

PRE-APPRENTICESHIPS COMPANION GUIDE

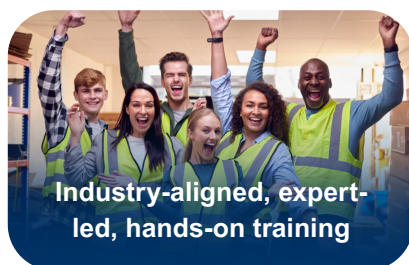
What is an Apprenticeship?

Apprenticeships are paid, hands-on training and classroom learning opportunities that equip workers with skills, income, and a portable, industry-recognized credential for well-paying careers. There are 3 types of apprenticeships:

-  **Time-Based**
Measures skill acquisition through the completion of a set number of on-the-job training hours.
-  **Competency-Based**
Assessed by technical skills and knowledge and demonstrated through proficiency tests.
-  **Hybrid Approach**
Combines a minimum amount of on-the-job training and successful demonstration of written competency.

What is a Pre-Apprenticeship?

A Pre-Apprenticeship is a preparatory program designed to help individuals succeed in Registered Apprenticeship Programs. Here are some of the benefits for participants:



Industry-aligned, expert-led, hands-on training

Pre-vetting experience for a future career path

Wraparound student support, including:

-  **Transport**
-  **Stipend**
-  **Tutoring**
-  **Mentoring**

In today's fast-changing job market, investing in workforce development creates strong families, lasting economic growth, and fulfilling careers.

Kickstarting An Apprenticeship Program



-  **Identify Industry Needs**
Determine in-demand skills, emerging industries, and existing apprenticeships in your community.
-  **Engage Employers**
to develop apprenticeship opportunities.
-  **Team Up with Educational Institutions**
to create apprenticeship pathways and support.
-  **Seek Out New Partners In Your Area**
using the [Apprenticeship Partner Finder](#).
-  **Secure Funding**
Explore grant opportunities and identify existing programs and services that could be leveraged.
-  **Develop Program Structure**
to meet recommended professional standards.
-  **Engage the Community**
Raise awareness of your supportive services for apprenticeships and encourage promotion.
-  **Recruit & Screen Participants**
via a systematic process.
-  **Evaluate & Improve**
Regularly assess program effectiveness, collect feedback, and adjust as needed.

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