

2012 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.

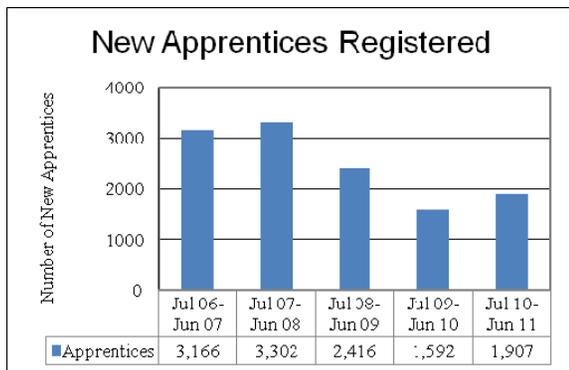
Contribution to the Result: The program provides on-the-job training and related instructions for apprentices that enable them to learn a trade while receiving a livable wage. The program provides sponsors/employers with dedicated and responsible apprentices who ultimately; provide qualified trades people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

Program Expenditures	State Funding	Federal Funding	Other Funding	Total Funding
Actual FY 11	560,000	17,681	486,611	1,064,292
Projected FY12	621,281	105,154	180,914	907,349

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 public schools, post-secondary proprietary schools, state and local workforce development boards and local community based organizations.

How Much Did We Do?

Measure 1: New Apprentice Registrations

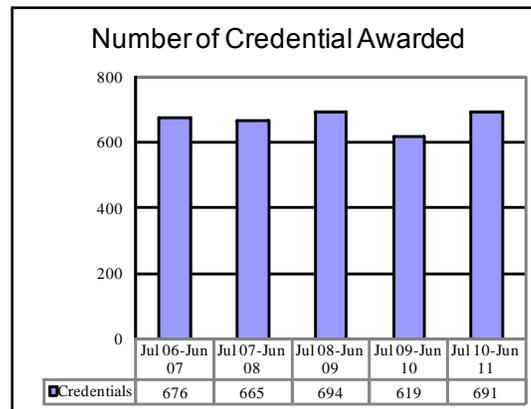


Story behind the baseline: The trade industries in Connecticut provide an on-the-job training program for individuals to achieve a credential for their trade. The credential is a requirement for employment in specific trades. The number of tradespersons coming through the Apprenticeship program is an 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

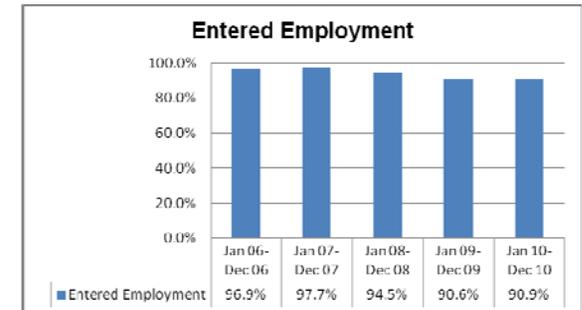


Story behind the baseline: To increase the number of individuals in skilled occupations, the apprenticeship program apprentices receive paid, on-the-job training and related instruction while learn the practical and theoretical aspects of that trade or business. They are also taught safety measures that will ensure their own well-being and those of their customers. Upon completion, apprentices are able to sit for the applicant exam and enter the workforce as fully qualified, credentialed journey person. The decline in the number receiving credentials parallels the decline in the economy and the decline in the activity of the council that oversees these activities. A better version of this measure will be reported when we can track the number taking the exams and report the percent receiving the credential (see data development).

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.

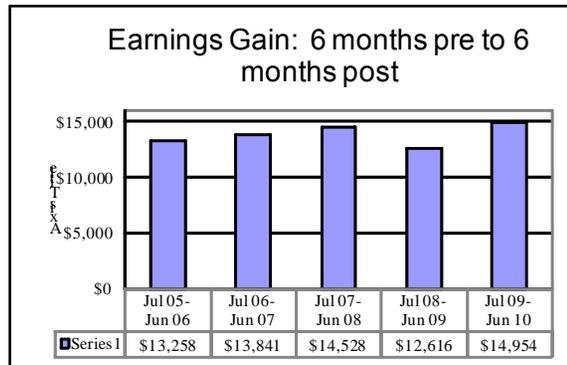
Trend: ◀▶

2011 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 \$14,954 equates to a \$26,000 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 \$25,000 over a 6-month period (annualized earnings of \$50,000 per year) well above the average salary of \$46,000 (<http://www.simplyhired.com/a/salary/search/1-connecticut>)

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. Where possible we will contact other States and associations in our state to assist in this effort, identifying existing models for apprenticeship structures in areas other than the traditional trades that have long dominated apprenticeship in Connecticut.

To assist and advise in this effort the State Apprenticeship Council established by C.G.S.31-22n will be reconstituted to provide valuable information on expanding the opportunities in apprenticeship. Members will be appointed based on their expertise in a wide span of industries and members of the educational fraternity will be requested to serve ex officio.

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. The data collected will assist our staff in assessing areas of concern for both the apprentices and the sponsors. 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 will utilize data obtained from the Bureau of Labor Statistics and workforce partners (both governmental and private or non-profit entities) to identify growth industries and develop outreach material to assist in highlighting the many advantages to participating in an apprenticeship program.