Analysis of Apprenticeship Training in Michigan

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MICHIGAN: Unions Account for 76% of All Graduating Apprentices

Percent of All Graduating Apprentices from the 1989-91 Michigan Classes by Union and Nonunion Programs

[Diagram showing the percentage of apprentices from different trades from union and nonunion programs.]
MICHIGAN: Merit Shop Graduates and Enrolls a Disproportionately Small Percentage of Minorities

![Bar Chart]

- Whites Graduated: 76%
- Nonwhites Graduated: 83%
- Whites Enrolled: 91%
- Nonwhites Enrolled: 82%

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MICHIGAN: Merit Shop Graduates and Enrolls a Disproportionately Small Percentage of Women

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Conclusions

- Designed to Induce a High-Skill, High-Wage Growth Path
- Critics Claim Laws Are Costly and Racist
- But All Workers Have Benefited from PW Laws
  - Wages, Health Insurance, Retirement
- And Construction Costs Have Not Suffered
- Key Reason: PW Laws Promote Training and Higher Construction Productivity