

Apprenticeships are on the rise as businesses look to grow their talent pipeline.

DEFINITIONS

Apprenticeship:

A formal, paid training program – typically 2-4 years – where employees develop competencies and earn a nationally recognized credential through on-the-job training (OJT) and related training instruction (RTI) under the guidance of industry mentors.

Pre-apprenticeship:

A preparatory program which offers introductory training to help participants develop basic competencies and earn a national certification that will make them eligible for an apprenticeship program or other employment opportunities.

Internship:

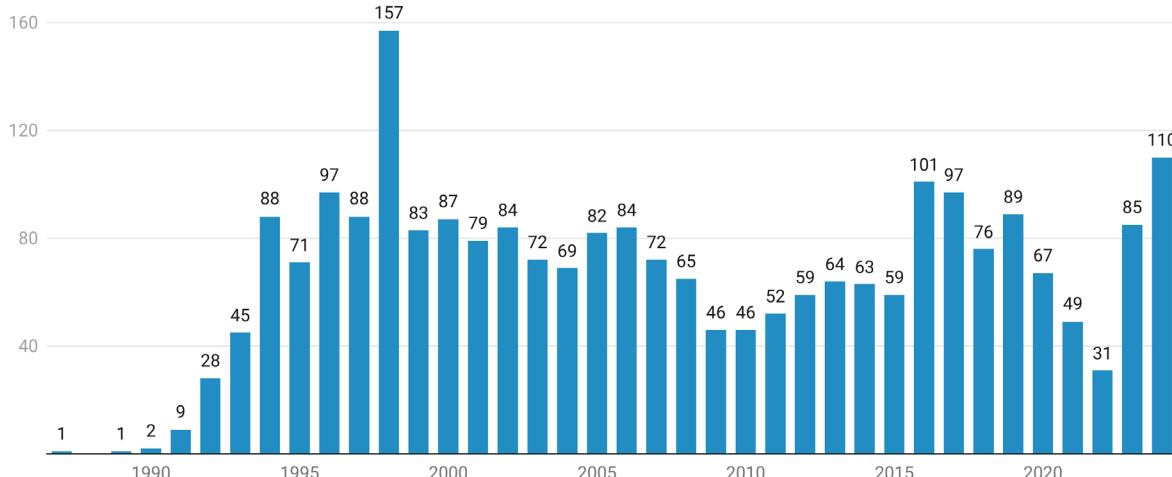
A short-term paid or unpaid work experience that allows students or recent graduates to explore a specific industry and gain practical skills.

Trending Upward

The number of workers being upskilled through apprenticeship programs has grown – both locally and across the state.

- As of Q3 2024, Lancaster County had already notched its second-highest number of apprenticeships started in a calendar year.
- *Between January and September 2024, 110 workers in Lancaster County started apprenticeships to develop trade skills for various occupations, second only to 1998, when 157 apprenticeships were recorded over the full year.*
- Pennsylvania businesses are embracing apprenticeships more than ever; the **4,607 new apprenticeships** started by Q3 2024 had already marked the highest number recorded in any year.
- *Lancaster County apprenticeships accounted for 2.4% of all PA apprenticeships in the first three quarters of 2024.*
- *Governor Shapiro's administration has committed to investing significantly into workforce development initiatives – including apprenticeships – designating an additional \$61 million to the initiatives in his first two budgets.*

Apprenticeships Started in Lancaster County by Year (1987-2024 Q3)



Data source: PA Department of Labor & Industry

Current Apprenticeships (end of Q3 2024)

There were 311 active apprentices in Lancaster County at the end of September 2024.

- Local apprentices were developing professional competencies in **20 different occupations**.

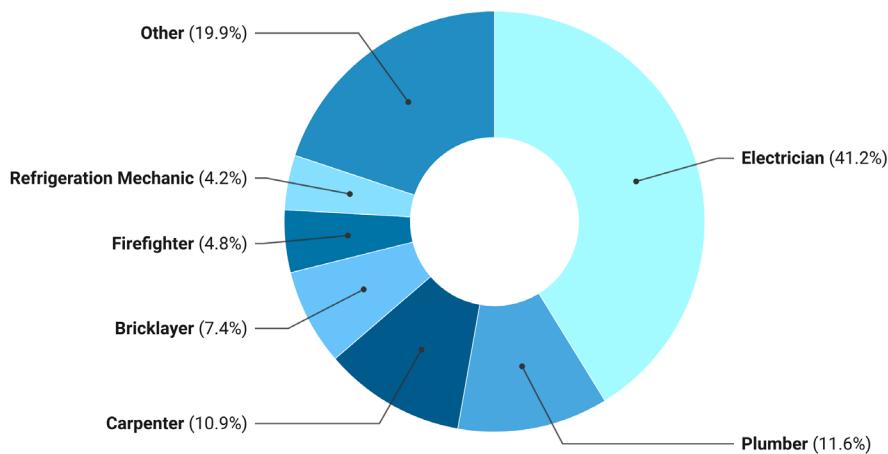
→ Across the state, there were apprentices learning 173 different occupations at the end of Q3 2024.

- Electricians represented the largest group (**41.2%**) of active apprenticeships in Lancaster County (**128 apprentices**).

→ *Electricians also represented the largest group of apprentices in Pennsylvania (16.8%), although with a notably lower share than in Lancaster County.*

- Other top apprenticeship programs in Lancaster included roles in **plumbing, carpentry, bricklaying, firefighting, and refrigeration mechanics**.

Share of Apprenticeships in Lancaster County (Q3 2024)



Data source: PA Department of Labor & Industry

Opportunities Abound

Apprenticeship programs are a great way for any business to strengthen its talent pipeline:

Health Care

- Clinical Medical Assistant
- Community Health Worker
- Surgical Technologist

Education

- K-6 Teacher
- Child Development Specialist
- Hearing Impaired Teacher PK-12
- Youth Development Practitioner

Business

- Tax Administrative Associate

Automotive

- Audio Tech Specialist

Other

- Cosmetologist
- Alarm Tech Sprinkler Fitter
- Welder

Employer Impact

"Since 1988, Benchmark Construction has had 78 people go through its registered apprenticeship program, and 49 are still with us. If you look at my field org chart, 14 of our 32 superintendents and 25 of our 36 carpenters were apprentices."

William Lastinger
Benchmark Construction

Apprenticeships may be the right tool to help you upskill your team!

Reach out to the Lancaster County Workforce Development Board Registered Apprenticeship Navigator, **Kimberley Patrick**, to learn more.

Call: (717) 344-0352 **Email:** kpatrick@lancastercountywib.com

Data analysis provided by the Center for Regional Analysis at EDC Lancaster County



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