



Youth Apprenticeship: Your New Workforce Development Strategy

Across America, a chronic and widening skills gap is resulting in lost economic opportunity. Millions of jobs are left unfilled because employers could not find applicants with the right technical skills to grow and take advantage of emerging business opportunities—today and into the future. If you have experienced this problem, or might in the future, a Registered Youth Apprenticeship program could be the right next step for securing a skilled workforce and talent pipeline for your business.



Youth Apprenticeship is an exciting talent development strategy for employers to build their future workforce.

Youth apprenticeships provide students aged 16 to 21 in high school and post-secondary education opportunities to jump-start their careers without racking up college debt. For employers, apprenticeships offer **the greatest return on investment of any workforce development strategy** by generating significant bottom-line benefits through increased productivity, improved workforce retention, reduced employee hiring and turnover costs, and greater frontline innovation.

WE PROVIDE YOUR BUSINESS

- Free technical assistance and support to build a quality youth apprenticeship program
- Modest funding to support your new youth apprentices
- Support to develop your pipeline of apprentices through promotional awareness campaigns in collaboration with local schools and post-secondary educational organizations

Urban offers expertise in designing customized apprenticeship programs that will deliver the skilled workforce your organization needs to adapt, grow and thrive in today's fast-changing world—and in the future.

The Urban Institute, a leading research organization and Youth Apprenticeship Intermediary, can help you attract, develop and retain young talent, and build a fit-for-purpose workforce through our Youth Apprenticeship Initiative.

BENEFITS FOR EMPLOYERS

- Greater employee productivity and workplace engagement
- Reduced recruitment and hiring costs
- Improved workforce retention; 94 percent of apprentices remain in ongoing employment after program completion
- Cutting-edge training programs specific to the skills need of your workplace and industry
- A more diverse workforce that reflects your community and fosters a more dynamic workplace environment
- A culture of “life-long learning” instilled in your workforce

For more information

Contact the Urban Institute's Youth Apprenticeship team at apprenticeship@urban.org or visit <https://www.urban.org/ya>.

94%

Retention of apprentices after completion of training

\$1.47

Employers see an average \$1.47 **ROI for every \$1** invested in training apprentices.

9/10

Nearly **9 out of 10** sponsors would recommend apprenticeship to other employers

ABOUT THE YOUTH APPRENTICESHIP INTERMEDIARY PROJECT

The Youth Apprenticeship Intermediary Project, led by the Urban Institute in partnership with the Department of Labor's Office of Apprenticeship, brings together schools, colleges, employers, workforce development organizations, and other stakeholders to increase the quality and quantity of registered youth apprenticeship positions available to young Americans.

Learn more here: <https://www.urban.org/ya>