



# Expanding Apprenticeship

The typical employer sees a

**44%**

**RETURN ON INVESTMENT**

in apprenticeship through increased productivity, reduced costs, and frontline innovation.

Source: Abt Associates for U.S. Department of Labor, 2022.

Apprenticeship is a proven way to strengthen the nation's workforce and help people get good jobs. But for employers, offering apprenticeship can be complex and time-consuming.

At **Jobs for the Future (JFF)**, we help employers cut through the red tape and expand high-quality apprenticeship programs, addressing regional skill gaps and advancing economic opportunity for learners and workers.

## Recommendations to advance and scale apprenticeship



### Modernize the system

Streamline the registration process, promote competency-based models that prioritize skills mastery over seat time, and make apprenticeships accessible in a wider range of occupations and industries.



### Prioritize investment

Expand high-quality, in-demand apprenticeship by designating funds, including resources for data collection, so more information is available on the programs that lead to strong economic outcomes.



### Expand employer engagement

Remove barriers and offer financial incentives to increase employer participation, including offering tax credits to incentivize employers to retain apprentices through completion and create youth-focused apprenticeship programs.



### Integrate apprenticeship into education

Make apprenticeship accessible to every young person who wants to participate by expanding youth and pre-apprenticeship programs.



### Empower intermediaries

Support a broader set of intermediary organizations, including public, private, and nonprofit organizations, which play a vital role in scaling apprenticeships.

**84%**

**OF REGISTERED VOTERS**

surveyed favor policy action to expand apprenticeship, so more people can earn a living while they learn the skills that lead to good jobs.

Source: Morning Consult survey for JFF, September 2024.

*We work with employers, government agencies, and other key intermediaries to modernize apprenticeship and expand it across more industries.*

## Examples of our successes in states:

Across the country, we've served

**12,000**  
**APPRENTICES,**

supported

**3,100**  
**EMPLOYERS,**

and created

**155**  
**REGISTERED**  
**APPRENTICESHIP**  
**PROGRAMS.**

## South Carolina

Thanks to its partnership with JFF, the Charleston Regional Youth Apprenticeships program at Trident Technical College has expanded and now offers **18 career pathways**, including welding, cybersecurity, and culinary arts, across **9 industries** with more than **180 employer partners**.

## Maine

JFF's collaboration with Educate Maine has enrolled more than **80 young adults** in apprenticeship programs, created **8 new Registered Apprenticeship programs** and **8 new pre-apprenticeship programs**, and expanded 5 existing programs.

## Washington State

With JFF's support, the Workforce Development Council of Seattle-King County has strengthened pathways from pre-apprenticeship to Registered Apprenticeship in **aerospace, health care, and manufacturing**.

## Learn more



**JFF's Federal Policy Blueprint for the Trump Administration**  
Recommendations for the Incoming President's First 100 Days and Beyond



**Six Critical Actions for a New Congress in a New Year**  
Policy Recommendations to Invest in Our Workforce and Economy