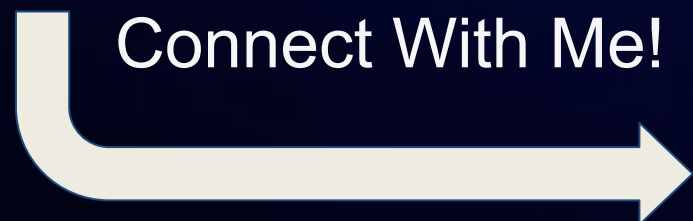

Building Tomorrow's Workforce:

The Power of Youth Apprenticeships

Presented by:

Dr. Heather Handler

Connect With Me!



Why Me? Why Now?

- My Brother's Experience
- My Background in Education
 - Students and Skills
 - A future for all students

Let's Get Started



- In a single word, what is the biggest gap you see between student preparation and workforce needs?



Join at
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How confident are you that your current curriculum explicitly teaches in-demand skills?



The Modern Market Paradox

- Record Low Unemployment yet high number of open skilled jobs
- Skills Gap: 77% of employers struggle to find qualified talent
- Higher education costs are soaring

Major Industries to be affected by the **Global Talent Shortage**



Tech Industry

The Tech industry labour-skill shortage will reach **4.3 million** workers by **2030**.

(Korn Ferry)



Health Care

A gap of **200,000** to **450,000** nurses available for direct patient care in the US by **2025**.

(McKinsey)



Manufacturing Industry

10 million manufacturing jobs to be filled globally.

(World Economic Forum & Deloitte)



Finance & Business Services

Shortage in Finance and Business Services could jump to nearly **10.7 million** people.

(Korn Ferry)



Education

The demand for teachers will outstrip supply by **4000**.

(Department of Education Modelling)



Construction Industry

The construction industry will need to attract an estimated **546,000** additional workers.

(ABC.org)

Source:

<https://thetalentgames.com/global-talent-shortage-2024/>

The Recruitment Battle Vs The Retention War



- As of late 2025, manufacturing turnover averages 24%-32% annually, with production roles experiencing higher rates (30%-38%).

Reference: The Resource Nov, 2025

From Transactional to Transformational

Building Sustainable Talent Pipelines

Old Model

-  Hire
-  Train
-  Work
-  Stagnate
-  Leave

New Model

-  Recruit
-  Upskill
-  Promote
-  Mentor
-  Retain



The Foundation: Youth Apprenticeships

- Who: Current high school juniors/seniors (CTE students)
- What: 450+ hour paid work experience.
- Role of Schools: Career exploration, soft skills training, coordinating release time.
- Role of Employers: Providing Safe, entry-level positions.



Youth Apprenticeships are a Win-Win-Win

Employers	Learners	Schools and Community
Builds a Talent Pipeline	Earn a Salary while learning	Lowers Class Sizes
Increases Retention and Loyalty (90-93% retained)	Gain Credentials and Experience	Strengthens the Local Economy
Boost Productivity (Fills Critical Skills Gap)	Flexible scheduling with school	Lowers the number of school fights

References: www.vedp.org/news/win-win and <https://nccommunitycolleges.edu/businesses/apprenticeships/success-stories/apprenticeship-blue-ridge-success-story/>

What is a Youth Apprenticeship Program?



- Structured earn and learn model with:
 - Paid On-The-Job Training
 - Related Technical Instruction
 - Mentorship and Support

The Core: Registered Apprenticeships

[Industry
Recognized
Credentials for
MD](#)

Stackable Credentials: The Building Blocks



[MD Programs of
Study](#)

Framework of a Successful Program

1. Identify Critical Roles and Skills
2. Design the Earn-and-Learn Structure
3. Select the Right Partners
4. Implement Robust Mentorship
5. Measure Success and Iterate



The Destination: Advanced Roles

- Role 1: Automation Technician
- Role 2: Quality Engineer
- Role 3: Mechatronics Specialist
- Role 4: Production Supervisor

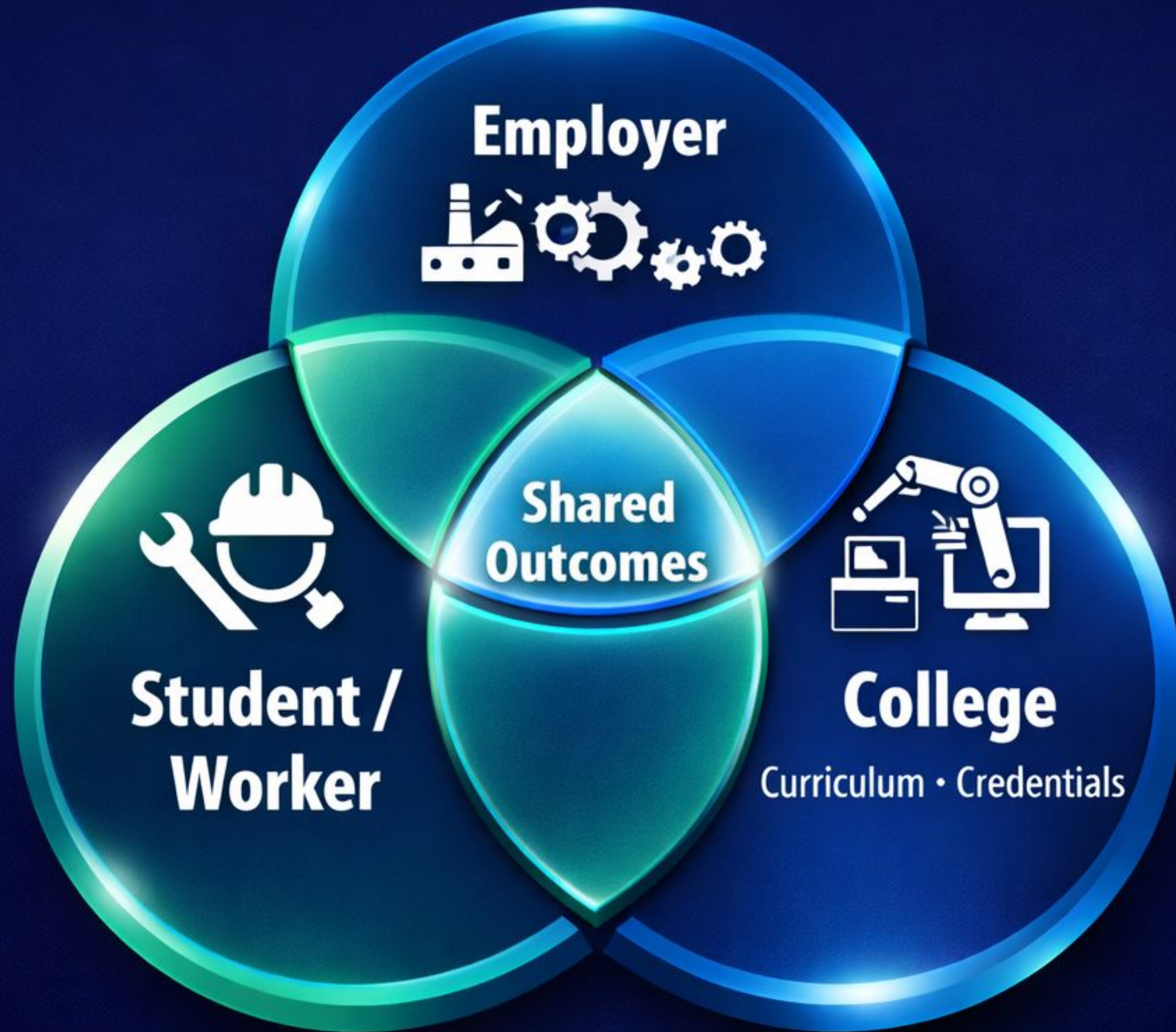


Challenge: What Would You Do?



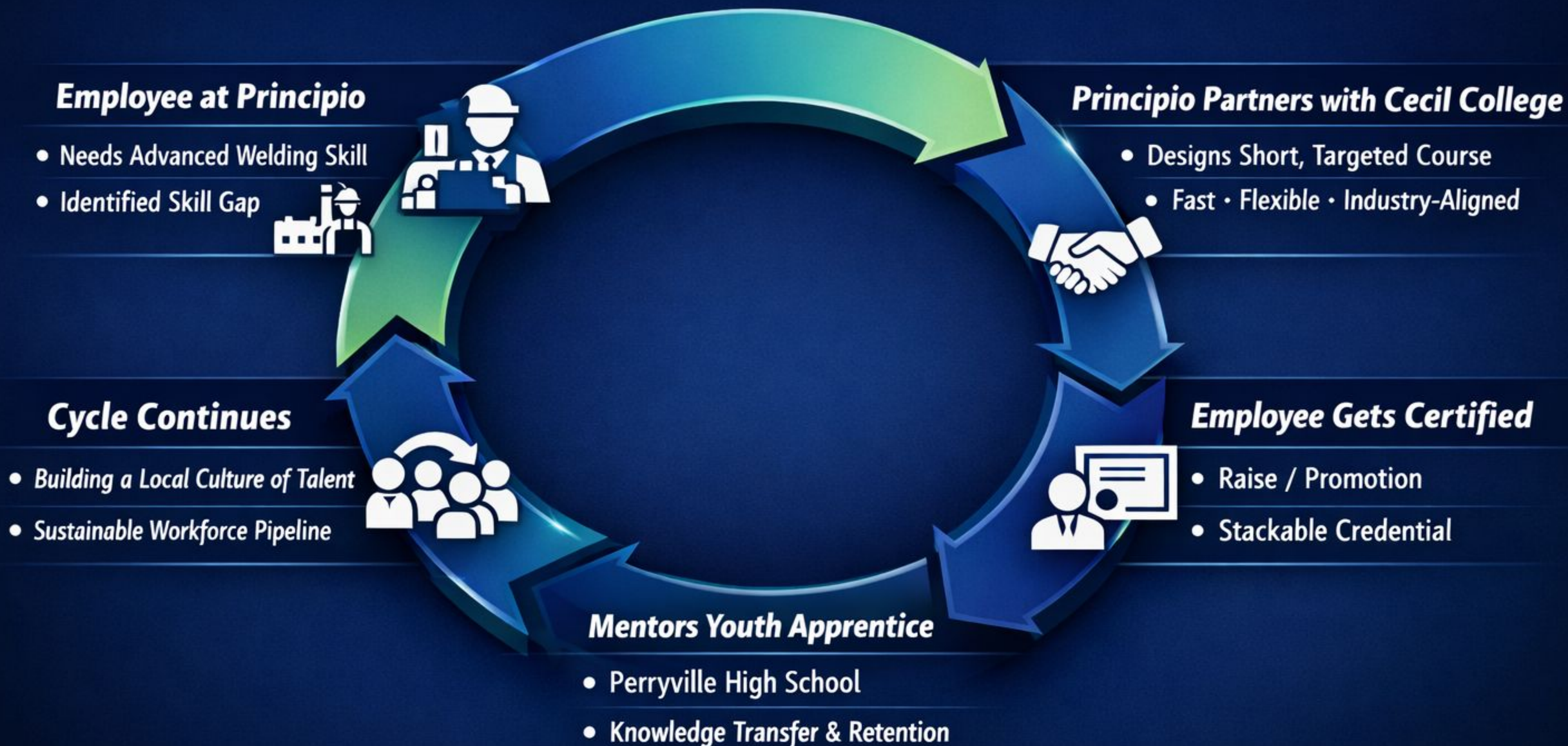
- We've just lost our CNC Machining Teacher. There are six months left in the school year with 22 juniors and 22 seniors in the program.
- Turn to a partner or group of 3 and plan a way to get seniors the NIMS licensure that they need and the juniors the experience that they need.
- What would you do?

Workforce Partnership Model



The Local Talent Loop

Employee → Upskill → Promote → Mentor → Repeat



Overcoming Common Hurdles

Too complicated/costly to set up	Leverage existing models, use grants
We don't have the capacity to mentor	If you need employees, you need to train them.
How do we measure ROI?	Track reduced hiring costs, lower turnover, and productivity from day one.

The ROI of Retention

- Cost of Turnover: 150-200% of annual salary (recruiting, temp downtime, quality errors.)
- Cost of Upskilling: 10-20% of annual salary (tuition, release time).
- Result: Net Savings + Institutional knowledge retained.

Getting Started

1. Conduct an internal skills gap analysis.
2. Connect with your local Workforce Development Board, Economic Development, and Chamber of Commerce.
3. Explore state and federal financial incentives (Perkins, WIOA, Department of Rehabilitation).
4. Start with a pilot program in one department.
5. Document, measure, and scale your success.

Your First Step: The Readiness Assessment



What is a demand in our area?



Who could champion this internally?



What skills need to be taught?



Who would be a good business partner in this?



The Educator's Guide to
**Youth
Apprenticeships**

Blueprinting Tomorrow's Workforce
in Today's High Schools



Heather Handler

An Eye On Education Book



Need More Help?



References

Stihl Inc./VA Ec. Dev. Partnership (93% Retention Rate)

Virginia Ec. Dev. Partnership. (n.d.) A win-win situation. from www.yedp.org/news/win-win situation

N.C. Community Colleges. (n.d). Apprenticeship Blue Ridge: Setting the standard from

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