The Partnership to Advance Youth Apprenticeship: Origins & Learnings to Date

A Presentation for the Council of State Government’s Midwestern Legislative Conference

November 2021
About PAYA
About Us

New America is a non-profit, nonpartisan public policy think-tank based in Washington, DC.

Our Center on Education & Labor works on topics at the intersection of work and learning, including apprenticeship, community colleges, credentials, and job quality.

The Partnership to Advance YA (PAYA) is a multi-year, multi-partner initiative, led by New America, that supports states and cities in their efforts to expand access to high-quality apprenticeship opportunities for high school youth.
PAYA Objectives
The PAYA Network and Grantees

PAYA began in 2018 to support the growth of youth apprenticeships in cities, regions, and states across the country.
PAYA Definition of Youth Apprenticeship

Paid Experience
Paid, on-the-job learning under the supervision of skilled employee mentors

Skills Assessments
Ongoing assessment against established skills and competencies

Formal Instruction
Classroom-based, or related technical instruction

Credentials
Culmination in a portable, industry-recognized credential AND postsecondary credit
PAYA Principles for High-Quality Youth Apprenticeship

CAREER-ORIENTED

EQUITABLE

PORTABLE

ADAPTABLE

ACCOUNTABLE
Supporting Youth Apprenticeship through Policy & Data
Youth Apprenticeship: Aligning Systems

Asks **industry & employers** to consider and invest in talent development—and youth—in fundamentally new ways.

Asks **K-12** to accommodate and value learning that looks different than standard secondary or postsecondary experiences.

Asks **postsecondary institutions** and systems to align to and credential learning beyond the walls of their classrooms.
Different policies, Different levels

- **Federal**: Youth Apprenticeship Readiness Grants (2020); Build Back Better Act (in progress)

- **State**: WI’s state YA grants (since 1991); NC’s youth apprentice tuition waiver (2016); Delaware data system redesign effort (2021)

- **Local**: Partnerships (e.g., Charleston Metro Chamber of Commerce + Trident Tech), ESSER Funds, public sector apprenticeship
ENABLING POLICIES create the conditions that make it possible for youth apprenticeship programs to function and leverage existing system resources.

SUPPORTING POLICIES provide direct support to encourage the development and growth of youth apprenticeship programs and systems.
Enabling Policy at State Level

Industry/Employers
- Sector strategies to promote industry collaboration
- Tax incentives for employer-funded training

K-12 Systems
- Dual enrollment funding
- Support for counselors and WBL coordinators
- Flexible course credit, graduation requirements
- WBL & credential incentives

Colleges & Universities
- Dual enrollment funding
- Guaranteed transfer & articulation
- Common course numbering systems
- Support for industry partnerships
- Incentives for credential attainment
Supporting Policy at State Level

Industry/Employers
- Intermediary capacity to support development of new programs and recruitment of new industries
- Support for sectoral standards development
- Subsidies for related technical instruction (RTI)

K-12 Systems
- Clear definitions & guidelines for youth apprenticeship
- Apprenticeship recognized in accountability systems
- Data systems to collect apprentice data

Colleges & Universities
- Funding or incentives to provide intermediary capacity
- RTI waivers or reimbursement policies
- Support developing industry articulation agreements and for-credit RTI
Multiple Partners, Multiple Sources

**K-12**
- Student identifiers
- Course Enrollment & Outcomes
- Progress to graduation
- Supports

**Higher Ed**
- Student identifiers
- Course enrollment & Outcomes
- Credits earned and/or Hours worked
- Credentials or degrees earned
- Source of funding for tuition

**Employers**
- Skills and competencies
- Hours Worked
- Wages

**Supports**
- ESSA
- Perkins
- IDEA

**Federal Student Aid / Pell**
- Perkins
- WIOA
- State accountability

**Source of funding for tuition**
- RAPIDS
- Unemployment Insurance
- IRS
- Internal HR & payroll

Youth Apprenticeship Data
Youth Apprenticeship Data Framework

A Tool from the Partnership to Advance Youth Apprenticeship

By: Joyce Hwang

Last updated on September 22nd, 2021
Policy & Data Takeaways

• Cross-system **cooperation** is critical
• **Intermediary** capacity at the state and local level is critical for program quality & scale (but rarely funded!)
• Align systems with **enabling** policy
• Encourage demand with **supporting** policy
• Invest in strong **outcomes** oriented data systems
Thank you!
www.newamerica.org/paya

Taylor White
National Director, PAYA
Senior Advisor, K-12 & Workforce Policy
whitet@newamerica.org

Kelly Vedi
Senior Policy Analyst
Center on Education & Labor at New America
vedi@newamerica.org