

# Community Advancement Network Expanding Opportunity Forum November 3, 2022



**The Power & Potential of  
Apprenticeships**

# Expanding Opportunity Forum: **Power & Potential of Apprenticeships**



November 3, 2022 | 1:00pm - 2:30pm | Zoom



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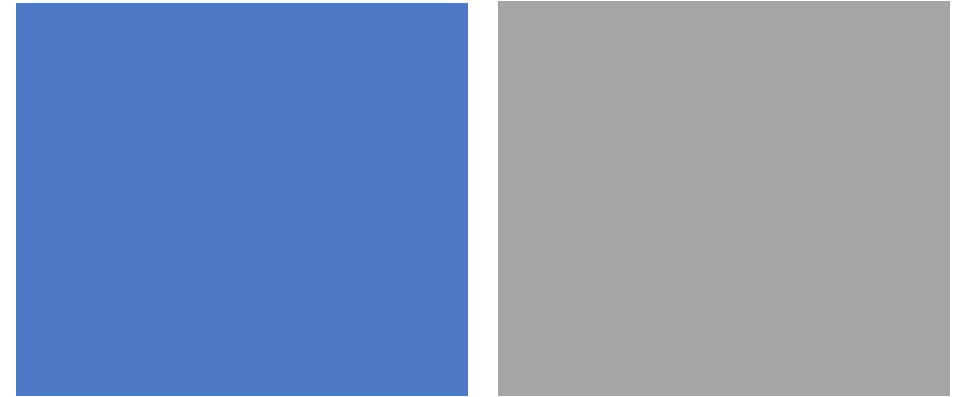


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Southern Region  
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## Women & Parents in the Texas Workforce (Young Invincibles - 2022)



- Texas is in a time of innovation and growth in apprenticeship and work-based learning.
- Apprenticeships in Texas have grown by 81% since 2014.
- In 2020, Texas had the fourth highest number of active apprentices in the nation.
- Texas was the third highest in the country for enrolling new apprentices (7,089 enrollees), and ranked 11th in the country for adding new programs.

# Women & Parents in the Workforce: Building a Pathway to Apprenticeship (Young Invincibles - 2022)

01	<b>State Equity Initiatives</b>	<ul style="list-style-type: none"><li>• Set state-level gender and racial equity goals in apprenticeship expansion.</li><li>• Grow pre-apprenticeship and/or exposure to new fields</li></ul>
02	<b>Targeted Outreach and Communication</b>	<ul style="list-style-type: none"><li>• Create more digital communications about apprenticeship.</li><li>• Statewide apprenticeship campaign with opportunities for women and parents to share their story. Emphasize details such as salary and long-term career advancement options</li></ul>
03	<b>Child Care Expansion</b>	<ul style="list-style-type: none"><li>• Continue investment in the child care workforce, in order to promote sustainability and expansion of child care services.</li></ul>
04	<b>Inclusive Programming and Supports</b>	<ul style="list-style-type: none"><li>• Prioritize high quality mentorship as integral to apprenticeship program design.</li></ul>
05	<b>Invest in Sustainable Long-Term Career Pathways</b>	<ul style="list-style-type: none"><li>• Expand work-based learning and microcredential opportunities, with longer term advancement options.</li></ul>

<https://younginvincibles.org/yi-texas-releases-report-on-women-and-parents-in-the-workforce/>

# Youth Apprenticeship in America Today (New America - 2017)



- As policymakers contemplate new ways to connect education and workforce training, apprenticeship stands out as a compelling, but underutilized option.
- Apprenticeship is a proven educational model that integrates on-the-job and classroom learning.
- Apprentices gain valuable work experience and access to professional mentors and networks.
- From day one of the program, the apprentice is a paid employee, developing valuable skills while adding productive value on the job.

# Youth Apprenticeship in America Today (New America - 2017)

## The Need to Establish a Policy Framework

- A clear framework is needed to guide program design and quality.
- Industry-wide approaches to program development must be established, driven by labor market data.
- Sustainable financing is needed for post-secondary instruction.
- Sustainable financing is needed to support intermediaries (to make it easier for programs to get off the ground and to provide ongoing support).

# CAN Expanding Opportunity Forum

## The Power & Potential of Apprenticeships

### Critical Issues Discussed in This Forum

- Apprenticeships plug the leaks in the workforce pipeline for young people and adult workers who didn't graduate high school, attend college or graduate college.
- This is an approach that can help target opportunity to high need/high demand industries.
- It can also help target opportunities for specific demographics (like women, parents, opportunity youth, people of color) that often have difficulties connecting with traditional workforce programs.
- This is great opportunity for increasing earnings, to gain credentials (industry & DOL) and to change careers.
- Many industries (outside of the trades) could benefit from the apprenticeship model but do not currently use it.

# CAN Expanding Opportunity Forum

## The Power & Potential of Apprenticeships

### Additional Policies & Strategies to Pursue

- Childcare and other wrap around supports must be addressed for earn-and-learn programs to work.
- Women, in particular, are often not aware of apprenticeships but are interested once they learn about it. Targeted outreach is critical to underserved populations.
- Pre-apprenticeship and program navigation assistance as well as mentorship (for apprentices) during program are critical pieces to success.
- This is an employer driven model, so you have to build interest with employers (stressing the ROI) and provide the support that they need for the program to be easily and effectively administered.
- Providing decision points (in terms of career and post-secondary options for apprentices) can also make the program attractive.
- Creating avenues for apprentices to connect with a career pathway that provides career growth opportunities is also important.



# Acknowledgements & Announcements

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