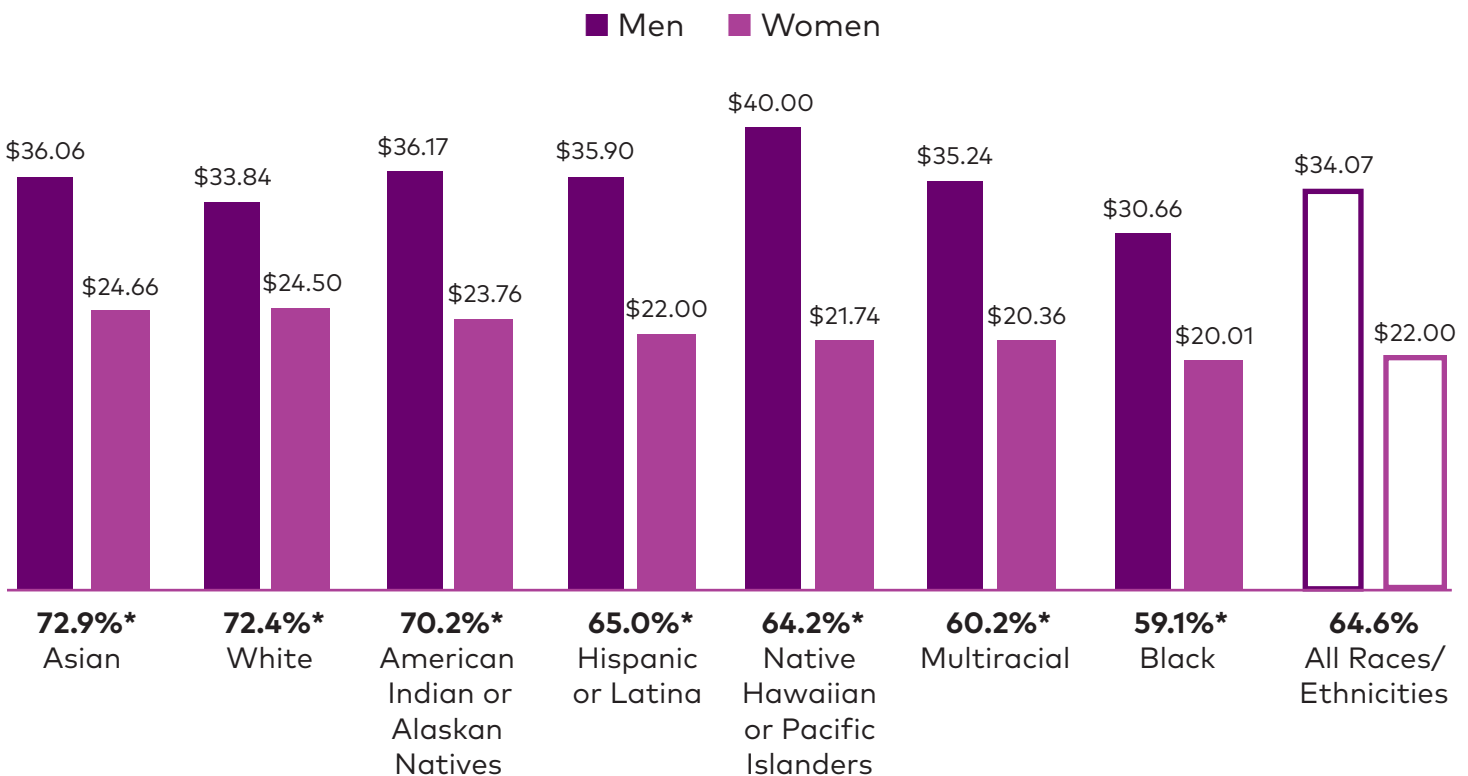


## Apprenticeships Can Deliver High Earnings but Do So Less for Women than Men

Apprenticeships provide an earn-as-you-learn pathway free of college debt to industry-recognized qualifications in high-demand occupations. In FY 2023\*, the median hourly wage for women who completed registered apprenticeships was \$22.00 compared with \$34.07 for men, a gender earnings ratio of just 64.6 percent. Black and multiracial women who completed apprenticeships have the lowest median hourly earnings.

**FIGURE 1. The Median Hourly Wage and the Gender Earnings Ratio for Women and Men who Completed an Apprenticeship in FY 2023, by Race and Ethnicity\***



**Notes:** The median is the midpoint of the wage distribution at which 50 percent earn more and 50 percent earn less. FY 2023 includes those who completed an apprenticeship and entered employment between October 2022 and June 2023. Racial categories are exclusive of Hispanic ethnicity; Hispanic or Latina/o workers may be of any race. \*The gender earnings ratio compares women's median earnings to those of White non-Hispanic men.

**Source:** IWPR analysis of data from U.S. Bureau of Labor Statistics Office of Apprenticeship Registered Apprenticeship Partners Information Database System (RAPIDS) for FY 2023 (October 2022–June 2023).

<<https://www.apprenticeship.gov/data-and-statistics>>.

**Women's lower returns to apprenticeships are due to their overrepresentation in lower-paying apprenticeship fields rather than lower earnings in the same fields.** Median hourly earnings for women who completed a Nursing Assistant apprenticeship, the most common apprentice occupation for women, were \$17.47 (and \$16.75 for men). Median hourly earnings for women who completed an Electrician apprenticeship, the most common apprentice occupation for men, were \$34.32 for women (and \$31.16 for men). Women are 79.0 percent of all registered Nursing Assistant apprentices and 4.1 percent of all registered Electrician apprentices.<sup>1</sup>

*This Quick Figure was prepared by Ariane Hegewisch and Georgia Poyatzis. It was made possible with support from the JPMorgan Chase Foundation.*

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<sup>1</sup> IWPR analysis of data from U.S. Bureau of Labor Statistics Office of Apprenticeship Registered Apprenticeship Partners Information Database System (RAPIDS) for FY 2023 (October 2022–June 2023).  
<<https://www.apprenticeship.gov/data-and-statistics>>.