

IT'S TIME

Using Modern Apprenticeship to Reskill America

EXECUTIVE SUMMARY

IT'S TIME

USING MODERN APPRENTICESHIP
TO RESKILL AMERICA

THE PROBLEM:

AN URGENT NEED FOR SKILLED LABOR

As of this writing, there are over 7 million job openings in the U.S. In fact, there are more job openings than unemployed workers. This is a first in a very long time.

Globalization, economic reforms, and technological change are transforming the nature of work and the needs of the workforce. At the same time, gaps in education and training are undermining the job-readiness of the American workplace. As a result, the U.S. economy strains at its leash, as millions of jobs remain unfilled.

Employers face challenges finding the skilled workers they need to be fully competitive, productive, and have the capacity to meet long-term strategic goals. Almost 40% of U.S. employers report being unable to find employees with required skills. And 92% of 3,000 recently surveyed employers across all sectors say the skills shortage is negatively impacting productivity, staff turnover, and employee satisfaction.

Businesses need to reevaluate and become more creative about recruitment, hiring, and talent-development strategies. Students and parents need to rethink their post-secondary and school-to-work options. And career transitioners need to reimagine their next steps.



THE SOLUTION: **MODERN APPRENTICESHIP**

The Modern Apprenticeship is an enlightened 21st-century career pathway—a blend of classroom learning and work-based training aimed at preparing individuals of any age to meet sophisticated talent needs. Why “modern”? Although once exclusive to the trades, the Modern Apprenticeship is now used to build pipelines of highly qualified workers and future business leaders in a broad range of industries—from technology, health care, and finance to advanced manufacturing, green sciences, and civil service.

Adobe, Mailchimp, Siemens, LinkedIn, Lockheed Martin, EasyKicks, JPMorgan Chase, Interapt, and CVS Health are all investing in and reaping the rewards of Modern Apprenticeship. Close to 200,000 people joined apprenticeship programs on record in 2017; over 60,000 graduated from apprenticeship programs the same year, including recent high school graduates, college graduates, military veterans, and mid-career adults.

THE CONCLUSION: **A NEW WAVE OF TALENT**

With favorable economic conditions and accelerating changes to the nature of work, now is the time for U.S. employers, policymakers, and governments to invest in the Modern Apprenticeship model, which is widely used, popular, and deeply ingrained among our global industrial competitors. Modern Apprenticeship is the next wave of talent development and the new endgame for ambitious job seekers.

The following report dispels popular myths, shows that conditions are ripe for a widespread expansion of apprenticeship programs in the United States, and provides examples of success stories at the state, community, employer, and employee levels.

