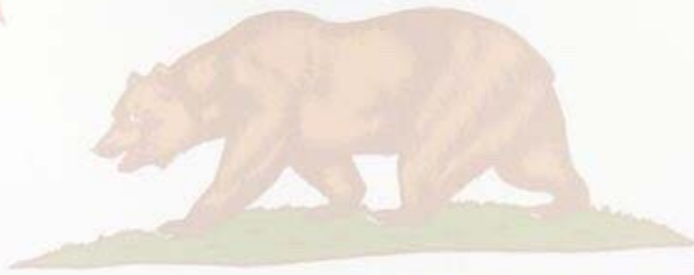


CEMETS 2019: California  
Youth Apprenticeship Coalition



CALIFORNIA REPUBLIC



# CEMETS and Tech SF

Krysti Specht  
Orrian Willis  
Leo Sosa



**TechSF**

Office of Economic and Workforce Development

# San Franciscan's in Zurich, Switzerland

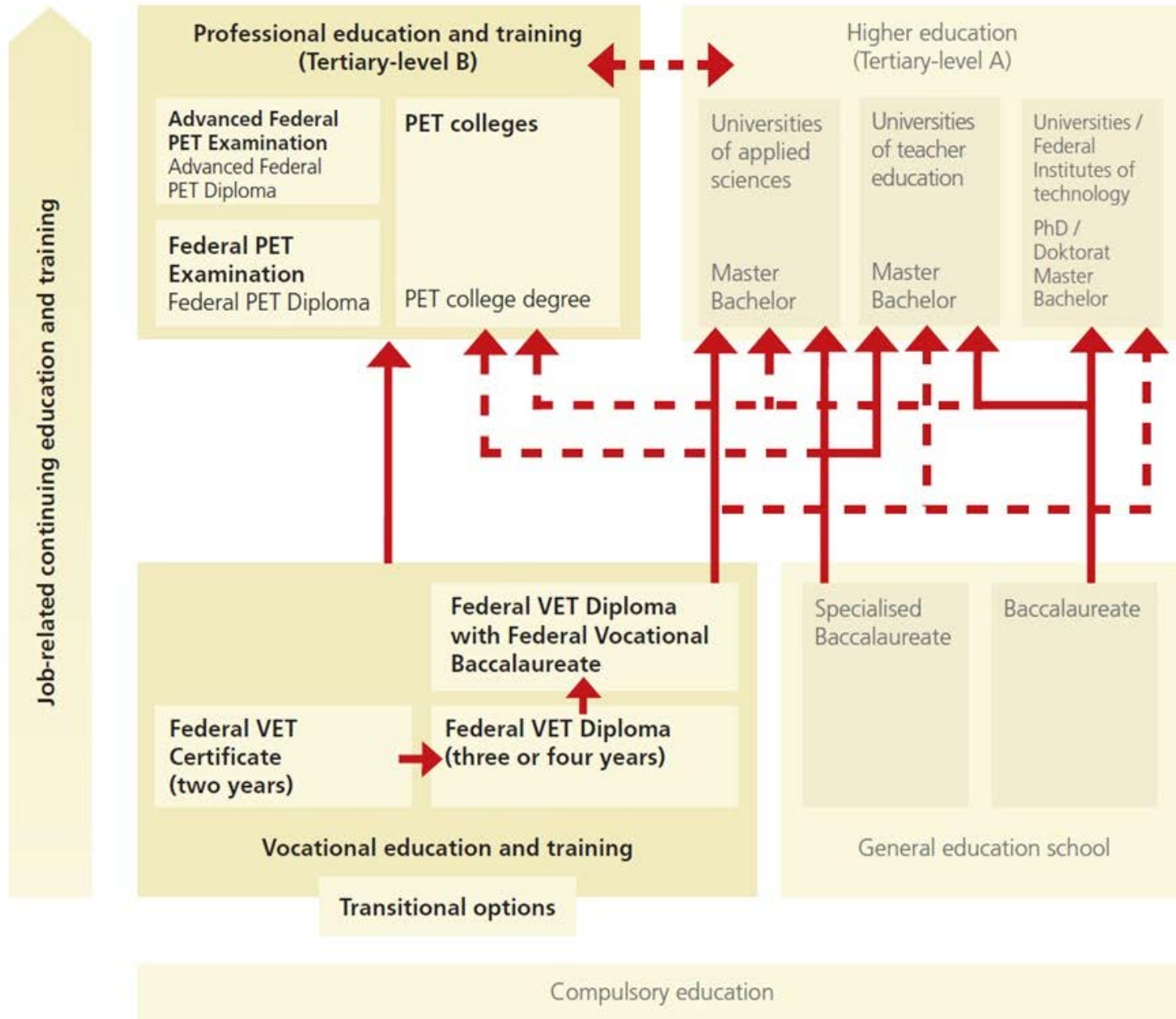
---

- CEMETS, or the Center for the Economics and Management of Education and Training Systems, is an annual economic policy development research program offered out of ETH Zurich.
- The goal of CEMETS: Implement a 3-phase program (including prep, intensive course, and reform case) intended to troubleshoot a statewide issue surrounding apprenticeship.
- The theme from the US delegates: Youth Apprenticeship is on everyone's mind.
- The convening brought together international and national entities aiming to build apprenticeship opportunities. Attendees were from South Africa, Benin, Nepal, Serbia, Colorado, Washington, DC, New York, Micronesia, Chile, Costa Rica, Indiana and California.





Figure Swiss educational system



## The Swiss Model

TERTIARY LEVEL

- Students begin apprenticeships at 15/16 years of age, exiting an apprenticeship at 19 and fully work-ready.

- 70% of youth select an apprenticeship path.

- SUI has 3% youth unemployment rate.

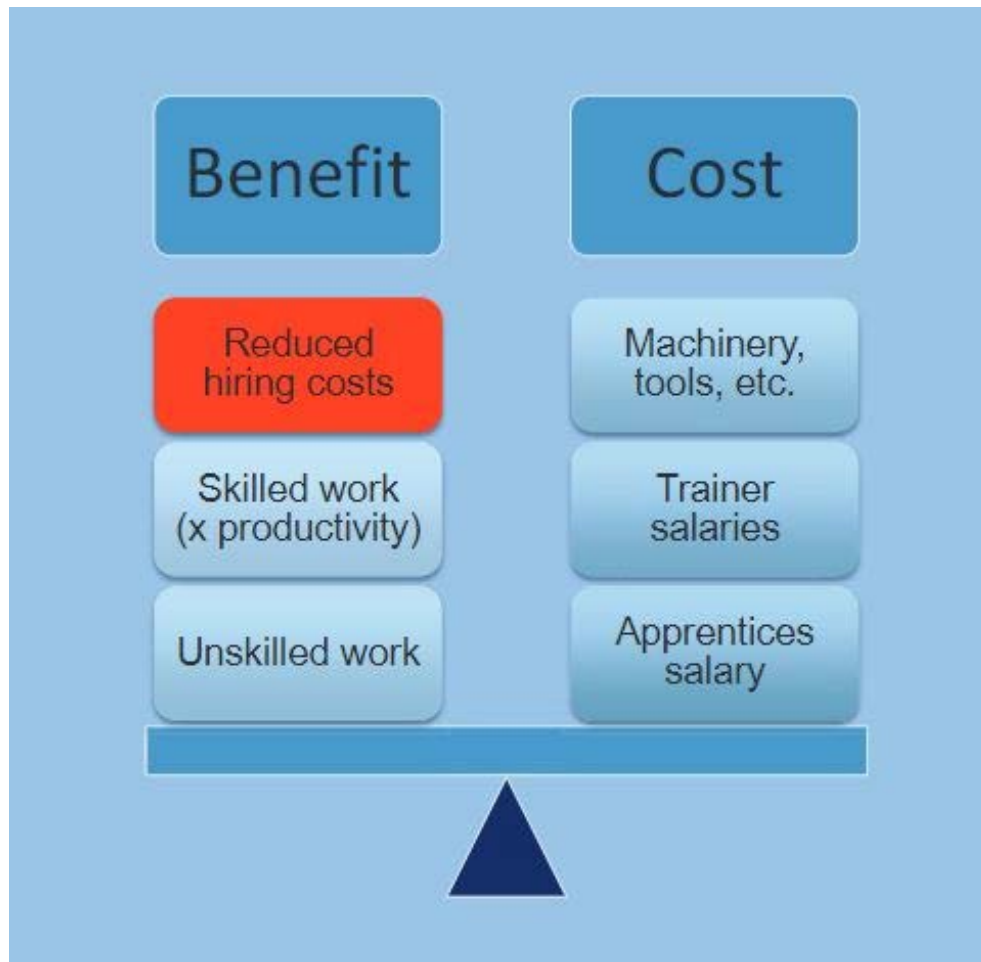
UPPER-SECONDARY LEVEL II

- Permeability of system allows for apprentices to gain diplomas and degrees while working.

- Businesses who invest in apprenticeship, realize ROI by end of training.

# Cost-Benefit Model for Apprenticeship

---



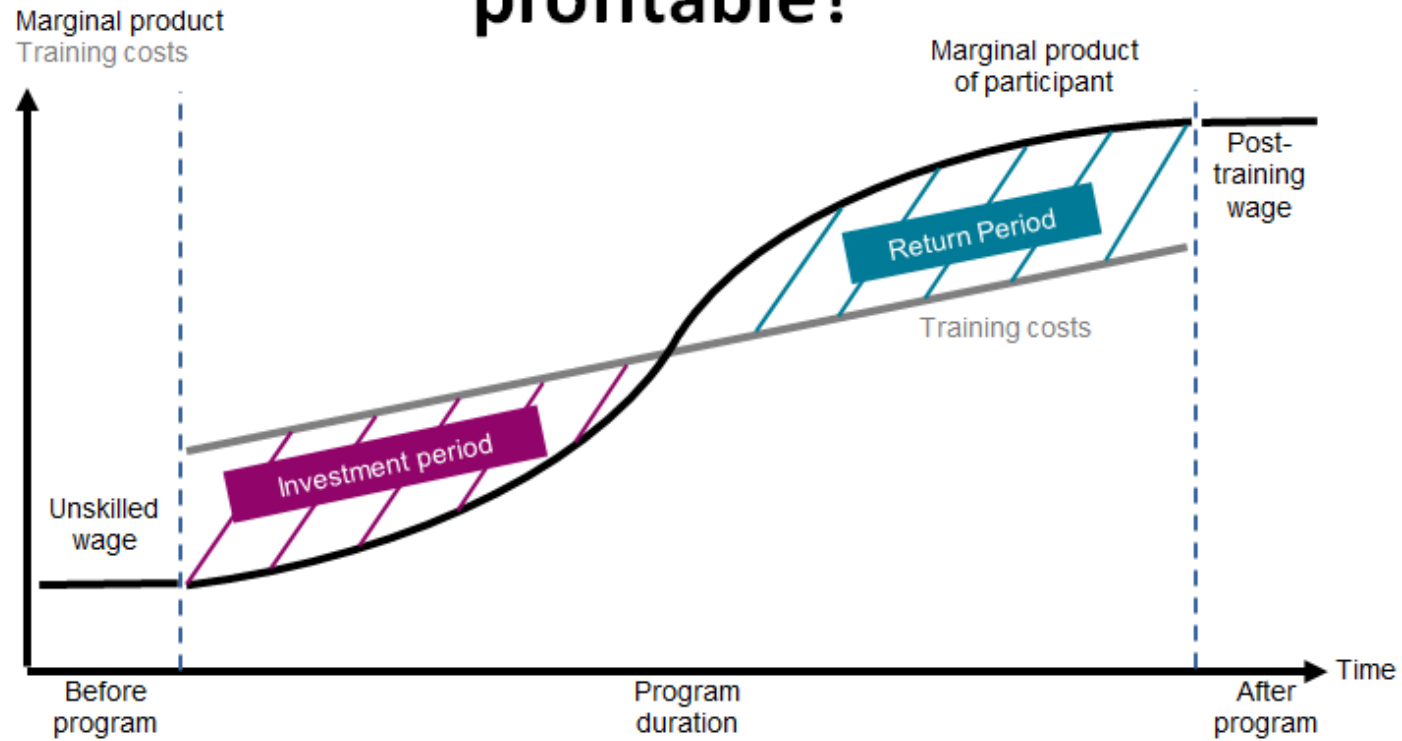
**Cost-Benefit Model** was built across all industries for the entire country of Switzerland, measuring whether a company should train apprentices.

**Reduced Hiring Costs:** the dollars not spent on interviewing, advertising, and other recruitment costs. *Hiring costs also include disruption and adaptation costs.*

**Reduced Disruption Costs:** costs associated with disrupting employees while working to ask for help.

**Lower Adaptation Cost:** hiring individuals who have experience from other apprenticeships, meaning they'll need to learn some skills (pertinent to the role) but not all.

# How can apprenticeships be profitable?



Source: Own depiction based on Lerman (2014)

5.7.20  
17



**TechSF**

Office of Economic and Workforce Development

# Key Takeaways

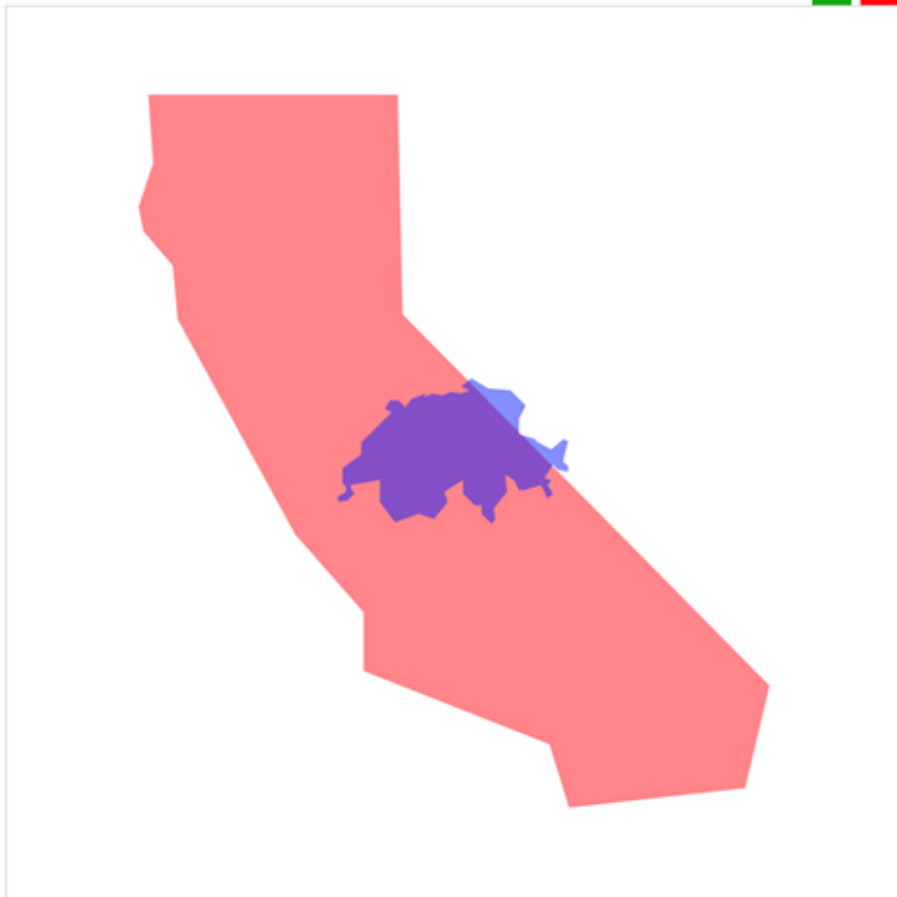
- Economics and Socioeconomic Mobility rather than Welfare
- Consensus is most skills are better learned on the job
- The expectations we place on our education system are unreasonable
- Don't train people for jobs, train people for growth mindset
- Our goal is to gradually lower barrier to entry for non-traditional occupations



- ROI depends on curricula, apprentice pay and skilled workers wages
- We are the only OECD country not providing a dual VET or school-based VET program
- When shopping apprenticeship as a model, 1 year is the normal amount of time before company buy-in
- Real change= EQUAL private-public partnerships

# Opportunity for California

California (US) (423,970 km<sup>2</sup>) is **10.27** times as big as Switzerland (41,284 km<sup>2</sup>).



- Gov committed to creating 500K new apprentices in next 10 years
- Projected 4.4million middle skill job openings in the next 10 years.
- Less than 25% of our youth will attain post-secondary credential
- 20% of Californians live at or below the poverty line (factoring in cost of living)

## San Francisco Momentum

**TechSF Apprenticeship:** Building partnerships with NPO's, companies and training entities that are firmly rooted in elevating localized talent pockets.



# Apprenticeship Momentum

---



## Occupations currently apprenticed-

- Software Engineer
- Salesforce Business Analyst
- Cybersecurity Analyst
- Graphic Designer
- Digital Marketing Associate
- IT Generalist

**Outlook 2020:** 10+ occupations added to our registered program and 200 committed apprentice hires!



# ⟨dev/Mission⟩

*We aim to train untapped young adults ages 16-24 for careers in tech; so we can build wealth and prosperity in our underserved communities.*





## **Our Tech Wizard Apprenticeship Program:**

In an effort to close the skills gap and strengthen the pipeline for participants to enter the tech sector, The Office of Economic and Workforce Development (TechSF) has selected our organization to deliver Occupational Skills Training through our 12 Week Pre-Apprenticeship Program starting Fall 2018.

Since we launched our Pre - Apprenticeship OST Program we have placed 2 Young Adults from Non - Traditional Backgrounds @ Postmates as Desktop IT Support.