

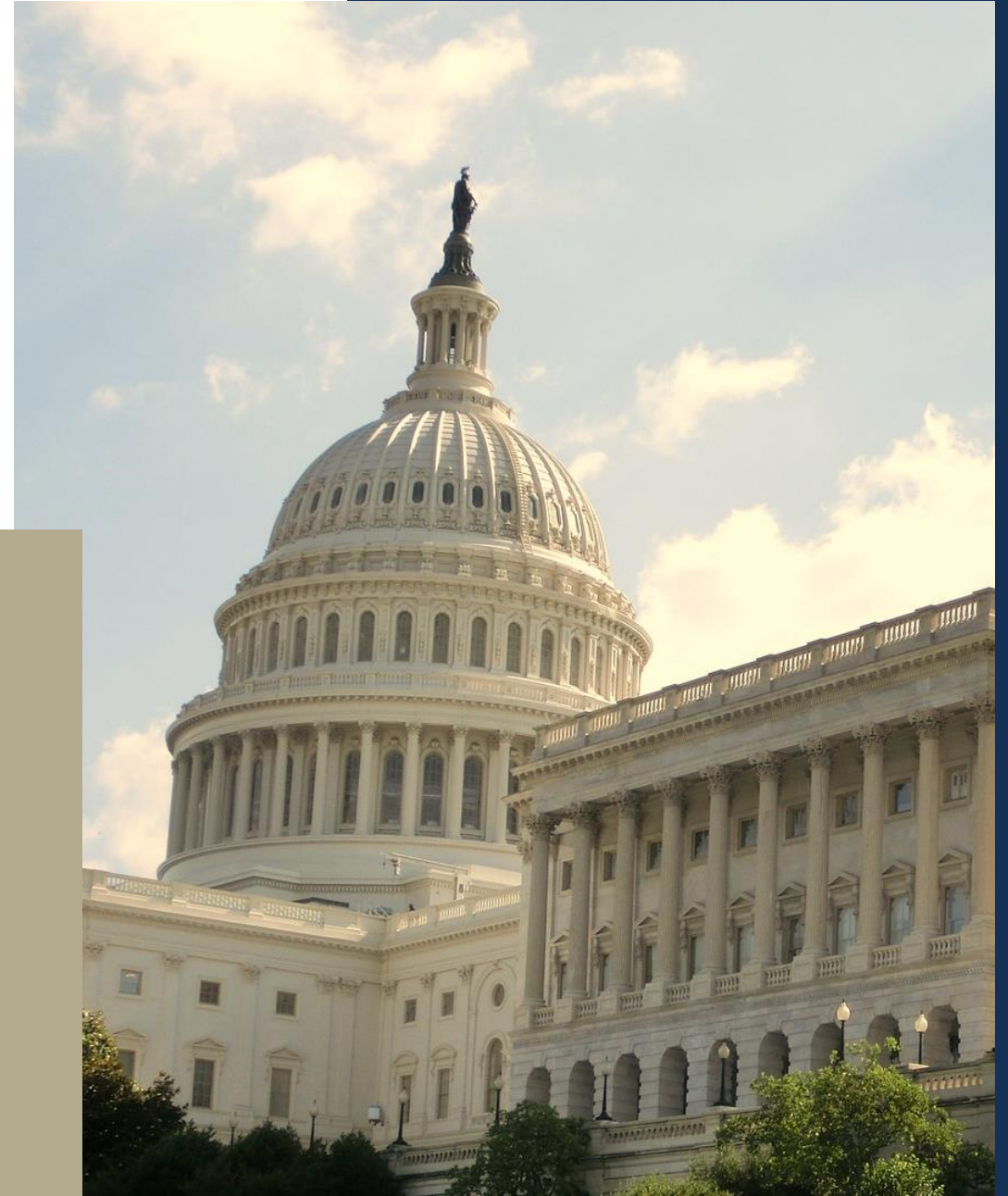
Black Registered Apprenticeships in the United States

Briefing for the U.S. Department of Labor

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The Joint Center for Political and Economic Studies, America's Black think tank, provides compelling and actionable policy solutions to eradicate persistent and evolving barriers to the full freedom of Black people in America.

We are the trusted forum for leading experts and scholars to participate in major public policy debates and promote ideas that advance Black communities. We use evidence-based research, analysis, convenings, and strategic communications to support Black communities and a network of allies.

OVERVIEW

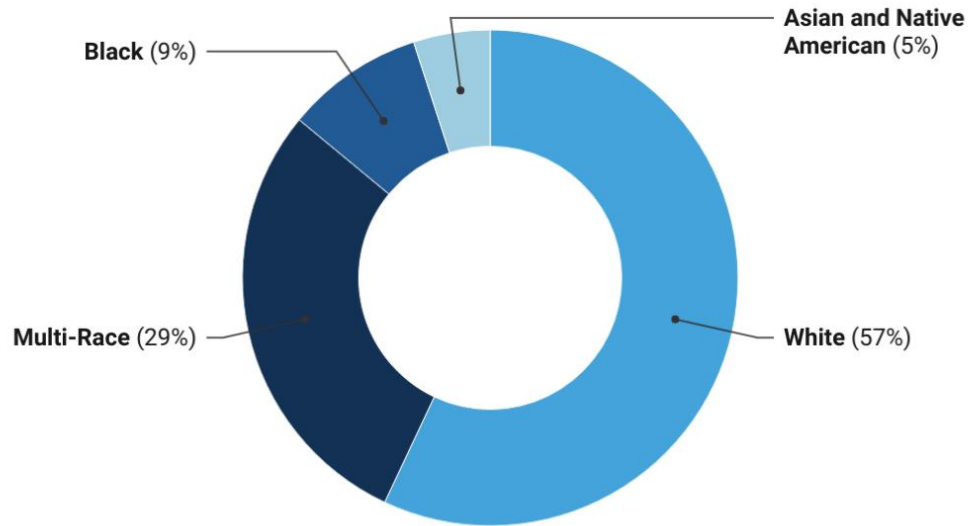


- 1 Black apprentices are underrepresented in apprenticeship programs
- 2 Black apprentices are concentrated in the South
- 3 Most Black apprentices work in construction but face exclusion from high-paying roles
- 4 Black registered apprentices are least likely to complete programs
- 5 Black apprentices have the lowest earnings



Black apprentices are underrepresented in apprenticeship programs

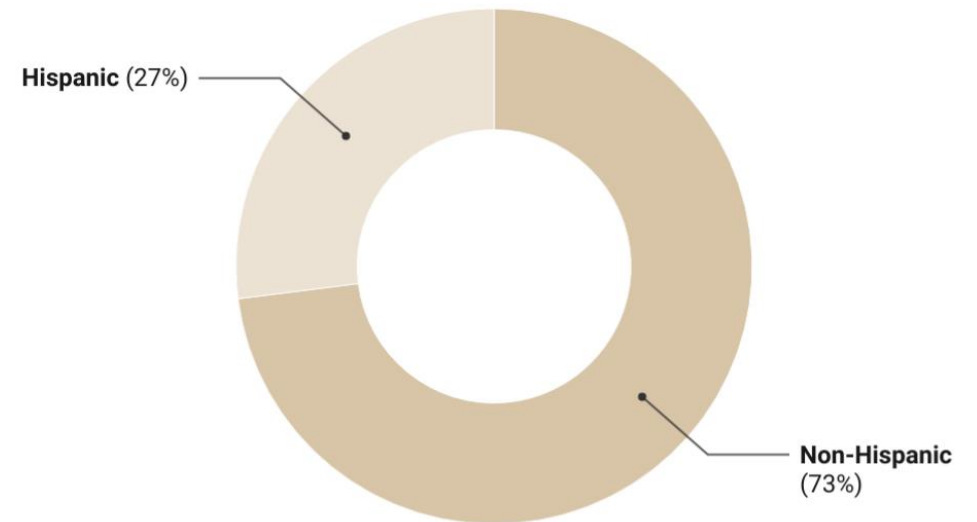
Percentage of active registered apprentices by race and ethnicity, FY 2021



This chart excludes data from respondents who did not report race in RAPIDS. In FY 2021, program sponsors and employers failed to report the race and/or ethnicity of over 100,000 active registered apprentices.

Source: Joint Center analysis of RAPIDS data, U.S. Department of Labor

Percentage of active registered apprentices by race and ethnicity, FY 2021

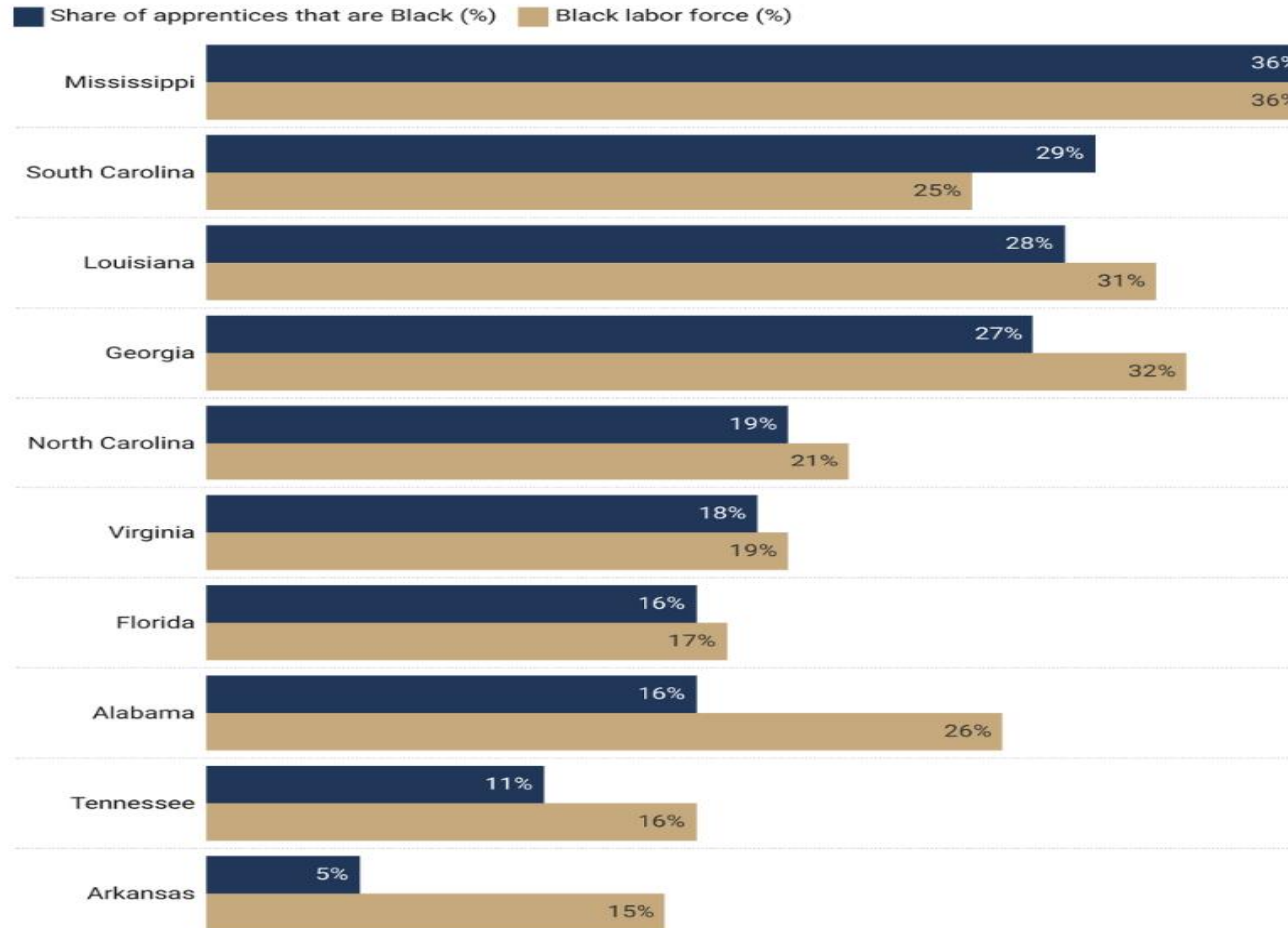


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Black apprentices are concentrated in the South

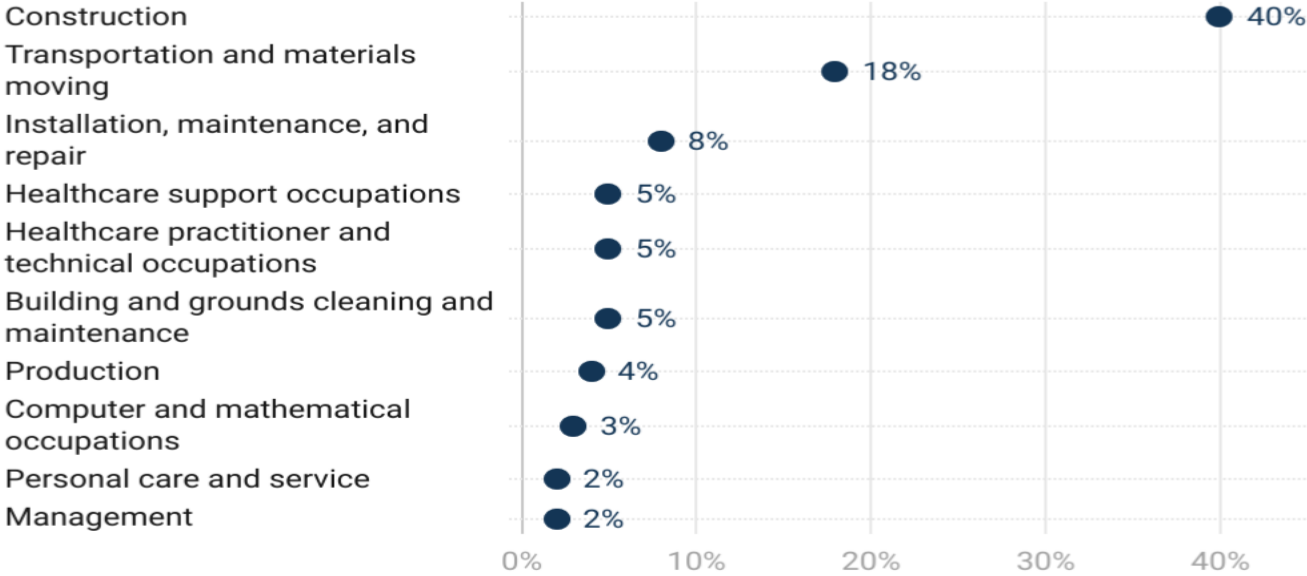
Black apprentices as a share of all active apprentices in southern states compared to the state's Black labor force



Source: Joint Center analysis of RAPIDS data, U.S. Department of Labor

Most Black apprentices work in construction but face exclusion from high-paying roles

Most Black apprentices are in construction

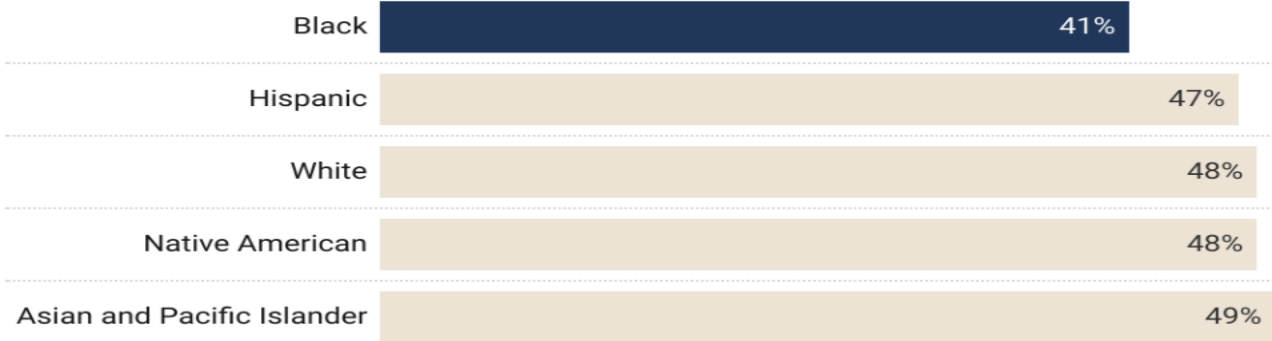


Source: Joint Center analysis of RAPIDS data, U.S. Department of Labor

Black registered apprentices are least likely to complete programs

Black apprentices have the lowest completion rates

Completion rates, FY 2021



Completion rate (%) of apprenticeship cohort who completes within 1 year of expected completion date

Source: Joint Center analysis of RAPIDS data, U.S. Department of Labor

Black apprentices have the lowest earnings

Average starting and ending wages for registered apprentices, by race and ethnicity, FY 2021



Starting and ending hourly wages were provided as an average of wages for each racial category.

Source: Joint Center analysis of RAPIDS data, U.S. Department of Labor

Recommendations

- ✓ Establish permanent funding for increasing equity in apprenticeships.
- ✓ Eliminate barriers to entry for people with low incomes.
- ✓ Encourage college credit for apprenticeship training.
- ✓ Develop a national system to track unregistered apprenticeship outcomes.



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Question?