

# Modern Apprenticeship

FOR HIGH SCHOOL STUDENTS

## What is Modern Apprenticeship?

Modern Apprenticeship is a three-year, paid work-based learning experience with local employers, where students emerge with a high school diploma, college credits, relevant credentials, and professional experience.

## Why it Matters for Business?

As demand grows, companies of all sizes across a range of industries are utilizing an updated version of a centuries-old method – modern youth apprenticeship. **75% of Indiana employers cannot find enough qualified candidates to fill open positions.**

## Apprenticeship Across Continental U.S.

Inspired by a European training model, modern apprenticeship programs are proving to be effective in helping employers establish a reliable and diverse talent pipeline.

**Active apprenticeships in the U.S. have grown by 103% since 2013.**

## Apprenticeship in Indianapolis and Across Indiana

Through the generous support of the Richard M. Fairbanks Foundation (RMFF) and others, an Indiana coalition came together in May 2019 to explore a statewide modern youth apprenticeship strategy. This coalition identified the opportunity for Indiana to implement regional youth apprenticeship pilots, while acknowledging that scaling to a quality statewide system would require a coordinated approach. In 2020, Ascend Indiana and EmployIndy led the development of a youth apprenticeship pilot in Marion County and the convening of a statewide Community of Practice.

The Modern Apprenticeship Program (MAP) launched in Indianapolis—providing employers with an innovative approach to a time-tested model for building their talent pipeline. To date, MAP has placed **113 students** of which more than 88 percent identify as students of color, 64 percent as young women, and a third as coming from low-income backgrounds. We currently have students placed at **40 employers** and counting, but more than 300 students have said they are interested.

The statewide Community of Practice (COP) consists of **125 members** across almost **60 organizations** and serves to address barriers to program scale, in addition to launching and overseeing a network of aligned modern youth apprenticeship pilots in three regions across the state. The COP has unlocked a critical feedback loop between practitioners, intermediaries and partners piloting programs across the state, and system builders, including Indiana policymakers and state leaders, that will enable scale and help sustain this work in Indiana.

## Youth Apprenticeship as a Solution

Develop a diverse workforce



**88%** of current apprentices are students of color

Reduce employee turnover



**94%** of Indiana employees would stay with their employer longer if they invested in learning

Positive return on investment



**\$1.47** earned for every dollar invested in apprenticeship



## Statewide Progress

### Youth Apprentice Placements

- 113 in Indianapolis (EmployIndy)
- 57 in Uplands (Regional Opportunity Initiatives)
- 215 Hamilton County (The Pursuit Institute)
- 55 Evansville (Ivy Tech Community College)
- 68 from Elkhart County (CareerWise Elkhart County)

### Employers Engaged

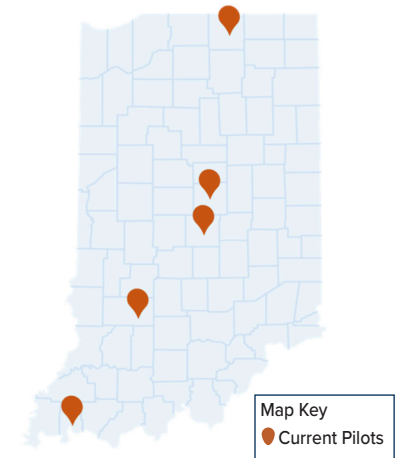
- More than **50 employers** in diverse industries

### School Partnerships

- 31 schools** engaged across Indiana

### System Progress

- House Enrolled Act 1002
- Career Advising funding and pilot
- Community of Practice with over 100 practitioners



For More Information and Video Testimonials

[indymodernapprenticeship.com](http://indymodernapprenticeship.com) | Amplify, Diversify & Modernize Your Talent Pipeline



# MAP by the Numbers



113

Apprentices



40

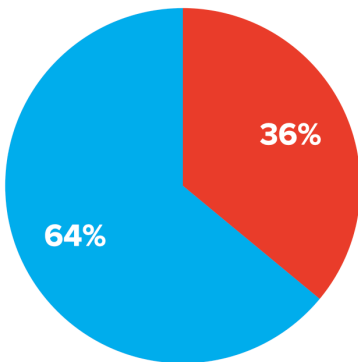
Employers



14

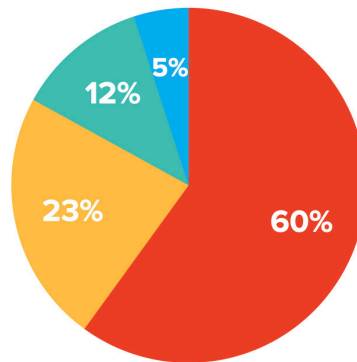
High Schools

## Gender



•Female •Male

## Demographics



•Black •Hispanic/Latino •Caucasian •Multiracial

## Industries, Pathways + Occupations

Participating employers are pursuing apprentices across seven industries in order of highest student interest:

- Healthcare Services
- Information Technology
- Business Operations
- Advanced Manufacturing
- Construction
- Education
- Financial Services

## Top Occupations for Placement

- 19% Project Coordinator
- 16% CNA to Surgical Tech
- 15% Business Operations Associate
- 7% Staff Accountant
- 7% Maintenance Technician
- 7% Human Resources Associate
- 6% Marketing Coordinator
- 6% IT Support

All other occupations represent 1-3% each

## What Employers are Saying: >>>>

“COVID-19 has exacerbated the need for new approaches to recruiting and training talent in healthcare as well as other high-demand professions. Modern Apprenticeship offers a promising path to meet today’s workforce needs and positions Central Indiana employers with the talent they need to thrive in the future.”

– Cindy Adams,  
Chief Nursing Officer,  
Ascension St. Vincent

“It’s a no-brainer. Modern Apprenticeship is an incredible model that gives us the ability to bring in students, train them, hopefully keep them, and give them a career.”

– Mario Rodriguez,  
Executive Director,  
Indianapolis Airport Authority



## Participating Employers

- 100 Black Men
- AES
- Arcamed
- AYS (At Your School)
- Ascend Indiana
- Ascension St. Vincent
- B&W Plumbing, Heating, Cooling and Drains
- Central Indiana Corporate Partnership (CICP)
- City of Indianapolis- Department of Metropolitan Development
- Community Health Network
- Conexus Indiana
- Eli Lilly and Company
- EmployIndy
- Eskenazi Health
- GEO Next Generation
- HG Metals\*
- Indiana Sports Corp
- Indianapolis Airport Authority
- Indianapolis Public Schools
- Indy Chamber
- Ivy Tech Community College
- KSM (Katz Sapper & Miller)
- Lenex Steel\*
- Lutheran Children and Family Services
- Marion County Building Authority\*
- Markle
- Mattison\*
- Messer
- Marion County Commission on Youth (McCoy)
- Merchants Bank of Indiana
- OneAmerica
- Peerless Pump
- Pepper Construction
- Plastic Recycling Inc.
- RATP-DEV\*
- Republic Airways
- Roche Diagnostics
- TechPoint
- The Indiana Institute of Behavior Analysis\*
- United Way of Central Indiana

\*January 2024 start

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