

Apprenticeship Pathways – Workforce Solutions

What is Apprenticeship:

Apprenticeship is an industry-driven training model that is a proven workforce solution to recruit, train and retain highly-skilled, certified workers. The model is flexible allowing industry partners to customize their training for employees (new or incumbent), resulting in a workforce proficient in the industry/occupational competencies needed for the industry and employer, at the level set forth by the employer.

Apprenticeship Components:

1. Industry led/business involvement:

Apprenticeship is a job leading to occupational proficiency from day one. Apprenticeships range from one to six years, per industry standards.

2. Structured on-the-job learning:

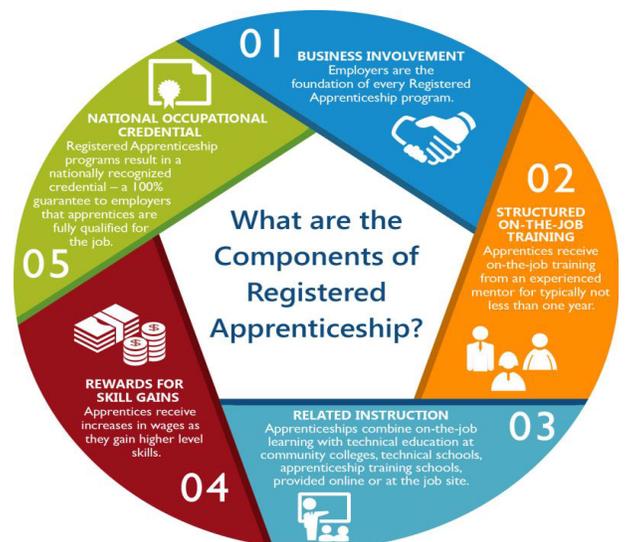
The “Earn while you Learn” model provides a unique combination of structured learning with on-the-job learning from industry experts. The experts teach the practical application of technical skill sets required to meet the employer/occupational needs.

3. Related instruction: Technical instruction is needed to teach the theory or the why’s of the skill sets required to master the on-the-job learning.

4. Rewards for skills mastery: Incremental wage increases aligned gained proficiency/mastery of required skill sets.

5. National Occupational Credential: Upon completion apprentices receive an industry issued, nationally recognized credential that certifies occupational proficiency/mastery, is portable, and recognized by most colleges for credit.

Apprenticeship program sponsors receive a DOL Certificate of Registration of Apprenticeship Program, once their program is vetting and registered.



What is Pre-apprenticeship:

Pre-apprenticeship is defined as a program or a set of strategies designed to prepare individuals to enter and succeed in a registered Apprenticeship program and has a documented partnership with at least one, if not more, registered Apprenticeship program(s). These programs may also include services needed to prepare the individuals to meet the entire requisites of one or more registered Apprenticeship programs (e.g. remedial classes/tutoring, Adult Basic Education, job readiness, etc.) A quality pre-apprenticeship is one that incorporates the following elements:

Pre-Apprenticeship Elements:

- 1. Partnerships:** Pre-apprenticeship providers will have agreements with Apprenticeship sponsors designed to *enable* the Pre-Apprenticeship to directly enter in a registered Apprenticeship program or at the very minimum ensure an interview for placement. This agreement will articulate advanced credit, skills and competencies already acquired. If this cannot be accomplished an agreement between those involved in the partnership, to provide direct assistance to participants apply to the registered Apprenticeship program. At the least, I request a definite interview.
- 2. Recruitment and Selection:** Strong recruitment strategies focused on outreach to populations underrepresented, protected classes, or those having difficulty in determining a career pathway, and careful assessment of pre-apprenticeship candidates will help your participants and the program succeed. This step may help find skill sets requiring remediation, for future success.
- 3. Approved Training and curriculum:** Training developed in partnership with a registered Apprenticeship sponsor, designed to give the Pre-Apprenticeship participants the skills and competencies required to be successful in the Apprenticeship program. An effective curriculum includes basic occupational skills and job readiness skills, specifically tailored to the workforce needs of the occupational sector or business partners or apprenticeship sponsors.
- 4. Retention:** Participants may need ongoing support to complete the pre-apprenticeship and it will be up to the Pre-apprenticeship partners to determine and takes steps to provide this support, e.g. building peer networks, promotion of job retention and training for career pathways, on-boarding, etc.
- 5. Sustainability:** Once a Pre-apprenticeship is in place, it is important to continually evaluate and implement strategies for sustainability and continuous improvement in this partnership with businesses/registered Apprenticeships and the Pre-apprentices. The ultimate goal is to work with employers to develop a skilled workforce and create career opportunities for individuals.



See Training and Employment Notice 13-12

What is Youth Apprenticeship:

Youth Apprenticeship or the Framework on Registered Apprenticeship for High School students provides recommendations on the key elements of Apprenticeship program for high school students and to encourage greater use of registered Apprenticeship and Pre-Apprenticeship program for in-school youth at least 16 years old, enrolled in secondary school and following the Fair Labor Standards Act for 16 and 17 year olds. This framework provides an important opportunity for youth to finish high school and continue on a pathway toward multiple career and educational opportunities and obtaining sustainable employment.

Framework Principles:

- High school students enrolled in secondary school who meet the minimum legal age of 16 can be employed as apprentices – see state and federal laws FLSA, Child Labor Laws and Child Labor Bulletin 101 and state worker's compensation laws.
- Programs for high school students should combine academic and technical classroom instruction with work experience, allowing for career specific exploration, workplace competencies, skills and knowledge, while enrolled in high school. This includes courses awarding dual credit and/or college credit.
- Programs should align academic and technical standards in secondary and postsecondary education, CTE, and industry-recognized credentials and certificates.
- Programs should incorporate stackable credentials of value for multiple pathways.
- Employer involvement/partnership is required for the pathway to registered Apprenticeship, with credit for prior learning.

Elements of Youth Apprenticeship or registered Apprenticeship for High School Students:

High-quality programs for high school students will address the needs of students, employers, sponsors, and local school districts. While the programs may employ different program designs and approaches, which are consistent with state and local education guidelines, the models should form the foundation of students' participation in a pre-apprenticeship or registered Apprenticeship programs during high school and after high school graduation. Linkage to registered Apprenticeship is needed and the completion of career exploration is encouraged prior to entering into a program. Students may begin related classroom instruction and some work-based learning before entering an registered Apprenticeship program.

A Youth Apprenticeship may be offered as a Pre-apprenticeship to Apprenticeship or a registered Apprenticeship that begins in High School and will align to the guidelines for the program elected.

See Training and Employment Notice 31-16.