

Apprenticeship for the Next Generation Workforce

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IWSI america
NAVIGATING THE NEW WORLD OF WORK

THE
**ASSEMBLY
SHOW** CELEBRATING
10 YEARS

What Do Next-Generation Workers Need?

“21st Century Competencies”

(competence = knowledge, skills, & dispositions)

“Fundamental Work Skills”

- Technical Competence
- Academic Competence
- Personal Competence
- Social Competence
- Problem Solving & Critical Thinking

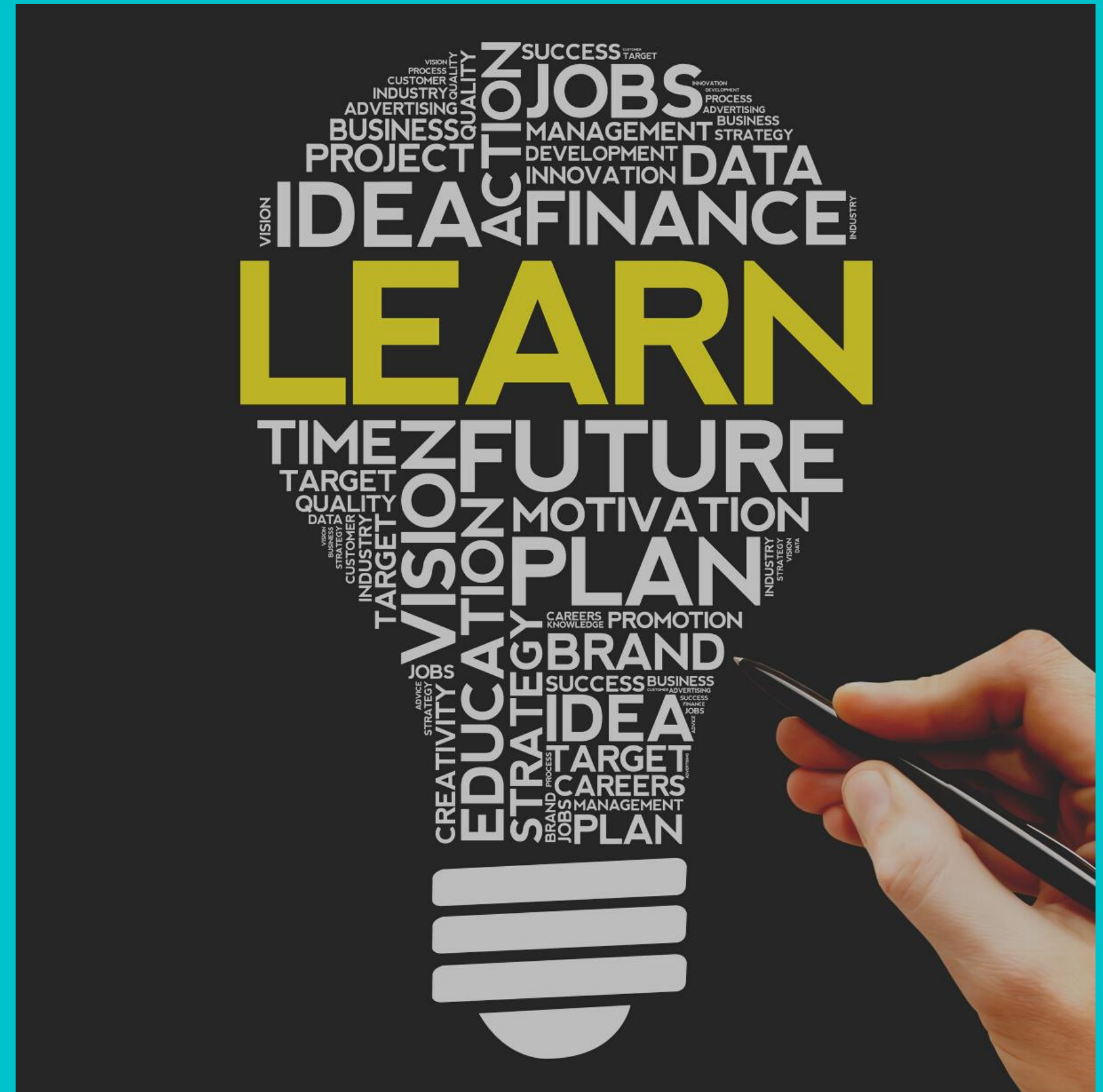
Where Do Next-Generation Workers Come From?

- Family
- School
- Community
- Work



How Are Next-Generation Workers Acquired?

- Watching
- Trial and Error
- Instruction
 - Formal
 - Informal



Apprenticeship

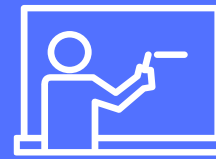
- Paid work-based learning designed to teach specific competencies
- Related Technical (classroom) Instruction
- Defined wage structure with increases linked to demonstrated competence
- Continuing formal and informal assessment of competencies leading to an industry-recognized credential





Internship

- Exploration
- Brief
- May be unpaid
- Tasks as needed
- Unrelated to courses
- Interns learn generic skills
- Yields letter of recommendation



Pre-apprenticeship

- Exploration/Preparation
- 6 months-2 years part-time
- May be registered with DOL if paid & linked to specific registered apprenticeship program
- Possible credit toward apprenticeship certificate



Apprenticeship

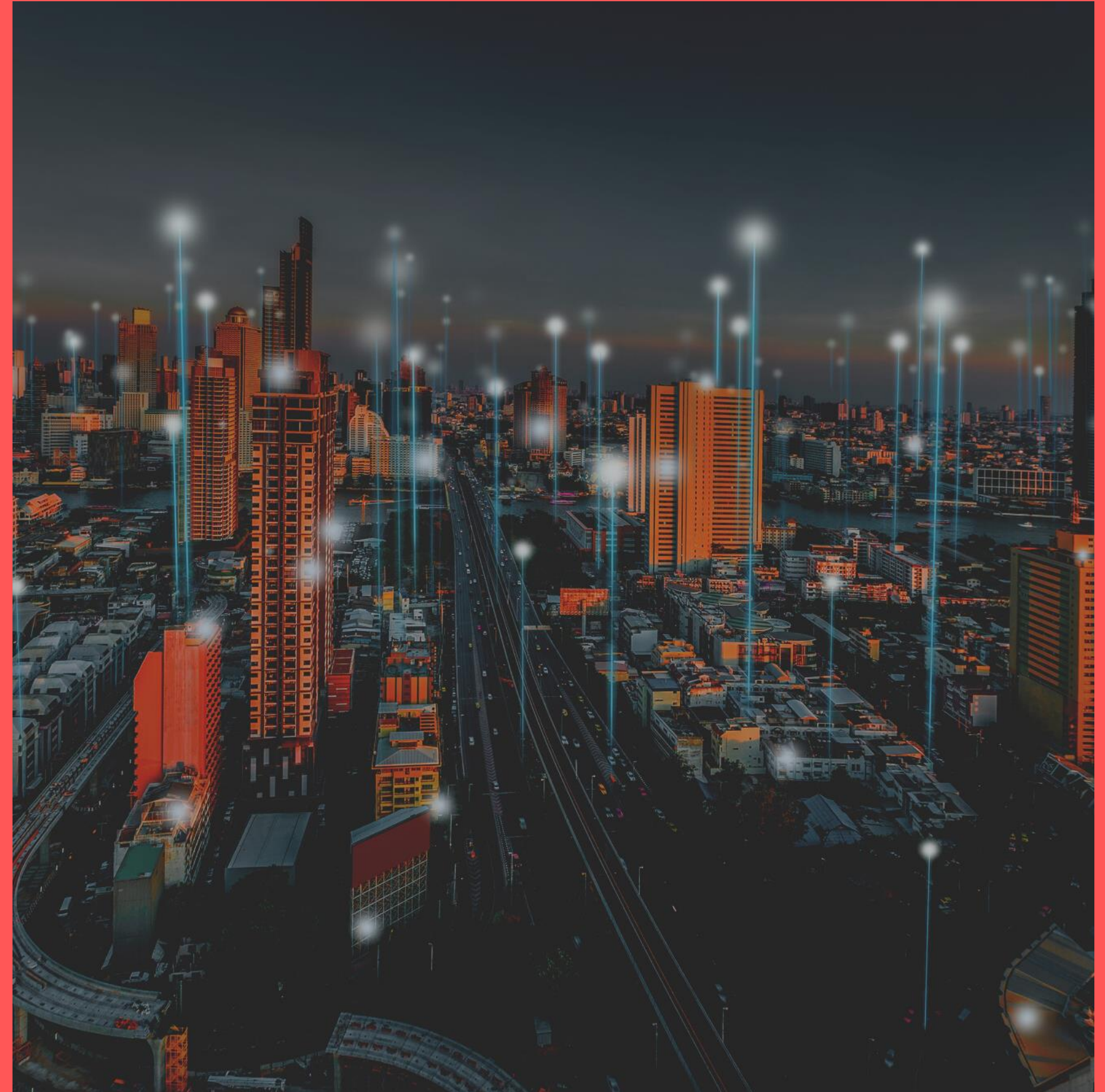
- Training
- 1-4 years
- Must be paid
- Tasks planned to teach specific skills
- Related Technical Instruction
- Interns gain professional competencies
- Yields portable credential

Why Apprenticeship?

- A “pipeline” of skilled workers to meet next-generation needs
- Workers you know with the skills you need
- Loyal workers who know you and the job
- Positive ROI
- A workplace culture of continuous learning



Start Early Work Together



Why Apprentices Should Start Early

- A clear career path that allows them to match education to goals
- Reason to learn in high school & college
- Earning instead of borrowing
- Adult earnings sooner (taxes too)
- Bridge from adolescence to adulthood



Work Together with Whom?

- Other Employers
- Parents/Guardians
- High Schools
- Community Colleges
- Workforce Development Boards (WIOA)
- Community Organizations
- “Intermediaries”

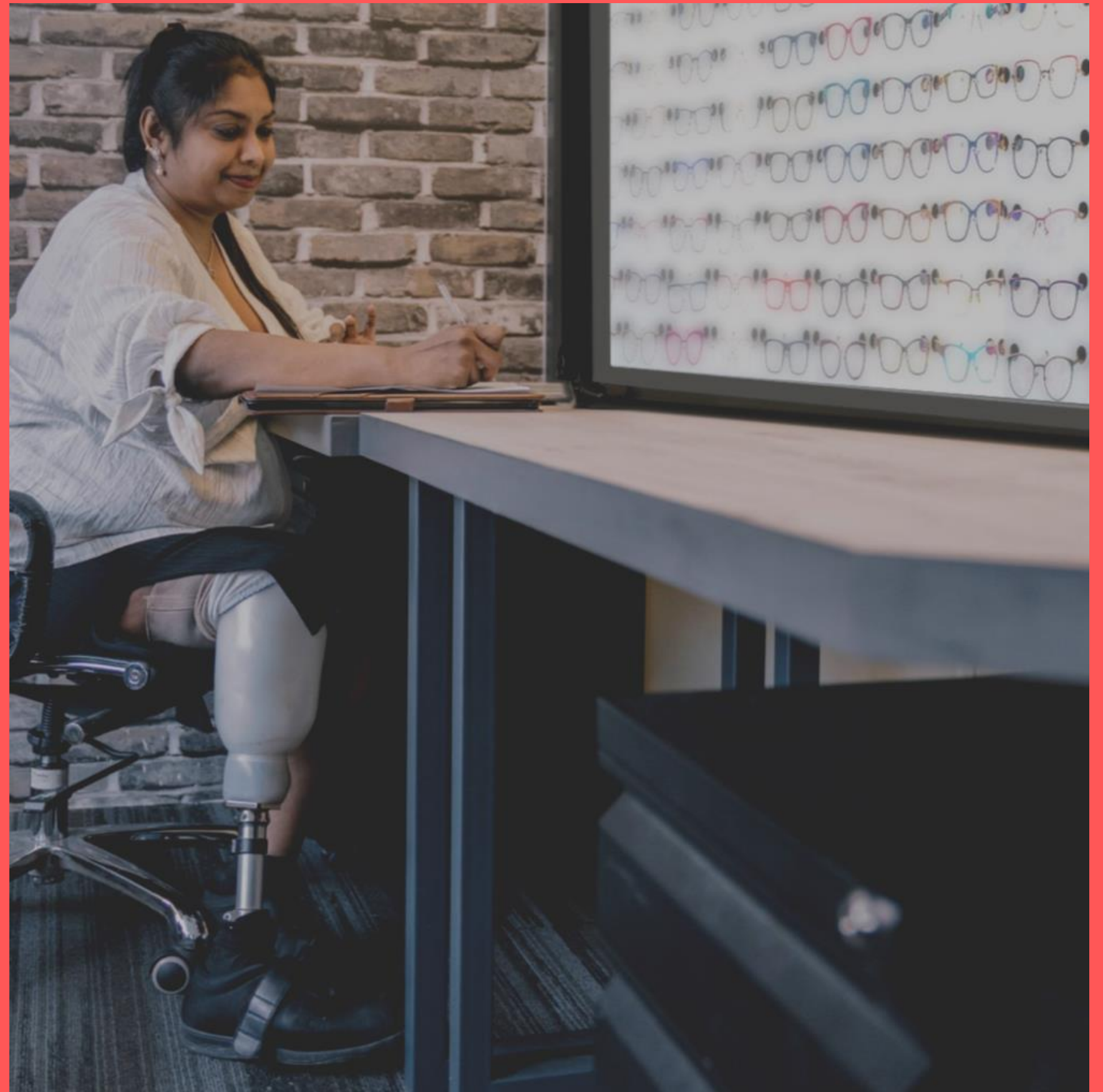


Third-Party Employers

- Employers of record for apprentices
- Contracted by training employers
- Manage compensation, insurance, compliance, etc.
- Provide supportive services to employers & apprentices



Diversity



Thank you



To find out more:
www.iwsiamerica.org