



SUMMARY

The DOL Chief Evaluation Office commissioned the Urban Institute and partners Mathematica and Capital Research Corporation to conduct an evaluation of the Scaling Apprenticeship and Closing the Skills Gap grant program implementation. The implementation study includes 48 grantees: 23 Scaling Apprenticeship and 25 Closing the Skills Gap grantees. The implementation study reports the types of components, models, partnerships, and strategies grantees implemented, how they implemented them, and what grantees and their partners report as promising for reaching the goals of the grant programs.

This report presents findings from the implementation study of the Scaling Apprenticeship and Closing the Skills Gap grant programs. It provides an overview of the Scaling Apprenticeship and Closing the Skills Gap grant programs; describes the evaluation design; summarizes grantee and participant characteristics; discusses apprenticeship program characteristics; describes grantee strategies for recruiting apprentices and helping them persist; and summarizes approaches to employer engagement.

KEY TAKEAWAYS

- Institution of higher education (IHE) grantees leveraged their position in the postsecondary education sector to recruit from their student populations and provide classroom instruction (related technical instruction, or RTI) on-site before connecting apprentices with employers.
- Grantees created and expanded apprenticeship programs in nontraditional occupations, with information technology (IT) the most common industry.
- More grantees supported registered apprenticeship programs than unregistered programs, but the two program types shared many characteristics employers described as important.
- Although most apprentices were men, a larger share of apprentices in these two grant programs were women, Black, or Asian compared with registered apprentices nationally.
- Apprentice retention strategies included targeting participants with the skills to succeed and providing robust supports.





The Implementation of Registered and Unregistered Apprenticeship: Evidence from the Scaling Apprenticeship and Closing the Skills Gap Grants

- Collectively, grantees engaged 8,343 employers to participate in apprenticeships, using similar strategies for recruitment regardless of occupational sector. Grantees that used incentives reported they were helpful in recruiting employers.

[SEE FULL STUDY](#)

Reference Period: June 2019 – March 2024

Submitted by: Urban Institute

Date Prepared: September 2025

DOL Agency Partner: Employment and Training Administration

Sponsor: Chief Evaluation Office

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