

Apprenticeship Hubs Across America Act of 2019

Senators Coons, Young, Moran, and Brown

Background

- **Registered apprenticeships offer an alternative to four-year only degrees.** Registered apprenticeship programs provide employment with structured on-the-job training, little to no student loan debt, competitive wages, industry-recognized credentials, direct access to jobs and careers.¹
- **Apprentices have high earning careers.** The average wage for a fully-proficient worker who completes an apprenticeship is \$50,000 annually. Apprentices who complete their program earn approximately \$300,000 more during their career than non-apprenticeship workers.²
- **Employers report they are struggling to fill jobs due to skills gaps.** Skills gaps exist in a variety of occupations across a range of sectors, and apprenticeships could help fill jobs that are currently unfilled due to these gaps.³
- **Not enough registered apprenticeship programs exist in high-growth job sectors.** As an example, the health care industry is currently seeing the highest rates of job growth in the U.S.⁴ Apprenticeships in the health care sector have seen great success in the UK and are growing in the U.S. as well, but in 2017 there were only 2,549 apprentices in this sector.⁵
- **Standing up new apprenticeships is complicated.** A major barrier to expanding registered apprenticeships in high growth job sectors is employers' lack of familiarity with the process to set up and manage registered apprenticeship programs.¹
- **Apprenticeship Hubs can help expand registered apprenticeships.** Apprenticeship Hubs, also known as workforce intermediaries, are organizations that help ease the process for employers in developing and delivering new registered apprenticeship programs. They serve as a catalyzing force for expanding registered apprenticeships to high growth job sectors.⁶

The Apprenticeship Hubs Across America Act of 2019:

- **Establishes a new initiative to grow and expand highly successful Apprenticeship Hubs.** Apprenticeship Hubs participate in activities such as:
 - working with employers to design the apprenticeship curriculum and navigate the registration process for the registered apprenticeships;
 - marketing apprenticeships to secondary students, counselors, administrators, or parents; and
 - providing guidance and mentorship of apprentices during their apprenticeships to ensure retention and completion.
- **Promotes a national network of Apprenticeship Hubs.** The bill instructs the Department of Labor to conduct national workshops on how to create Apprenticeship Hubs and disseminate best practices on the effective development and implementation of registered apprenticeship programs through Hubs.
- **Evaluation.** The bill instructs the DOL to conduct evaluations of the Hubs and use the results to determine whether to renew grants for the Hubs.

¹ [CAP: Now Is the Time to Invest in Apprenticeships](#)

² [DOL: Apprenticeship Toolkit](#)

³ [CAP: Training for Success](#)

⁴ [BLS Projected Change in Employment by Sector, 2016-2026](#)

⁵ [Workforce Intermediaries for the Twenty-first Century](#)

⁶ [DOL: Active Apprentices by Industry for FY17](#)