

# 21st CENTURY APPRENTICESHIP

Connecting Education and the Workplace



Apprenticeship connects job seekers looking to learn new skills with employers looking for qualified workers. Employers, employer associations, and joint labor-management organizations, known collectively as apprenticeship sponsors, provide apprentices with instruction that reflects industry needs. Apprentices receive paid on-the-job learning and academic instruction that equip them with the portable skill sets needed to advance in their chosen field. The result is workers with industry-driven training and employers with a competitive edge.

Industries that use the apprenticeship system range from new and emerging to traditional, including: Communications; Construction; Energy; Health Care; Manufacturing; Public Administration; Retail and Wholesale Trade; and Social Services.

## Occupations in New and Emerging Partner Industries

### ENERGY

Power Plant Operator  
Boiler Operator

### HEALTH CARE

Certified Nursing Assistant  
Surgical Technologist

### INFORMATION TECHNOLOGY

Computer Programmer  
Internetworking Technician

### SOCIAL SERVICES

Child Development Specialist  
Youth Development Practitioner

## Occupations in Traditional Partner Industries

### CONSTRUCTION

Electrician  
Plumber

### MANUFACTURING

High Tech Machinist  
Numerical Tool Programmer

## FAST FACTS ON APPRENTICESHIP IN THE U.S.

### Apprentices and Participation Trends

- In 2003, 133,909 individuals entered the apprenticeship system.
- Nationwide, there are 480,000 apprentices currently obtaining the skills they need to succeed while earning the wages they need to build financial security.
- In 2003, 28,768 graduated from the apprenticeship system.

### Apprenticeship Sponsors and Trends

- There are currently 29,326 registered apprenticeship programs across the nation.
- In 2003, 1,790 new apprenticeship programs were established nationwide. Building on the foundation set by traditional partner industries such as Construction and Manufacturing, 359 of these programs were in new and emerging partner industries.

### Public-Private Investment and Partnerships

- The federal government invests \$21 million annually in the apprenticeship system.
- Apprenticeship sponsors pay most of the training costs. Apprentices' wages increase as their skill and productivity levels increase.
- The Construction industry contributes an estimated \$250 million annually to support apprenticeship in the industry.
- In recent years, apprenticeship partnerships have been formed with branches of the U.S. military.
- Currently, there are hundreds of academic partnerships with two- and four-year colleges that offer Associate and Bachelor's degrees in conjunction with apprenticeship certificates.



# FAST FACTS (CONT'D)

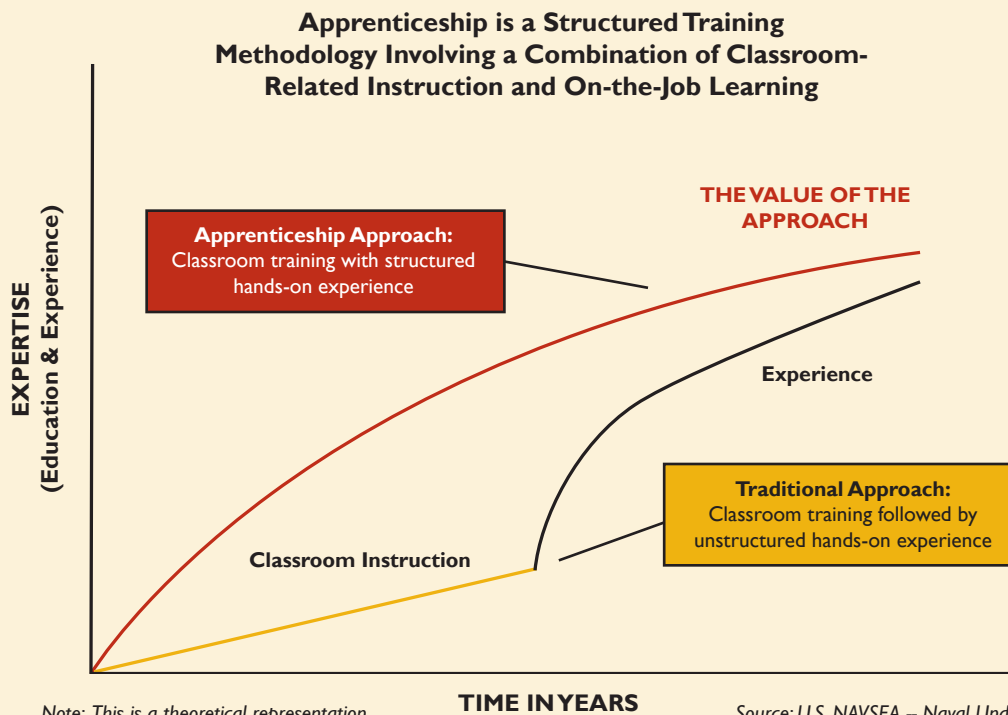
## Operation

- Apprenticeship programs are operated by both the public and private sectors. Apprenticeship sponsors, who are employers, employer associations, and labor-management organizations, register programs with federal and state government agencies. Sponsors provide on-the-job learning and academic instruction to apprentices according to their industry standards and licensing requirements.

## Program Dividends

- Because apprentices pay income taxes on their wages, it is estimated that every dollar the federal government invests in apprenticeship yields more than \$50 in revenues.

## Proven Benefits of the Apprenticeship System



Note: This is a theoretical representation and is not drawn from actual data.

Source: U.S. NAVSEA – Naval Undersea Warfare Center – Division Keyport, NA

## The Future of Apprenticeship

Through a proven system of public-private partnerships, apprenticeship connects employers looking for qualified workers with job seekers willing to enhance their skills. As a demand-driven, flexible approach to skills development and lifelong learning, apprenticeship is uniquely positioned to meet the challenges of the 21st century workplace.

## For more information, contact:

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