



# Expanded Apprenticeships

**M** Myth / Expanded apprenticeships require government funding to operate.

**R** Reality / **Expanded apprenticeships do not require additional taxpayer funding.**

Expanded apprenticeships simply let individuals use existing apprenticeship programs to fulfill licensing training requirements. They do not require the state to setup new apprenticeships programs or expand existing programs. Even better, expanded apprenticeships could actually increase revenue to the state by getting more people out of welfare and back into the workforce.

**M** Myth / Expanded apprenticeships are unnecessary because it is already easy to find work in America.

**R** Reality / **There are more government barriers to work than ever before.**

Since the 1950s, the percentage of the workforce that needs the government's permission to work has increased from five percent to a staggering 30 percent—a 500 percent increase.<sup>1</sup> For low- to medium-income occupations, workers must pay an average of \$260 in fees, pass one exam, and complete one year's worth of education—all for the privilege of earning a paycheck.<sup>2</sup> These are significant barriers, but expanded apprenticeships can help: they make it easier for people to get to work and start supporting their families immediately, rather than waiting until all of the government boxes are checked.

**M** Myth / There are already plenty of apprenticeships in the United States.

**R** Reality / **America's growing economy needs workers. Apprenticeships will help.**

Though there are about half a million active registered apprenticeships in the United States, many large industries do not use this proven method to attract and train new workers and fewer than five percent of young people enter apprenticeships.<sup>3-4</sup> Furthermore, there are more job openings than job seekers, so employers have an incentive to invest in proven ways to train workers. Policymakers have the opportunity to get more young people into jobs by offering alternatives to licensing through competency-based, private-sector apprenticeships.

**M** Myth / Replacing occupational licensing training with apprenticeships is dangerous because training protects public safety.

**R** Reality / **Apprenticeships provide in-the-field, hands-on training, providing individuals with real experience before joining the workforce.**

Apprenticeships are approved by the state or federal labor department and each apprentice successfully demonstrates acquired skills and knowledge from hands-on, on-the-job training. If anything, these individuals are more prepared to safely work in their chosen industries because they've actually done the work. Furthermore, apprentices may still be required to pass exams to prove their competence before receiving their licenses.<sup>5</sup>

**M** Myth / Apprenticeships cost too much.

**R** Reality / **Expanded apprenticeships offer on-the-job training in a cost-effective way.**

Beyond imposing fees, government licensing agencies also determine how long workers must train. For many low-income Americans, forgoing months or even years of earnings to invest in government-prescribed training is not an option. Expanded apprenticeships allow the completion of government-approved, private sector-created apprenticeships to fulfill costly licensing requirements—ensuring that workers receive the training they need, but in an expedited way.<sup>6</sup>

**M** Myth / There are only a few occupations that offer apprenticeships.

**R** Reality / **Apprenticeship seekers have access to over 1,000 career areas in the United States.**

According to the Department of Labor, there are over 1,000 occupations for registered apprenticeships nationwide.<sup>7</sup> Additionally, there are nearly 29,000 registered apprenticeship program sponsors representing more than 250,000 employers.<sup>8</sup> There has also been a recent increase in registered apprenticeship opportunities in information technology and healthcare.<sup>9-10</sup> These businesses need workers and expanding apprenticeship options will deliver them.

**M** Myth / Apprenticeships aren't actually jobs.

**R** Reality / **Apprentices can earn competitive wages and a paycheck immediately.**

In addition to an average annual starting salary above \$60,000 upon completion, participants in registered apprenticeships see other long-term benefits.<sup>11</sup> Research has shown that over the course of their careers, those who completed apprenticeship programs received net benefits of over \$230,000 more than their counterparts.<sup>12</sup> Ninety percent of individuals who complete apprenticeships find jobs after they complete their training.<sup>13</sup> By expanding apprenticeships, individuals can immediately begin to provide for their families, increase their incomes, and create better lives for themselves instead of paying for costly training courses.

1. Morris Kleiner, "Reforming Occupational Licensing Policies, The Hamilton Project at the Brookings Institution (2015).
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3. "Registered Apprenticeship National Results Fiscal Year 2016," U.S. Department of Labor (2017), [https://doleta.gov/oa/data\\_statistics2016.cfm](https://doleta.gov/oa/data_statistics2016.cfm).
4. Donald Trump, "Presidential Executive Order Expanding Apprenticeships in America," The White House (2017), <https://www.whitehouse.gov/presidential-actions/3245/>.
5. "Apprenticeships," U.S. Department of Labor (2018), <https://www.doleta.gov/OA/apprenticeship.cfm>.
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7. "Apprenticeships," U.S. Department of Labor (2018), <https://www.doleta.gov/OA/apprenticeship.cfm>.
8. Ibid.
9. "Using Registered Apprenticeship to Build and Fill Career Paths in Health Information Technology," U.S. Department of Labor, [https://www.doleta.gov/oa/pdf/HIT\\_HealthCare\\_Report.pdf](https://www.doleta.gov/oa/pdf/HIT_HealthCare_Report.pdf).
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11. Jeffrey Zients, Thomas Perez, "Apprenticeship USA is Upskilling America," The White House (2016).
12. Debbie Reed, Albert Yung-Hsu Liu, Rebecca Kleinman, Annalisa Mastri, Davin Reed, Samina Sattar, and Jessica Ziegler, "An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States," Mathematica Policy Research (2012), <https://www.mathematica-mpr.com/our-publications-and-findings/publications/an-effectiveness-assessment-and-costbenefit-analysis-of-registered-apprenticeship-in-10-states>.
13. "Apprenticeships," U.S. Department of Labor (2018), <https://www.doleta.gov/OA/apprenticeship.cfm>.