Progressive wages
- Two educational pathways:
 - Traditional associate's degree/ credit-bearing education program
 - Noncredit continuing education program
- State funding
 - \$1,000 tax credit
 - \$1M/ year in funding from the legislature



Apprenticeship Carolina

New Apprentices and Sponsors of New Apprentices in South Carolina, 2000-16



- *Nearly 3,000 apprenticeships in 2016*
- *One in three new apprenticeships held by women*

Tech Ready Apprentices for Careers in Kentucky (TRACK)

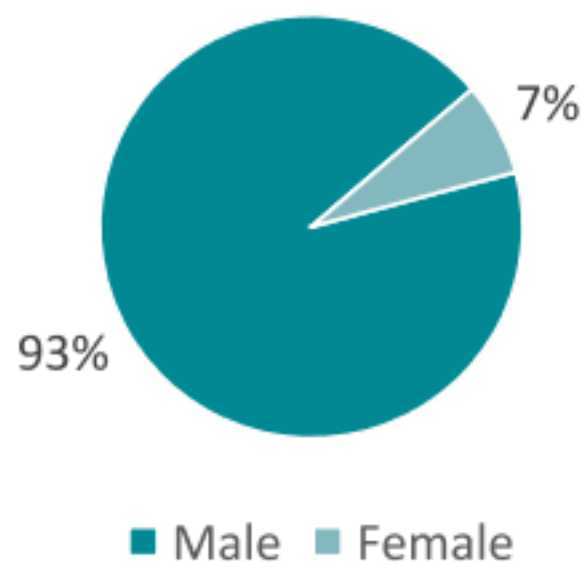
- Components of Kentucky TRACK
 - Aligned CTE program (min of four courses in an aligned pathway)
 - Mandatory safety training
 - Paid work experience with worksite mentor
 - Fully aligned with Registered Apprenticeship – students graduated with advanced standing
- Built into high school accountability system
- Participation has increased by nearly 200% since 2016



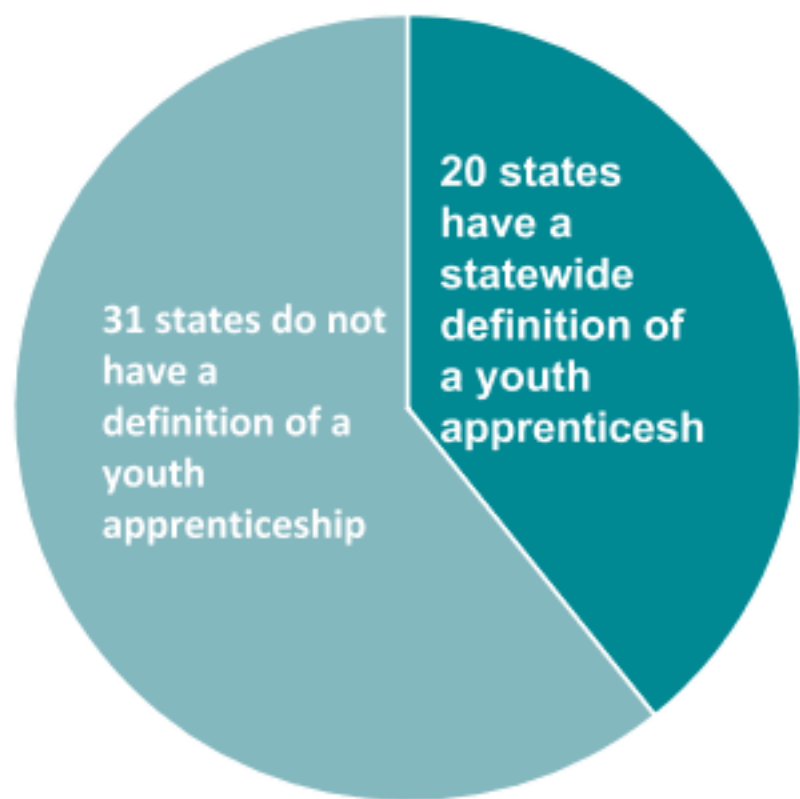
Equity and Access

- Only 7.1% of apprenticeships are held by women
- As states scale apprenticeships nationwide, how can they ensure access is equitable?

Enrollments in Registered Apprenticeship



Quality and Accountability



- Consistent design and implementation
 - Integration of CTE coursework
 - Alignment between youth and pre-apprenticeships and Registered Apprenticeships
- Improved data collection to monitor progress and evaluate impact

Thank You



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