



# EARN-AND-LEARN TRAINING PAYS OFF IN KENTUCKY

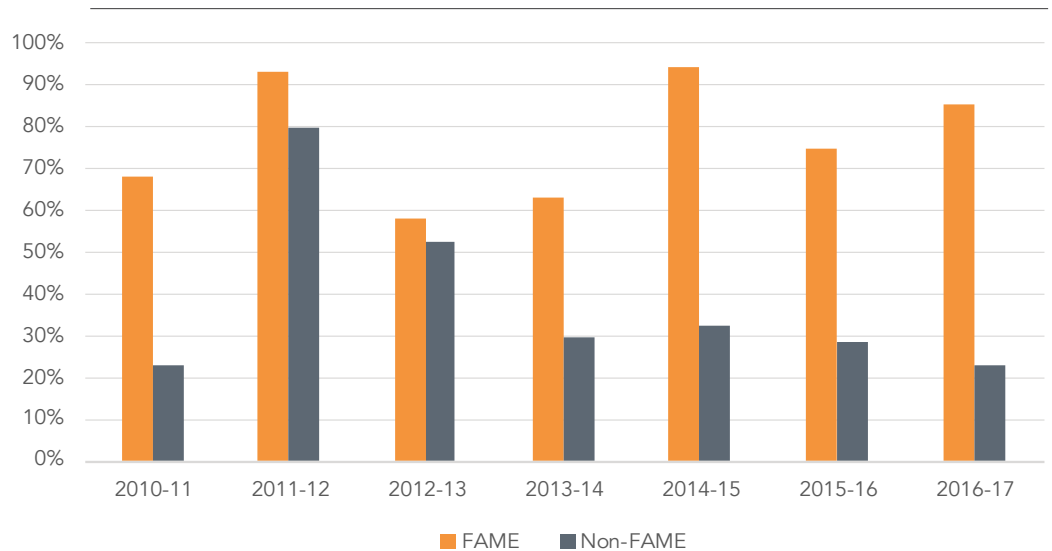
## FAME

The **Federation for Advanced Manufacturing Education (FAME)** is a national network of nearly 400 companies in 13 states that partner with community colleges to provide job training for industrial maintenance technicians. Although many participating employers hesitate to use the word, FAME is a classic apprenticeship program that combines classroom learning with paid on-the-job experience, teaching skills in demand across an industry.

## MORE LIKELY TO GRADUATE

Data from the state of Kentucky show that FAME students were significantly more likely to graduate than other students at the same community colleges—roughly 80 percent of FAME students completed their program of study, compared to 29 percent of non-FAME students.

Completion rates for FAME and non-FAME students by year of enrollment, 2011-17



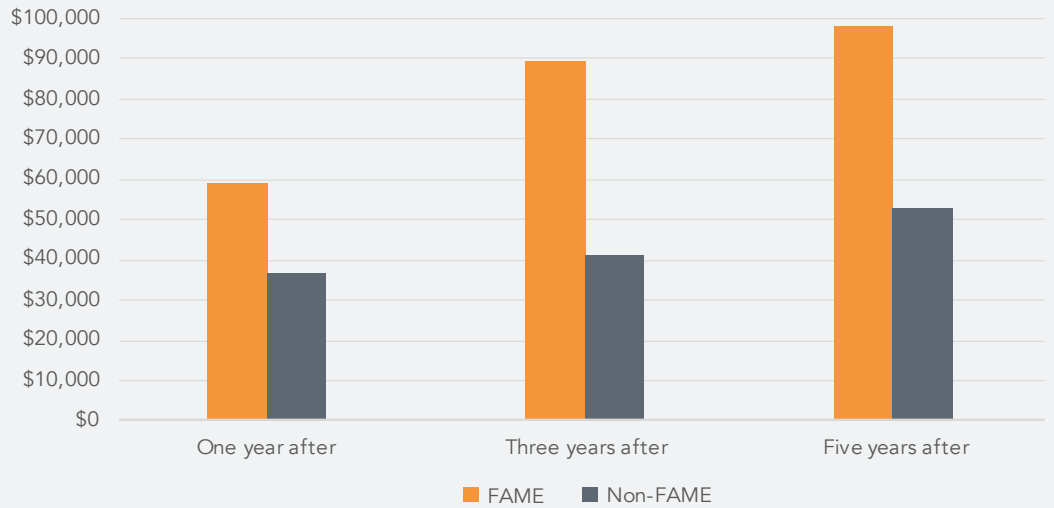
BROOKINGS

Source: Kentucky Center for Statistics.

# HIGHER EARNINGS

Employment and earnings gaps were even more striking. Five years after completing the FAME program, graduates' median earnings were nearly \$98,000—\$45,000 a year more than the earnings of other career and technical education graduates from the same colleges.

Median wages for FAME and non-FAME graduates, one, three and five years after completion



Source: Kentucky Center for Statistics.

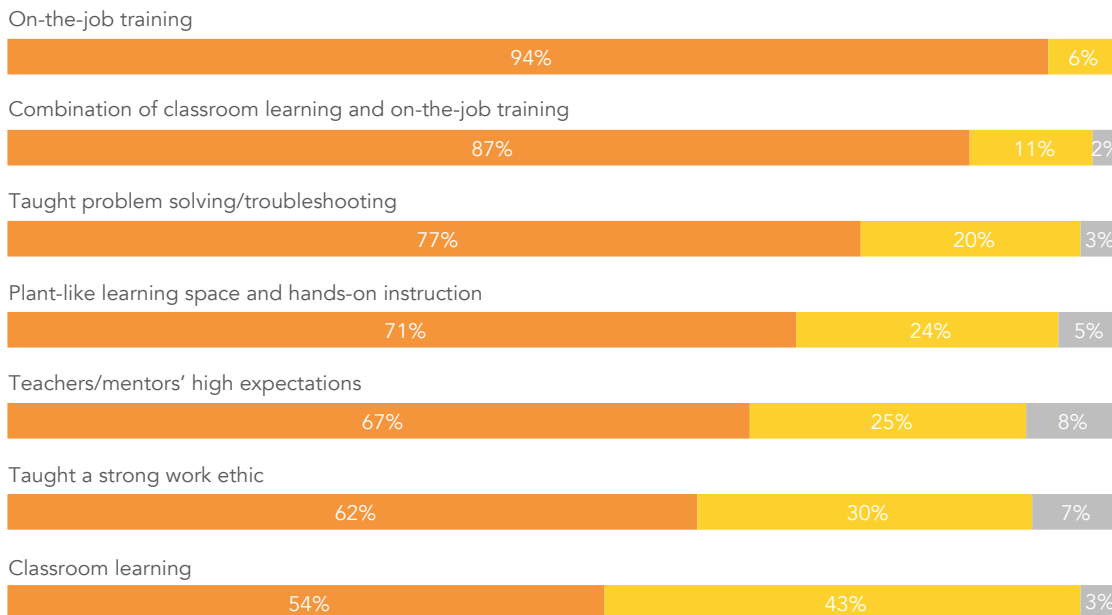
# THE APPRENTICE PERSPECTIVE

A series of focus groups and an online survey explored FAME graduates' opinions of the program. Overall, 97 percent of graduates said they felt that enrolling in FAME was the right decision for them. Asked about the program's most valuable features, 94 percent singled out "what I learned on the job."

*Q. What would you say were the most valuable aspects of your experience in the FAME program? What has helped you to be successful on the job since graduating from FAME?*

## Percentage rating program attribute as 'somewhat' or 'very' important

Very important    Somewhat important    Not important



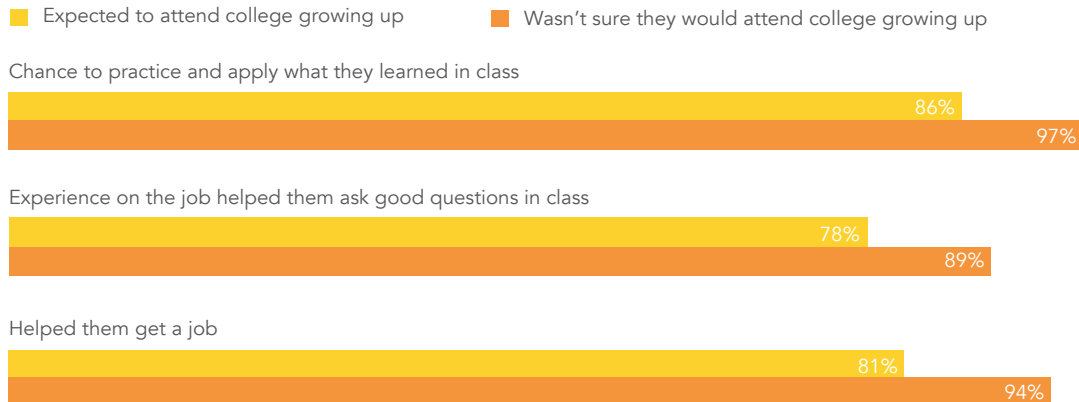
Source: Opportunity America KY FAME graduates survey.

# EARN-AND-LEARN TRAINING WORKS

The message for employers, educators and policymakers: earn-and-learn training works, and the nation should redouble its efforts to take the model to scale. Among the main reasons it is successful: on-the-job experience gives meaning to classroom instruction and helps students get jobs after graduation.

*Q. What do you think was most valuable about the on-the-job component of FAME?*

## Percentage rating program attribute 'very important' by whether respondent expected to attend college



Source: Opportunity America KY FAME graduates survey.

# THE PAYOFF FOR ECONOMIC MOBILITY

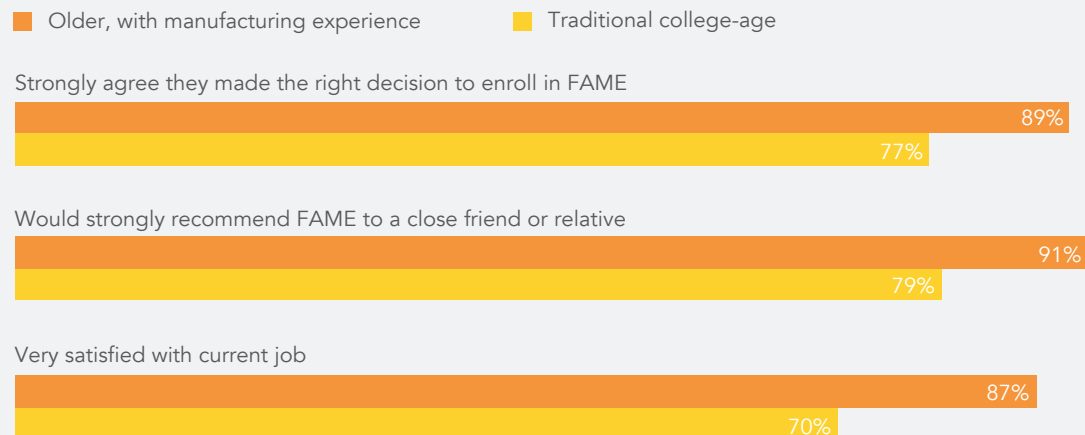
Students who were less well prepared for college, including older learners with manufacturing experience, were even more likely than their peers to feel they had benefited from the FAME program. For many, earn-and-learning training was the only path to a postsecondary credential and well-paying career—their only opportunity for economic mobility.

*Q. Looking back, do you feel you made the right decision to enroll in FAME?*

*Q. Would you recommend FAME to a close friend or relative?*

*Q. Are you satisfied in your current job?*

## Percentage responding 'strongly agree' by age and manufacturing experience of participant



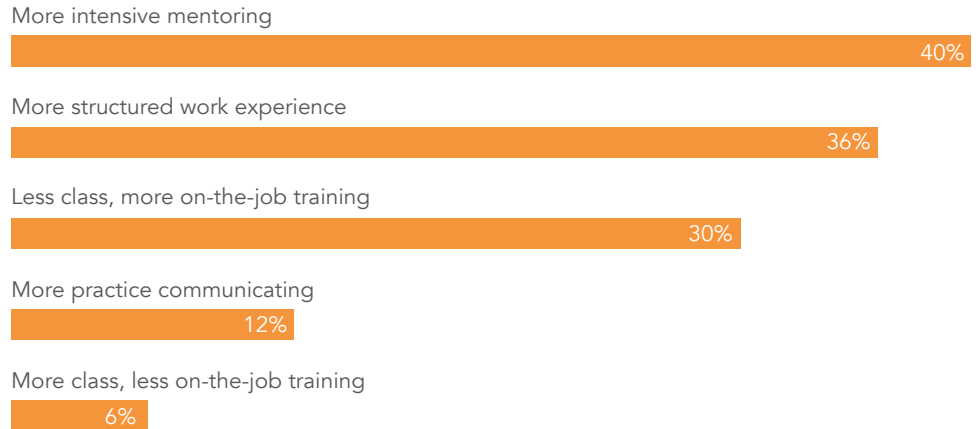
Source: Opportunity America KY FAME graduates survey.

# ROOM FOR IMPROVEMENT

Much as they valued their FAME experience, apprentices felt the program should take additional steps to ensure that participating employers offer well-structured work-based learning and mentorship.

Q. If you could change any aspect of the FAME program, what would it be? (Choose up to three.)

## Percentage identifying program attribute as needing improvement



Source: Opportunity America KY FAME graduates survey.

## READ THE REPORT

[www.opportunityamericaonline.org/kyfame](http://www.opportunityamericaonline.org/kyfame)

