

Apprenticeship 2030 Commission

Opening Remarks by the Chair

Jacob Hsu
September 5, 2023

Vision for Success

Apprenticeship 2030 Commission will create new pathways to work, wages, and wealth



Industry

- Maryland will be seen by leading employers as the best place to create their **long-term workforce**
- Maryland will have **robust, scaled talent pipelines** to support the **industries of the future**
- Maryland will have around **60,000 Registered Apprenticeships** by 2030



Workforce

- Any Marylander from **any racial, geographic, or education background** will have access to a registered apprenticeship that leads to **family advancing wages** and long-term, meaningful professional advancement
- Maryland will **close the opportunity gap** by ensuring equitable access and predictable on-ramps to well-paying careers

*By the
end of the
decade...*



Education

- Registered apprenticeships will **extend into high school**, with early career exploration beginning middle school
- Registered apprenticeships at all education levels be **aligned with higher education** ecosystem, including transferability of skills/competences for **degree eligibility**
- **45% of high school graduates** will have completed the high school level of a registered apprenticeship (~26K)



Community

- Maryland will be a national thought leader in building an **inclusive and equitable culture** where everyone can thrive
- Industry ecosystem clusters enabled by Apprenticeship ecosystems will lead to **place-based work opportunities** and business investment in **underinvested communities**

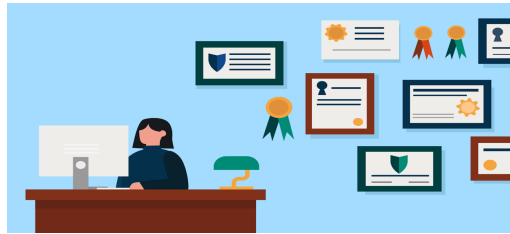
Skills Gap Reality Check

The skills gap has persisted over four decades – many lessons to incorporate...

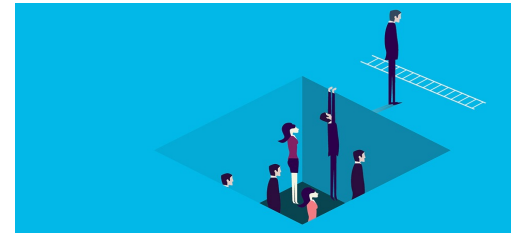
Reality Check #1: Degrees, Certifications, Microcredentials, and Other Diminishing Credentials



Theory of Change #1:
“College is a guaranteed gateway to a high-paying, middle-class job”



Theory of Change #2:
“Bootcamps, certifications, and microcredentials will replace college”



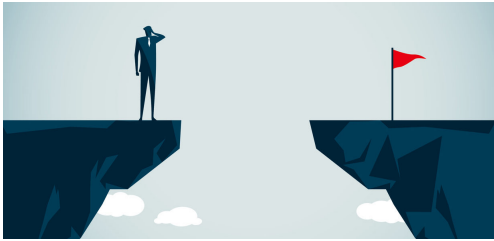
Result:

1. Low completion rates
2. Soaring debt
3. Underemployment
4. Socioeconomic gaps

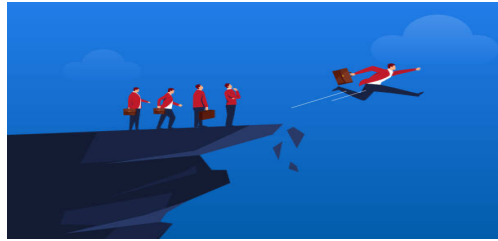
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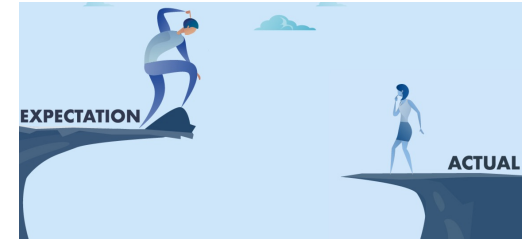
Reality Check #2: “Motivated People Will Figure It Out with More Training Resources”



Theory of Change #1:
”People gravitate to the best careers once we raise awareness and exposure”



Theory of Change #2:
”Raise people’s intentions and motivations – if you want it badly enough, you can make it”



Result:

1. Low success rates
2. Underemployment
3. Workforce mismatch

Skills Gap Reality Check

The skills gap has persisted over four decades – many lessons to incorporate...

Reality Check #3: Employers Need to Provide the Pathways and “Invest in Workforce”



Theory of Change #1:
“Skills-based hiring will take off once employers publish the skills they need”



Theory of Change #2:
“Industry needs to work together to provide pathways to be good corporate citizens”



Result:

1. Lack of Scale
2. DIY = Expensive
3. Unpredictable
4. Stuck in CSR Sandbox

Gamechanger #1: Activating Employer Demand



Key Principles:

1. Apprenticeships >\$> Recruiting
2. Apprenticeship Enablement → Intermediaries

Gamechanger #2: Interoperable Education & Workforce Systems



Key Principles:

1. **Address Skills Gap AND Experience Gap**
2. **Agility X Fluidity**

Gamechanger #3: Longitudinal Outcome Data



Key Principles:

1. Think Longitudinally AND Intergenerationally
2. Recipes, Not Prescriptions

Principles for Working Together

- Apprenticeships are for **everyone**, *not* about “low performing kids”
- Focus on **how**, not the *what*
- **Evidence** based discussions
- Hear people out → all **viewpoints are valued**
- Seek alignment early and often, especially **stakeholder incentive alignment**
- Not taking stuff away from your current success → what can we learn and scale together → **Share the joy!**