



# Evaluating Registered Apprenticeship Initiatives

## SUMMARY

In 2022, the Chief Evaluation Office (CEO) in collaboration with the [Employment and Training Administration](#) contracted the Urban Institute and its partners Mathematica and Social Policy Research Associates to conduct the *Evaluating Registered Apprenticeship Initiatives project*. The study aims to build evidence on efforts to expand and diversify Registered Apprenticeship programs (RAPs) by evaluating strategies under the Apprenticeship Building America (ABA) grants program, conducting an impact and cost-benefit evaluability assessment of pre-registered apprenticeship programs that lead to RAPs, and coordinating across the portfolio of projects at CEO to facilitate sharing of findings, methods, and learning about apprenticeship.

The Apprenticeship Building America grant program advances DOL's efforts to expand and modernize Registered Apprenticeship by increasing the number of programs and apprentices, diversifying the industries that use Registered Apprenticeship and improving the access to and performance of RAPs for underrepresented and underserved communities. Funding was awarded in four categories: (1) state apprenticeship system building and modernization; (2) expansion of RAP opportunities for youth; (3) ensuring equitable RAP pathways through pre-apprenticeship leading to RAP enrollment and equity partnerships; (4) Registered Apprenticeship hubs to facilitate the establishment, scaling, and expansion of RAPs in new and fast-growing industries and occupations.

This report reviews the latest studies, reports, and documents on Registered Apprenticeship programs to help understand gaps in apprenticeship knowledge. It discusses what we know about the benefits of apprenticeship for employers, workers, and society; how the federal government has been investing in the apprenticeship system; and what we have learned from state efforts to expand apprenticeship. The report also reviews the evidence for what specific types of Registered Apprenticeship programs work and for whom. Finally, the report discusses what is known about the effectiveness of program models and strategies, and potentially promising practices. This information will inform future activities conducted under the *Evaluating Registered Apprenticeship Initiatives project*.

## KEY TAKEAWAYS

Despite recent evidence of the positive effects of apprenticeship, many questions remain about whether benefits are consistent across industries, employers, workers, and program models. Additionally, there is little rigorous evidence regarding the impact of pre-apprenticeship and youth apprenticeship programs, programs developed through



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community colleges and other intermediaries, and effective strategies to increase diversity among apprentices. DOL has funded research studies, including the ABA evaluation, that will build evidence on some of these aspects of apprenticeship, and more information will be available in the next few years as those studies release findings.

[SEE FULL STUDY](#)

**TIMEFRAME:** 2022-2027  
**SUBMITTED BY:** Urban Institute  
**DATE PREPARED:** August 2023

**PARTNER AGENCY:** Employment and Training Administration  
**SPONSOR:** Chief Evaluation Office  
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