Advancing US and German Apprenticeship Best Practices

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## German and US Apprenticeship Models: A Look at the Numbers

<table>
<thead>
<tr>
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<th>Germany</th>
<th>US</th>
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</thead>
<tbody>
<tr>
<td>Total working age population (15-64)&lt;sup&gt;a&lt;/sup&gt;</td>
<td>52,963,614 (Q3 2021)</td>
<td>207,194,432 (Jan 2022)</td>
</tr>
<tr>
<td>Total apprentices (2020)&lt;sup&gt;b,c&lt;/sup&gt;</td>
<td>1,300,000</td>
<td>636,515</td>
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<tr>
<td>Total apprentices that completed (2020)&lt;sup&gt;b,c&lt;/sup&gt;</td>
<td>465,200</td>
<td>82,379</td>
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<tr>
<td>Decrease 2019-2020&lt;sup&gt;b,c&lt;/sup&gt;</td>
<td>-9.4%</td>
<td>-12%</td>
</tr>
<tr>
<td>Percentage of women in federal apprenticeships (2020)&lt;sup&gt;b,c&lt;/sup&gt;</td>
<td>34.8%</td>
<td>9.2%</td>
</tr>
</tbody>
</table>

Sources:

<sup>a</sup> Organization for Economic Co-operation and Development, Working Age Population: Aged 15-64: All Persons for Germany [LFWA64TTDEQ647S] and All Persons for the United States [LFWA64TTUSM647S], retrieved from FRED, Federal Reserve Bank of St. Louis; [https://fred.stlouisfed.org/series/LFWA64TTDEQ647S](https://fred.stlouisfed.org/series/LFWA64TTDEQ647S) and [https://fred.stlouisfed.org/series/LFWA64TTUSM647S](https://fred.stlouisfed.org/series/LFWA64TTUSM647S), February 22, 2022.


German and US Apprenticeship Models: Pathways to entry

• Entry into apprenticeship is more defined in Germany
  • Germany: 55% of graduates from general education (similar to HS graduates in the US) enter apprenticeships
    • Apprentices are generally starting programs at 15 or 16 years old
  • US: Very small share of youth apprentices participate
    • Wisconsin is a state with strong youth apprenticeship participation, but less than 5% participate
    • 62.7% of high school graduates immediately went to college in US
    • Typical US apprentice is 28 years old

• Different application processes
  • Germany: More centralized process
    • Apprentices apply based on interest and location
    • Organized by industry
  • US: Less centralized process
    • Individual employers and programs list openings
    • Apprenticeship has low awareness; word of mouth is common
German and US Apprenticeship Models: Designed for Employer Needs

- Training is designed for employer needs, but each country’s approach varies
  - Germany: More formalized and standardized approach
    - Two coordinated learning venues
    - 2020: 324 occupational programs
    - Model gains strength through the collaboration of different stakeholders and their respective roles
      - Business and industry, chambers of commerce, chambers of trade
      - Government, social partners
      - Educational institutions
    - Broad-based acceptance of apprenticeship standards (framework curricula, training regulations, industry involvement, assessments)
  - US: More flexible in design and approach
    - Programs designed for specific employer needs
    - 2020: 25,732 registered apprenticeship programs (from common to niche occupations)
    - Customized approaches for sequencing classroom training, on-the-job learning, pay and credentials
    - Employers assess apprentice completion against registered standards
    - Model may require specialized expertise to navigate the system (intermediaries, experts, USDOL staff)
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