



# Apprenticeship Related Instruction Cost Study, Fiscal Years 2023-2024



Texas Workforce Commission  
Apprenticeship Training Program

## Executive Summary

This report presents the outcomes of the Texas Workforce Commission (TWC) Apprenticeship Related Instruction Cost Study for Fiscal Year 2023-2024. This study examines key metrics including apprenticeship funding, enrollment, contact hour rates, cost per apprentice, training completions, and average statewide wages to assess the program's impact and inform future strategic directions. Building upon the analysis presented in the FY 2022-2023 study, this report highlights both continuities and key changes observed in the Texas apprenticeship landscape.

Key findings for FY 2023-2024 include:

- **Increased Funding:** A significant increase in total appropriations from \$5,597,374 in FY23 to \$7,150,891 in FY24, marking a substantial investment in apprenticeship programs and enabling expanded program reach.
- **Significant Enrollment Growth:** Total apprentices enrolled increased from 7,624 in FY23 to 9,863 in FY24, indicating a marked expansion in the program's footprint across the state. While Electrician programs continue to lead in enrollment, accounting for 58.9% of the total, this growth suggests increased awareness and participation in apprenticeship opportunities.
- **Consistent Contact Hour Rate:** Maintaining stability in program funding, the final contact hour rate remained steady at \$4.00 for FY24, mirroring the rate established in FY23.
- **Stable Cost per Apprentice:** The average cost per apprentice remained below \$720.00.
- **Improved Completion Rates:** Building on the previous year, completion rates improved, with 89.27% of apprentices completing training in FY24 compared to 85.27% in FY23.
- **Data Collection Challenges:** In contrast to previous years, FY24 presented challenges in collecting fifth-year wage data, resulting in a contraction in the wage comparison and underscoring the need for improved data collection strategies.

In conclusion, the Texas Workforce Commission experienced notable expansion and positive outcomes within its apprenticeship programs in FY 2023-2024. While improvements are observed in enrollment and completion rates, challenges in data collection and targeted program outcomes require focused attention to ensure continued success and optimal impact on the Texas workforce.

# Table of Contents

Apprenticeship Related Instruction Cost Study, Fiscal Years 2023-2024 .....	3
Background .....	3
Apprenticeship Funding and Expenditure Overview .....	4
Table 1: Total Apprenticeship Funding, Fiscal Years 2023 and 2024 .....	4
Figure 1: Apprenticeship Funding Streams, Fiscal Years 2023 and 2024.....	4
U.S. Department of Labor Apprenticeship Expansion Grant .....	5
State Enrollment by Occupation .....	5
Table 2: Apprentices by Occupation, Fiscal Years 2023 and 2024 .....	5
Table 3: Projected Employment 2022-2032 - Top 5 Occupations with FY 2024 Apprentices .....	7
Apprenticeship Contact Hour Rate .....	7
Table 4: Total Apprentices and Contact Hour Rates, Fiscal Years 2023 and 2024 .....	7
Contact Hours per Apprenticeable Occupation .....	7
Table 5: Contact Hours per Occupation, Fiscal Years 2023 and 2024 .....	8
Average Cost per Apprentice.....	9
Figure 2: Total Apprentices and Cost per Apprentice, Fiscal Years 2020-2024 .....	10
Figure 3: Apprenticeship Completion Status FY 2024 .....	10
Figure 4: Apprenticeship Training Completions, Fiscal Years 2020–2024 .....	11
Apprenticeship Average Statewide Wages, First Year to Fifth Year.....	11
Overview and Summary of Initiatives during FY 2024 .....	12
Pre-Apprenticeship Career Pathways .....	12
Table 7: Pre-Apprenticeship Pathways Initiative Funding, FY 2024.....	12
Table 8: Number of Participants per Occupation, FY 2024.....	12
Veteran Transition Apprenticeship Grant Program .....	13
Table 9: South Texas College Veteran Transition Apprenticeship Funding, FY 2024 and Outreach Targets, FY 2024 .	14
Table 10: South Texas College Veteran Transition Apprenticeship Outreach, FY 2024.....	14
Table 11: South Texas College Veteran Transition Apprenticeship Enrollment, FY 2024.....	14
Table 12: NPower Inc. Veteran Transition Apprenticeship Funding, FY 2024 .....	15
Table 13: NPower Inc. Veteran Transition Apprenticeship Funding Outreach, FY 2024 .....	15
Table 14: NPower Inc. Veteran Transition Apprenticeship Enrollment, FY 2024 .....	15
Conclusion and Recommendations.....	15

# Apprenticeship Related Instruction Cost Study, Fiscal Years 2023-2024

## Background

The Texas Workforce Commission (TWC) Apprenticeship Training Program serves employers and job seekers by training workers for well-paying jobs with promising futures. Apprentices are full-time, paid employees who “earn while they learn.” Under Texas Education Code, Chapter 133, TWC is authorized to administer the Apprenticeship Training Program and receives an appropriation from the Texas legislature to grant funds to support a portion of the program’s costs of related classroom instruction in apprenticeship training programs.

Per [Texas Education Code §133.006\(b\)](#), “At least annually, the commission shall prepare and submit to the Texas Workforce Investment Council (TWIC) or to the Apprenticeship and Training Advisory Committee, as designated by the TWIC, a report that includes an apprenticeship-related instruction cost study for the most recent state fiscal year.” Complete data for each fiscal year becomes available in the second quarter of the following calendar year; therefore, the most current available data is from FY 2024.

The purpose of the Apprenticeship Related Instruction Cost Study is to report the current funding and costs of the state’s registered apprenticeship training programs.

This study will source information from the Apprenticeship Training Program Fiscal Year 2023 (FY 2023) and Fiscal Year 2024 (FY 2024) summaries and Chapter 133 historical documents to explore the following:

- I. Apprenticeship Funding and Expenditure Overview
- II. State Enrollment by Occupation
- III. Apprenticeship Contact Hour Rate
- IV. Average Cost per Apprentice
- V. Apprenticeship Training Completions, Graduations, and Advancements
- VI. Average Statewide Annual Wage—First Year to Fifth Year
- VII. Apprenticeship Programs in Emerging and High-Demand Industries
- VIII. Overview and summary of initiative outcomes for FY 2024
  - Pre-Apprenticeship Career Pathways
  - Veteran Transition Apprenticeship Grant Program
- IX. Conclusion

## Apprenticeship Funding and Expenditure Overview

**Table 1: Total Apprenticeship Funding, Fiscal Years 2023 and 2024**

Apprenticeship Funding	FY 2023	FY 2024
<b>Total Appropriations</b>	<b>\$5,597,374</b>	<b>\$7,150,891</b>
<b>Total Contracted Amount</b>	\$5,478,848	\$6,971,312
<b>Actual Expenditures—Contracted Amount</b>	\$5,401,578	\$6,862,026
<b>Remaining Balance—Contracted Amount</b>	\$77,270	\$109,286
<b>Remaining Balance Percentage—Contracted Amount</b>	1.4%	1.6%

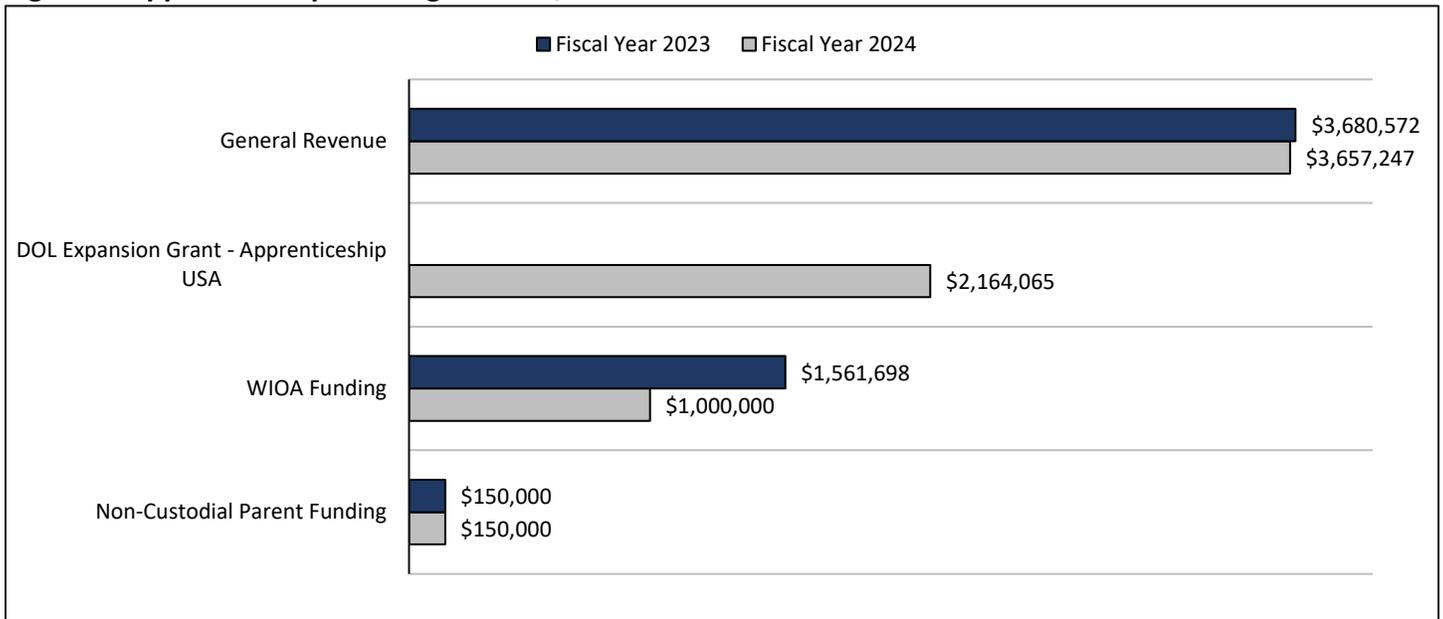
Data Source: Apprenticeship Training Program Summaries, FY 2024

Note: Total appropriations include General Revenue and TWC-allocated funds.

The Texas legislature appropriates General Revenue state funds for the support of apprenticeship training programs authorized under Texas Education Code Chapter 133. TWC allocates funds to sponsoring local education agencies (LEAs)—public school districts or state postsecondary institutions—and independent apprenticeship committees that operate apprenticeship training programs.

TWC further supports Texas Education Code Chapter 133 General Revenue funding with Workforce Innovation and Opportunity Act (WIOA) funds and other leveraged funds, as appropriate.

**Figure 1: Apprenticeship Funding Streams, Fiscal Years 2023 and 2024**



Data Source: Apprenticeship Training Program Chapter 133 History Reporting

Figure 1 shows the funding streams and funding amounts contracted for FY 2023 and FY 2024. While Texas Education Code Chapter 133 General Revenue funding is the largest source of the funding supporting Texas apprenticeship training programs, TWC supplemented these funds with federal funds.

## U.S. Department of Labor Apprenticeship Expansion Grant

The U.S. Department of Labor (DOL) awards Apprenticeship Expansion grants to states, including the Texas Workforce Commission (TWC), to promote the growth and modernization of Registered Apprenticeship (RA) programs. These grants aim to increase the number of apprentices and programs and improve access for all Texans. In Texas, TWC's ApprenticeshipTexas initiative uses these funds to engage industry and workforce intermediaries, building upon existing efforts to strengthen the RA system and connect more individuals with valuable career pathways. Ultimately, the goal is to create a more robust and equitable apprenticeship ecosystem that meets the evolving needs of employers and workers alike.

### State Enrollment by Occupation

#### Apprentice Count by Occupation

TWC funding supported a total 7,624 apprentices enrolled in craft and trade apprenticeship training programs during FY 2023. In FY 2024, 9,863 apprentices enrolled in apprenticeship training programs. The table that follows provides detail on the number of apprentices trained by occupation.

**Table 2: Apprentices by Occupation, Fiscal Years 2023 and 2024**

Occupation	FY 2023, Total Apprentices	FY 2024, Total Apprentices
Electrician	4,448	5,807
Plumber	312	760
Pipefitter	427	479
Plumber & Pipefitter	416	418
Iron Worker	279	367
Sheet Metal	303	340
Millwright	243	276
Line Erector	78	236
Carpenter	226	191
Customer Service	128	161
Accounting Technician	--	142
Plumber/Pipefitter/HVAC/Refrig. Mech	107	129
Line-Installer Repairer	--	104
Early Childhood Educator	76	86
HVAC	82	76
Nurse Assistant	--	33
Tradeshow/Displayer	--	30
Insulation Worker	--	26
Construction Craft Laborer	110	20
Glaziers	--	19
Telecommunications	17	19
Community Health Worker	48	15

<b>Occupation</b>	<b>FY 2023, Total Apprentices</b>	<b>FY 2024, Total Apprentices</b>
Construction Driver	23	15
Interior Systems	--	13
Welding	15	13
Drywall Applicator	2	12
Cook	8	8
Bricklayer	3	7
Motor Grader Operator	4	7
Automotive Mechanic	--	6
IT Specialist	2	6
Certified Nursing Assistant	10	5
Career Counselor	6	4
Electronic Systems Technician	3	3
Licensed Practical Nurse	--	3
Painter	3	3
Phlebotomist	18	3
Wellness Coach	2	3
Youth Development	--	3
Director Television	6	2
Material Coordinator	13	2
Personnel Systems	5	2
Pharmacy Technician	4	2
Boilermaker Fitter	--	1
Building Maintenance	8	1
Cement Mason	--	1
Digital Marker	1	1
Film & Videotape Editor	7	1
Network Systems Administration	--	1
Operating Engineer	--	1
CDL Driver	54	--
Child Care Development	1	--
Chimney Sweep	1	--
Electric Distribution Lineman	101	--
Environmental Control System	17	--
Freight Broker	4	--
Paving, Surfacing, and Tampering Operator	2	--
Plasterer	--	--
Security Guard	1	--
<b>Total</b>	<b>7,624</b>	<b>9,863</b>

Data Source: Apprenticeship Training Program Summaries, FY 2023 and FY 2024

Electrician, plumbing, pipefitting, ironworker, sheet metal, and millwright apprenticeship programs experienced the highest enrollment numbers of all listed occupations during FY 2024 (Table 2). Enrollment for electrician apprenticeship programs comprised 58.9 percent of the

total enrollment for FY 2024.

TWC’s Labor Market Information department projects that employment totals for electricians will increase by 12,503 from 2022 through 2032. Additionally, the employment levels for the top five apprenticeship occupations are projected to increase by at least 8 percent from 2022 to 2032.

**Table 3: Projected Employment 2022-2032 - Top 5 Occupations with FY 2024 Apprentices**

Occupation Title	Estimated Employment 2022	Projected Employment 2032	Percentage Change, 2022 to 2032
Electricians	68,932	81,435	18.1%
Millwrights	3,226	3,643	12.9%
Plumbers, Pipefitters, and Steamfitters	41,663	47,189	13.3%
Sheet Metal Workers	8,950	9,697	8.4%
Structural Iron and Steel Workers	6,759	7,388	9.3%

Data Source: TWC - Labor Market and Career Information, [texaslmi.com/LMIbyCategory/Projections](https://texaslmi.com/LMIbyCategory/Projections)

**Apprenticeship Contact Hour Rate**

The final contact hour rate is determined by dividing the total available funds by the statewide total number of contact hours of apprenticeship related training instruction, also known as RTI.

**Table 4: Total Apprentices and Contact Hour Rates, Fiscal Years 2023 and 2024**

Apprentices and Contact Hour Rates	FY 2023	FY 2024
Number Contracted	7,624	9,863
Final Contact Hour Rate	\$4.00	\$4.00

Data Source: Apprenticeship Training Program Chapter 133 History Reporting

In FY 2023, TWC funding supported 7,624 apprentices. The final contact hour rate for FY 2023 was \$4.00. During FY 2024, TWC funding supported 9,863 apprentices. The final contact hour rate for FY 2024 remained at \$4.00.

**Contact Hours per Apprenticeable Occupation**

TWC funding supported a total of 1,742,828 related training instruction hours in craft and trade apprenticeship training programs for FY 2024. The table below provides detail on contact hours by occupation.

**Table 5: Contact Hours per Occupation, Fiscal Years 2023 and 2024**

<b>Occupation</b>	<b>FY 2023, Total Contact Hours</b>	<b>FY 2024, Total Contact Hours</b>
Electrician	750,259	948,422
Plumber	61,581	162,692
Plumber and Pipefitter	91,520	91,960
Pipefitter	93,376	88,440
Ironworker, Structural Steel	17,544	75,052
Sheet Metal	61,508	71,468
Millwright	48,600	57,000
Carpenter	36,116	35,836
Line Erector	11,232	33,984
Plumber/Pipefitter/HVAC/Refrig. Mech	23,540	28,380
Customer Service	18,432	23,184
Accounting Technician	--	20,448
Pipefitter/Steamfitters	--	16,940
HVAC	15,726	16,264
Line Installer-Repairer	--	14,976
Early Childhood Educator I	10,944	9,936
Certified Nursing Assistant	1,440	5,472
Tradeshow/Displayer	--	4,320
Insulation Worker	--	3,744
Telecommunications Technician	2,992	3,344
Construction Craft Laborer	16,096	3,120
Welding	3,300	2,860
Glaziers	--	2,736
Community Health Worker	6,912	2,196
Construction Driver	3,312	2,160
Interior Systems	--	2,080
Drywall Applicator	288	1,845
Early Childhood Educator II	--	1,840
Bricklayer	660	1,540
Early Childhood Educator III	--	1,344
Cook	1,152	1,152
Motor Grader Operator	576	1,008
Automotive Mechanic/Technician	--	864
IT Specialist	288	864
Career Counselor	864	576
Electronic Systems Technician	432	432
Licensed Practical Nurse	--	432
Painter	432	432
Phlebotomist	2,592	432

<b>Occupation</b>	<b>FY 2023, Total Contact Hours</b>	<b>FY 2024, Total Contact Hours</b>
Wellness Coach	288	432
Youth Development	144	432
Director Television	864	288
Material Coordinator	1,872	288
Personnel Systems	720	288
Pharmacy Technician	576	288
Operating Engineer	--	173
Boilermaker Fitter	--	144
Building Maintenance	1,152	144
Cement Mason/Concrete Finisher	--	144
Digital Marketer	144	144
Film & Videotape Editor	1,008	144
Network Systems Administration	--	144
CDL Driver	7,776	--
Child Care Development Specialist	--	--
Chimney Sweep	144	--
Electric Distribution Lineman	14,544	--
Environmental Control System	3,740	--
Freight Broker	576	--
Ironworker	39,596	--
Paving, Surfacing, and Tampering Operator	288	--
Plasterer	--	--
Security Guard	144	--
<b>Total</b>	<b>1,355,290</b>	<b>1,742,828</b>

Data Source: Apprenticeship Training Program Summaries, FY 2023 and FY 2024

Electrician, Plumber/Pipefitter, Ironworker, Sheet Metal, and Millwright apprenticeship programs reported the highest numbers of instructional hours of all listed occupations during FY 2024. Instructional hours for electrician apprenticeship programs continue to make up over half of the total contact hours for each of the reported fiscal years.

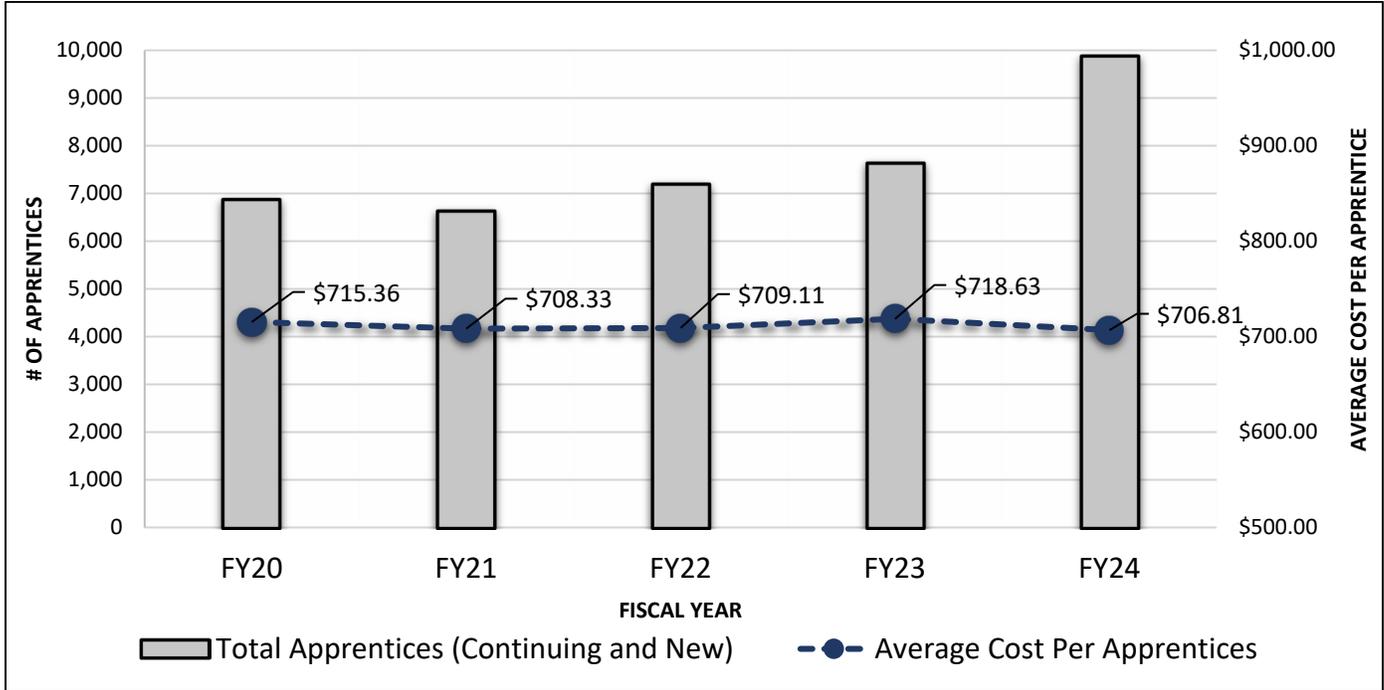
### **Average Cost per Apprentice**

The average cost per apprentice is determined by dividing the contracted apprentice funding amount by the total number of contracted apprentices enrolled in the apprenticeship training programs. For example, the apprenticeship funding for FY 2024 totaled \$6,971,312, and the total number of apprentices in FY 2024 was 9,863. Therefore:

$$(\$6,971,312/9,863) = \text{average cost per apprentice, or } \$706.81, \text{ for FY 2024}$$

Using data from previous fiscal years, Apprenticeship Texas staff at TWC can compare average cost per apprentice over multiple years. A comparison of average cost over FY'20 through FY 2024 follows.

**Figure 2: Total Apprentices and Cost per Apprentice, Fiscal Years 2020-2024**



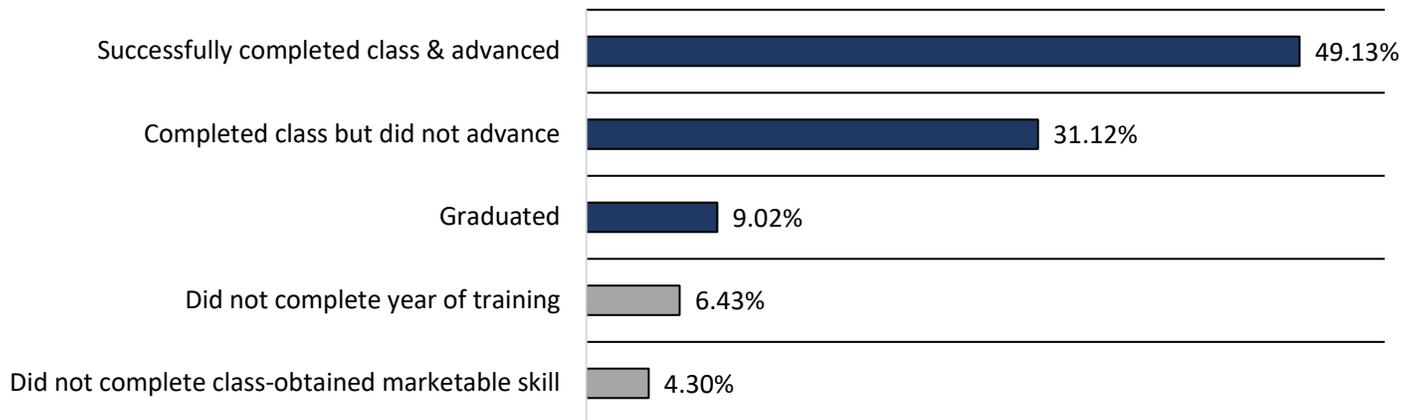
Data Source: Apprenticeship Training Program Chapter 133 History Reporting

Figure 2 shows the average cost per apprentice (dashed line) and the total number of contracted apprentices (bars) for FY 2020– FY 2024.

Although the average cost per apprentice is a direct correlation to the total available funds and the total contracted apprentice enrollment, the average cost per apprentice has remained below \$720.00 for the last five fiscal years.

**Apprenticeship Training Completions, Graduations, and Advancements**

**Figure 3: Apprenticeship Completion Status FY 2024**

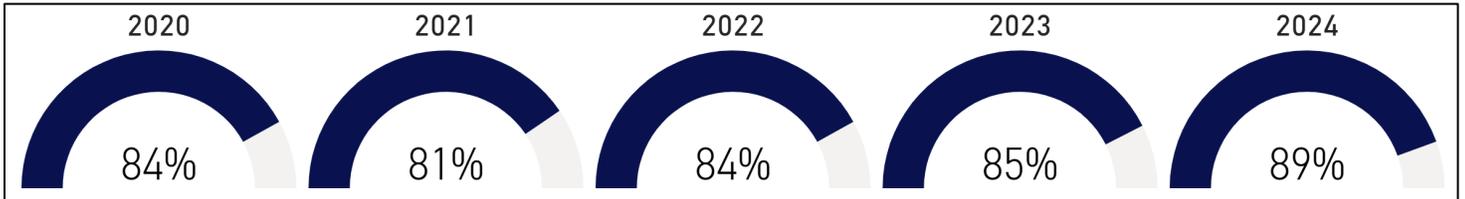


Data Source: Apprenticeship Training Program Summaries, FY 2024

The annual completion rate includes apprentices who have completed their apprenticeship training programs and graduated, as well as apprentices who have completed a year of their apprenticeship but will continue in the training program for another year or more until graduated.

The total percentage of apprentices completing training for FY 2023 and FY 2024 is shown in Table 5. The total number of apprentices who completed training in FY 2024 (89.27%) rose four percent over FY 2023 (85.27%).

**Figure 4: Apprenticeship Training Completions, Fiscal Years 2020–2024**

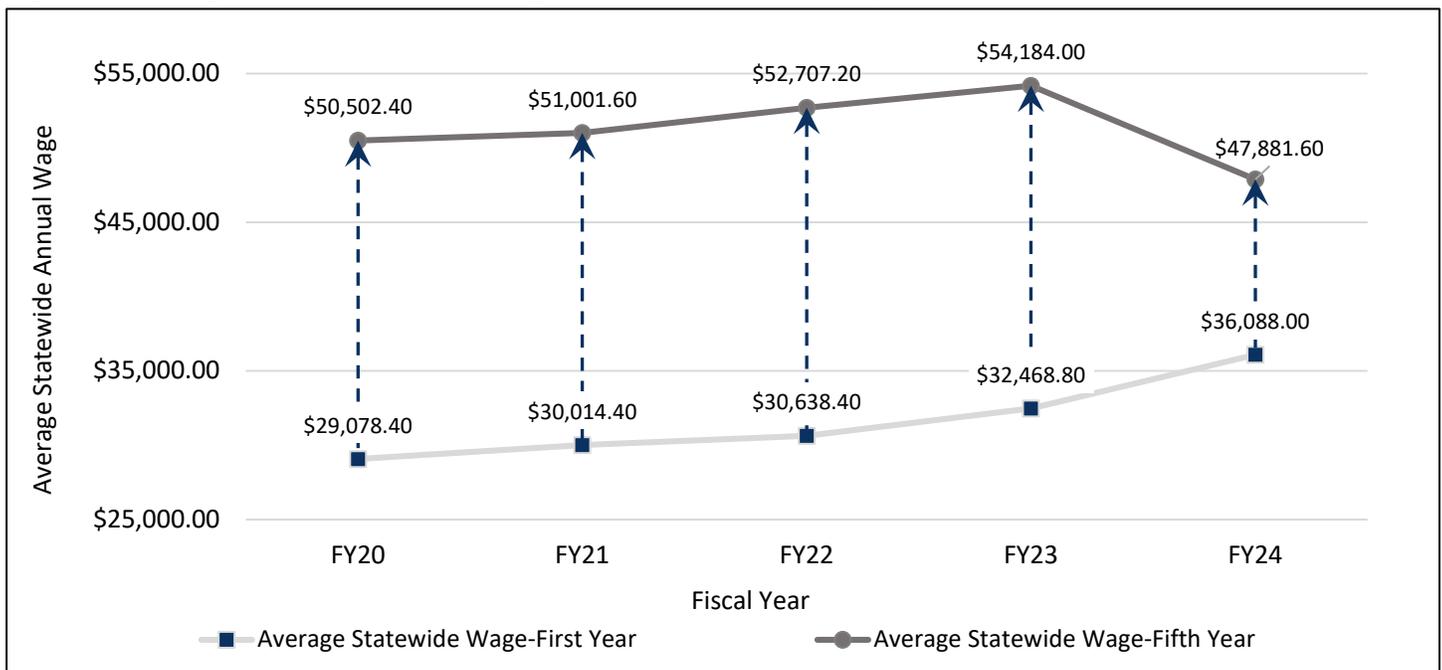


Data Source: Apprenticeship Training Program Summaries, FY'20– FY 2024.

**Apprenticeship Average Statewide Wages, First Year to Fifth Year**

The next chart, Figure 4, is a year-to-year comparison of the average annual statewide wage for participants from the first year to the fifth year of an apprenticeship training program.

**Figure 5: Average Statewide Annual Wage–First Year to Fifth Year, Fiscal Years 2020-2024**



Data Source: Apprenticeship Training Program Chapter 133 History Reporting

From FY2020 to FY2023, the increase from first-year annual average wage to fifth-year annual average wage consistently remained above 65 percent, with wage increases ranging from \$20,000 to over \$22,000.

FY2024 presented a deviation from this trend due to a rebalancing of wage progression within apprenticeship programs. In late 2024 and continuing into 2025, the Department of Labor revised apprenticeship guidelines,

tying wage increases in later years (4th & 5th) more closely to specific skills and competencies learned. This resulted in a slower wage progression for some apprentices and a flattening of wage growth in FY24. Future data will be critical in determining the long-term impact of the revised apprenticeship guidelines on wage progression trends.

## Overview and Summary of Initiatives during FY 2024

### Pre-Apprenticeship Career Pathways

The Texas Workforce Commission's Pre-apprenticeship Career Pathways Initiative plays a vital role in cultivating a skilled workforce by preparing individuals for Registered Apprenticeship (RA) programs. Community colleges, public independent school districts, and/or apprenticeship committees are eligible to receive grants to support preparatory instruction classes lasting six months or less. The classes focus on teaching the basic skills required for an individual to meet the terms of their apprenticeship agreement. Grantees must have a documented partnerships with at least one RAP, ensuring a direct pathway for participants into an apprenticeship.

### Fiscal Year 2024 Summary and Outcomes

**Table 7: Pre-Apprenticeship Pathways Initiative Funding, FY 2024**

FY 2024 Pre-Apprenticeship Pathways Initiative Funding	FY 2024
Contract Amount	\$1,326,000
Reported Expenditures	\$1,005,577
Remaining Balance	\$320,423

Data Source: Pre-Apprenticeship Pathways Initiative Summaries, FY 2024

The Pre-Apprenticeship Career Pathways initiative began providing funding for programs in Fiscal Year 2024, with contracts and instructional classes commencing on July 1, 2024. The initiative boasted 662 participants in its inaugural fiscal year and operated with a contracted budget of \$1,326,000, with actual expenditures reaching \$1,005,577, resulting in a remaining balance of \$320,423 or 24.2%.

**Table 8: Number of Participants per Occupation, FY 2024**

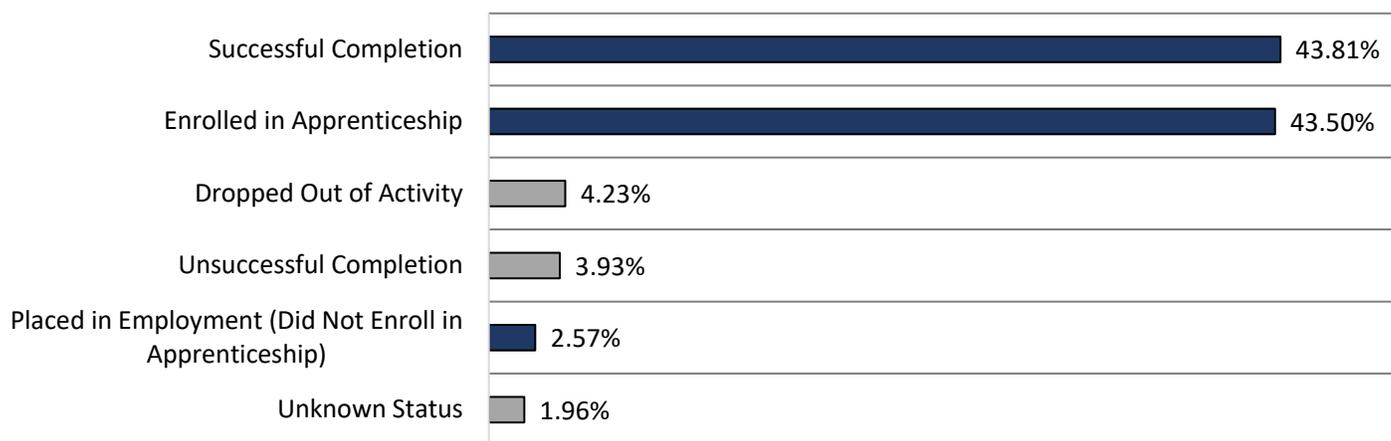
Occupations	Number of Participants, FY 2024
Ironworker	147
Electrician Tech	137
Pipefitting	117
Early Childhood Educator I Pre-Apprenticeship	44
Scrum Masters	43
Customer Service	38
Plumber	36
Pre-CNA	21
Boilermaker	20
Pre-LVN	13
Plumbers & Pipefitters	8
Pharmacy Tech	6
Community Health Worker	5

Occupations	Number of Participants, FY 2024
Construction Craft Labor	5
Qualified Mental Health Professional	5
Construction Driver	3
Phlebotomist Tech	3
Welding	3
HVAC	2
HVAC Tech	2
Security Officer	2
Youth Practitioner	2
<b>Total</b>	<b>662</b>

Data Source: Pre-Apprenticeship Pathways Initiative Summaries, FY 2024

Electrician Technician and Iron Worker were the most represented occupations in the initiative, with respective participant counts of 137 and 147, suggesting strong alignment with high-demand industries. A significant 89.88%, or 595 participants, successfully completed their training, demonstrating the commitment and effectiveness of the pre-apprenticeship programs.

**Figure 6: Post-Completion Status of Pre-Apprenticeship Career Pathways Initiative Participants, FY 2024**



Data Source: Pre-Apprenticeship Pathways Initiative Summaries, FY 2024

Of these participants, 43.5% transitioned into Registered Apprenticeships, directly aligning with the initiative’s primary goal. In addition, 2.57% participants secured employment, indicating a broader positive impact on workforce readiness.

At \$1,519, the average cost per participant underscores the program's cost-effectiveness in preparing individuals for apprenticeships and employment. Given that nearly almost 90% of participants completed training, this provides a valuable benefit in ensuring participants are qualified to move forward.

**Veteran Transition Apprenticeship Grant Program**

In 2023, per Texas Labor Code § 302.00341, TWC launched a Request for Application (RFA) to allocate \$300,000 in grant funding to nonprofit organizations focused on recruiting and assisting military veterans and

transitioning service members (TSMs) into Registered Apprenticeship Programs (RAPs) across Texas.

TWC awards funding to nonprofit organizations that provide recruitment and assisted services to facilitate the participation of military veterans and transitioning military service members' entry into RA programs in Texas, if this is a career path the veteran chooses. The funding supports mostly outreach and staffing to increase awareness of this population about RA programs. These funds can support tuition, mentoring, and other supportive services if RA program participation is desired by the veteran.

Two organizations, South Texas College (STC) and NPower Inc., were awarded funding.

## Fiscal Year 2024 Summary and Outcomes

### South Texas College (STC)

STC launched two one-year RAPs (Computer Network Specialist and Construction Superintendent), aiming to enroll 36 veterans and TSMs with a target completion rate of 86%. They requested \$174,999, with an average cost of \$4,861 per participant.

**Table 9: South Texas College Veteran Transition Apprenticeship Funding, FY 2024 and Outreach Targets, FY 2024**

<b>Veteran Transition Apprenticeship Funding</b>	<b>FY 2024</b>
Contract Amount	\$174,999
Reported Expenditures	\$23,818
Remaining Balance	\$151,181

**Table 10: South Texas College Veteran Transition Apprenticeship Outreach, FY 2024**

<b>Veteran Transition Apprenticeship Outreach</b>	<b>FY 2024</b>
Outreach Target	72
Actual Outreach	90
Percent of Target	125%

**Table 11: South Texas College Veteran Transition Apprenticeship Enrollment, FY 2024**

<b>Veteran Transition RAP Enrollment</b>	<b>FY 2024</b>
RAP Enrollment Target	36
Actual RAP Enrollment	10
Percent of Target	27.8%

Data Source: Veteran Transaction Apprenticeship Grant Program Summaries, FY 2024

South Texas College exceeded its outreach goal but did not meet its RAP enrollment target.

## NPower Inc.

NPower Inc. focused on recruitment for its Tech Fundamentals and Cybersecurity apprenticeship programs in the Greater San Antonio area. They aimed to enroll 60 veterans and TSMs and requested \$150,057, with an average cost of \$2,500 per participant. NPower's program has a history of significant salary increases for graduates.

**Table 12: NPower Inc. Veteran Transition Apprenticeship Funding, FY 2024**

<b>Veteran Transition Apprenticeship Funding</b>	<b>FY 2024</b>
Contract Amount	\$150,057
Reported Expenditures	\$150,057
Remaining Balance	\$0

**Table 13: NPower Inc. Veteran Transition Apprenticeship Funding Outreach, FY 2024**

<b>Veteran Transition Apprenticeship Outreach</b>	<b>FY 2024</b>
Outreach Target	4,000
Actual Outreach	111,210
Percent of Target	2780.25%

**Table 14: NPower Inc. Veteran Transition Apprenticeship Enrollment, FY 2024**

<b>Veteran Transition RAP Enrollment</b>	<b>FY 2024</b>
RAP Enrollment Target	48
Actual RAP Enrollment	20
Percent of Target	41.67%

Data Source: Veteran Transaction Apprenticeship Grant Program Summaries, FY 2024

NPower Inc. exceeded its outreach target but did not meet its RAP enrollment target.

## Conclusion and Recommendations

The Apprenticeship Related Instruction Cost Study for Fiscal Years 2023-2024 reinforces the TWC Office of Apprenticeship's enduring dedication to fostering and growing apprenticeship programs across the state.

The data gathered illuminates several key trends including a significant commitment of state resources to apprenticeship programs, with a notable increase in appropriations during FY 2024. The consistency of the \$4.00 contact hour rate for apprenticeship related training instruction in both FY 2023 and FY 2024 provides a stable foundation for program funding. Furthermore, the high levels of enrollment and instructional hours in Electrician, Plumber/Pipefitter, Ironworker, Sheet Metal, and Millwright programs align well with projected employment growth in these vital sectors. While the average cost per apprentice has shown some fluctuation, it has remained relatively stable over the past five fiscal years, indicating efficient resource allocation.

The Pre-Apprenticeship Career Pathways initiative stands out as a particularly promising initiative, yielding positive outcomes in preparing individuals for RAPs and demonstrating the effectiveness of targeted pre-apprenticeship training. However, the Veteran Transition Apprenticeship Grant Program presented a more nuanced picture, showing strong outreach efforts but facing challenges in meeting enrollment targets. Finally, the study detected a contraction in FY 2024 wage comparison, attributable to a lower participant response

rate in reporting fifth-year wages, which emphasizes the importance of maintaining robust data collection methods.

Building upon this assessment, and in the spirit of continuous improvement, the following recommendations are offered to further enhance the effectiveness and reach of apprenticeship programs across Texas:

- **Increase Focus on Data Collection and Reporting:** Implement strategies to improve data completeness, especially regarding apprenticeship wages and post-program outcomes. This could include incentivizing participation or mandating the reporting process to ensure reliable data sources.
- **Strategic Allocation of Resources:** Given the concentration of enrollment in specific trades (e.g., Electrician), consider strategies to broaden apprenticeship offerings in high-demand industries. Explore opportunities to expand programs in sectors such as IT, healthcare, and advanced manufacturing, aligning with emerging workforce needs.
- **Enhance Pre-Apprenticeship Pathways:** Leverage the success of the Pre-Apprenticeship Career Pathways initiative by expanding its reach to other industries and increasing partnership development with businesses.
- **Promote Awareness and Employer Engagement:** Continue to actively promote the benefits of apprenticeship programs to employers, particularly small and medium-sized businesses. Highlight the availability of all offered grant programs and the exceptional technical assistance from TWC staff.

By diligently pursuing these recommendations, TWC can further strengthen its apprenticeship programs, ensuring that Texas has a highly skilled workforce capable of meeting the evolving demands of the state's dynamic economy and providing valuable career opportunities for its citizens.