

# CLOSING THE GAP in Orange County March 18, 2019

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CLOSING THE GAP  
**THE FUTURE OF APPRENTICESHIP IN CALIFORNIA**

AT A GLANCE  
The driving force of California's growing innovation economy is talent. However, there is also a growing mismatch between the type of talent in demand and the type of talent in supply. This paper describes why one of California's best options for closing this talent gap is to expand and modernize the State's apprenticeship system.

BY:  
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DECEMBER 2018

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## Our Practice



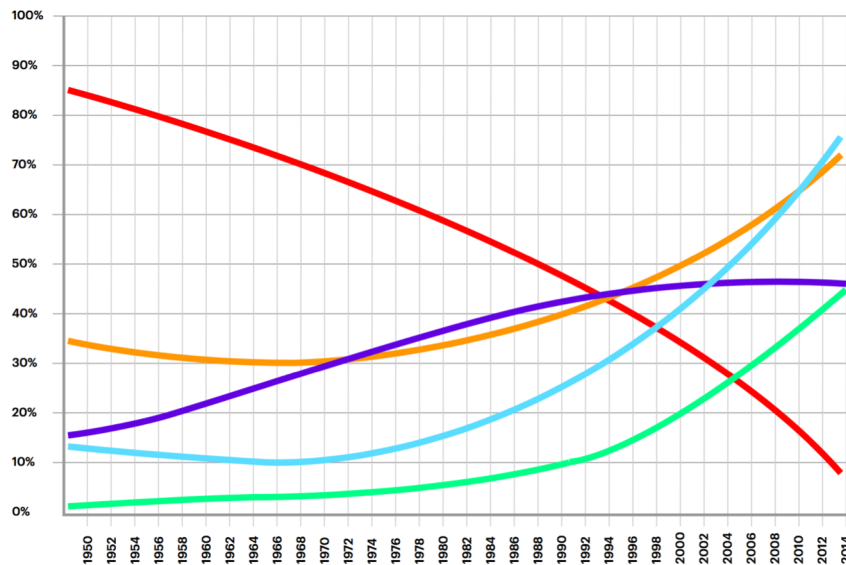
*We help public servants, philanthropists, and other world-changers find what works in solving their communities' toughest challenges.*



*We provide rigorous and responsive evaluation, research, and technical assistance services rooted in a commitment to equity and a focus on learning – so we all grow smarter by working together.*



# Our Friends



## Job Market Demand 1950-2014

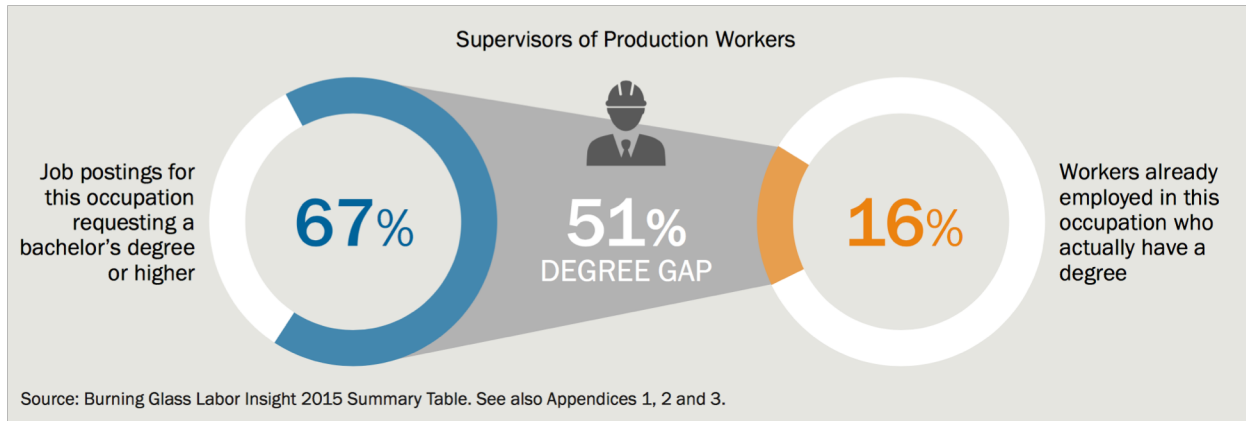
From Dr. Katie Caves, KOF, ETH Zurich

**KEY:**  
 Minimal education (red line)  
 Vocational education and training (purple line)  
 Tertiary-additional education (green line)  
 Experience (light blue line)  
 Soft skills (orange line)

(Source: Based on data given to the authors by those responsible for the Job Market Monitor, University of Zurich.)



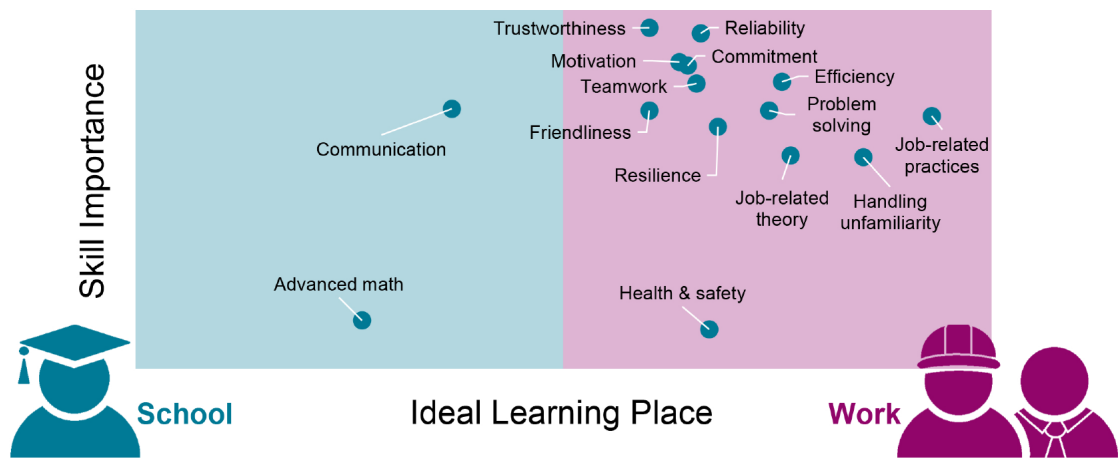
# The Degree Gap



Fuller, J., Raman, M., et al. (October 2017). *Dismissed By Degrees*.  
Published by Accenture, Grads of Life, Harvard Business School.

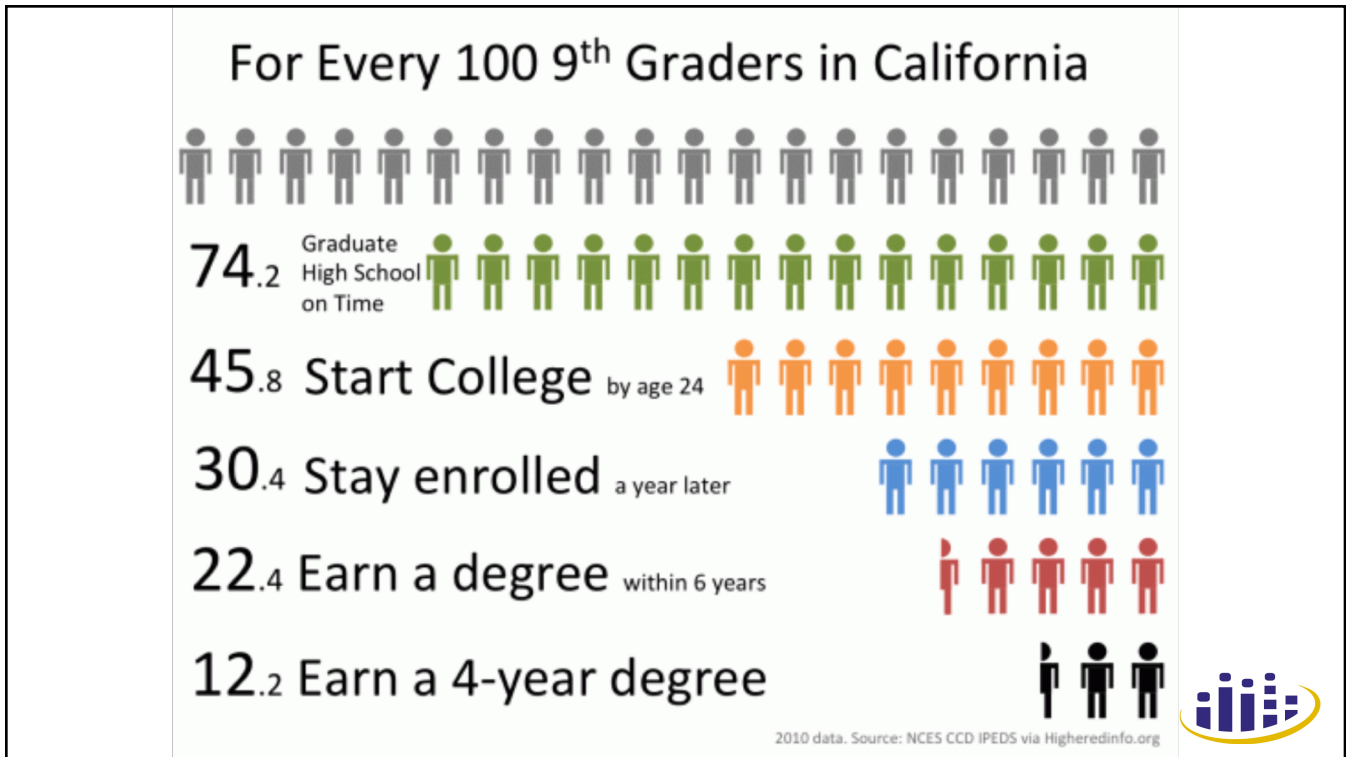


## Evidence from CO: Where are key skills best learned?



From Dr. Katie Caves, KOF, ETH Zurich





# More than a Million Reasons for Hope Youth Disconnection in America Today

## 37,200 Opportunity Youth in Orange County

<https://ssrc-static.s3.amazonaws.com/moa/dy18.full.report.pdf>



# Closing the Gap White Paper December 18, 2018

<https://center4apprenticeship.ip.jff.org/resources/closing-gap-future-apprenticeship-california/>



# CLOSING THE GAP

The Recent Past – Resurgence  
The Present – The New Face  
The Future – The Game Changer

How do we get there?



# Apprenticeship – The Resurgence

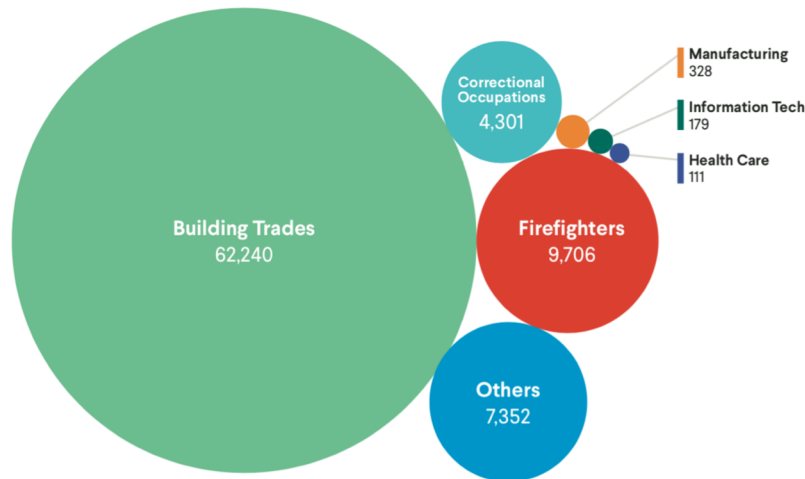


EXHIBIT 2

## Active Apprentices by Industry Sector in California

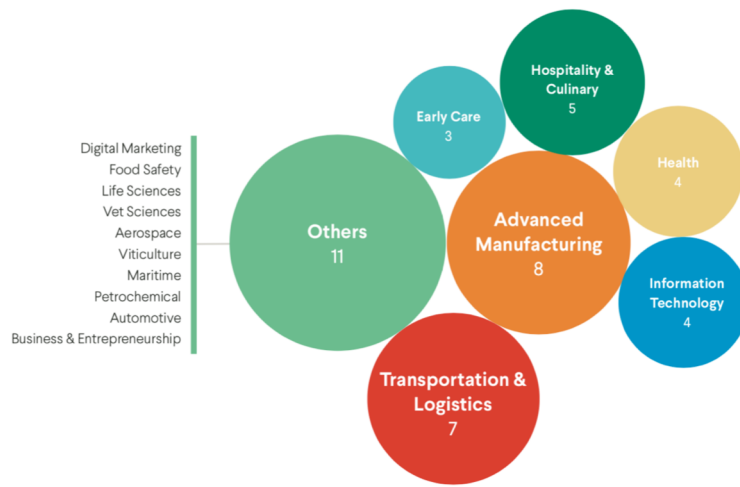
Source: Unpublished 2018 Data; California Division of Apprenticeship Standards.



# Apprenticeship – The New Face

## Apprenticeship Industries Represented Among CAI Grantee Applications 2016-2018

Source: Grantee interviews and applications 2016–2018



## Apprenticeship – The New Face

INDUSTRY <sup>19</sup>	OCCUPATIONS
Advanced manufacturing	Maintenance mechanic, manufacturing technician, mold maker
Transportation	Overhead line worker
Health and life sciences	Nurse, community health care worker, microbiology quality control technician
Hospitality	Lodging manager, food service manager
Early childcare	Teacher
Other	Cybersecurity technician, information security analyst, inland boatman, viticulture technician, food safety technician



## Apprenticeship – The New Face



Exhibit 3

First group of ten Care Navigator apprentices to be deployed to five federally qualified health centers.

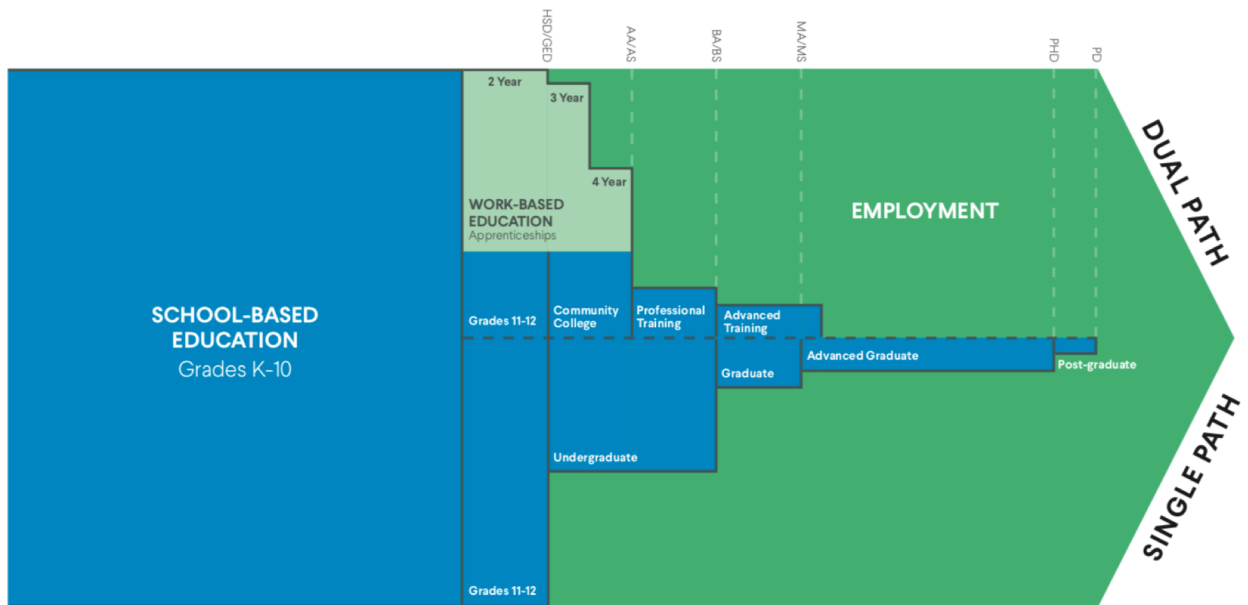


# Apprenticeship – The New Face

CAI ETP  
AAI CPA Linked Learning  
WIOA Clean Energy TechXX  
IACA AB-235  
Accelerator



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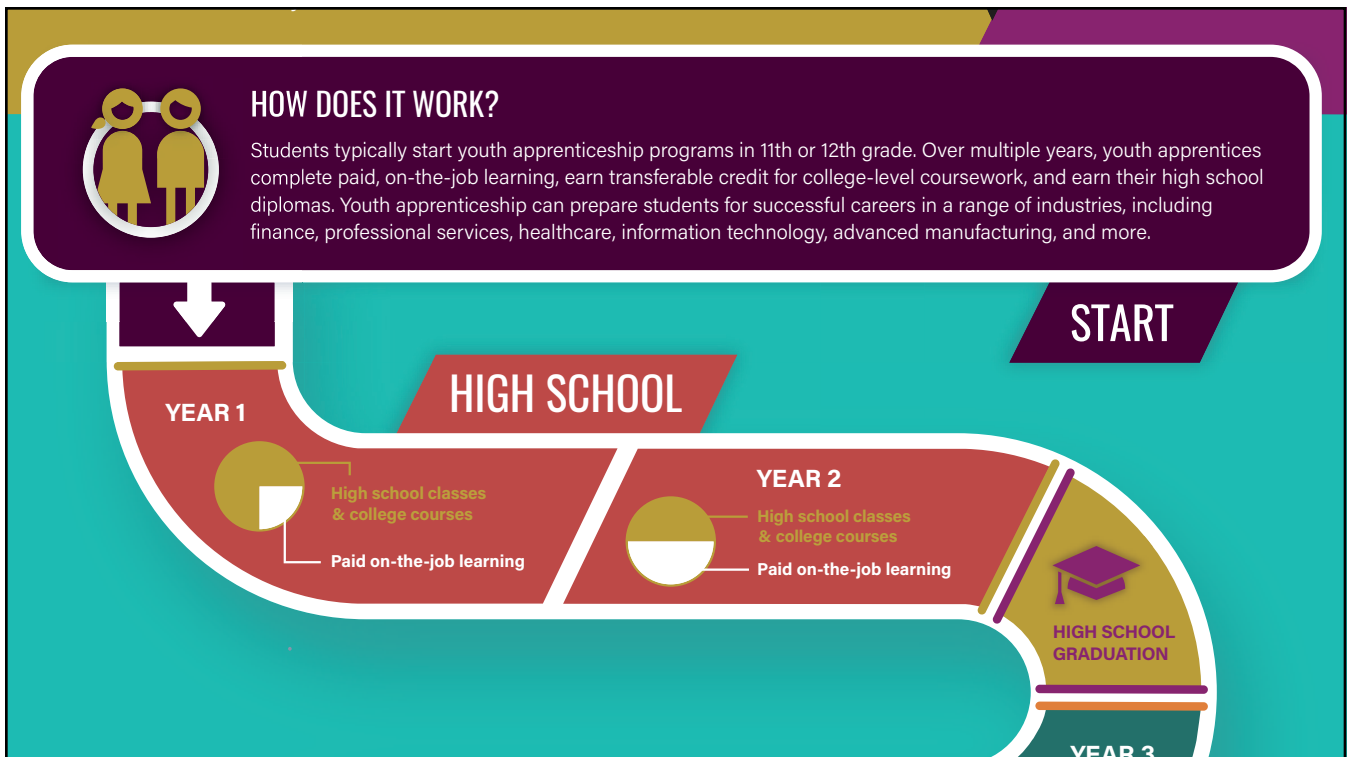
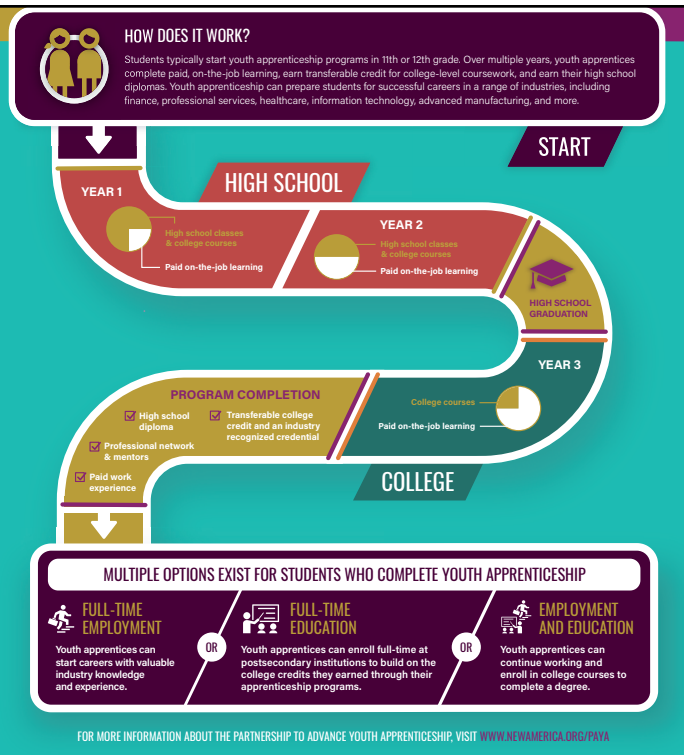
PROPOSED  
California Education to Employment Model

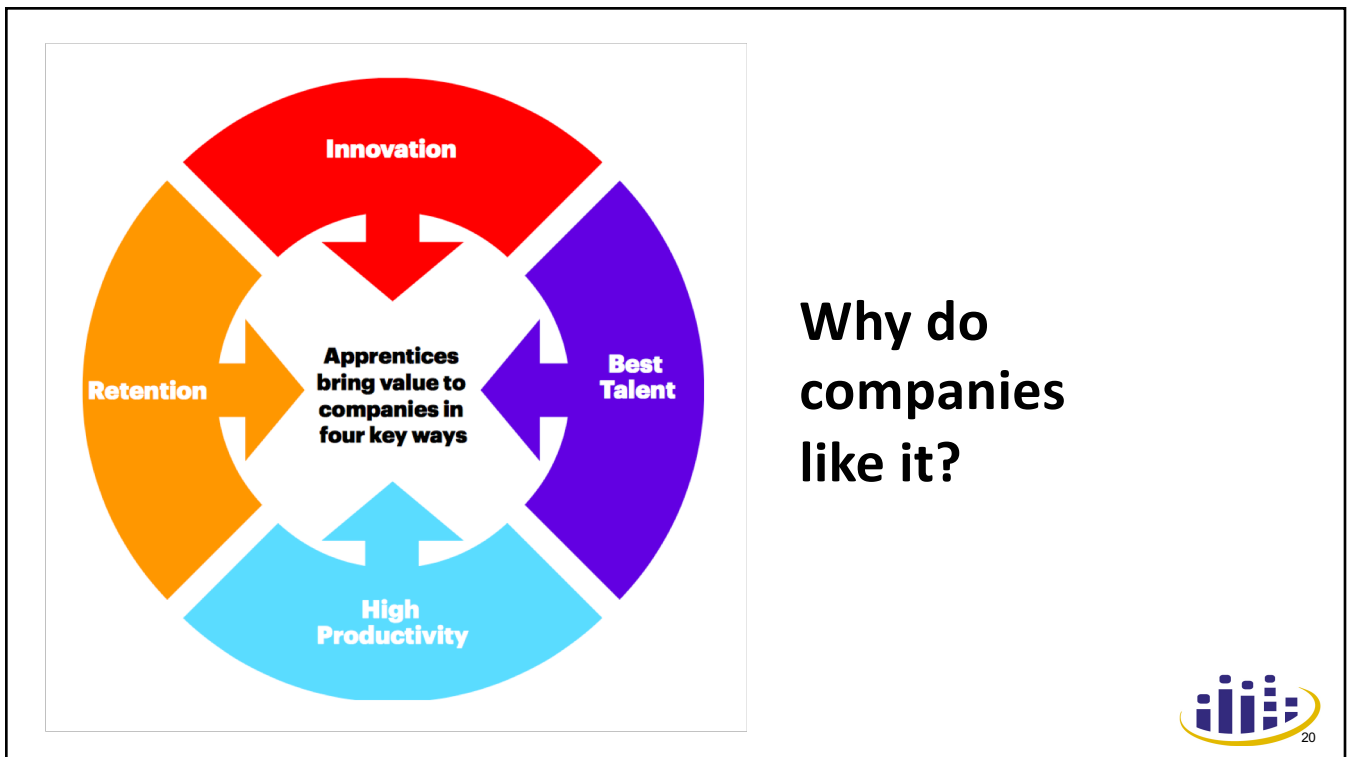
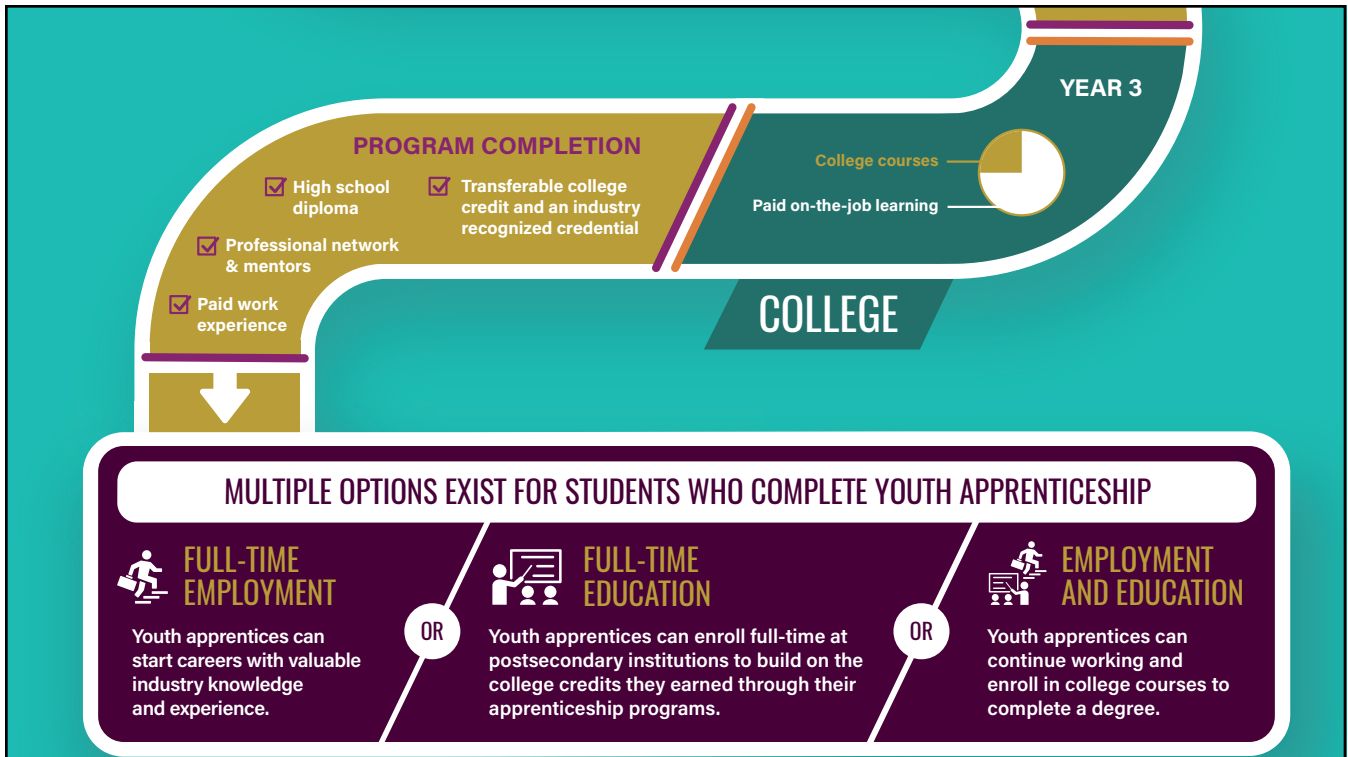


# Youth Apprenticeship: A Pathway to Earn and Learn

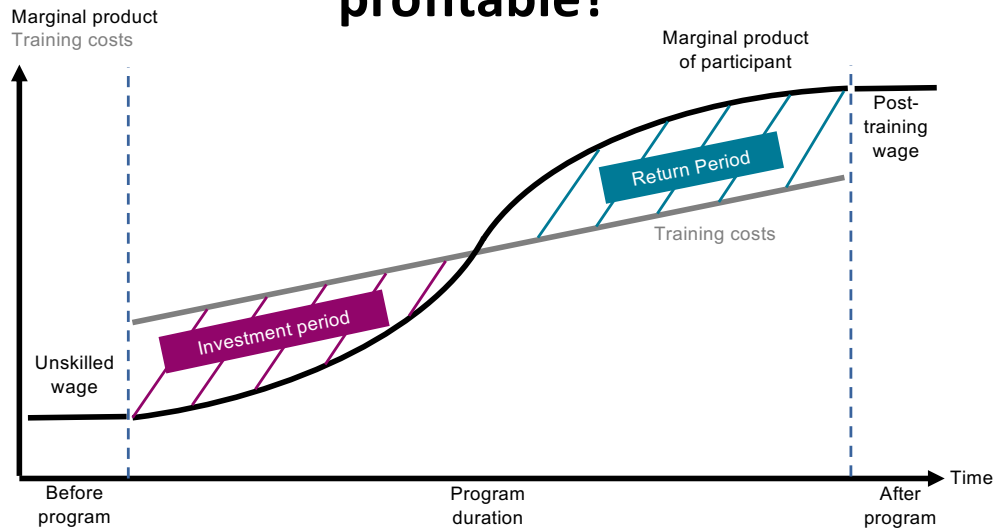
For more information about the Partnership to Advance Youth Apprenticeship, visit

[WWW.NEWAMERICA.ORG/PAYA](http://WWW.NEWAMERICA.ORG/PAYA)



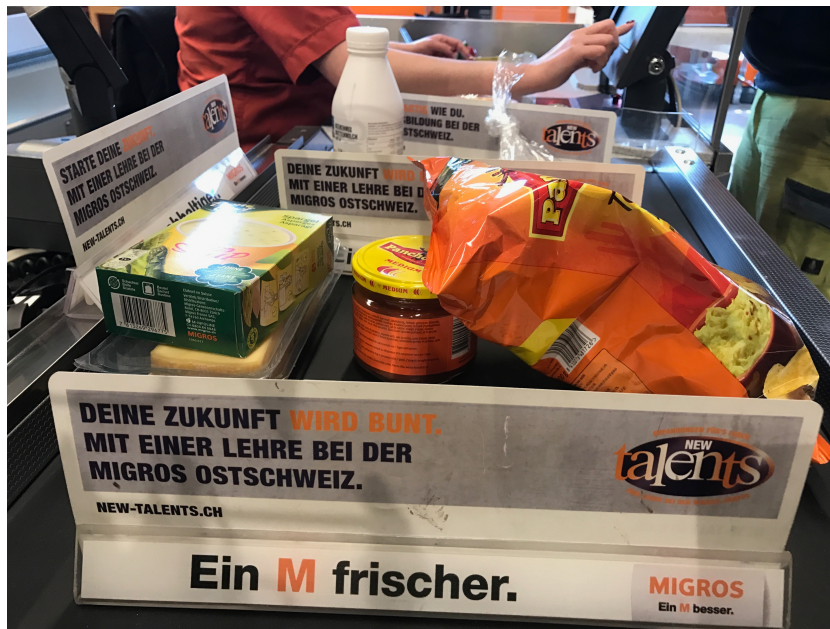


# How can apprenticeships be profitable?



Source: Own depiction based on Lerman (2014)

5.7.20



## Why do apprentices like it?

<http://www.new-talents.ch/de/>





## Why do educators like it?



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### Top Ten Apprenticeship Occupations

Occupations	New Apprentices In 2016
Commercial Employee	14250
Retail Clerk	5077
Health Care Worker	4147
Social Work Practitioner	3170
Electrician	2159
IT Technician	1976
Cook	1750
Draughts Person	1630
Logistician	1618
Mechanical Engineer	1568



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## Youth Apprenticeship Signing Day



**Trident Technical  
College,  
Charleston, SC**

<https://youtu.be/DiMPeXw7ZXs>



## What would Youth Apprenticeship at scale look like in California?



- 10 x increase of apprentices to 800,000.
- \$18.75 billion in business investment and earn \$20.65 billion.
- Young people would add \$18 billion to the economy.
- And reduce their student debt by \$18 billion.
- Youth unemployment rate would drop to below 5%



## How Do We Get There?



### Governance

Fully collaborative, with industry providing guidance on the regulatory framework needed for optimal results.



### Policy Alignment

Promote the transition from a set of parallel and competing programs to a single and well-articulated system.

- Conduct a legislative analysis and draft legislation
- Prepare package of administrative changes
- Develop sustainable funding model
- Avoid subsidizing wages



### Infrastructure Development

Streamlined online registration system and a shareable repository of curricula for all occupations.



## How Do We Get There - Part 2



### Educational Alignment

Improve alignment among high-school, community college, and four-year college course offerings and employers' specific needs



### Public Engagement – Communications

Prepare an outreach, awareness, communications, and public engagement plan to counteract misperceptions about apprenticeship.



### Learn from the Experts

Secure sponsorships for California delegations to attend the CEMETS Summer Institute



### Research and Learning by Doing

Prepare a research plan and data infrastructure to set a baseline for tracking progress, outcomes, impacts, and continuous improvement over time.



# Why Now?



# CEMETS Summer Institute 2019



# CAYAC

## A California Response to the PAYA Challenge



### Questions





## Brainstorm and Prototype

- **How would we expand apprenticeships for Orange County?**
  - What are top three challenges?
  - How would laws, regulations, practices need to change?
  - How do we expand the coalition?
- **What three things are you willing to do to make it happen?**



## More Information

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**Information for CA Delegation to Summer Institute**

<https://www.spra.com/cemets-2019>

**“Closing the Gap” Future of Apprenticeship in CA Paper**

<https://center4apprenticeship.jff.org/resources/closing-gap-future-apprenticeship-california/>

**Join the California Apprenticeship Network**

[goo.gl/uKyEbw](https://goo.gl/uKyEbw)

