



Apprenticeship Evidence-Building Portfolio: State Apprenticeship Capacity Assessment

SUMMARY

In 2020, the Chief Evaluation Office (CEO) partnered with the Office of Apprenticeship (OA) and the Office of Policy Development and Research (OPDR) within the Employment and Training Administration (ETA) and funded contractors Urban Institute and Mathematica to conduct the State Apprenticeship Capacity Assessment as part of the existing Apprenticeship Evidence-Building Portfolio. The qualitative study aims to conduct a methodical review and assessment of the capacity of state systems and their partnership to design and deliver Registered Apprenticeship (RA) programs and services (including pre-apprenticeship services). The findings will be presented in a series of briefs.

This brief highlights key takeaways from virtual group discussions with apprenticeship administrators in eight states, where administrators described how they use financial incentives to expand RA programs.

This Department of Labor-funded study was a result of the annual process to determine the Department's research priorities for the upcoming year. It contributes to the labor evidence base to inform [Apprenticeship](#) and [Employment and Training](#) programs and policies and addresses departmental strategic goals and priorities.

KEY TAKEAWAYS

- Incentives are helpful for attracting employers to apprenticeships and expanding access to apprenticeship for underrepresented populations.
- Challenges in the administration and implementation of incentives include the lack of awareness of incentives among employers, the inability to attract certain kinds of employers to use incentives, insufficient resources for marketing and advertising, and the limitations of upfront funding in addressing apprenticeship incompleteness.
- Incentive types include grants, reimbursements, and tax credits. Incentive recipients include employers, education and training entities, intermediaries, and workforce boards or community-based organizations, each of which can serve as an apprenticeship program sponsor.

[SEE FULL STUDY](#)

TIMEFRAME: 2020-2023

SUBMITTED BY: Urban Institute and Mathematica

DATE PREPARED: September 2023

PARTNER AGENCY: Employment and Training Administration

SPONSOR: Chief Evaluation Office

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