

FHI 360's Youth Development Practitioner Apprenticeship

INCREASING ACCESS, EQUITY, AND
PROFESSIONAL DEVELOPMENT TO THE YOUTH
DEVELOPMENT FIELD THROUGH REGISTERED
APPRENTICESHIP

AUGUST 2021

YOUTH DEVELOPMENT PRACTITIONER APPRENTICESHIP (YDPA)

YDPA is a registered apprenticeship with the U.S. Department of Labor (DOL). Much like traditional skills trades, the apprenticeship program is designed to instill essential job readiness skillsets and build core competencies related to becoming an effective practitioner in a variety of youth facing positions.

In 2020, [FHI 360's National Institute for Work and Learning \(NIWL\)](#), a leading international intermediary in education, workforce, reentry and research/evaluation, designed an innovative YDPA program that enhances, standardizes, and formalizes the field of youth development. The apprenticeship program features innovative e-modules to facilitate learning, a portable nationally recognized Youth Development Practitioner credential, and on-the-job mentorship that will deliver an inclusive pipeline of talent and foster retention for your organization.¹



ELIGIBILITY:

Traditional Apprentice:

People interested in learning the youth development field who are supported by an employer/sponsor.

Estimated Program Completion: 18-months to two-years

Incumbent Workers:

Current employees seeking professional development in the field of youth development who can receive a signed endorsement from a supervisor verifying previous on-the-job learning hours.

Estimated Program Completion: 6 months

APPRENTICESHIP COMMITMENT

350 Hours

Related Training Instruction

3000-4000

Hours

On-the-Job Learning



What apprentices learn: The 350 hours of related training instruction are broken down into 9 modules.

1. Positive Youth Development Principles & Relationships
2. Coaching, Planning & Support
3. Group Facilitation
4. Pathways
5. Career Case Management
6. Leveraging Technology
7. Understanding How Youth Organizations Work
8. Professional Development
9. Self-Care

Each module incorporates approaches and strategies for diverse learners and includes **individual learning playlists**, **group workshops**, **checks for understanding**, **cornerstone performance tasks**, and an **apprenticeship quest** (special project). Activities and training delivery can be customized for each apprentice and sponsor organization.²

¹ Figure 1: New America. "Why Should Employers Invest in Youth Apprenticeship" <https://www.newamerica.org/education-policy/edcentral/why-should-employers-invest-youth-apprenticeship-infographic/>. Accessed 1 Aug 2021.

² All course materials are available online and are published under a Creative Commons-Attribution Non-Commercial Use license. Course instructors (FHI 360 or employers) may copy and adapt materials if attribution is given and the resulting YDPA course continues to meet the requirements of the registered YDPA program.

Apprenticeship is beneficial to workers and businesses.³

According to a report by the Skills Funding Agency,

80% of companies who invest in apprentices report an increase in overall employee retention. This is a direct result of high apprenticeship retention rates.

Apprentices have overall been shown to be more driven, loyal, value the structured progression, and have a boosted sense of confidence.



Defining the Need for Expanding Apprenticeship Programs in the U.S. **FRANKLIN APPRENTICESHIPS**

94% of employers recommend apprenticeship to other employers. *Urban Institute*

\$1 SPENT ON APPRENTICESHIPS = \$1.47 BACK IN PRODUCTIVITY
For every \$1.00 spent on apprenticeships, employers get an average of \$1.47 back in increased productivity. *US Department of Labor*

GOOD FOR BUSINESS

- helps recruit and develop a highly skilled workforce
- improves productivity and the bottom line
- provides opportunities for tax credits and employee tuition benefits in some states
- reduces turnover & increases retention
- creates industry-driven, flexible training solutions to meet national & local needs

US Department of Labor

GOOD FOR WORKERS

- Apprentices earn on average \$50,000 a year while gaining a credential that is equivalent to a 2 or 4 year college degree
- Workers who complete apprenticeship programs earn \$300,000 more over a lifetime than their peers who don't.

US Department of Labor

FHI 360’s team of experts will partner with your organization to support the apprenticeship program

Employers/sponsor organizations will support apprentices in gaining mastery of the concepts through hands-on experience, mentorship, and supportive services. FHI 360 will provide support to apprentices and sponsoring organizations as follows:

FHI 360 EXPERT TEAM SUPPORT BREAKDOWN	
TRAINING & SUPPORT	Provision of all training sessions to support the apprentice and sponsor organizations (Training of Trainers session, 350-hour virtual related training instruction and two years of technical assistance and support)
TRAINING MATERIALS	Provision of all materials to implement the apprenticeship (contract, program manual, facilitator guide, and the 350-hour related training instruction curriculum)
REVIEW & FEEDBACK	Check-ins at designated times to validate apprentice competencies and enter information into the tracking software
U.S. DOL LIAISING	Certification and credentialing of the apprentice , as well as liaising with the Department of Labor
EQUITABLE ECOSYSTEM	Support around fostering an ecosystem within the organization and community that is supportive of apprenticeship and increasing equity to youth development positions through apprenticeship, to include fostering partnership with the community college or local training provider
EVIDENCE	Evidence , case study or story of apprentice to shape the future of apprentices and the field and highlight the impact of the apprenticeship for your organization

For more detailed information on how to implement this apprenticeship, please contact David Williams at DAWilliams@fhi360.org or NIWL@fhi360.org.

³ Figure 2- Franklin Apprenticeships. “Defining the Need for Expanding Apprenticeship Programs in the U.S.” <https://www.franklinapprenticeships.com/infographic-need-for-expanding-apprenticeship-programs/>. Accessed on 1 Aug 2021.