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Gender and Labour Market Integration Programme

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ABSTRACT

Registered Apprenticeships represent a growing labour market integration programme in the United States. The United States's Department of Labor implemented competency-based Registered Apprenticeship (CBRA) in 2008 to address gaps traditional time-based Registered Apprenticeship (TBRA) had in serving women and minorities. We further analyse whether this effect is even stronger for women with uncertified but existing and occupational-relevant skills. Women are significantly more likely to enrol into CBRA programmes, relative to TBRA. Women with existing but uncertified skills are significantly more likely to enrol into CBRA, whereas women without skills or with college degrees are not significantly different from the baseline. Our findings are robust to various specifications, and we include a comprehensive set of fixed-effect vectors, addressing industrial, occupational, and time-varying state specificities. We support the robustness of our econometric methods used with Monte Carlo simulations, and rely on the econometric literature. We discuss the implications of our findings, highlighting how CBRA may be an approach to better serving more diverse populations in Registered Apprenticeship.

KEYWORDS Gender; labour market integration; microeconometrics; training

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