SUMMARY

In 2020, the Chief Evaluation Office (CEO) partnered with the Employment and Training Administration (ETA) and funded contractor Urban Institute and its partner the Capital Research Corporation to conduct the *Implementation Evaluation of the Youth Apprenticeship Readiness Grants (YARG).* The implementation study aimed to understand how YARG grantees developed and expanded registered apprenticeship programs to support youth apprentices (16 to 24 years old) and which factors are associated with design and implementation.

This report describes the experiences of the 14 YARG grantees and organizes the grantees into a typology of youth apprenticeship expansion models. Youth apprenticeship programs are supported by a variety of education and training, employer, and supportive service partners. YARG grantees can coordinate these partners in different ways to serve youth participants, and the typology of youth apprenticeship expansion models characterizes how grantees coordinate the work of their partners to expand youth apprenticeship. To develop this typology, the study team reviewed grant documents for all fourteen YARG grantees, held follow-up clarification calls with grantees, analyzed administrative data on registered apprentices, and reviewed the research literature on youth apprenticeship.

Future reports produced under this evaluation will include findings from analysis of grantee survey and interview data. Interviews will be conducted during virtual site visits and will focus on the perspectives of grant directors, grant staff, partners, and employers.

This Department of Labor-funded study was a result of the annual learning agenda process to determine the DOL's research priorities for the upcoming year. It contributes to the labor evidence-base to inform employment and training programs and policies and addresses Departmental strategic goals and priorities.

KEY TAKEAWAYS

The following key takeaways emerged from the analysis and can inform future efforts:

- **Secondary school-based registered apprenticeship model.** Registered apprenticeship programs are sponsored by or organized around secondary schools, including secondary career and technical education programs that provide career-specific academic and technical instruction. These programs target students ages 16 through 18 years of age.
- **Postsecondary school–based registered apprenticeship model.** Registered apprenticeship programs are sponsored by or organized around colleges or universities and targeted 19 to 24 year olds.

- **Intermediary model.** An organization called an intermediary supports registered apprenticeship programs by assisting in program design, coordinating partners, providing program supports, and in some cases, sponsoring a registered apprenticeship program.
- **Regionally coordinated registered apprenticeship model.** An organization or group of organizations are charged with expanding registered apprenticeship and coordinating partners in a specific region around regional assets and resources.
- **Youth-supporting mixed-age registered apprenticeship model.** Registered apprenticeship programs that normally register adults (age 25 and older) are supported to be more inclusive of youth apprentices (age 16 to 24).

The five models do not encompass an exhaustive typology of the YARG grantees' activities in expanding youth apprenticeship, nor are the models mutually exclusive. An individual YARG grantee might implement several of these models as a part of its grant activities, depending on its partners and the needs of the registered apprenticeship programs it supports.

The analysis suggests three primary program features for understanding the apprenticeship expansion models implemented by the grantees:

- **Youth populations that grant projects and registered apprenticeship programs serve**, particularly whether youth are younger (ages 16 to 18) or older (ages 19 to 24), whether they are in school or out of school at the time they are registered, and from a population traditionally underserved or underrepresented in the apprenticeship system, such as women, racial and ethnic minorities, and people with disabilities.
- **Registered apprenticeship program sponsor and the role of the grantee**. A program sponsor is responsible for operating registered apprenticeship programs. Employers often serve as program sponsors, but schools and colleges, intermediary organizations, joint labor-management organizations, and YARG grantees can also serve as sponsors.
- **Educational partner and its role in the grant project**. All YARG grantees must have an educational partner to provide related technical instruction (RTI), or off-the-job classroom-based training, for the youth registered apprentices. Some educational partners only provide RTI, while others serve larger partner and service coordination roles for registered apprenticeship programs.

SEE FULL STUDY

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