

Using Apprenticeship to Raise Earnings and Stabilize Families

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Men's Earnings Matter Even If Not the Only Factor in Family Stability

- Stagnancy of men's earnings coincides with the rise in non-marital births for women with only a high school diploma
- Declines in marriage may have contributed to declines in earnings and work but in addition, weak earnings of men may have led to fewer marriages and more non-marital births
- The issue is relevant for all young men, but especially so for black and Hispanic men

Weaknesses in Current Education Strategies for Men

- Young men, especially minority young men, falling far behind young women in schooling
- As of 2010, % of 20-24 year-olds without a high school diploma was 28% among black males and 16% among black females, similar gaps for Hispanics
- Gaps widen for college, with completion of BA or AA far lower among young men of all races; 2 black women college grads for every 1 black man; for whites, the ratio is 1.35:1
- Few training programs work effectively for men

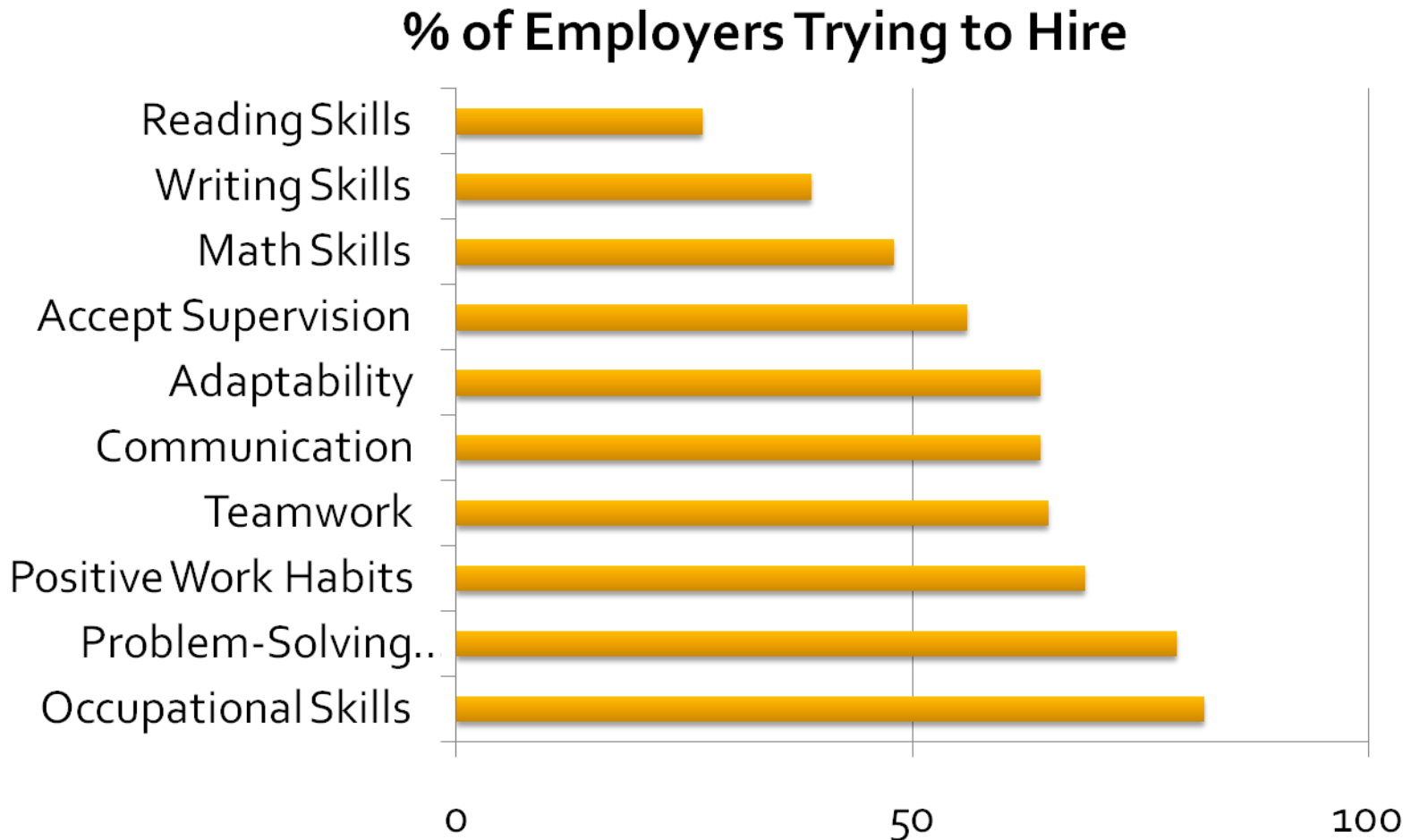
Engagement, Workplace Experiences Are Key Issues

- Comprehensive high schools do not engage the interest and effort of many teenagers, especially those who enter with weak skills (Murnane 2013)
- In a review of factors affecting high school graduation rates, OECD researchers indicate the importance of a variety of high school options for students, including ones that provide significant experiences in workplace settings and clear connections between the skills students are asked to master and access to jobs that make use of these skills.

Job skills and couple skills

- Shortfalls in employability skills among young workers that include communication, problem-solving, listening, working in teams, and having a good attitude
- Some of these shortfalls carry over to limitations in couple relationships
- Ideally, skill-building approach for jobs can have a positive influence on couple skills

Washington employers, Difficulty Hiring Qualified Workers, by Skill



Skill Requirements, Tasks

Skill Required	All	Upper White Collar	Upper Blue Collar
Education Level	HS + Voced	Almost BA	HS, Some Voced
Added Years of Work Experience	2.94	3.35	3.46
Added Years of Job Learning to Do the Job Well	3.35	3.80	3.95
% Deal with Tense Situations	60	65	61
% Teach/Train Others	75	86	75
% Supervise Others	48	55	57

Source: Survey conducted by Michael Handel for National Research Council.

Apprenticeship's Potential for Raising Skills, Earnings, Pride

- Strong evidence from the U.S. and Canada that apprenticeships raise earnings, especially of men without a BA, at low government costs
- Apprenticeship develops the types of occupation and employability skills most needed on jobs
- It provides earnings, work-place learning, clear connections skills students are asked to master and access to jobs that make use of these skills
- Includes natural mentoring process, discipline
- Creates a sense of pride upon completion

Apprenticeship promotes maturity

- Integration into the workplace requires apprentices to learn self-discipline as well as communication, team-work, problem-solving and resource management skills
- Complementarities between employability and couple relationship skills are plausible
- Brings youth to an adult culture in a direct way

Apprenticeship Promotes Constructive Development of Adolescents

- Robert Halpern in *The Means to Grow Up*, shows how apprenticeship as a good fit with adolescents
 - Tasks feel real and make sense
 - The novice youth in a discipline is a novice elsewhere
 - Development of skills and work on identity are linked
 - It provides a structure for youth exploration, self-knowledge as well as world knowledge, offers experience in good judgment, combines autonomy with relatedness
- These skills are clearly relevant to couple skills and to the maturity involved in delaying childbearing

Expansion at Low Cost is Feasible

- Great potential benefits at low public costs
- Governments largely play a coordinating role, marketing and technical assistance
- Subsidies and other expenses to generate apprenticeship opportunities can be offset by reduced spending on high school, college, and youth programs of weak effectiveness
- Research is critical; it should assess youth development, earnings and family impacts