



Expanded Apprenticeships

What is an apprenticeship?

An apprenticeship is a way of learning a trade that prioritizes hands-on training, allowing professionals to learn while working, earning a paycheck, and providing for their families. Apprenticeships are a proven model for job creation with bipartisan support—after completing an apprenticeship, over 90 percent of participants find employment, and the average starting annual wage is above \$60,000.¹

What are Expanded Apprenticeships?

In order to obtain a license in most occupations, workers are required to pay expensive fees, attend hundreds of days of schooling, and pass at least one exam.² Expanded Apprenticeships create an alternative pathway to obtaining a license by allowing apprenticeship training to be applied towards licensure. By providing workers with hands-on training, apprenticeships ensure workers get the training they need in an efficient, cost-effective way.

How does the Expanded Apprenticeship reform work?

This reform requires licensing authorities to grant occupational licenses to anyone who finished eighth grade, completed an apprenticeship approved by the U.S. Department of Labor or the state's labor department, and passed any required examination.

Why do we need Expanded Apprenticeships in my state?

To expand economic opportunity, states should allow for the creation of competency-based, private-sector apprenticeships to replace inefficient, costly licensing requirements for these occupations.

What jobs would work for Expanded Apprenticeships?

Aspiring workers in other widely-licensed, low- to moderate-income occupations would benefit from this type of reform. Cosmetologists, barbers, nail technicians, estheticians, makeup artists, and hair braiders are all target occupations for Expanded Apprenticeships.³

Who will benefit from Expanded Apprenticeships?

This reform helps low-income individuals by giving them a chance to earn a paycheck while they work towards obtaining their license instead of having to forgo a paycheck while attending lengthy and costly courses. Studies have shown that businesses receive a larger return on investment from employees who have completed apprenticeship training, encouraging them to hire more employees and creating more work opportunities.⁴

Will this cost taxpayers money?

Though some apprenticeship programs receive federal and state government funding for continuing education, nothing in this reform requires additional taxpayer dollars. The reform simply requires licensing boards to recognize applicants who complete registered apprenticeships. Connecticut unanimously passed similar legislation that allows cosmetologists to use apprenticeships to satisfy licensing requirements and found that this would come at no fiscal cost to the state.⁵ Additionally, by creating more paths for individuals to find work, expanding apprenticeships can reduce government spending on welfare programs.

1. Jeffrey Zients and Thomas E. Perez, "ApprenticeshipUSA is upskilling America," The White House (2016), <https://obamawhitehouse.archives.gov/blog/2016/10/21/apprenticeshipusa-upskilling-america>.
2. Dick M. Carpenter II, et al, "License to work: a national study of burdens from occupational licensing," Institute for Justice (2017), https://ij.org/wp-content/themes/ijorg/images/ltw2/License_to_Work_2nd_Edition.pdf.
3. Edward Timmons, et al, "Too much license?," Archbridge Institute (2018), <https://www.archbridgeinstitute.org/too-much-license/>.
4. Office of Public Affairs, "U.S. Department of Commerce report shows business case for apprenticeships," U.S. Department of Commerce (2016), <https://www.commerce.gov/news/press-releases/2016/11/us-department-commerce-report-shows-business-case-apprenticeships>.
5. Labor and Public Employees Committee, "An Act Concerning Hairdressers and Cosmeticians," Connecticut General Assembly (2017), https://www.cga.ct.gov/asp/cgabillstatus/cgabillstatus.asp?selBillType=Bill&bill_num=548&which_year=2017.