

Youth Apprenticeships Benefit Employers

Fast facts about youth apprenticeships:

90%

Almost 90 percent of employers with apprenticeship programs said they would recommend them to others.

Source: *The Benefits and Challenges of Registered Apprenticeship: The Sponsors' Perspective.*

\$1.47

Employers see a return on investment of roughly \$1.47 for every \$1 invested in an apprenticeship.

Source: *It Pays to Hire an Apprentice: Calculating the Return on Training Investment for Skilled Trades Employers in Canada.*

94%

94 percent of apprentices are employed after completing their programs.

Source: www.apprenticeship.gov.

Across the United States, a chronic and widening skills gap is resulting in lost economic opportunity. Employers can bridge that gap by training the next generation of workers, on the job, through youth apprenticeships.

WHAT ARE YOUTH APPRENTICESHIPS?

In youth apprenticeships, students gain workplace-relevant skills and connect with mentors in their chosen industries. Employers benefit from a cost-effective approach to training and recruiting a skilled workforce.

Apprenticeships are for anybody that wants to gain an occupational capability mostly by doing and learning in a real workplace.

—Robert I. Lerman, Institute fellow, Urban Institute

WHAT BENEFITS DO APPRENTICESHIPS OFFER EMPLOYERS?

When apprentices first start, they usually assist with jobs performed by unskilled workers, but as they apply lessons from their classes and the workplace, they can take on more skilled tasks, gradually becoming quite valuable.

Research shows that most employers recoup their investment during the apprenticeship period. By engaging apprentices in productive activities, employers can ensure that both they and their apprentices will get the most out of the apprenticeship.

In a [US Department of Labor survey](#), nearly all apprenticeship sponsors reported that apprenticeships helped them meet their skill demands, and many reported apprenticeships raise worker productivity, increase morale, and reduce safety problems. Almost 90 percent of sponsors reported that they would strongly recommend Registered Apprenticeships.

Once an apprenticeship ends, employers can hire their apprentices, lowering their hiring and turnover costs and ensuring they have enough skilled workers, or they can let their apprentices go to avoid a skills mismatch.

Either way, apprenticeships increase an employer's certainty that apprenticeship graduates can work well alongside other skilled workers and know all the relevant occupational and firm-specific skills.

WHAT DOES IT COST TO START AND MAINTAIN AN APPRENTICESHIP PROGRAM?

Like all investments, apprenticeships do require up-front spending. As part of an apprenticeship program, employers pay apprentice wages, the wages of specialists who train apprentices, and the costs of materials and tools, such as laptops.

Some apprentices also require the costs of related education, but for youth apprenticeships, the costs of off-job instruction can be paid for by high schools, special programs in community colleges, and public subsidies. Although apprentices do earn wage increases during their apprenticeships, they are still less costly than other workers while performing many of the same tasks.

YOUTH APPRENTICESHIP INTERMEDIARY PROJECT

The Youth Apprenticeship Intermediary Project, led by the Urban Institute in cooperation with the US Department of Labor's Office of Apprenticeship, aims to increase the quality and quantity of youth apprenticeships.

Urban staff can help schools, employers, and other stakeholders start, support, and expand registered apprenticeship programs through funding, registration assistance, infrastructure, and connections.

For employers, this support includes identifying competencies for occupational proficiency, registering programs with governmental agencies, and providing resources and research.

Apprentices earn wages and contribute to production while employers gain a return on their investments in human capital.

—Zach Boren, senior policy program manager, Urban Institute

HOW CAN URBAN HELP MY COMPANY START A YOUTH APPRENTICESHIP PROGRAM?

If you're interested in starting or scaling an apprenticeship program, reach out to the Urban Institute at apprenticeship@urban.org.

We will work with you to understand your needs, connect you with partners, and help you launch your apprenticeship program.

LEARN MORE

Website: urbn.is/YAI

Email: apprenticeship@urban.org