

November 2024

A SNAPSHOT OF REGISTERED APPRENTICESHIP PARTICIPATION IN ALLEGHENY COUNTY

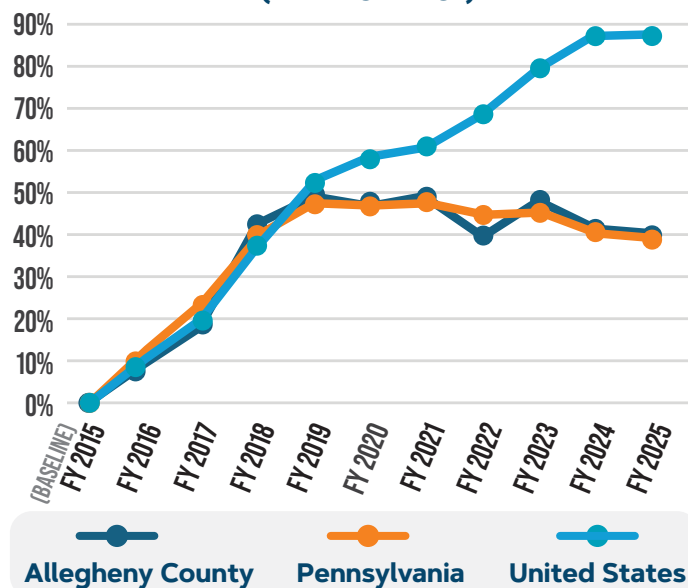
Registered Apprenticeship Programs (RAPs) provide a valuable pathway to employment by offering individuals the unique opportunity to "earn while they learn," combining paid, on-the-job training with paid related technical instruction. While the numbers of people participating in RAPs in Allegheny County and Pennsylvania have been increasing over the past decade, these increases lag significantly behind the rate of increase that occurred nationally during the same period. In addition, both locally and nationally, opportunities remain to expand apprenticeships to new sectors and to more diverse groups of people.

Apprenticeship Participation is on the Rise

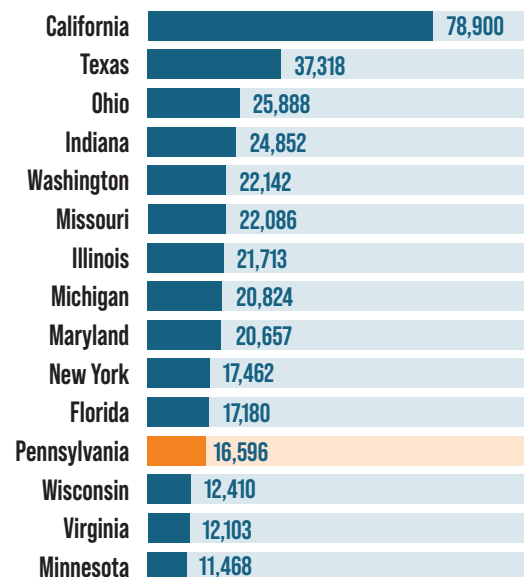
Allegheny County and Pennsylvania have experienced significant increases in apprenticeship participation over the past decade though at much slower rates when compared to the U.S. overall.

There were 3,520 individuals actively participating in a RAP in Allegheny County during Fiscal Year (FY) 2025¹, earning a median wage of \$19.89/hour. This was a 38.6% increase in active apprentices compared to FY 2015. While substantial, this increase was well below the 85.2% increase in active apprentices experienced nationally during the same period. In Pennsylvania, the number of active apprentices also increased more modestly (+38.0%) compared to the national rate. In addition, while Pennsylvania has the fifth largest population in the U.S., it ranks only 12th in terms of the number of individuals participating in apprenticeships.

Changes in Active Apprentices Compared to FY 2015 (BY PERCENTAGE)



Top 15 States by Number of Active Apprentices (FY 2025)



Active apprentices data is based on the numbers of active apprentices as of October 2024

¹ The federal fiscal year runs from October 1 – September 30.

Demographics of Active Apprentices

The numbers of women and people of color participating in RAPs have increased in Allegheny County, though an over representation of white individuals and men remains.

GENDER

Though Allegheny County has experienced an increase in the numbers of women and people of color participating in RAPs, active apprentices in Allegheny County remain predominantly white and male.

There were 237 active apprentices in Allegheny County who identified as female in FY 2025, a substantial increase (+179%) from the number of female apprentices during FY 2015. However, women still account for only 6.7% of the County's apprentice population, which is below the national percentage of 14.3%.

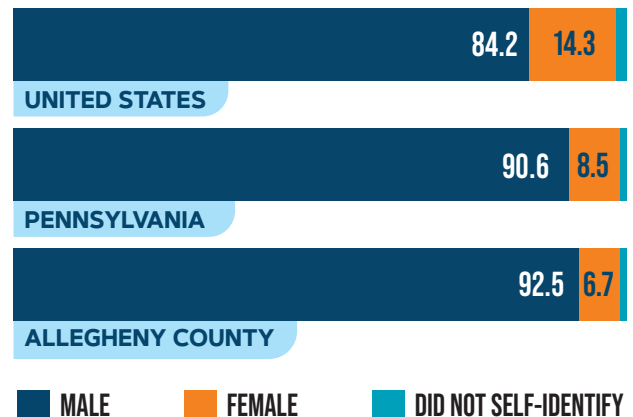
RACE/ETHNICITY

The number of active apprentices in Allegheny County who identify as a person of color more than doubled (+110.0%) between FY 2015 and FY 2025. This was a larger rate of increase compared to the national rate of +80.9%. Still, there is an over representation of apprentices who identified as white (85.5%) compared to the Allegheny County population overall (79.1%)². Also, while efforts over the past decade have worked to ensure proportionate representation of Black or African American apprentices, Asian and multi-racial apprentices are still underrepresented.

Among active apprentices in Allegheny County in FY 2025, 111 individuals (3.2%) identified as Hispanic or Latino, which is proportional to the percentage of Hispanic or Latino individuals in Allegheny County's total population (3.0%). This is also a significant increase from FY 2015, when only 20 active apprentices (0.8%) identified as Hispanic or Latino.

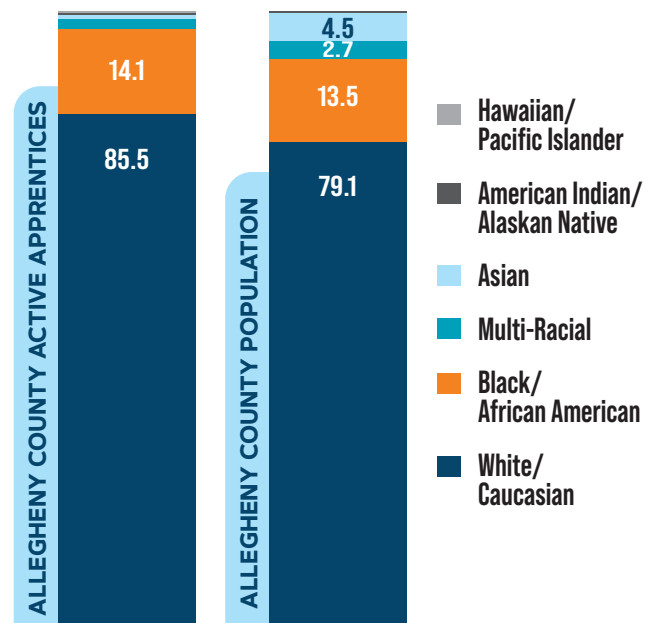
Active Apprentices by Gender

(IN PERCENTAGES)



Active Apprentices by Race

(IN PERCENTAGES)



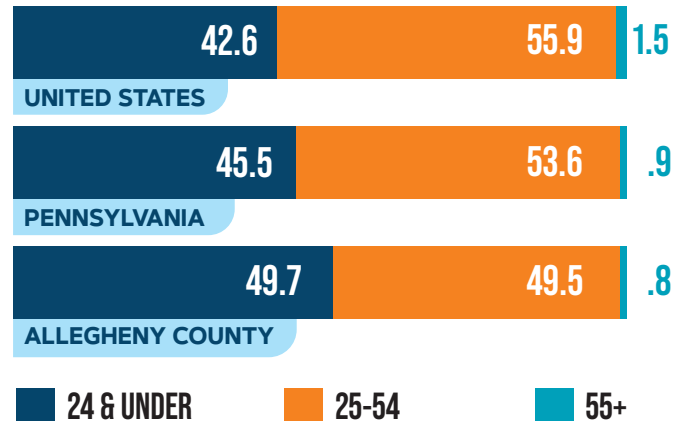
² Data in the "Active Apprentices by Race" excludes 333 individuals (9.5% of active apprentices) who did not self-identify with a specific race.

AGE

Allegheny County has a higher percentage of individuals ages 24 and under (49.7%) participating in RAPs compared to the rates of Pennsylvania (45.5%) and the U.S. (42.6%), indicating a slightly younger apprentice population compared to the state and national levels. However, more than half (53.7%) of new apprentices in Allegheny County in FY 2024 were age 25 or older, an indicator that RAPs can create employment and growth opportunities for both newer workers and individuals further into their careers.

Active Apprentices by Age

FY 2025 (IN PERCENTAGES)



Active Apprentices and Expansion to “New Sectors”

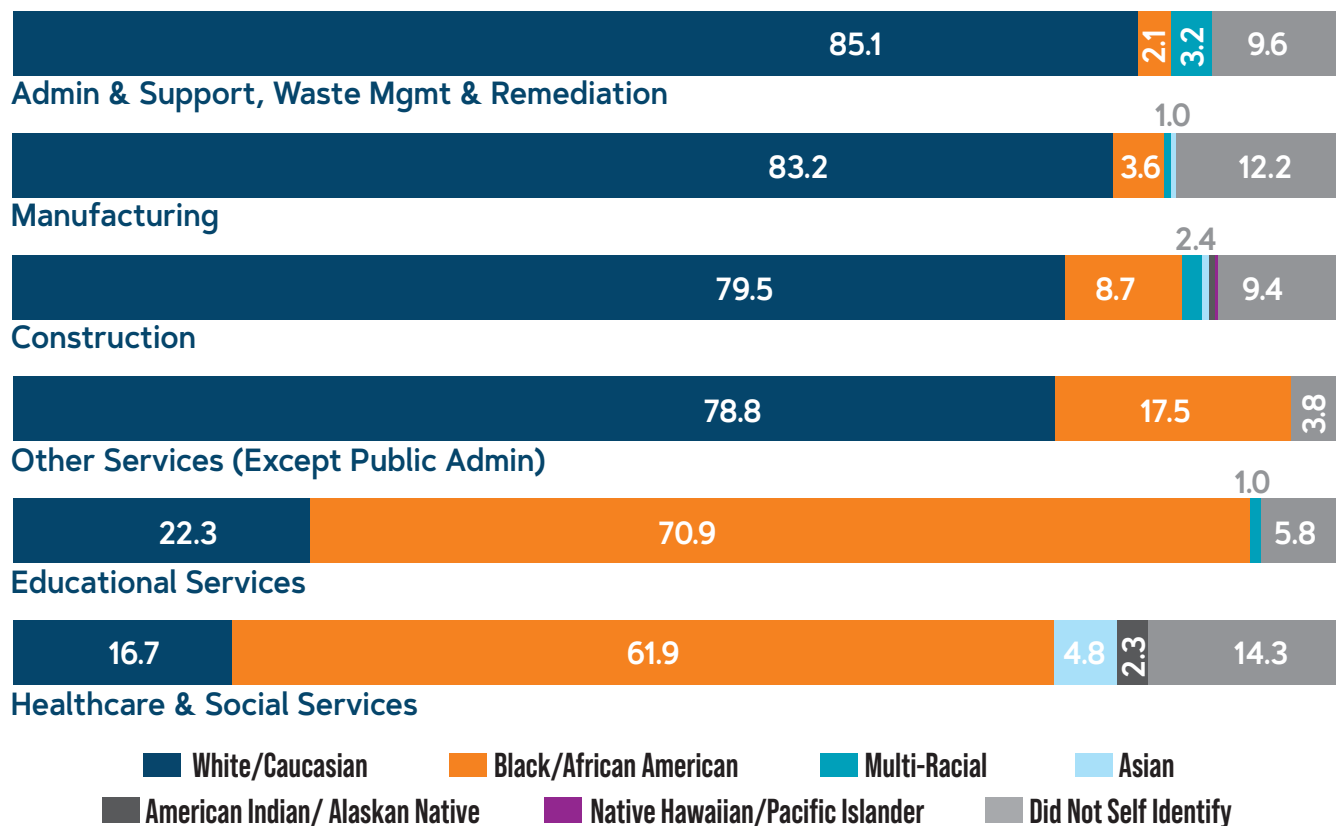
While most active apprentices in Allegheny County are employed in Construction, the number of individuals participating in “new sector” apprenticeships outside of Construction has steadily increased over the past decade.

Active Apprentices in Allegheny County by Industry FY2025

INDUSTRY	FY 2025	FY 2015 VS 2025	FY 2015 VS 2025
	#OF APPRENTICES	CHANGE	% CHANGE
Construction	2,997	+624	+26.3%
Manufacturing	196	+83	+73.5%
Educational Services	103	+102	+10,200%
Admin & Support, Waste Mgmt & Remediation	94	+80	+571.4%
Other Services (Except Public Admin)	80	+70	+700%
Healthcare & Social Assistance	42	+38	+950%
Not Provided	7	+6	+16.7%

RAPs have historically been associated with jobs in the construction and building trades. While the large majority (85.2%) of active apprentices in Allegheny County continue to be employed within Construction, this is a decrease from FY 2015 when Construction accounted for 93.5% of active apprentices. Since FY 2015, there have been annual increases in the numbers of individuals participating in “new sector” registered apprenticeships outside of Construction, including those in Educational Services, Administrative and Support and Waste Management and Remediation Services, and Healthcare and Social Assistance. In fact, nearly 20% of new apprentices in FY 2024 were employed in industries outside of Construction.

Active Apprentices in Allegheny County by Industry & Race FY 2025 (IN PERCENTAGES)

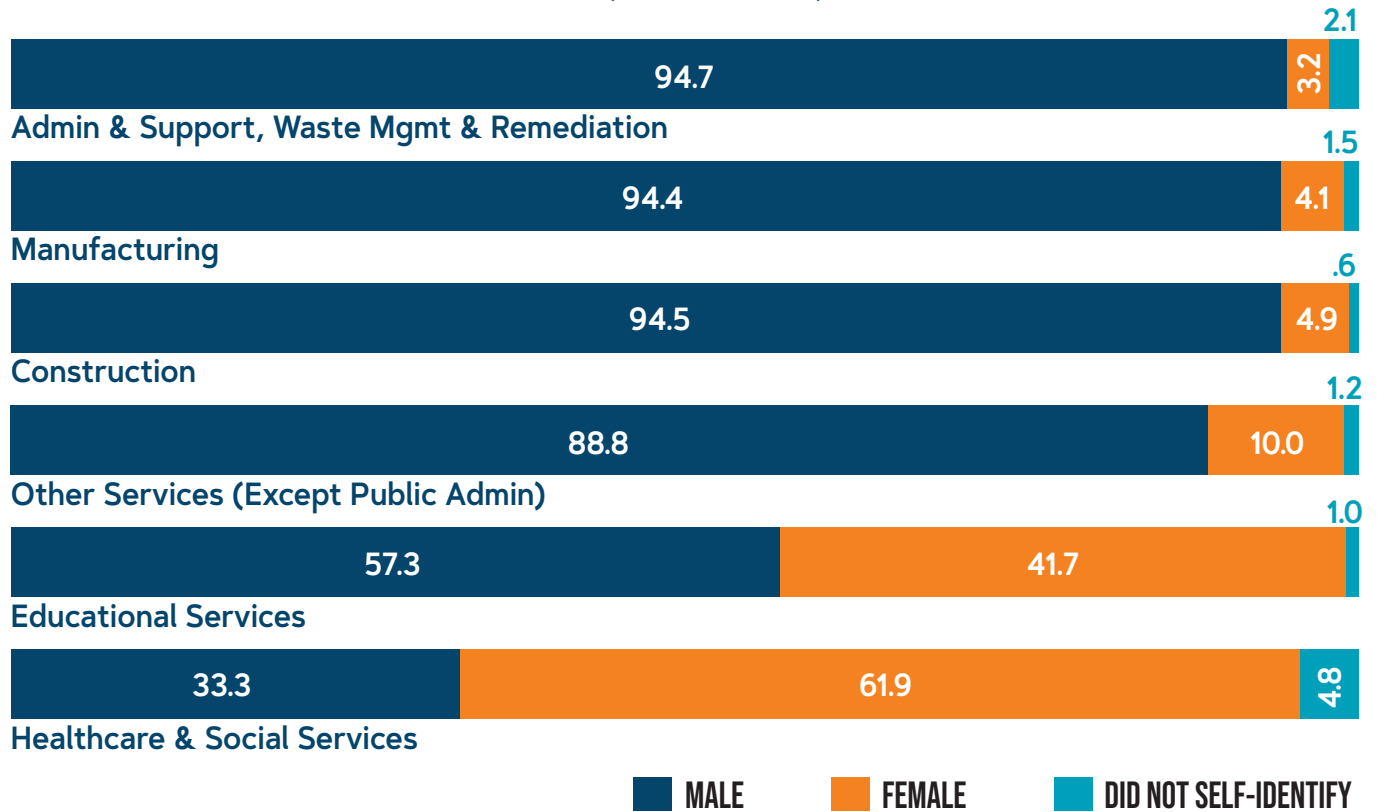


People of color represent a larger percentage of active apprentices in Healthcare and Social Assistance, Educational Services, and Other Service (except Public Administration) compared to their representation among active apprentices in other industries. Black or African American individuals account for the majority of active apprentices in Educational Services and in Healthcare and Social Assistance. Most (87.4%) of Hispanic or Latino apprentices are employed in the Construction industry.

Most (92.5%) of active apprentices in Allegheny County identify as male. However, women are represented at higher rates in Healthcare and Social Assistance, Educational Services, and Other Services (except Public Administration) compared to this overall rate.

Active Apprentices in Allegheny County by Industry & Gender

FY 2025 (IN PERCENTAGES)



Looking Ahead

Registered apprenticeships offer a strategic solution to help develop a steady pipeline of skilled talent tailored to meet specific industry needs, including through those “new sector” apprenticeships outside of the construction and building trades. By combining paid, on-the-job training with specialized instruction, apprenticeships allow participants to immediately begin filling essential roles while acquiring the expertise required to excel in them. Take a look here for examples of how Partner4Work is working to expand RAPs into new industries and engage a more diverse range of individuals in apprenticeships: <https://www.partner4work.org/research/whats-working-in-workforce>

Sources:

U.S. Department of Labor (2024). Apprentices by state dashboard. Apprenticeship.gov.

<https://www.apprenticeship.gov/data-and-statistics/apprentices-by-state-dashboard>

U.S. Census Bureau, Population Estimates Program (2023)