

# EXECUTIVE SUMMARY



A growing number of U.S. companies across a range of industries are designing apprenticeship programs to give workers access to on-the-job learning opportunities that allow them to transition into high-demand jobs and careers. In the U.S., our approach to apprenticeships has been very decentralized, while Switzerland and Germany have long histories of formal union and employer-supported apprenticeships - giving a significant percentage of secondary school students the opportunity to learn on the job under the guidance of an experienced mentor. Most U.S. programs are reliant on individual employers to take the lead with a variety of education partners.

Recent findings of several major research groups and government initiatives reveal that apprenticeships have the potential to provide **a structured, yet flexible, workforce training solution for skilled jobs across a wide variety of industries**. The Committee for Economic Development included this summary in its report:

Apprenticeship programs are gaining both public and private sector attention. On average, the federal government spends \$18 billion for on-the-job training programs, while U.S. employers spend an estimated \$600 billion each year on formal and informal training programs. This commitment to training is significant by any measure and demonstrates a defined need to train workers. In the last two presidential administrations, funding

*...for companies and the country's workforce to remain competitive in today's global and fast-changing economy, we need to think creatively and design new skills training options that open doors for workers and solve talent shortages. Apprenticeship is one potential strategy to achieve those collective goals.*

for training programs has doubled, as well as goals for apprenticeship placements. One international study suggested that for every dollar spent on apprenticeships, employers receive an average of \$1.47 in increased productivity, reduced waste, and greater innovation.

**A needed mindset change must include rethinking the notion that all high school graduates must immediately begin their academic careers and forego work.** We also need to redefine our understanding of a "modern apprenticeship", which offers opportunities in many sectors – not limited to construction and manufacturing, which are the most common pathways in the United States.

Apprenticeship programs can also serve as a natural bridge between career technical education (CTE) programs offered in high school, technical college training programs, on-the-job experiences, and professional skills training to maximize the productivity of a well-trained, professional workforce.

The Tennessee Valley Youth Apprenticeship program is a collaborative effort between the Alocia, Blount County, and Maryville City Schools, the Blount Partnership, Pellissippi State Community College (PSCC), and Tennessee College of Applied Technology (TCAT) in Knoxville. In cooperation with area business partners, this coalition is committed to provide training programs that develop well-educated and highly-skilled employees to meet the demands of our competitive local economy. The TVYA Steering Committee is tasked with developing programming that supports the creation of structured, registered apprenticeships that serve both students and community businesses.

Please visit our website to review the ever-growing and ever-changing repository of information for anyone interested in the Tennessee Valley Youth Apprenticeship program.

<https://mhs.maryville-schools.org/about-mhs/tvya>