

IWIB Apprenticeship Illinois Committee Pre-Apprenticeship Work Group APPROVED DEFINITION FOR PRE-APPRENTICESHIP (12/09/2021)

Pre-Apprenticeship programs are designed to prepare individuals to enter and succeed in an apprenticeship program or in another career pathway approach. Pre-apprenticeship programs have 6 core elements:

Inclusive Recruitment of Underrepresented Individuals	Pre-apprenticeship programs offer a career pathway and focus on recruiting historically underrepresented individuals (both in employment programs and in the industry sectors) to ensure both diversity and access and inclusion in both pre-apprenticeship programs and in various industries. Historically underrepresented populations include but are not limited to: underrepresented racial/ethnic persons and women, out of school youth, veterans, returning citizens, and individuals with disabilities.
Industry-Focused Curriculum & Training	Pre-Apprenticeship curriculum and training are designed to provide pre-apprentices with the knowledge and skills to prepare them for success in an industry-focused apprenticeship program or in other career pathway approaches. Curricula are strategically designed with employers and industry representatives to prepare participants to meet entry-level requirements of an apprenticeship program. The curriculum should incorporate the Illinois Essential Employability Skills Framework as well as contextualized instruction for any basic knowledge and skills (e.g. mathematics, literacy, etc.) necessary to succeed in further apprenticeship training.
Hands-On Learning/Work-Based Learning	Programming includes practical and meaningful hands-on learning activities are connected to the occupation, curriculum, and training activities such as Career Exploration and Career Development Experiences. Learning activities also reinforce foundational professional skills outlined in the Essential Employability Skills framework (personal and work ethic, teamwork, communication, etc.).
Retention Services For Successful Participation and Completion	Retention Support Services can increase retention, reduce barriers, and assist participants in persisting through the program. Providers work directly with participants to identify any barriers to program participation, completion, and employment they may experience, and provide participants with supportive services and community resources such as educational & career counseling, financial literacy, and wrap-around services to address and minimize those barriers. Providers monitor retention and may provide ongoing support to pre-apprenticeship completers, such as mentorship or alumni support, as they progress along their career pathway.
Partnerships with Employers and Connections to Apprenticeship Programs	Pre-apprenticeship programs have documented partnerships with employers as well as apprenticeship programs. Pre-apprenticeship programs support participants as they apply for a Registered or Non-Registered Apprenticeship program. Pre-apprenticeship participants may receive preference for enrollment or priority placement in some apprenticeship programs. If a participant does not seek an apprenticeship or secure employment upon completion, providers should support the participant to related entry-level employment or additional education and training opportunities along their career pathway.
Strive for Credential Acquisition	Pre-Apprenticeship programs' training and hands-on-experience is designed to develop participants' essential and technical skills in preparation for apprenticeship programs and/or sector-specific job opportunities with sustainable wages. Emerging best practice for pre-apprenticeship programs include participants acquiring a credential during the pre-apprenticeship program. Emerging definitions for industry-recognized, non-degree, or alternative credentials may include but not be limited to certifications, certificates, credentials, or degrees.