

the nature of apprenticeship the individual gains practical experience in production and receives related instruction. Thus, apprenticeship involves employment and contribution to production by the individual during training. Training produces a worker with all-around skills; assists in placement of workers and vastly increases a worker's flexibility in the job situation. With his new skills, the journeyman is able to contribute more to production than he otherwise would have been able to do. Furthermore, as a trained person he requires less supervision in his work resulting in lower costs and smoother lines of production.

(c) Effects on business or industrial organization and management; the stimulation of new business enterprises or expansion of existing ones; business location; and effect on competition.

In an industrial organization the journeyman as a skilled worker often stands in the key position of a translator between the engineers and scientists and the production workers. Frequently, he will perform the same role between the supervisor and production workers.

The journeyman's status has often proved to be a steppingstone to supervisory positions. In one study of former apprentices almost 20 percent had advanced to supervisory levels in a six year period as journeymen.²

After their training as apprentices, a considerable number have gone on to establish their own businesses. In one study of former apprentices almost 10 percent had established their own businesses in a period of six years after completion of training.²

(d) Effects on the stability, level, volume, or other aspects of employment, wages, costs, productions, sales, prices, or other phases of economic activity.

One of the most obvious advantages of apprenticeship programs to the individuals involved and the country is that skilled workers have a lower unemployment rate than unskilled workers. In October 1965, the unemployment rate for craftsmen was 2.1 percent, as compared with 4.5 percent for production workers and 6.5 percent for laborers. In a recent study of former apprentices, six years after completing their apprenticeship training 98 percent were employed.³

The skilled workers have greater continuity of employment. In a study of former apprentices, the majority were employed by the same employer under whom they served their apprenticeship six years earlier, and 93 percent had continued in an occupation within the skilled trades. Some 85 percent were in the same trade in which they had received training.

The skilled worker is a vital element in industrial expansion. Without skilled workers economic growth is impeded. Thus, an adequate number of trained workers is mandatory for continued expansion. When a shortage of trained workers exists, particularly in a period of rapid expansion, competition for their skills increases, resulting in higher production costs and inflationary tendencies.

(e) Other benefits.

For young men and some young women who do not go on to college after high school, the apprenticeship program offers one of the most significant avenues for career development open to them. Both on-the-

² *Career Patterns of Former Apprentices, Bulletin T-147, BAT, March 1959.*