

# **REGISTERED PRE-APPRENTICESHIP PROGRAMS IN PENNSYLVANIA**

## **What is a pre-apprenticeship?**

- Pre-apprenticeship programs lay the foundation for future apprentices by preparing qualified candidates with academic knowledge and skills training tailored to specific jobs and industries.
- The programs are employer driven and provide individuals with the fundamental skills needed to participate in registered apprenticeship programs. Registered apprenticeship programs are an effective earn and learn model that provide career pathways to the middle class for both youth and adults.

## **What are the benefits of pre-apprenticeship?**

- Pre-apprentices are provided with the opportunity to enter registered apprenticeship programs while having access to support services and career counseling.
- Pre-apprenticeship better prepares individuals entering and completing a registered apprenticeship as well as contributing to the development of a diverse, skilled workforce.
- Employers save valuable time and money on recruiting and training new employees and reduce turnover, because employees arrive with an understanding of the job, the tasks they will be expected to perform, and the pre-employment screening they need to pass.
- Pre-apprenticeship programs can be adapted to meet the needs of diverse populations being trained, the various employers and sponsors they serve, and specific opportunities within the local labor market.
- May provide opportunity to underrepresented populations and those with barriers to employment, designed to give the skills, confidence, and connections individuals need to be successful.
- Employers and pre-apprentices have an opportunity for financial incentives such as wage subsidies, credentialing cost reimbursement, and tuition.

## **Who is involved?**

- Each pre-apprenticeship program establishes a connection to at least one existing registered apprenticeship program to deliver both hands-on and instructional-based learning through a variety of unique program designs and approaches.
- A registered apprenticeship program may also have its own pre-apprenticeship included. Basic skills are learned which may be credited as prior experience if the individual is accepted into the program.
- Pre-apprenticeship programs can be developed by schools, community organizations or others with a structure similar to a registered apprenticeship program.
- Success requires collaboration with registered apprenticeship sponsors, workforce development agencies, economic development agencies, business and industry partners, labor management organizations, community colleges and other educational partners, community and faith-based organizations as well as advocacy organizations that represent underserved populations.
- Local workforce development boards and PA CareerLink® staff can support partnerships by using funding to boost training, promote diversity, enhance job placement, improve employment retention, increase earnings, degree and certificate attainment as well as gains in literacy and numeracy skill.

## **How do I get started?**

- Develop a program or a set of strategies designed to prepare individuals to enter and succeed in a registered apprenticeship program.
- Identify and partner with at least one, if not more, registered apprenticeship programs.

- Activities can include specific career and industry awareness workshops, job readiness courses, English as a second language, adult basic education, financial literacy seminars and math tutoring.
- Quality framework for pre-apprenticeship involves:
  - ✓ Establishing agreements with registered apprenticeship programs to consider future enrollment of pre-apprentices to grant credit for the skills and knowledge received during the pre-apprenticeship.
  - ✓ Registered apprenticeship partner approved training and curriculum that aligns with the needs of employers.
  - ✓ Ensuring individuals will meet entry requirements, gain considerations and be prepared for success in registered apprenticeship.
  - ✓ The ability to provide or facilitate support services through referrals during the pre-apprenticeship and into the registered apprenticeship.
  - ✓ Creating registered apprenticeship awareness by building a strong, lasting relationship with the sponsors of such programs.
  - ✓ Providing meaningful, voluntary hands on training to an individual without displacing paid employees.
  - ✓ Strategies to increase opportunities for minorities and females.

### How is a pre-apprenticeship program registered?

- PA’s Apprenticeship and Training Office is here to help! Support and guidance will be given to help address all elements of establishing a pre-apprenticeship program – from creating partnerships to curriculum development.
- Each program is customized to meet the registered apprenticeship sponsors’ needs. Registered programs don’t have a minimum or maximum number of hours for classroom or on-the-job training.
- Pre-apprentices will be issued certificates of completion.
- Visit [www.dli.pa.gov/preapprenticeship](http://www.dli.pa.gov/preapprenticeship) to obtain a Pre-Apprenticeship Application Package.

**For more information contact: Eric Ramsay, Director of Apprenticeship and Training Office  
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