How to Build a Pre-Apprenticeship for Illinois: Pathways to Success

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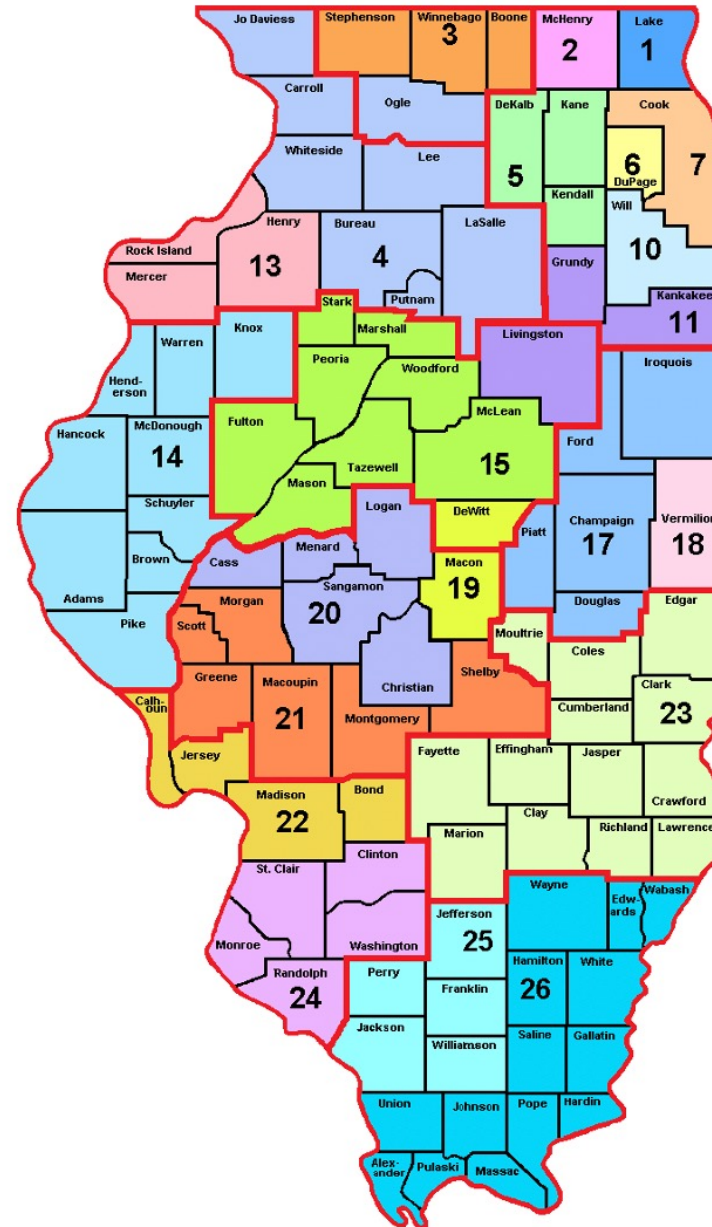
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Where is Your Local Area?

Agenda

- Pre-Apprenticeship Framework
- Community Based Organizations
- Education

Poll

- How would you rate your level of understanding about pre-apprenticeships?

  - Minimal

  - Moderate

  - Advanced

Goal of Pre-Apprentice Program

Overall goal: Prepare individuals to apply for and be selected by employer partner to enter a Registered Apprenticeship (RA) program or non-registered apprenticeship program.

A.) Program content and strategies designed to assist individuals to succeed after admission to the RA program and hired by employer.

B.) Program has at least one documented employer partner with connections to a RA agreeing to interview pre-apprenticeship program completers for hire.

C.) On successful completion, individuals are supported to apply for an apprenticeship and may receive hiring preference by employer.

IWIB Approved Definition for Pre-Apprenticeship

- Inclusive Recruitment of Underrepresented Individuals

- Industry-Focused Curriculum & Training

- Hands-On Learning/Work-Based Learning

- Retention Services for Successful Participation and Completion

- Partnerships with Employers and Connections to Apprenticeship Programs

- Strive for Credential Acquisition

Non Profit/Community Based Pre-Apprenticeships – Best Practices

- Need to establish authentic relationship with employers
  - Work with Navigators/Intermediaries
  - Development curriculum with them
  - Champion
  - Hire
  - Funding or other resources
- Need to collaborate with other community groups
  - Integral to recruitment
  - Support Services
  - Impossible to be everything

Non Profit/Community Based Pre-Apprenticeships – Best Practices

- Simulate Work Environment
  - Do not pass everyone
  - Hold them to high standards of accountability
  - Work with employers for work experience opportunities
- Be invested in continuous quality improvement
  - Survey your participants
  - Survey your employers
  - Meet as a team to work out the kinks

Funding

- Major investment in pre-apprenticeship from public and private resources
- Work with intermediary
  - Don't always have to be the lead
  - Help to build capacity
- Make sure the grant is the right fit
- Employer Support
  - Financial
  - Inkind

Pre-Apprenticeship/Bridge Programs in Community Colleges

Illinois Career Pathways Dictionary defines pre-apprenticeship as a program that has a documented partnership with an employer designed to prepare individuals to enter and succeed in a RA or non-RA program.

Community Colleges all have types of bridge programs so are familiar with this concept.

Pre-Apprenticeship Program in Community Colleges?

1. Recommended elements for quality pre-apprenticeship program provided by state of Illinois

2. Community colleges have many elements already in place, simply needs to be re-configured, added to, and then offered

3. Focus of pre-apprenticeship program must meet needs of RA program(s) in area

4. No length of time specified by state or federal law

5. No content or curriculum specified by state or federal law

Components Found in Pre-Apprentice Programs in Community Colleges

1. Curriculum and content depends on what RA or non-RA Apprenticeship program(s) in area selected to be served
    a) Program could be designed to serve many RA sponsored occupations
    b) Program could be designed to focus on only 1 RA program occupation

2. Teachers

3. Students

4. Partner Employer(s)

Poll

- Following this webinar what more information would you like to see? (select all that apply)

  - Funding

  - Recruitment

  - Program Design

  - Engaging Employers