



TEXAS PUBLIC POLICY FOUNDATION

WORK-BASED LEARNING: A FUTURE FOR ALL STUDENTS

HB 1032: PAID APPRENTICESHIPS

Work-based and paid apprenticeship learning is essential for all students in career and technical education courses. It is a way to learn soft skills, such as empathy, punctuality, and conflict resolution, in addition to learning hard skills in real-life contexts such as welding, plumbing or electrical.

HB 1032 addresses the need for students of all economic backgrounds to have access to paid internships, apprenticeships, and other work-based learning experiences. Career and technical education (CTE) has the potential to offer students pathways into a range of professions that are high-growth and high-wage. A first job is a crucial first step towards future economic mobility.

According to the [Aspen Institute](#):

Youth unemployment can have lasting consequences – repressed wages, decreased upward mobility, and lessened productivity over a person’s work life. In particular, this is true for young people of color, who are often combating systemic barriers that limit their access to jobs – and which can contribute to setting them up for disparities later in life.

For example:

Laura, a high school junior, who has already completed two years of courses in the information technology program of study, is ready for her third-year practicum. Her school has partnered with a local non-profit and offered \$500 from their CTE allotment to cover the wages of a part-time, paid internship in this field. The local web-developer has matched that \$500 for Laura's wages. She now has part-time employment in a field related to her program of study and benefits from getting on the first rung of the ladder to success. Laura no longer has to choose between unrelated paid work and non-paid work in her field.

HB 1032 would give high schools the flexibility to use their existing career and technical education allotment -- which is 35% on top of the basic allotment -- to form partnerships with community-based organizations to create paid apprenticeship opportunities and internship partnerships with local employers for students. Employers could be reimbursed or would share the cost with schools by contracting with a non-profit organization, the intermediary. This non-profit could be any 501(c)3, such as a chamber of commerce, school foundation, United Way, or industry or civic association.

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