

APPRENTICESHIP IN TEXAS: A WORK-BASED LEARNING PROFILE

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The Mission of the Texas Workforce Investment Council

Assisting the Governor and the Legislature with strategic planning for and evaluation of the Texas workforce system to promote the development of a well-educated, highly skilled workforce for Texas.

Apprenticeship in Texas: A Work-Based Learning Profile

Introduction

The Texas workforce system comprises a number of programs, services, and initiatives administered by eight state agencies, the Texas Association of Workforce Boards, local workforce development boards (boards), community and technical colleges, local adult education providers, and independent school districts. By delivering programs that assist Texas' current and future workers to secure competitive and sustainable employment, system partners serve a critical role in the development of a world-class workforce that enjoys a higher quality of life through economic, employment, and educational success. The 28 boards and their contractors serve as points of local service delivery, providing a variety of services to employers and workers in their area. The boards operate workforce centers throughout the state.

The Texas Workforce Investment Council (Council) collects and disseminates funding information and performance data on 18 workforce programs, as well as five academic education programs at the secondary and postsecondary levels. Information and data from these five programs assist in understanding the scope and effort of program delivery through high schools and community and technical colleges. These entities' efforts prepare students to transition to further education or enter the workforce. The agency partners in Texas' workforce system include: the Office of the Governor, Office of Economic Development and Tourism; Texas Department of Criminal Justice and Windham School District; Texas Education Agency; Texas Health and Human Services Commission; Texas Higher Education Coordinating Board; Texas Juvenile Justice Department; Texas Veterans Commission; and Texas Workforce Commission.

The Texas Workforce Investment Council

Created by the Texas Legislature in 1993, the Council is charged with promoting the development of a well-educated and highly skilled workforce for Texas. As required in Chapter 2308 of the Texas Government Code, the Council advises the Governor and the legislature with workforce development, strategic planning, research, and evaluation of the Texas workforce system. State and federal statutes require the Council to promote alignment, integration, and collaboration of programs and services among system partners. The Council serves as the state

workforce board as mandated under the federal Workforce Innovation and Opportunity Act (WIOA). The Council is mandated to develop the Texas workforce system strategic plan and to monitor the system, reporting annually to the Governor and the legislature on the degree to which the system is effective in achieving state and local workforce goals and objectives. The Council also assumed the responsibilities formerly held by the state apprenticeship and training advisory committee. To carry out these functions, the Council created a subcommittee called the Apprenticeship and Training Advisory Committee (ATAC). ATAC is charged with providing advice and recommendations to the Council regarding apprenticeship in Texas.

Background

In 1937, Congress passed the National Apprenticeship Act to regulate apprenticeship and on-the-job training programs. This legislation approved new work standards and brought together employers and labor for the establishment of apprenticeship. After the National Apprenticeship Act was implemented, apprenticeship training programs operated mainly in the manufacturing, construction, and utilities industries. After World War II, new programs diversified to provide training to emergency responders, police, firefighters, and health and safety workers. Currently, regulations allow state agencies to administer and oversee apprenticeship training programs. The Office of Apprenticeship, a branch of the U.S. Department of Labor's (DOL) Employment and Training Administration, supervises and works in partnership with apprenticeship agencies at the state level.

Registered apprenticeship (RA) programs are training programs that produce highly skilled workers in occupations ranging from trades (carpenters, plumbers, and electricians) to STEM-related industries such as healthcare, energy, and information technology. As a type of postsecondary training that teaches industry-based skills and standards, registered apprenticeships offer a sequence of classroom instruction and on-the-job training where workers learn academic and practical aspects of an occupation. Apprentices are full-time, paid employees who earn an income and gain valuable work experience while they learn. In Texas, RA programs are typically conducted by an employer, a group of employers, or a group of employers in cooperation with labor, through a local apprenticeship training committee. The local apprenticeship training committee is an independent group that runs the RA program for a

particular occupation. The program's training committee must be approved by DOL's Office of Apprenticeship. The committee sponsors and develops instructor standards for the apprenticeship program and may interview apprentices for the program.

Scope of the Report

This report is intended to provide current information about the state of apprenticeship in Texas. The Council prepared this report as a high-level overview of apprenticeship, focusing largely on recent growth and shifting trends. The report will discuss the various state and federal funding initiatives developed in response to the growing demand for apprenticeship. Texas offers other options for apprenticeship in addition to RA programs. Apprentices in these non-registered apprenticeship programs are not tallied in the national RA numbers. There is no official government estimate for the number of non-registered apprenticeships, since the documentation of these programs is not reported. Therefore, this report focuses on RA programs and apprentices.

Apprenticeship's Growth and Change

Traditionally, apprenticeships were focused in skilled trade occupations such as electrician, carpenter, plumber, mechanic, or service technician. Indeed, the occupations that require a high degree of technical skill are some of the most common apprenticeable occupations. However, a greater variety of apprenticeable occupations exist, and the opportunities continue to diversify. Over 1,200 different occupations are recognized as apprenticeable by DOL, and several of these occupations are in unexpected industries that have not traditionally utilized the apprenticeship model. Examples of these newly apprenticed industries include information technology, banking, education, and healthcare. Nine of the top 10 fastest growing occupations are now in apprenticeable industries: Wind Turbine Service Technician, Solar Photovoltaic Installer, Nurse Practitioner, Data Scientist, Information Security Analyst, Medical and Health Services Manager, Physician Assistant, Computer and Information Research Scientist, and Physical Therapist Assistant¹. The number of apprenticeships nationwide is growing rapidly as more

¹ U.S. Bureau of Labor Statistics. "Fastest Growing Occupations: Occupational Outlook Handbook."

industries adopt the apprenticeship model. Texas has seen much faster apprenticeship growth than the U.S. as a whole.

Texas has 35,541 active apprentices earning an average hourly wage of \$18.65. From fiscal year (FY) 2015 through FY 2024, Texas experienced a 170 percent increase in the number of active apprentices². This growth outpaced the nation’s growth rate of 85 percent during the same period. The national total is over 650,000 active apprentices, with DOL projecting more than 900,000 by 2025. Although Texas is rapidly closing the gap, it appears the state is currently underrepresented in its apprentice population, as seen in the table below, which lists the top five states by number of active apprentices. The numbers in Table 1 refer to the total number of active apprentices for which specific demographic information is available; therefore, the numbers in the table will not directly correspond with the numbers presented above.

Table 1: Number of Active Apprentices by State, 2024

State	Apprentices*	Population	Per 100,000 Residents
California	76,245	38,965,193	196
Texas	33,720	30,503,301	111
Ohio	20,996	11,785,935	178
Illinois	20,701	12,549,689	165
Michigan	20,603	10,037,261	205
U.S. Total	500,400	334,914,895	149

*Number of apprentices for which demographic data is available. Table note: Data from DOL's Apprenticeship.gov State Dashboard and the Census Bureau's Population Clock.

California has more than double the number of apprentices as Texas, the next closest state. It is worth noting that California does have the largest overall population, with over eight million more residents than Texas. However, even after adjusting for population differences, California has a larger portion of apprentices. The national average number of apprentices per 100,000 residents is 149, and 196 in California. With 111, Texas is lagging significantly behind both California and the nation in the rate of apprenticeship. California has experienced much slower

² U.S. Department of Labor, Office of Apprenticeship. “Apprentices by State Dashboard.”

growth compared to Texas. Over the past five years, California's number of apprentices has only grown by 10 percent, while Texas' growth rate was nine times higher at 90 percent³.

Benefits of Apprenticeship

Several benefits of apprenticeship could be encouraging this growth. The appeal of apprenticeship to apprentices may include:

- Earning a wage while learning the skills required for an occupation;
- Receiving practical hands-on training;
- Networking with industry professionals;
- Gaining career experience and education simultaneously;
- Obtaining an industry-recognized certification upon completion of the apprenticeship;
- Opportunities for guaranteed employment;
- Lower unemployment rate compared to non-apprentices;
- Higher lifetime earnings over non-apprentices; and
- Affordability – incurring little to no student debt over the course of an apprenticeship.

Likewise, apprenticeship can benefit employers in the following ways:

- Reduced employee turnover;
- Reduced cost of onboarding employees (sponsors typically cover the training costs);
- Ability to train employees with the specific skills required for a job; and
- Opportunity to fill high-demand positions.

Lastly, apprenticeship can benefit the workforce by:

- Addressing the skills gap in the workforce;
- Utilizing untapped potential in underemployed populations;
- Reducing student debt burden on the economy;
- Reducing time to employment and re-employment; and
- Increasing overall wages and GDP.

³ U.S. Department of Labor, Office of Apprenticeship. "Apprentices by State Dashboard."

Return on Investment

Apprenticeships can create a significant return on investment (ROI) for employers, taxpayers, and apprentices alike. Individuals who complete apprenticeship programs tend to experience significantly higher salaries and faster wage growth compared to non-apprentices with a similar education level and career field. According to DOL’s Office of Apprenticeship, the national average starting salary for an apprenticeship graduate is \$80,000, comparatively higher than the average salary of approximately \$60,000. Lifetime earnings for these apprentices can reach up to \$300,000 more than non-apprentices⁴.

An individual’s choice to pursue the apprenticeship career pathway might be influenced by concerns over the rising costs of higher education. From 2013 to 2023, college enrollment dropped by nearly two million students⁵. For a growing number of future workers, apprenticeship can provide an affordable alternative to the traditional higher education career path.

Lastly, apprenticeships generate ROI for employers and the public at large. On average, employers enjoy a ROI of \$1.47 for every \$1 invested in apprenticeship programs. This means that employers receive more financial benefits from apprenticeship than they spend to fund it. The U.S. Department of Labor has been quoted estimating a \$28 return on every federal dollar invested in apprenticeship⁶. This return benefits the public and the government through higher wages and greater tax revenue resulting from those wages.

State and Federal Apprenticeship Funding Models

Recognizing the growth and value of apprenticeship, both state and federal policy makers have responded with historic investments in apprenticeship. In the 88th Legislative Session, the Texas Legislature appropriated nearly \$40 million toward various apprenticeship programs in the FY 2024–2025 State Budget. The Legislature also outlined the following sources of apprenticeship funding, which include both state and federal initiatives:

⁴ U.S. Department of Labor, Office of Apprenticeship. “Homepage.”

⁵ Schroeder, Bernhard. “College Enrollment is Down. Is Gen Z Losing Faith in a Degree?”

⁶ “Return on Investment (ROI) - Apprenticeships” (Austin Community College).

- (1) Strengthening Career and Technical Education for the 21st Century Act
- (2) Workforce Innovation and Opportunity Act (WIOA)
- (3) Every Student Succeeds Act
- (4) Adult Education and Family Literacy Act
- (5) Registered Apprenticeship Expansion Grants
- (6) Skills Development Fund
- (7) Jobs and Education for Texans
- (8) Self-Sufficiency Fund

On the federal level, DOL awarded the largest ever combined federal investment in apprenticeship this year. Through two recently established grant programs, \$244 million was awarded to support apprenticeship in growing industries across the nation⁷. These grants include the Apprenticeship Building America (ABA) grant and the State Apprenticeship Expansion Formula (SAEF) grant. The SAEF grant is designed to facilitate the creation of new RA programs and the expansion of existing programs. Eligible recipients of this grant include local workforce development boards, community and technical colleges, and education service centers. According to TWC, the funding has been used to develop 123 new RA training programs, resulting in the addition of approximately 11,452 new registered apprentices in Texas since 2017⁸. Similar to SAEF, ABA aims to strengthen and modernize RA programs by helping employers establish and expand apprenticeship in new and rapidly growing industries. Since 2022, Texas has received more than \$18 million in apprenticeship funding through these grants.

Funded Programs

TWC accepts and administers most apprenticeship funding from state and federal sources through the following programs and initiatives.

Apprenticeship Tax Refund Pilot Program: In 2021, the 87th Texas Legislature created the Apprenticeship Tax Refund Pilot Program. Through this program, employers can receive a tax

⁷ U.S. Department of Labor. “\$244M to Modernize, Diversify, Expand Registered Apprenticeships.”

⁸ Texas Workforce Commission. “TWC Receives \$8.8 Million Award from U.S. Department of Labor.”

refund of up to \$2,500 for an eligible apprentice they hire. The employer may be eligible to receive the tax refund for up to six apprentices if half or more of them are from a target population, such as foster youth, veterans, military spouses, or women. Through the program's first year, TWC reported that 73 percent of the apprentices remained with their employer, and over half received a wage increase⁹. This pilot program will be active until December 31, 2026.

Critical Skills Apprenticeships: TWC has reserved \$6 million to support apprenticeship in middle-skill occupations, which are defined as occupations that require some education beyond high school, but less than a four-year degree. For eligible employers with a demonstrated need for these skills, this program helps train their workers in one of the relevant occupations. A Critical Skills Apprenticeship grant typically lasts 18 months. Funding is available through a combination of WIOA and SAEF federal grant funds. Individual awards may not exceed \$500,000¹⁰.

Healthcare Apprenticeships: To address the urgent demand for healthcare workers in Texas, TWC has set aside \$14 million for healthcare apprenticeships. Eligible employers must demonstrate a labor shortage in one or more of the following occupational fields: certified medical assistant, certified nurse assistant, licensed vocational nurse, or a related healthcare field. Funds can be used for apprenticeship registration, costs related to curricula development, related instruction, books and training materials, instructor costs, mentor activities, and paid clinicals for registered healthcare apprentices. Funding is available through a combination of WIOA and SAEF federal grant funds. Individual awards may not exceed \$1,000,000.

Industry Recognized Apprenticeship: In 2019, the 86th Texas Legislature created the Texas Industry Recognized Apprenticeship (TIRA) Grant Program. The stated purpose of TIRA is to address Texas' immediate industrial workforce needs resulting from the impact of natural disasters or overall workforce shortages. The program encourages the private sector to develop specialized industry-recognized apprenticeship programs that can be completed in 26 weeks or quicker. Employers participating in this program are required to guarantee employment for

⁹ Texas Workforce Commission. "Report on Apprenticeship Tax Refund Pilot Program."

¹⁰ Texas Workforce Commission. "Apprenticeship Initiatives."

participants on successful completion of the training and give hiring preference to certain target populations. These populations include unemployed or underemployed individuals, veterans, and formerly incarcerated individuals. The program is intended to result in wages for the apprentice that are equal to or greater than the mid-level status in the related occupation. Individual awards under this grant may not exceed \$500,000.

RA Related Instruction—Chapter 133 Training Programs: Chapter 133 of the Texas Education Code allows apprenticeship training providers (employer organizations or community colleges) to receive reimbursement for delivering training and related instruction to registered apprentices. Related instruction is the classroom component of RA training programs. Training providers partner with local education agencies, which are public school districts and state postsecondary institutions that act as fiscal agents for RA training programs. Funds are used only for job-related classroom instruction costs, such as instructor salaries, instructional supplies, and other operating expenses. These funds are distributed by TWC in accordance with recommendations set by the Council. Through ATAC, the Council recommends the rate of reimbursement to training providers, as well as the percent of available funds to be set aside for new or established programs that did not receive these funds in the previous year.

In one year, the number of apprentices in Chapter 133 training programs increased by 30 percent, from 7,559 in 2023 to 9,863 in 2024. TWC expects the number of apprentices will grow to reach 13,287 by 2025. In response to this growth, TWC has been allocating additional funds to these training programs. The operating budget for Chapter 133 programs rose by approximately \$1.5 million between 2023 (\$5,532,785) and 2024 (\$7,034,847). This represents a significant increase compared to previous years¹¹.

Career Pathways

In addition to the above initiatives, there are several other programs that prepare individuals for entry or re-entry into careers while incorporating the work-based learning model.

¹¹ Ballast, Kerry. “Work-Based Learning and the Apprenticeship Training Model.”

Career Preparation. Career and technical education (CTE) programs prepare students for specific career fields with courses on the technical knowledge required for the relevant field. Some programs offer students the opportunity to gain paid industry employment experience. CTE programs rely on partnerships between schools, businesses, and community colleges¹².

Cooperative Education. Cooperative education, or co-op, is a new model of career preparation that combines classroom instruction with hands-on learning. Through co-op, students alternate between semesters of academic classes and work-based learning. Similar to apprenticeships, cooperative education allows students to earn money while they learn a field of study¹³.

Pre-Apprenticeship Pathways: A pre-apprenticeship program is designed to prepare individuals to enter and succeed in an RA program by providing preparatory instruction in a trade that has been certified as an apprenticeable occupation by DOL. An eligible program is generally expected to have a documented partnership with at least one RA program. Eligible providers of pre-apprenticeship instruction include community colleges, public independent school districts, and apprenticeship committees. The preparatory instruction classes last six months or less and teach the basic skills required by the terms of an apprenticeship agreement¹⁴.

The funding for these pre-apprenticeship training programs is distributed by TWC in accordance with Chapter 133 of the Texas Education Code. The Texas Legislature appropriated nearly \$3.7 million to support pre-apprenticeship programs in FY 2025. To utilize these funds, TWC must receive a recommendation from the Council, through ATAC, on the funding rate per participant. The Council approved a FY 2025 funding rate of up to \$2,000 per participant.

Population-Specific Initiatives

Texas aims to serve certain populations that may face unique barriers to apprenticeships and employment.

¹² Texas Education Agency. "Career and Technical Education."

¹³ Texas State University. "Cooperative Education Program."

¹⁴ Texas Workforce Commission. "Apprenticeship Initiatives."

Incarcerated Individuals. The Windham School District (WSD) provides educational opportunities to incarcerated individuals. In addition to offering high school diplomas and equivalent credentials, WSD provides CTE and life skills training to inmates. Through WSD, inmates can also earn an industry-based certification; nearly 17,000 of these certifications were awarded in the school year (SY) 2023. Upon successful completion of a CTE program, inmates are eligible for participation in an apprenticeship. Apprenticeship programs in 26 different occupations are now available across WSD's 99 campuses. Similar to other apprenticeship programs, WSD's have grown dramatically from 248 active apprentices in the 2019 SY to nearly 900 in the 2024 SY¹⁵.

Individuals with Disabilities. TWC's Vocational Rehabilitation (VR) Division assists individuals with disabilities to find and retain employment through a variety of means, including apprenticeship. Launched in 2022, Explore Apprenticeships 2.0 (EA 2.0) is a pre-apprenticeship training program for young students with disabilities aged 14-22. The semester-long program exposes students to trade occupations through classroom instruction, workshops, hands-on learning, worksite visits, and interaction with industry professionals. Successful completion of the program can lead to paid employment experiences for the students.

Two other programs catered toward young students with disabilities are Project SEAL and Project SEARCH. These work-based learning programs are operated in collaboration with TWC's 28 Local Workforce Development Boards (LWDBs) located across the state, as well as independent school districts and employment service providers. Both programs prepare students for entering the workforce by providing career counseling and work-readiness training. However, the difference between the two programs involves duration and pay. Project SEARCH is a year-long, unpaid internship, while Project SEAL is a summer-long, paid work experience¹⁶.

Low-Income Population. Transitional employment can refer to services that prepare unemployed or low-income individuals to find stable jobs by placing them in temporary positions. For example, the employment and training initiative of the Supplemental Nutrition

¹⁵ Hartman, Kristina. "Apprenticeship in Texas."

¹⁶ Texas Workforce Commission. "Apprenticeship and Internship Opportunities for Individuals with Disabilities."

Assistance Program (SNAP) aims to train SNAP recipients and place them into meaningful employment positions. SNAP is a federal program that is operated on the state level through a partnership between TWC and the Texas Health and Human Services Commission.

Veterans. Per Chapter 302 of the Texas Labor Code, TWC awards grants to nonprofit organizations that help transition veterans into RA programs. Under this program, funds can only be used to recruit or assist veterans transitioning into civilian employment to participate in an apprenticeship training program. Each fiscal year, the funding amount available is \$300,000, with individual awards limited to \$150,000. Grant periods are typically 12 months.

Youth Apprenticeships. Youth apprenticeship is a term that refers to programs which cater to younger individuals. Usually age 16-24, many apprentices are high school students or recent graduates. These programs are typically operated by employers or education providers, not government agencies.

Demographics

The demographics of Texas’ apprentices have evolved substantially during the past decade. While all racial groups have added significant numbers of apprentices, minority groups have experienced the largest rate of growth. For example, the number of Asian apprentices increased by over six times the 2015 number. White Texans saw the slowest growth in apprentices, rising by 163 percent. It is important to note that this demographic data does not specify between White Caucasians and White Hispanics when counting the racial makeup of apprentices. Therefore, the White classification includes both of these groups.

Table 2: Racial Demographics of Texan Apprentices, 2024

Race	Number	Percent	Number change (from 2015)	Percent Change
Asian	603	2%	514	578%
Black or African American	3,738	15%	2,529	209%
Other	1,036	4%	800	339%
White	20,119	79%	12,469	163%

Table note: Data from DOL's Apprenticeship.gov State Dashboard.

Since 2015, apprentices have become more educated. Those with a bachelor’s degree or higher now comprise eight percent of registered apprentices, whereas in 2015, they included less than 0.1 percent. Additionally, the share of apprentices with some college or an associate’s degree increased significantly during the same period.

Texan apprenticeships have seen a much larger share of women apprentices recently. In 2015, only three percent of apprentices were female, compared to the current 18 percent. This substantial increase could be partially explained by the rapid growth of apprenticeships in occupations which are predominately held by women, such as nursing and education.

Of the 33,720 Texan apprentices with demographic data, 24,398 disclosed disability status. Two percent of these apprentices identified as disabled, while 98 percent identified as not disabled.¹⁷ This is comparatively lower than the approximately seven percent of the total U.S. labor force that identifies as disabled¹⁸.

Industries and Occupations

As with apprentice demographics, the industry and occupation composition of apprenticeship is changing. As seen in the table below, Registered Nurse (RN) was the second-most apprenticed occupation in 2024 and accounted for approximately seven percent of all apprentices. Five years earlier, in 2019, RN was not in the top 10 most apprenticed occupations, making up only one percent of total apprenticeships. Nursing apprenticeships are critical to the healthcare industry in Texas, as the state is home to the world’s largest medical complex. The healthcare and social services industry continues to expand rapidly, with the Bureau of Labor Statistics projecting it will be the fastest-growing industry through 2033¹⁹. Additionally, Texas, along with the rest of the nation, is experiencing a critical teacher shortage. There are an estimated 55,000 teacher vacancies nationally²⁰. Consequently, some school districts are looking at teacher apprenticeships to address this high demand and supply shortage.

¹⁷ U.S. Department of Labor, Office of Apprenticeship. “Apprentices by State Dashboard.”

¹⁸ Texas Workforce Investment Council. “People with Disabilities: A Texas Profile.”

¹⁹ Bureau of Labor Statistics. “Employment Projections — 2023–2033.”

²⁰ Nguyen, Tuan D., Chanh B. Lam, and Paul Bruno. “Is There a National Teacher Shortage?”

Table 3: Top Five Occupations of Active Apprentices in Texas, 2024

Occupation	Number	Percent
Electrician (Alternate Title: Interior Electrician)	8,675	26%
Registered Nurse Resident	2,511	7%
Plumber	2,050	6%
Automotive Technician Specialist	1,903	6%
Construction Craft Laborer	1,832	5%

Table note: Data from DOL's Apprenticeship.gov State Dashboard.

The table below lists the top 10 apprenticeship industries by number of active apprentices. The table demonstrates the increasingly diverse use of apprenticeship across industries. While construction is still the largest apprenticeable industry, its share of total apprenticeships has declined significantly in only 10 years. Furthermore, educational services, healthcare, and social assistance replaced manufacturing and utilities as the industries with the second and third most apprentices, respectively. This reflects the previously referenced high demand and large growth of nursing and teaching apprenticeships.

Table 4: Top 10 Apprenticeship Industries in 2024, Compared to 2015

Industry*	2024		2015	
	Number	Percent	Number	Percent
Construction	19,547	58%	10,289	81%
Educational Services	4,379	13%	291	2%
Health Care and Social Assistance	3,596	11%	9	0.1%
Other Services (except Public Administration)	2,147	6%	44	0.3%
Manufacturing	1,511	4%	1,133	9%
Utilities	1,248	4%	592	5%
Administrative and Support and Waste Management and Remediation Services	361	1%	139	1%
Public Administration (not covered in economic census)	319	1%	84	0.7%
Professional, Scientific, and Technical Services	155	0.5%	2	0.02%
Finance and Insurance	112	0.3%	0**	N/A
Grand Total	33,720	100%	12,740	100%

*Industries are ranked from largest to smallest using 2024 data. Many industries' ranks have changed from 2015.

**Finance and Insurance did not exist as an apprenticeable industry in Texas in 2015.

Table note: Data from DOL's Apprenticeship.gov State Dashboard

Although the teaching occupation is not in the top 10 occupations by number of apprentices, the education industry has grown its apprentice count by 15-fold. Lastly, it is worth noting what percent of all apprentices are in one of the top three apprenticeship industries. That is, adding the number of apprentices from the three largest industries to find their collective share of all apprentices in all industries. Combining the number of apprentices in construction, manufacturing, and utilities, the top three industries represented 95 percent of all apprentices in 2015. In 2024, however, construction, education, and healthcare together comprised only 82 percent of all apprentices. This indicates that the distribution of apprentices among industries is trending toward a more diverse array of industries.

Concluding Comments

Apprenticeship is growing rapidly in Texas. To address this growth, the federal and state governments have made historic investments into apprenticeship funding. With college interest and enrollment declining significantly over the past decade, many young individuals seek career training elsewhere. Providing a debt-free alternative to the traditional higher education career path, the apprenticeship model results in a credential and, often, employment.

Further, the demographics of apprentices have diversified dramatically in the past 10 years, with many more women and racial minority individuals entering apprenticeship. Similarly, the top occupations and industries utilizing apprenticeship are changing, owing to a wider variety of apprenticeable occupations. Apprenticeship provides one avenue for adapting the workforce to the various changes in labor demands that Texas is currently undergoing. Through numerous apprenticeship programs, Texas continues to fund and support work-based learning for individuals of all backgrounds.

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Texas Workforce Investment Council

System Partners

Economic Development and Tourism
Texas Department of Criminal Justice
Texas Education Agency
Texas Health and Human Services Commission

Texas Higher Education Coordinating Board
Texas Juvenile Justice Department
Texas Veterans Commission
Texas Workforce Commission

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Labor
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Labor
Business and Industry
Labor
Education
Education
Labor
Texas Higher Education Coordinating Board
Texas Education Agency
Texas Workforce Commission
Texas Health and Human Services Commission
Economic Development and Tourism, Office of
the Governor