



MILLIONS OF OPPORTUNITIES FOR YOUTH SPARK A GLOBAL APPRENTICESHIP MOVEMENT

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Youth unemployment worldwide has reached crisis proportions. Businesses are often unable to find the skills they need among new graduates, and around the world 621 million youth are not engaged in employment, education or training. Even further, 51% of millennials are underemployed, and student debt is growing.ⁱ Experts agree that youth unemployment is linked to a multitude of social issues concerning economic growth, health, sustainable development, civil unrest, and state stability. For individuals, experiencing unemployment at the beginning of one's career can lead to future job instability, restlessness, low self-esteem, and decreased lifetime earnings.

Quality apprenticeships, based on robust dialogue between the public and private sectors, can help youth overcome the "no work experience" hurdle in moving from education to employment. Studies reveal that 87% of apprentices are employed after completing their program, with an average starting wage above USD 50,000.ⁱⁱ Obtaining an apprenticeship as a first job allows the young person to benefit from "earning while learning" which can lead to a lifetime of productive employment. As eloquently expressed by U.S. Secretary of Labor, Thomas Perez, "apprenticeship is the other college, except without the debt".ⁱⁱⁱ

As a solution, a business led coalition spearheaded by CEOs representing some of the world's largest companies, employer associations, and major international organizations have come together through the [Global Apprenticeships Network \(GAN\)](#) to create skills for business and jobs for youth. Through this public-private partnership, GAN Members commit to action; advocate for work-readiness programs; share company and country best practices; and facilitate multi-stakeholder dialogue. Conceived in late 2013 by the G20/B20, the GAN has already amassed over 154 companies worldwide; launched GAN National Networks (GNNs) in five countries; advocated for apprenticeships through Apprenticeship Ambassadors; and, created apprenticeships through improving country legislation for employers to take on more apprentices.

"The United States is investing in apprenticeship for one very simple reason – because it works," said [U.S. Secretary of Labor Thomas E. Perez](#). "Over the last two years we've announced the availability of more than \$250 million to help expand apprenticeship in America, and another \$10 million to build lasting apprenticeship models abroad. Together with partners like the Global Apprenticeships Network we're building a movement that changes people's assumptions about apprenticeship – especially when it comes to whom and where they might be."

Active in Switzerland, Turkey, Indonesia, Spain, Argentina and Colombia, the GAN will host its next Board Meeting in Washington, D.C., on 6 October, where [CEOs of GAN Member Companies and Heads of major, international organizations](#) will come together with the US Secretary of Labor, Perez,



high-level officials from the US Department of Labor and government, delegates from the G20 and emerging markets, NGOs and Associations, to find both domestic and global solutions in bringing youth to jobs and skills to companies. With GAN companies setting a path toward improving and growing work-based training as a route to viable jobs for youth and vulnerable groups, the GAN aims to advance a coordinated *global movement on apprenticeships* as a solution to a number of workforce challenges.

The US Department of Labor and GAN companies will announce the following pledges and commitments on both domestic and international opportunities for youth and vulnerable groups:

Adecco: *"By 2020, Adecco Group North America pledges to facilitate 10,000 work-based learning opportunities, with an emphasis on apprenticeships. This commitment will be made possible through partnerships with organizations and businesses across the nation, who share Adecco Group North America's goal of closing the skills gap and preparing for the future of work."*

Hilton: *"Hilton will set up the first apprenticeship system in the USA in tourism. This will create innovative apprenticeship schemes, and initially create 370 apprenticeship positions over 5 years."*

US DOL: *The US Department of Labor will support the GAN with USD 1.4 Million. Another 9 Million will be contributed to projects in Costa Rica, Argentina and Kenya. The grant winners will soon be announced.*

In addition, GAN Partners and Supporters will pledge to continue advocacy around apprenticeships and leveraging their global platforms to give a stronger voice to the GAN. As the global youth unemployment crisis continues to fester, the GAN calls on businesses, governments and non-governmental organizations to join the GAN Movement to open the doors for youth and ensure skilled employees for businesses.

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ⁱ <http://www.wsj.com/articles/more-than-40-of-student-borrowers-arent-making-payments-1459971348>

ⁱⁱ The White House. Office of the Press Secretary. 21 April 2016. <https://www.whitehouse.gov/the-press-office/2016/04/21/fact-sheet-investing-90-million-through-apprenticeshipusa-expand-proven>

ⁱⁱⁱ <http://money.cnn.com/2015/10/01/news/economy/america-job-skills-gap-apprentice/>