

# PRE-APPRENTICESHIPS WEBINAR COMPANION GUIDE



This guide is designed to accompany the webinar on Innovative Approaches to Workforce Development focusing on Pre-Apprenticeships and Registered Apprenticeships as pathways to economic mobility. These programs are key to shaping a brighter future not only for individuals but for the entire community.

In today's rapidly evolving job market, workforce development is key to building strong, resilient families and fostering long-term economic growth. It goes beyond simply filling job vacancies, it's about creating meaningful career pathways that drive long-term economic growth. By investing in education and training, we empower individuals to:

- **Increase Earning Potential:** Skilled workers command higher wages, improving financial stability.
- **Enhance Job Security:** In-demand skills provide resilience in an ever-changing job market.
- **Contribute to Community Prosperity:** A skilled workforce attracts businesses, driving growth and strengthening local economies.
- **Break Cycles of Poverty:** Access to quality training creates opportunities for upward mobility.

## WEBINAR HIGHLIGHT

Discover the latest trends and promising strategies for advancing economic mobility through innovative workforce development by watching the recording of **'Innovative Approaches to Workforce Development Pt. 1!**

[\*\*WATCH HERE\*\*](#)

To accompany the webinar recording, the slides are available below.

[\*\*VIEW HERE\*\*](#)

## WHAT IS AN APPRENTICESHIP?

- The U.S. Department of Labor defines an apprenticeship as a blend of paid on-the-job training and classroom instruction aimed at preparing workers for skilled careers. Apprenticeships provide workers with a practical, skills-based education that helps them secure good-paying jobs.
- Apprenticeships allow workers to learn job skills while earning an income, experience wage progression throughout the skill-building process, and gain the opportunity to earn a widely recognized and portable certificate of completion and proficiency.
- There are three types of apprenticeships: **Time-Based**, which measures skill acquisition through the completion of a set number of on-the-job training hours; **Competency Based**, which is assessed by technical skills and knowledge as defined by occupational standards and demonstrated through both written and hands-on proficiency tests; and the **Hybrid Approach**, which combines a minimum amount of on-the-job training with the successful demonstration of written competency.



## What Is a Registered Apprenticeship?

Registered Apprenticeship Programs (RAP) are industry-vetted, approved and validated by the U.S. Department of Labor or a State Apprenticeship Agency.

Key elements of a Registered Apprenticeship include:

- **Industry-Led:** Programs are vetted and approved to align with industry standards and prepare apprentices for high-demand occupations.
- **Paid Job:** Apprentices earn a progressive wage as their skills and productivity increase.
- **Structured On-the-Job Learning/Mentorship:** Programs provide hands-on training with guidance from experienced mentors.
- **Supplemental Education:** Apprentices receive classroom education tailored to the employer's unique training needs.
- **Credentials:** Apprentices earn a portable, nationally recognized credential within their industry.



## WHAT IS A PRE-APPRENTICESHIP?

- A Pre-Apprenticeship is a program or set of strategies that is designed to prepare individuals to enter and succeed in a Registered Apprenticeship Program (RAP).
- Pre-Apprenticeship programs offer a curriculum that is based on industry standards taught by qualified subject matter instructors that provide hands-on training that simulate real world experiences and can be seen as a “pre-vetting” experience for those who are unsure of what they want to do as a career.
- Foundational skills are developed during the Pre-Apprenticeship to better prepare the individual for the rigor of advanced training in their area of interest.
- Pre-Apprenticeships offer supportive services that can include stipends, career guidance/mentorship, transportation assistance, childcare, housing, math tutoring, CPR certification, soft skills, and professionalism education.



*Apprenticeship represents a valuable investment in skills that can put workers on a proven path to the middle class while getting the job done for employers and businesses looking to grow and expand.<sup>1</sup>*

## ACTION STEPS



### Identify Industry Needs

Conduct research to determine in-demand skills, emerging industries, and current apprenticeship opportunities in your community/region.

Build partnerships with local businesses and major employers in the community to develop apprenticeship opportunities

### Engage Employers




### Collaborate with Educational Institutions

Build partnerships with local schools, technical colleges, and community colleges to create pathways and support for apprenticeship candidates.

Find new apprenticeship partners in your area by using the [Apprenticeship Partner Finder](#).

### Seek Out New Partners




### Secure Funding

Explore grant opportunities and identify programs and services you already have that could be leveraged with new or existing funding streams.

Design a structured program that satisfies the apprenticeship elements needed to meet the recommended standards.

### Develop Program Structure




### Engage the Community

Raise awareness of your agency's supportive services for apprenticeship programs and encourage promotion of these available workforce opportunities.

Implement a screening process for recruiting and selecting interested apprenticeship candidates.

### Recruit and Screen Participants




### Evaluate and Improve

Regularly assess program effectiveness, collect feedback from employers and apprentices, and adjust as needed.

1. U.S. Department of Labor. (n.d.). Apprenticeship playbook. U.S. Department of Labor. <https://www.apprenticeship.gov/sites/default/files/playbook.pdf>



## WHY DOES THIS MATTER?

- Apprenticeships provide opportunities to thrive in industries that have growth potential and competitive wages, while also exposing the worker to a wide range of job opportunities in high-growth industries.
- Apprenticeships address workforce barriers such as the burden of educational expenses, the lack of awareness of available career pathways, the need for non-traditional training hours, and the inaccessibility of public transportation.
- The landscape of post-secondary education is rapidly changing, and we must meet the needs of the modern-day workforce.
- Apprenticeships are a great pathway to long-term employment with 90% of apprentices retaining employment after completion. Implementing these workforce development programs offers strong career stability and growth over time.

## REFLECTION QUESTIONS

- **What** are the biggest workforce development challenges facing your community?
- **What** population do you want to provide apprenticeships or pre-apprenticeships to? (Younger Learners/Adult Learners/Both)
- **What** specific skills gaps exist in local industries?
- **Who** are the key stakeholders (employers, educators, community organizations) that need to be involved in workforce development initiatives?

## RESOURCE



### Registered Apprenticeship Playbook

<https://www.apprenticeship.gov/sites/default/files/playbook.pdf>