#### Supplemental Table 1: Characteristics of included apprentices (n=335,212) vs. excluded apprentices (n=168,647)

|  |  |  |  |
| --- | --- | --- | --- |
|  |  | **n of Included apprentices (%)** | **n of excluded apprentices\* (%)** |
| **Gender** | Male | 320,750 (95.7%) | 160,710 (95.3%) |
|  | Female | 14,462 (4.3%) | 5,465 (3.2%) |
|  | Missing/Did not self-identify | N/A | 2,472 (1.5%) |
|  |  |  |  |
| **Race** | White | 278,701 (83.1%) | 65,184 (38.7%) |
|  | American Indian or Alaska Native | 6,228 (1.9%) | 1,345 (0.8%) |
|  | Asian | 4,944 (1.5%) | 1,972 (1.2%) |
|  | Black/African American | 37,608 (11.2%) | 12,554 (7.4%) |
|  | Multiracial | 2,941 (0.9%) | 617 (0.4%) |
|  | Native Hawaiian or Pacific Islander | 4,790 (1.4%) | 2,204 (1.3%) |
|  | Missing/Did not self-identify | N/A | 84,771 (50.3%) |
|  |  |  |  |
| **Ethnicity** | Hispanic or Latino (any race) | 38,107 (11.4%) | 56,735 (33.6%) |
|  | Not Hispanic or Latino (any race) | 297,105 (88.6%) | 17,232 (10.2%) |
|  | Missing/Did not self-identify | N/A | 94,680 (56.1%) |
|  |  |  |  |
| **Age** | <25 | 150,493 (44.9%) | 68,221 (40.5%) |
|  | 25-54 | 182,355 (54.4%) | 53,376 (31.6%) |
|  | 55+ | 2,364 (0.7%) | 2,109 (1.3%) |
|  | Missing/Did not self-identify | N/A | 44,941 (26.6%) |
|  |  |  |  |
| **Union Status** | Non-unionized | 95,363 (28.4%) | 53,376 (31.6%) |
| Unionized | 239,849 (71.6%) | 113,200 (67.1%) |
| Missing/Did not self-identify | N/A | 2,076 (1.2%) |
|  |  |  |
| **Education** | Not High School graduate | 11,749 (3.5%) | 11,853 (7.0%) |
|  | High School graduate (including equivalency such as GED) | 290,239 (86.6%) | 120,356 (71.4%) |
|  | Some college or Associate degree | 31,140 (9.3%) | 11,708 (6.9%) |
|  | Bachelor’s degree or higher | 2,084 (0.6%) | 533 (0.3%) |
|  | Missing/Did not self-identify | N/A | 24,197 (14.3%) |
|  |  |  |  |
| **Overall Rates** | Cancellation | 134,637 (40.1%) | 73,850 (43.8%) |
|  | Completion | 83,182 (24.8%) | 50,744 (30.1%) |
|  | Active | 117,393 (35.0%) | 44,053 (26.1%) |
|  |  |  |  |

\*Excluded apprentices shown in this table are those who were excluded in the final round of exclusions, for missing demographic/occupational data.