Pre-Apprenticeship Programs: A Model for Skill Enhancement with Strong Employment Connections

Jobs for the Future

The Job-Driven Toolkits contain resources on promising and emerging job-driven practices in vocational rehabilitation (VR).

This fact sheet and action plan template provides an overview of pre-apprenticeship programs, from the types of competencies on which they focus to their connection with registered apprenticeship programs.

What Is a Pre-Apprenticeship?

A pre-apprenticeship is a program to provide critical skills and supports to expand access to registered apprenticeships, supported by a formal relationship. It is often designed to serve populations underrepresented in registered apprenticeship.

What Is the Difference Between Registered Apprenticeship and Pre-Apprenticeship Programs?

Pre-apprenticeships provide more introductory training than registered apprenticeships. A registered apprenticeship is a highly formalized system, with sponsors and apprentices tracked. There is a growing movement to formalize pre-apprenticeship programs across states and on a national level.

What Organizations Commonly Lead Pre-Apprenticeship Programs?

» Employers and registered apprenticeship sponsors

» Community-based organizations and intermediaries

» Community and technical colleges

» Unions and labor management organizations

Who Are Potential Key Partners In Developing Pre-Apprenticeship Programs, And What Are Their Roles?

EMPLOYERS / INDUSTRY ASSOCIATION

Identify skill requirements

Provide mentors to deliver on-the-job learning

Provide time for workers to complete instruction

Hire pre-apprenticeship graduates as workers or apprentices

Define pay rates, including wage increments (employers responsibility unless apprentice has an agreement)

UNION PARTNERS

Sit on advisory committees

Host potential apprentices at training sites

Speak to pre-apprentices about what makes a successful candidate

Provide information when and how to apply for apprenticeship

EDUCATIONAL PROVIDER

Develop curriculum and course content with employers

Provide instructors – or train them

Provide facilities

Support recruitment

Grant credentials and/or college credit

Provide academic counseling and other support services

PUBLIC WORKFORCE SYSTEM

Recruitment

Aggregate supply and demand sides, connections to employers

Provide training funds (through OJT contracts, ITAs, customized training)

Provide support services

What Are The First Steps In Identifying Potential Partners?

Find out whether your state registers apprenticeship programs through the federal Office of Apprenticeship (OA) or a State Apprenticeship Agency at
» www.doleta.gov/OA/contactlist.cfm.

Next, reach out to your OA state director or multi-state director
» www.doleta.gov/oa/stateoffices.cfm

or state apprenticeship director
» www.doleta.gov/oa/stateagencies.cfm

Identify specific registered apprenticeship sponsors that are national LEADERs
» www.dol.gov/apprenticeship/leaders.htm

or federally registered
» https://oa.doleta.gov/bat.cfm

You can also check your state apprenticeship agency's website to see if they provide sponsor information.

Consider union outreach.
» AFL-CIO
https://aflcio.org/about/our-unions-and-allies/our-affiliated-unions)
» and SEIU
(www.seiu.org/members#local-select)

are a good place to start.

Consider whether you want to connect with partners in:
» The workforce system
www.servicelocator.org/workforcecontacts.asp
» Community colleges committed to apprenticeship
www.doleta.gov/oa/RACC/College_Members.cfm
» Intermediaries are generally rooted in their local communities, rather than members of a single national network. Intermediaries rely on their reputation among other nonprofits and employers, so if you are not already aware of strong intermediaries in your community, you might be able to learn about them by asking your partners.

What Are Potential Sources of Funding for Pre-Apprenticeship Programs?

» Grants from federal or state government
» U.S. Department of Transportation funds
» Workforce Innovation Opportunity Act, GI and other individual-level funds
» Project labor agreements or penny-per-hour union agreements
» Philanthropy
» In-kind support from registered apprenticeships, employers, and community colleges

What Is a Quality Framework for the Key Components of Pre-Apprenticeship Programs?

The following Pre-Apprenticeship Program Action Plan can be used as a tool to brainstorm about the key components of pre-apprenticeship programs and key steps to implementing each of aspect of the program. Although the durations of pre-apprenticeship programs vary widely, they often range from 4 to 12 weeks. The U.S. Department of Labor has defined quality pre-apprenticeship programs as including the following components:

(Source: Jobs for the Future)

PRE-APPRENTICESHIP PROGRAM ACTION PLAN

Quality Pre-Apprenticeship Elements	Elements Already in Place in an Existing Job Training Program	Elements to be Incorporated	Remaining Questions	Barriers	Opportunities	Time and Staffing Considerations	Partners
Approved training and curriculum that aligns with needs of employers							
Access to appropriate supportive services							
Meaningful hands-on learning activities that connect to education and training activities							
Opportunities to attain at least one industry-recognized credential							
A partnership that assists with placing individuals into registered apprenticeships							

Customized Training: Paid Work Experiences

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