

**THE STATE OF  
REGISTERED  
APPRENTICESHIP  
TRAINING IN THE  
CONSTRUCTION  
TRADES**

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A tall building under construction, featuring a complex network of metal scaffolding and concrete pillars. The structure is multi-storied, with some sections showing orange brickwork. The sky is clear and blue.

# The State of Registered Apprenticeship Training in the Construction Trades, 2024 Edition

## REPORT OVERVIEW

Registered apprenticeship programs represent the lifeblood of the construction industry. Across a range of skilled trades, apprenticeships develop the skills needed for the sustainability of the industry while offering career pathways to good-paying jobs for blue-collar American workers. Typically privately-funded, registered apprenticeships represent an established and effective career development alternative to higher education that often does not require a nickel of student debt or a dime of government tax dollars.

Unfortunately, assessing the outcomes associated with registered apprenticeship training programs has long been problematic. Data collection processes across states and programs have not historically been standardized or consistent. Combined with incomplete and incorrect data in some jurisdictions, these issues have significantly complicated analyses attempting to compare outcomes across trades and jurisdictions. This, in turn, has created obstacles in understanding programs' success and shaping industry-level and policy-making efforts to best support the construction sector.

This report aims to resolve these issues. Dr. Cihan Bilginsoy (Professor Emeritus, University of Utah) and Dr. Russell Ormiston (Associate Professor, Allegheny College) have produced the most comprehensive statistical report published to date on construction apprenticeships in the United States. This report will be the first in a series of studies published annually or biennially that will assess the state of registered apprenticeship training programs in the skilled construction trades.

**The State of Registered Apprenticeship  
Training in the Construction Trades**

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### ABOUT THE AUTHORS

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### KEY STATS

## 7.6%

Share of new apprentices who are military veterans, 2015-21

## 7.6%

Share of new apprentices in joint programs who are military veterans, 2015-21

## 7.7%

Share of new apprentices in non-joint programs who are military veterans, 2015-21

## +12%

The difference in completion rate for military veterans in joint vs. non-joint programs, 2015-21

*Background.* Military veteran status information was not provided for a small fraction of workers (3.9%; see Figure 10.1a). As a result, proportions offered in this section are calculated by examining data on those apprentices for whom veteran status was disclosed.

*Overview.* Military veterans accounted for 7.6% of new construction apprenticeship registrations between 2015 and 2021 (Figure 10.1b). As highlighted in Figure 10.2, this equated to between 6,400 and 8,600 new veteran construction apprentices annually in that time period.

Figures 10.3 and 10.4 identify that military veterans account for approximately the same share of apprentices in joint (7.6%) and non-joint programs (7.7%) between 2015 and 2021. For the most recent year (2021), military veterans accounted for 7.3% of new apprentices in both program types.

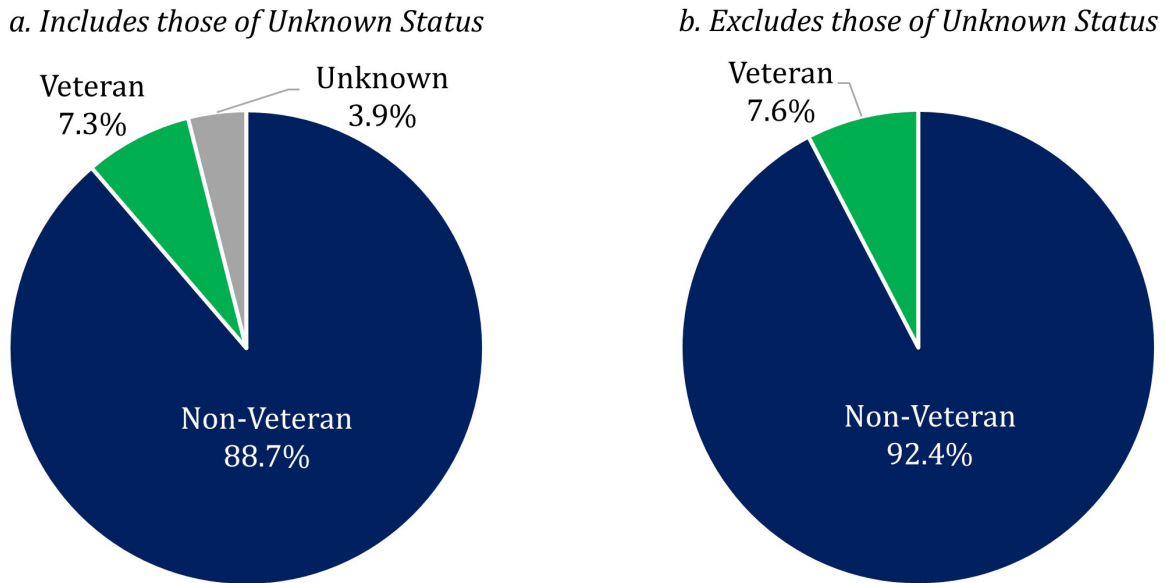
Figure 10.5 highlights significant differences in the apprenticeship decisions of military veterans across the trades identified in this study. Military veterans accounted for 17.3% of new apprentices among elevator workers and 12.7% of operating engineers. Other programs with high rates of veteran involvement also include electricians (9.3%), boilermakers (8.8%), and plumbers and pipefitters (8.7%). Meanwhile, numerous other trades feature veteran shares below four percent.

Finally, Figure 10.6 highlights important trends in apprenticeship outcomes among military veterans. The left-side of the graph identifies that veterans typically have slightly higher cancellation rates and lower completion rates compared to non-veterans across all program types. Meanwhile, the right-side of Figure 10.6 demonstrates that veterans fare much better in joint programs than non-joint programs. This includes lower cancellation rates (55.4% to 68.9%) and higher completion rates (40.7% to 28.3%) in union-based programs when compared to non-union programs. While non-veterans also exhibit better outcomes in joint programs, the outcome differences between joint and non-joint programs are more pronounced for military veterans.

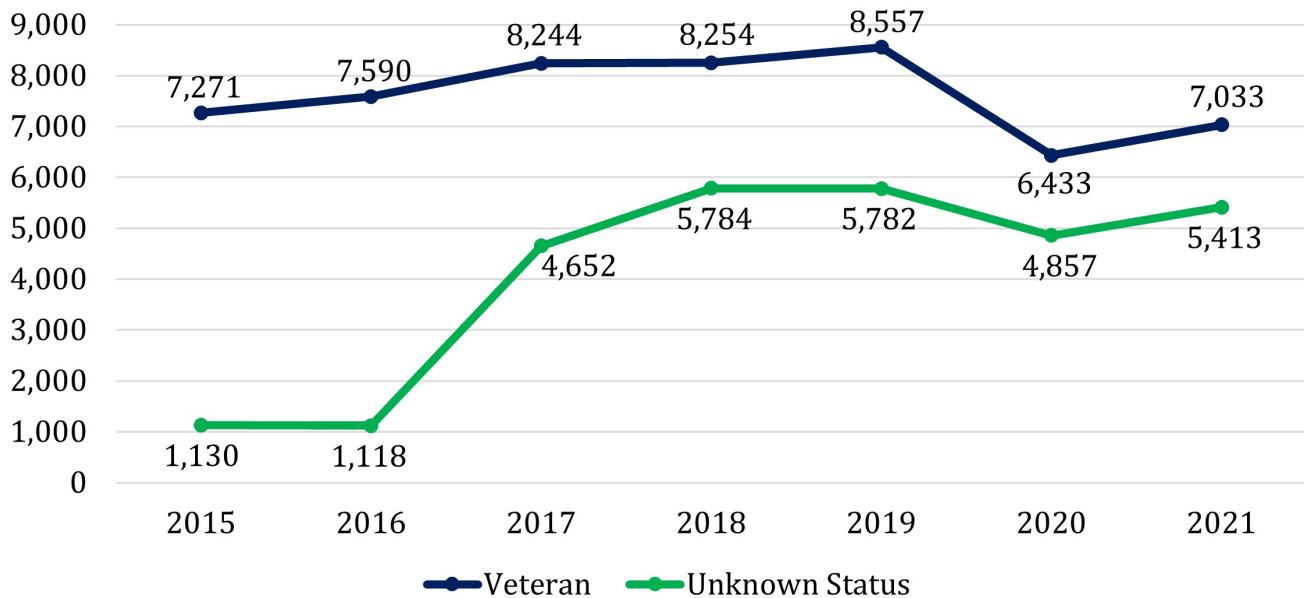
# 10

## Demographics Veteran Status

**Figure 10.1**  
**Share of Apprenticeship Registrations, by Veteran Status, 2015-21**



**Figure 10.2**  
**New Apprenticeship Registrations by Veterans, 2015-21**



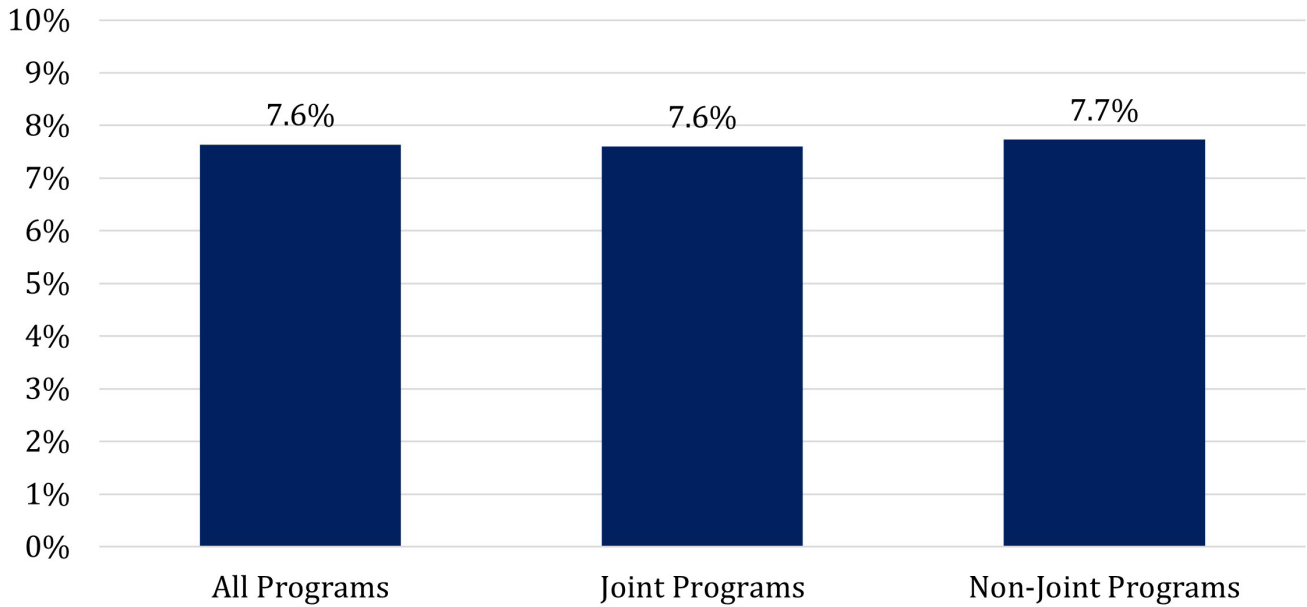
*Note: Data only available for 41 states. Excludes Delaware, District of Columbia, Kansas, Maine, Minnesota, Montana, New York, Vermont, Virginia and Wisconsin.*

# 10

## Demographics Veteran Status

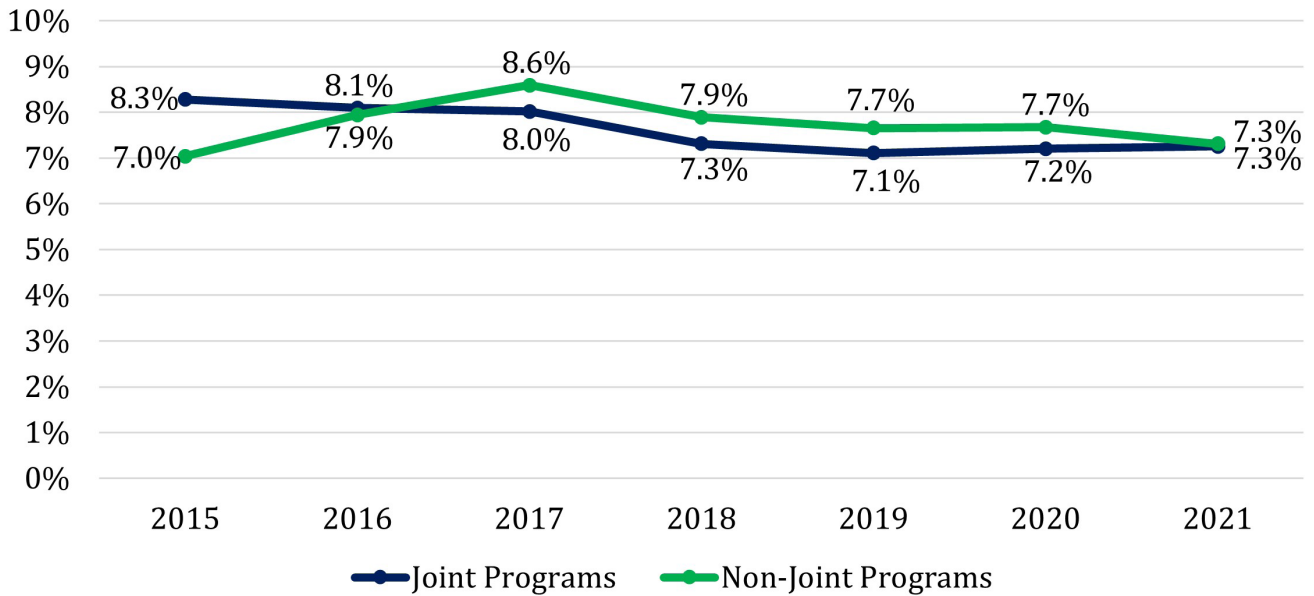
**Figure 10.3**

**Veteran Share by Program Sponsor Type, Excludes Those with Unknown Veteran Status, 2015-2021**



**Figure 10.4**

**Veteran Share by Program Sponsor Type, Excludes Those with Unknown Veteran Status, Annually, 2015-21**



*Note: Data only available for 41 states. Excludes Delaware, District of Columbia, Kansas, Maine, Minnesota, Montana, New York, Vermont, Virginia and Wisconsin.*

# 10

## Demographics Veteran Status

Figure 10.5

**Veteran Share of Apprenticeship Programs, by Trade, Excludes Those with Unknown Veteran Status, 2015-21**

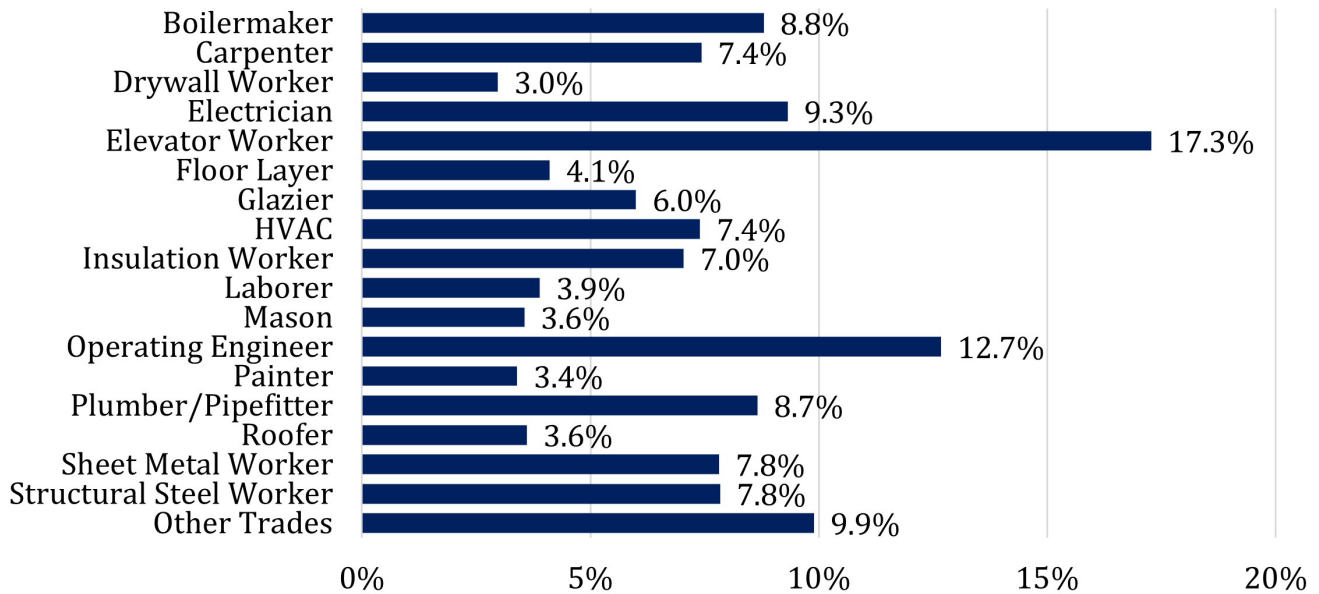
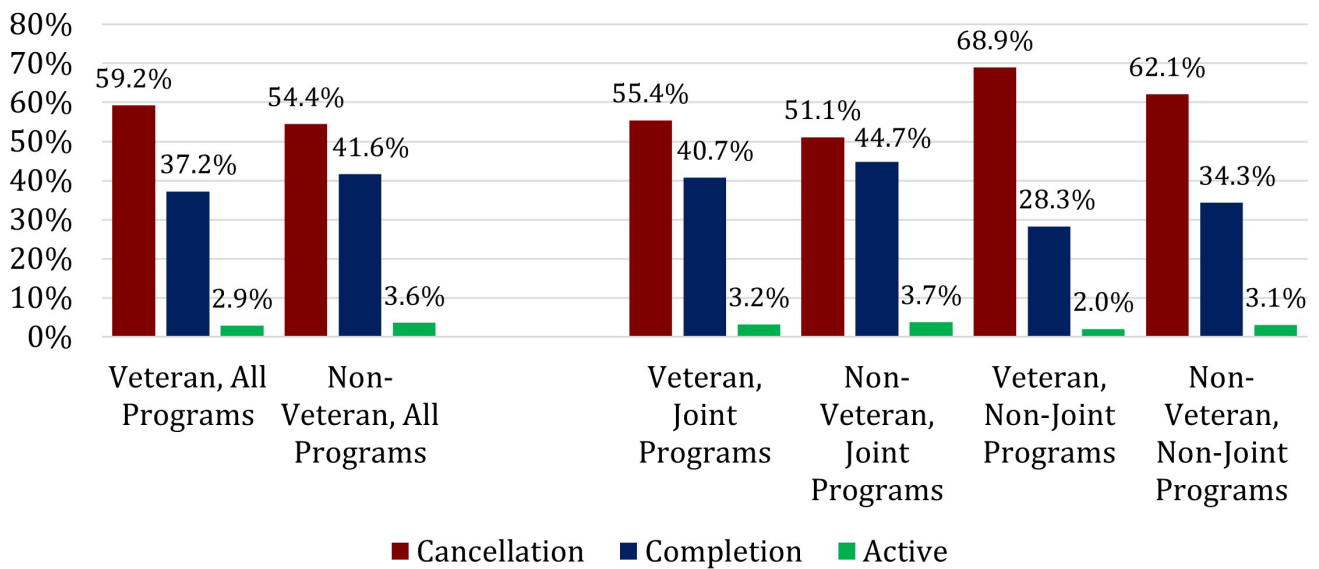


Figure 10.6

**Apprenticeship Outcomes, by Veteran Status, for Those who Started Training Between 2010 and 2016**

(as of December 31, 2016)



Note: Data only available for 41 states. Excludes Delaware, District of Columbia, Kansas, Maine, Minnesota, Montana, New York, Vermont, Virginia and Wisconsin.



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