

## 2013 Program Report Card: Apprenticeship Program (Connecticut Department of Labor)

**Quality of Life Result:** All Connecticut working age residents have jobs that provide financial self-sufficiency.

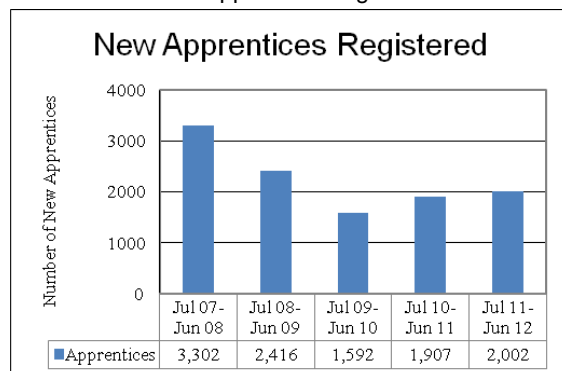
**Contribution to the Result:** The program provides on-the-job training and related instructions for apprentices that enable them to learn a trade while receiving a living wage. The program provides sponsors/employers with dedicated and responsible apprentices who ultimately; provide qualified trades people to the public.

Program Expenditures	State Funding	Federal Funding	Other Funding	Total Funding
Actual PY 12	581,347	91,701	213,221	886,269
Projected PY13	595,867	83,923	300,000	979,790

**Partners:** Businesses, employer and industry associations, labor management organizations, Connecticut Department of Education, Connecticut Department of Consumer Protection, Department of Veteran Affairs, Board of Education and Services for the Blind, Connecticut Department of Social Services Bureau of Rehabilitation Services, Connecticut Department of Corrections, Connecticut Technical High School System, Connecticut Department of Public Health, Connecticut public schools, post-secondary proprietary schools, Workforce Investment Boards, Occupational Safety and Health Administrations and local Community Based Organizations.

### How Much Did We Do?

#### Measure 1: New Apprentice Registrations

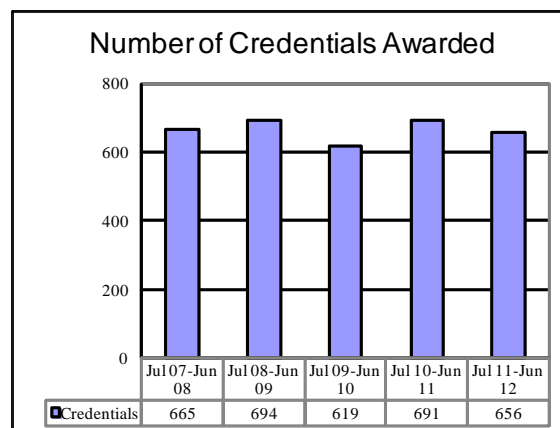


**Story behind the baseline:** The trade industries in Connecticut provide an on-the-job training program for individuals to achieve a credential for their trade. The credential is a requirement for employment in specific trades. The number of tradespersons coming through the Apprenticeship program is an indicator of current occupational demand and the willingness or necessity of businesses to participate in a training program. This trend indicates that employers have a need for trained tradespersons to enhance their businesses. Along with the new apprenticeships, there is a growing effort to collect fees from sponsors (the trades). In 2009, all registration fees associated with the Apprenticeship Program were doubled and 50% of the fees collected will now go to the General Fund increasing the sustainability of this program into the future.

**Trend:** ▲

### How Well Did We Do?

#### Measure 2: Number of Credentials Awarded

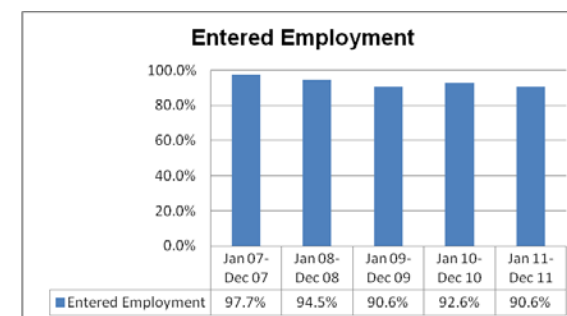


**Story behind the baseline:** To increase the number of individuals in skilled occupations, the apprenticeship program apprentices receive paid, on-the-job training and related instruction while learn the practical and theoretical aspects of that trade or business. They are also taught safety measures that will ensure their own well-being and those of their customers. Upon completion, apprentices are able to sit for the applicable exam and enter the workforce as fully qualified, credentialed journeyman. The decline in the number receiving credentials parallels the decline in the economy

**Trend:** ◀▶

### Is Anyone Better Off?

#### Measure 3: Entered Employment Rate



**Story behind the baseline:** Since Apprenticeship programs pair employers with employees, generally there is a high degree of employment upon completion of the program. The entered employment rate is a gauge of successful outcome and quality of life as a result of completing the program. The entered employment rate has been declining during the recessionary period; typically, the rate of employment is **95%** in the quarter after program completion.

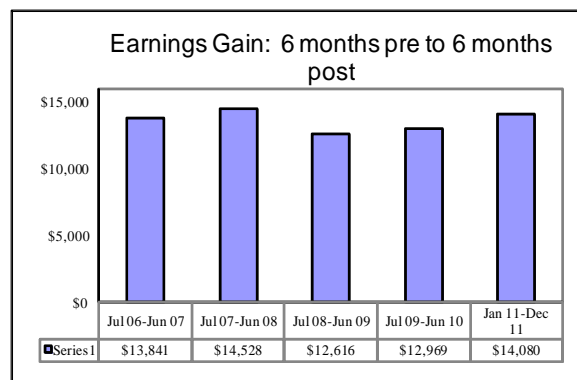
**Trend:** ◀▶

## 2013 Program Report Card: Apprenticeship Program (Connecticut Department of Labor)

*Quality of Life Result:* All Connecticut working age residents have jobs that provide financial self-sufficiency.

### Is Anyone Better Off?

#### Performance Measure 4: Pre/Post Earnings Gain

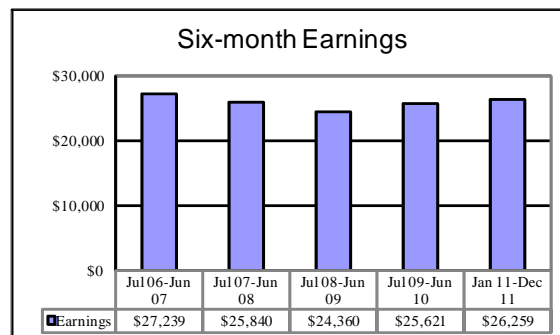


**Story behind the baseline:** Pre/Post Earnings is the dollar difference between 6 months of earnings prior to program entry compared to 6 months of earnings after program completion. The expertise and experience learned in the program provide a platform for an increased standard of living. The Pre/Post Earnings gap is much closer than in recent years, however, the 6 month difference of **\$12,145** equates to a **\$24,290** increase in annual earnings.

**Trend:** ▲

### Is Anyone Better Off?

#### Measure 5: 6 Months Earnings



**Story behind the baseline:** While the Entered Employment Rate and the Wage Gain measures are important indicators of successful program outcomes, annual earnings are key to evaluating improvements in self-sufficiency. In general, completers of the program have averaged earnings of roughly **\$30,000** over a 6-month period (annualized earnings of **\$60,000** per year) well above the average salary of **\$46,000** (<http://www.simplyhired.com/a/salary/search/1-connecticut>) The latest data show a continued trend toward increased earnings as the economy slowly recovers from the recession.

**Trend:** ▲

### Proposed Actions to Turn the Curve:

To increase the participation levels, the Apprenticeship Unit staff will focus on outreach to employers in currently participating industry sectors and expand apprenticeship opportunities by identifying and reaching out to other growth sectors of the economy.

We are in contact other States, the federal Office of Apprenticeship and associations in our state to assist in this effort, identifying existing models for apprenticeship structures in areas other than the traditional trades.

To assist and advise in this effort the State Apprenticeship Council established by C.G.S.31-22n is now reconstituted to provide valuable information on expanding the opportunities in apprenticeship community and will meet on a regular basis. Members are appointed based on their expertise in the apprenticeship community.

### Data Development Agenda:

In order to measure the ongoing success of our programs we will survey recently completed apprentices and their sponsors to verify continued employment and wage advancement beyond the normal term of apprenticeship.

We will also seek the information from Consumer Protection to determine the number of apprentices taking the credentialing exams so that we can report the percent successfully completing licensure.

We are in the process of updating our website to increase user friendliness and will use Google analytics program to inform how the public, apprentices, and sponsors are using the site.