

# Workforce Pathways

## Apprenticeships, Certificates & Beyond

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# Expanding the Conversation

Beyond the Bachelor's

## A broader definition of “postsecondary” education

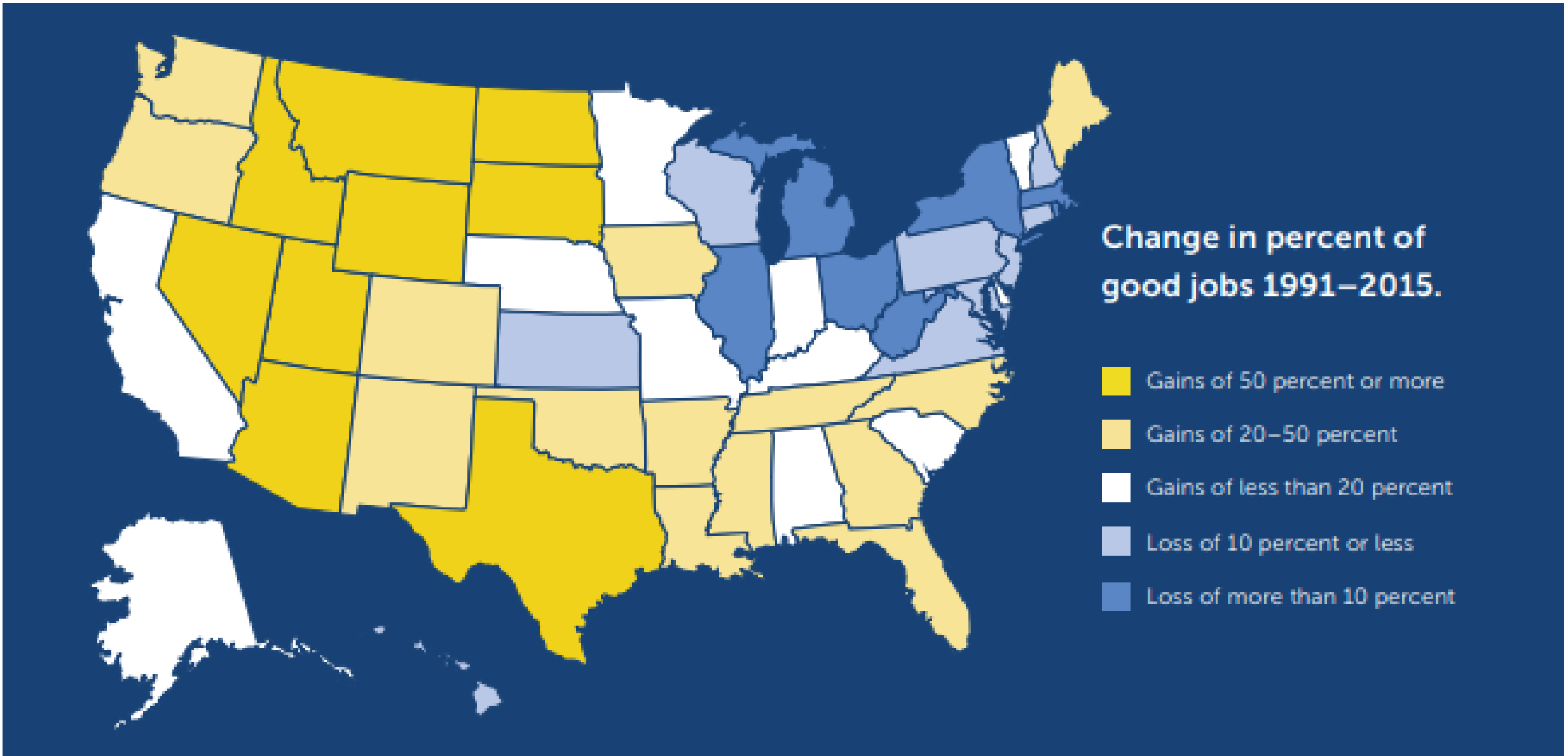
- Are college, higher education, and postsecondary synonymous?
- How do non-degree credentials fit into this equation?
  - Certificates?
  - Apprenticeships?
  - Occupational Licenses?
  - Industry certifications?
  - Other learning?

# Non-degree credentials & the labor market

- What role do non-degree credentials play in meeting workforce needs in your state?
- Do they offer pathways to good jobs?
  - As compared to associate's and bachelor's degrees?
- Do you have the data to answer these questions?
- How—if at all—do you support these programs at the state level? How might you?

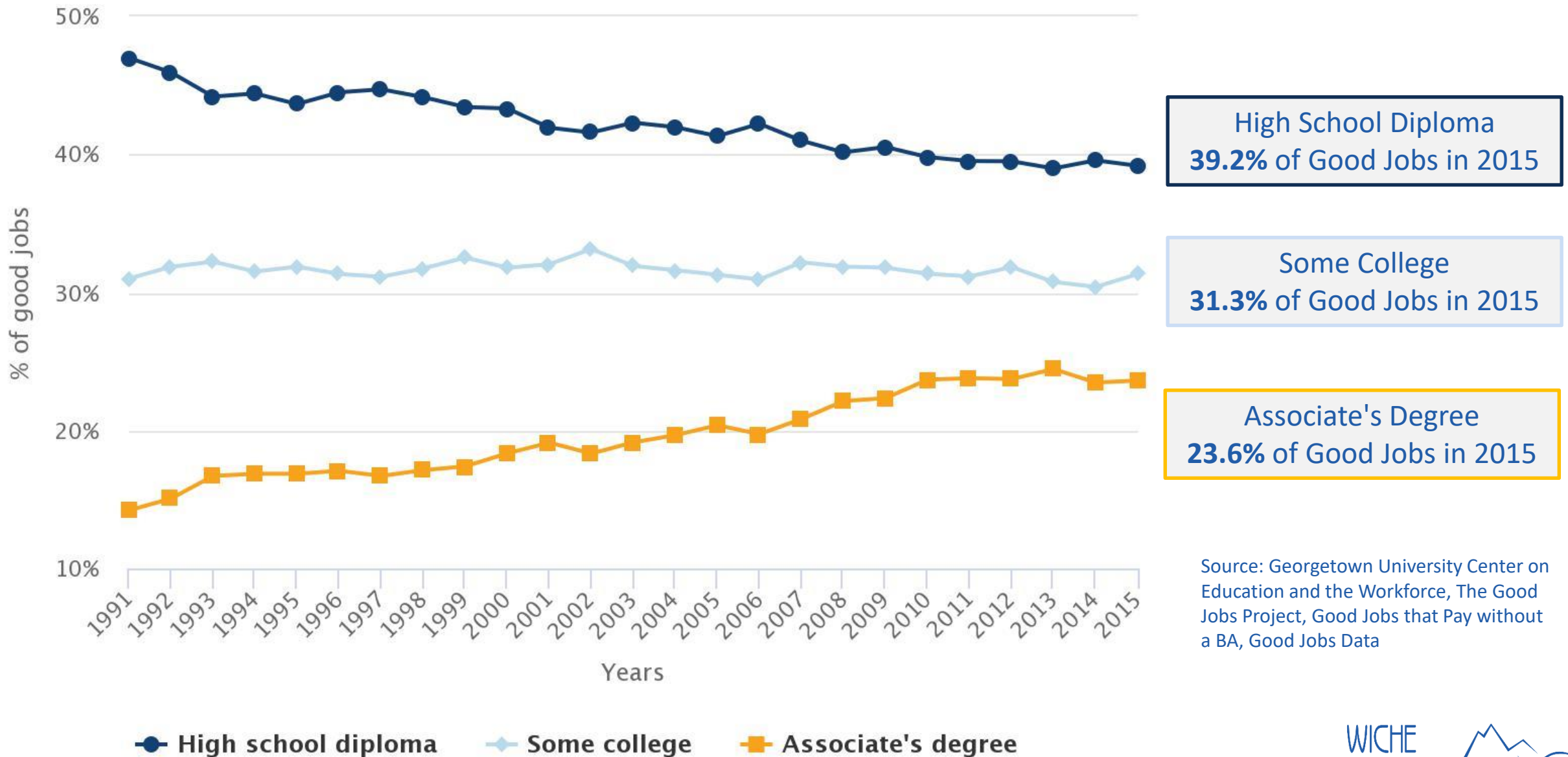
## Labor market returns to certificates

- Center for Analysis of Postsecondary Education and Employment (CAPSEE) – Clive Belfield & Thomas Bailey
- Outcomes of certificate earners from 8 states, over 10 years
- Returns to certificate holders 5-9 years after completion
  - Males: \$530/quarter
  - Females \$740/quarter
- However, wide variation across state and certificate type



Source: Georgetown University Center on Education and the Workforce analysis of US Census Bureau and Bureau of Labor Statistics, Current Population Survey (CPS) March Supplement data, 1992–2016.

# Share of good jobs by education level over time



Source: Georgetown University Center on Education and the Workforce, The Good Jobs Project, Good Jobs that Pay without a BA, Good Jobs Data

# State Policy Approaches

## Non-degree Credentials



# Strategies for strong non-degree credential programs

- Integrated education and training for low-skill adults
  - Policy approach – Creating & funding programs
    - Washington’s I-BEST
- Stackable credentials
  - Policy approach – State funding for building/incenting stackable credential programs
    - California, Colorado, Oregon, and Utah

Source: National Skills Coalition, Skills Equity Policies in the States

# Strategies for strong non-degree credential programs

- “Job-driven” financial aid
  - Policy approach – State financial aid for short-term programs
    - California (Cal-C Grant)
    - Colorado (CTE Grants)
    - North Dakota (State Grant)
    - Washington (Opportunity Grant)

# State Policy Approaches

Data & Evidence

	For-Credit Certificates	Non-Credit Certificates
AK	MOST	SOME
AZ	SOME	SOME
CA	MOST	ALL
CO	ALL	SOME
HI	ALL	MOST
ID	ALL	SOME
MT	ALL	SOME
ND	MOST	NONE
NM	MOST	MOST
NV	MOST	NONE
OR	ALL	NONE
SD	NONE	NONE
UT	MOST	MOST
WA	MOST	SOME
WY	MOST	SOME

	Registered Apprenticeship	Non-Registered Apprenticeship
AK	ALL	SOME
AZ	MOST	SOME
CA	NONE	NONE
CO	SOME	SOME
HI	SOME	SOME
ID	SOME	SOME
MT	ALL	NONE
ND	NONE	NONE
NM	NONE	NONE
NV	NONE	NONE
OR	ALL	NONE
SD	NONE	NONE
UT	MOST	NONE
WA	ALL	NONE
WY	SOME	SOME

Source: Workforce Data Quality Campaign, *Measuring Non-degree Credential Attainment*, 2018

	Industry Certification		License	
AK		SOME		MOST
AZ		SOME		SOME
CA		NONE		NONE
CO		SOME		MOST
HI		MOST		SOME
ID		SOME		SOME
MT		NONE		ALL
ND		NONE		SOME
NM		NONE		NONE
NV		NONE		NONE
OR		NONE		NONE
SD		NONE		NONE
UT		SOME		MOST
WA		SOME		SOME
WY		NONE		SOME

Source: Workforce Data Quality Campaign, *Measuring Non-degree Credential Attainment*, 2018

# State Policy Approaches

## Apprenticeships

## Apprenticeship – Considerations

- Demonstrated record of success in well-paying job placements
- Programs tend to be costly and labor intensive, leading to potential difficulties in scale
- Increasing interest and resources from federal sources
- State policy approaches
  - Tax credits (Montana)
  - Grant programs (Colorado)
  - Outreach (Oregon)

Sources: United States Department of Labor, *The Federal Resources Playbook for Registered Apprenticeship*; National Conference on State Legislatures, *Connecting Workers through Jobs with Apprenticeships*