

APPRENTICESHIPS

NOVEMBER 2016

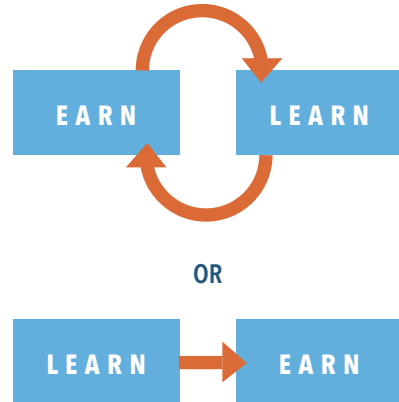


According to U.S. Department of Labor Secretary Thomas Perez, apprenticeships are the “other college, except without the debt.” Apprenticeships are training programs that allow participants or apprentices to train and earn wages for a specific profession at no cost to the apprentice. Nationally, 87% of apprentices obtain employment after program completion, with an average starting salary of \$50,000. For every dollar spent on apprenticeships, employers receive an average return of \$1.47 in increased productivity and reduced waste.

WHAT IS AN APPRENTICESHIP?

A typical apprenticeship program is an earn-while-you-learn training model. In apprenticeships, apprentices are employed by an employer sponsor and receive supplemental instruction at a school that can be directly applied to their employment.

Recent apprenticeship programs developed a learn-then-earn model where apprentices receive related technical instruction before being placed in employment for on-the-job training.



WHAT IS AN EMPLOYER SPONSOR?

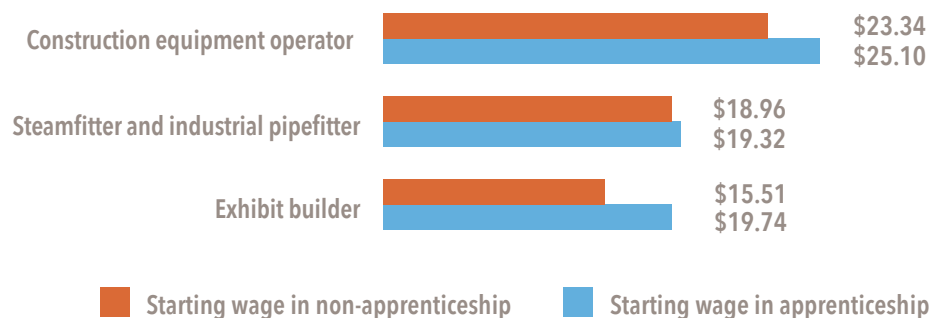
All registered apprenticeship programs have an individual business or a consortium of businesses that serve as the program sponsor. Sponsors provide jobs to apprentices, design and execute the apprenticeship program, and oversee the technical instruction for apprentices.

There are 469 apprenticeship programs registered with the Division of Apprenticeship Standards (DAS). DAS administers and enforces California’s apprenticeship law. DAS promotes apprenticeship training through partnerships and ensures high standards for on-the-job training and supplemental classroom instruction. Many apprenticeship programs have physical offices or locations outside of San Diego County, but have San Diego employer sponsors. Of the 469 California apprenticeship programs, 141 train for San Diego employer sponsors. Of those 141 programs, 39 are physically located in San Diego.

Compared to entry-level workers in a similar occupation, apprentices earn higher starting wages. The occupations on the right illustrate a sample of occupations with higher earnings as apprentices.



Starting Wages in Non-Apprenticeship and Apprenticeship Occupations



San Diego County has employers in a variety of industries that sponsor or participate in apprenticeship programs. The most number of jobs within these industries in 2016 were in the *specialty trade contractors* with 37,228 jobs, followed by *local government* with 8,361 jobs and *administrative and support services* with 8,194 jobs. Additionally, *specialty trade contractors* and *ambulatory health care services* had the largest employment growth by percentage between 2012 and 2016 with 38.4% and 34.7% growth, respectively.

Apprenticeship Programs in San Diego County by Industry



*Other industries include museums historical sites and similar institutions, accommodation, beverage and tobacco product manufacturing, wood product manufacturing, furniture and related product manufacturing, telecommunications, rental and leasing services, crop production, museums, historical sites and similar institutions, and utilities.

Examples of San Diego Apprenticeship Occupations

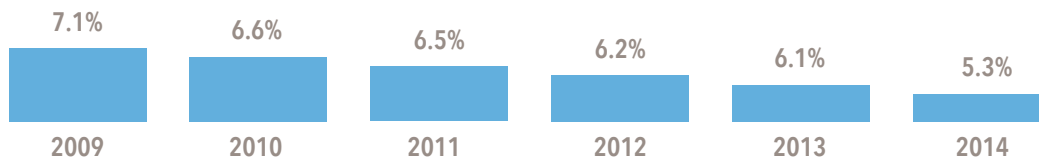
- Acoustical installer
- Air conditioning and refrigeration mechanic
- Arson & bomb investigator
- Boilermaker
- Bricklayer/stonemason
- Building construction inspector
- Carpenter
- Chemistry quality control technician
- Clinical research coordinator
- Clinical trial associate
- Computer support specialist - cyber security or
- Computer support specialist - help desk networking
- Construction craft laborer
- Dredge operator
- Drywall finisher
- Electrician
- Electronic systems technician
- Elevator constructor
- Emergency medical technician
- Highway maintenance worker
- Microbiology quality control tech
- Pipefitter/steamfitter
- Project manager
- Quality assurance associate auditor
- Regulatory affairs specialist
- Regulatory compliance associate
- Reinforcing ironworker
- Sheet metal worker
- Sound technician

RECOMMENDATIONS

- Promote and raise awareness of apprenticeships, especially for underrepresented populations

While DAS continues to work to increase the number of women and ethnic minorities in apprenticeships, active women apprentices only numbered 2,852, or 5.3%, of all California active apprentices in 2014. To increase this number, workforce development professionals, educators, career counselors and community leaders must work together to educate and promote the benefits and career opportunities of apprenticeship programs.

Percent of Women as Active Apprentices in California



- Increase apprenticeships in industry sectors that are not traditionally known to have apprenticeship programs such as Information and Communication Technologies (ICT), Health Care and Life Sciences
- Reduce complexities in the process for employers or providers to develop and participate in both state and federal registered apprenticeships programs
- Assess students and job seekers' interests and recommend apprenticeships after high school when appropriate

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