

# Pre-Apprenticeship Action Lab

June 22, 2022



Education  
Strategy  
Group

# Welcome & Introduction



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# Agenda

- Remarks from USDOL
- Understanding the Importance of Pre-Apprenticeship
- JFF Pre-Apprenticeship Quality Framework
- State Strategies in Action
- Summary and Next Steps



# Remarks from the U.S. Department of Labor

Megan Baird, Deputy Administrator, Office of Apprenticeship



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# Understanding the Importance Of Pre-Apprenticeship

Rachel Hirsch, National Governors Association



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# NGA's Apprenticeship Work

## Past:

- [Policy Academy on Scaling Work-Based Learning](#)
- [Expanding Community College Apprenticeship](#) (partner organization)
- [American Apprenticeship Initiative](#) (TA provider)

## Current:

- [Apprenticeship as a Strategy to Support the Development of the Transportation Workforce](#)
- [Governor's Playbook to Leveraging Registered Apprenticeship](#)
- [Partnership to Advance Youth Apprenticeship](#) (partner organization)

Website: [www.nga.org/work-based-learning](http://www.nga.org/work-based-learning)

# Why is pre-apprenticeship important?

- Apprenticeship is a proven model that helps people get into and succeed in good-paying careers while earning a wage
- Many apprenticeship programs require a certain level of skill before entering
- Pre-apprenticeships help upskill people who might lack basic math, reading, or English skills so that they can successfully enter and complete an apprenticeship program
- Pre-apprenticeships can help more people in your state take advantage of the earn and learn model that apprenticeship provides, and find financial security and good careers
- Programs can serve as a reliable talent pipeline to apprenticeship programs

# Why is pre-apprenticeship important to advancing equity?

- Equitable participation rates and occupational segregation continue to be issues in apprenticeship programs, starkly by gender but also by race and other factors
  - 13% of active apprentices are women, 7% are Black (FY [2021](#))
  - In 2017, men's median exit wage was \$27.25/hr, women's was \$11.49/hr ([reference](#))
  - In that [same](#) 2017 analysis, Black apprentices had the lowest exit wage of all race and ethnic groups at \$14.35/hr (compared to \$26.14/hr for White apprentices)
- Pre-apprenticeship can be used strategically to diversify the talent pipeline of folks entering registered apprenticeship programs, thereby directly addressing these inequities
- Strategic partnerships are key to capitalizing on this opportunity



# Considerations and Challenges

- Connection to employers and registered apprenticeship is key – make sure there is an outcome that leaves students better off and more marketable than when they started
  - Examples can include: guaranteed interview or consideration for registered apprenticeship, attainment of industry-recognized credential(s), academic credit, etc.
- Pre-apprenticeship may mean different things to different people, or be used to describe different types of programs. Dispelling misunderstandings can be a part of a state strategy
- Pairing pre-apprenticeship supply with employer/apprenticeship demand can be difficult.

# Potential State Strategies

- Setting a statewide pre-apprenticeship definition and goal
- Certifying pre-apprenticeships at the state level
- Leveraging funding streams that can support participant retention (ex: SNAP E&T, TANF, support for transportation or childcare, etc.)
- Educating the field on pre-apprenticeship
- Partnering with CBO's and other entities that can strengthen recruitment and retention, especially with target populations
- Financial incentives for employers to hire pre-apprentices
- Build in data collection, feedback loops, and continuous improvement plans

# Further Resources

- DOL Pre-Apprenticeship [website](#)
- [Apprentices for Women are Building the Future](#) (IWPR)
- [The Apprenticeship Wage and Participation Gap](#) (CAP)
- [Women-Only Pre-Apprenticeship Programs](#)
- [Modern Apprenticeships Need Modern Preparation: Five Reasons States Should Recognize Pre-Apprenticeship Programs](#) (JFF)

# JFF Framework for a High-Quality Pre-Apprenticeship

Joshua Johnson, Director, National Innovation Hub for Diversity, Equity, Innovation & Accessibility in Registered Apprenticeship at JFF



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JFF'S EXPERTISE

## Benefits of a Solid Framework

With JFF's Framework for a High-Quality Pre-apprenticeship Program, you can:

- Get a deeper look into the specific, aspirational characteristics of a high-quality pre-apprenticeship program
- Draw from JFF's 10 years of work with pre-apprenticeship programs
- Learn how to support, structure, and fund high-quality pre-apprenticeship programs that enable people from diverse populations to succeed.

HIGH-QUALITY PRE-  
APPRENTICESHIP PROGRAM

## JFF's Six Key Characteristics



**Transparent Entry and  
Success Requirements**



**Alignment with Skills** Sought by Local Employers and  
High-Quality Apprenticeship Programs



**Culmination in One or More  
Industry-Recognized Credentials**



**Development of Skills Through Hands-On  
Activities and Work-Based Learning**



**Offering of Academic, Career Exploration, and  
Wraparound Supports**



**Transition into a Registered Apprenticeship or  
Other High-Quality Apprenticeship Program**

## JFF'S SIX KEY CHARACTERISTICS

# Transparent Entry and Success Requirements

Be clear about:

- What people **need in order to enter the program**
- What they **need in order to succeed**
- What they **need in order to progress** to an apprenticeship program



## KEY CONSIDERATIONS:

- Understand what requirements participants need to enter an apprenticeship and implement clear strategies to meet those requirements in the pre-apprenticeship
- If there are any requirements that the pre-apprenticeship cannot help participants meet, be sure to share that information (physical capabilities, absence of specific criminal convictions, etc.)



## JFF'S SIX KEY CHARACTERISTICS

# Alignment with Skills

Sought by Local Employers and High-Quality Apprenticeship Programs

With a focus on entering high-quality apprenticeship programs, participants should gain the necessary:

- **Soft skills**
- **Technical skills**
- **Academic credentials**



## KEY CONSIDERATIONS:

- Design a curriculum that could allow a participant to enter a range of different occupations
- Instruction and training should be intentionally designed to reach underserved populations



## JFF'S SIX KEY CHARACTERISTICS

# Culmination in One or More Industry-Recognized Credentials

At the end of a pre-apprenticeship, participants should earn credentials that:

- **Are in demand** and recognized by local industries
- Allow them to **enter directly into the workforce**
- **Are stackable and portable**



## KEY CONSIDERATIONS:

- To ensure this, programs might need to include supports such as test delivery in their offerings

## JFF'S SIX KEY CHARACTERISTICS

# Development of Skills Through Hands-on Activities and Work-based Learning

Programs should include relevant hands-on activities that:

- Take place in a **classroom, worksite, or lab**
- Are **experiential and problem-based**
- Have **input from employers and apprenticeship sponsors**
- Help navigate workplace **culture, policies, and procedures**



## KEY CONSIDERATIONS:

- Participants should understand what skills they're learning and how they can apply those skills in a career

## JFF'S SIX KEY CHARACTERISTICS

# Offering of Academic, Career Exploration, and Wraparound Supports

Help participants:

- **Understand the industry** and what career paths are available
- **Explore** either an apprenticeship or postsecondary **opportunities** that align with career interests
- **Develop a career plan** that identifies short- and long-term goals, including potential barriers and possible solutions



## KEY CONSIDERATIONS:

- Provide wraparound supports such as tutoring and case management (for access to resources for child care, mental health treatment, transportation, and housing etc.)

## JFF'S SIX KEY CHARACTERISTICS

# Transition into a Registered Apprenticeship or Other High-Quality Apprenticeship Program

Connect program graduates directly with:

- **Apprenticeship programs**
- **Postsecondary education**
- **Postsecondary training**



## KEY CONSIDERATIONS:

- Help ensure advanced standing for participants who may qualify



# THANK YOU!

[Center for Apprenticeship & Work-Based Learning](#)

*Access our No Cost Technical Assistance*



## CONTACT

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# State Strategies for Pre-Apprenticeship

Moderated by:

Rachel Hirsch, National Governors Association



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# Panelists



**Joshua Johnson**

Director, Innovation Hub for  
Diversity, Equity, Inclusion &  
Accessibility in Registered  
Apprenticeship, JFF



**Dr. Amy Firestone**

Vice President,  
Apprenticeship Carolina



**Dr. Norman Ruano**

Illinois Works  
Officer/Deputy Director,  
Illinois Department of  
Commerce and Economic  
Opportunity



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# Panel Agenda

State Example: Wisconsin

- Q&A

State Example: South Carolina

- Q&A

State Example: Illinois

- Q&A



# Wisconsin Certified Pre-Apprenticeship



32 Organizations Approved



**Agriculture**



**Construction**



**Finance**



**Manufacturing**



**IT**



**Service**



Department of Workforce Development


[UNEMPLOYMENT](#)
[WORKPLACE INJURY](#)
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[Employment & Training](#)
[Apprenticeship](#)
[Certified Pre-Apprenticeship](#)

## Certified Pre-Apprenticeship

Certified Pre-Apprenticeship is an opportunity to help job seekers gain the necessary skills for Registered Apprenticeship. These programs can play a valuable role in preparing you for a career, while contributing to the development of a diverse and skilled workforce. For example, if you are interested in becoming an arborist or working in construction but don't have the developed skills, Pre-Apprenticeship can connect you with local employers and begin your training toward your career goals. After completing the program, [visit our Registered Apprenticeship page](#) and put your new skills to action.

Wisconsin Apprenticeship has certified **48 pre-apprenticeships** across **32 program providers** since 2019.

### Search by County for Provider

&amp;/or

### Search by Industry



BankWork\$



Brown Deer High School



Community Relations - Social Development Commission



Concurrency Inc.



Dane County School YA Consortium



Employ Milwaukee Inc



Ezekiel Community Development Corporation



Findley Foundation, Inc.



Fox Valley Workforce Development Board



Human Asset Development Corporation



Innovative Educational Services Institute (IESI)



Manufacturing Works



[Home](#) [Employment & Training](#) > [Apprenticeship](#) > [Certified Pre-Apprenticeship](#)

## Certified Pre-Apprenticeship

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### Search by County for Provider

All Counties



&amp;/or

### Search by Industry

All Industries

[Filter Now](#)**BankWork\$****Brown Deer High School****Community Relations - Social Development Commission**

### Contact Information

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Milwaukee, WI 53210**Web:** <https://www.employmilwaukee.org>

### Programs

- Financial Pre-apprenticeship Program

## WISCONSIN CERTIFIED PRE APPRENTICESHIP

### **Process....What Worked Well....**

- Advisory Council used to approve; moved to Director approval
- Organizations that applied served diverse customers
- Ability to connect employers to organizations that they never met before
- Provided employers with individuals who met the minimum qualifications

## WISCONSIN CERTIFIED PRE APPRENTICESHIP

### **Challenges**

- Organizations training individuals who aren't interested in career path
- No articulation into registered apprenticeship
- Registered Apprenticeship employers sign support letter but then don't hire the completers
- Reporting inconsistencies from certified programs

## WISCONSIN CERTIFIED PRE APPRENTICESHIP

### **Next Steps**

- Simplified application process
- Reviewing programs for quality
- Continued expansion
- Intentionally conducting outreach to sectors who are struggling to find talent
- Intentional outreach to new sectors to create a pipeline

# THANK YOU!

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# **Apprenticeship Carolina**

## **NGA Pre-Apprenticeship Action Lab**



**June 22, 2022**





SC TECHNICAL COLLEGE SYSTEM

# Organizational Structure

# APPRENTICESHIP CAROLINA'S MISSION



Lead South Carolina in registered apprenticeship programs that help businesses and communities thrive economically.

Through innovation, partnerships, and a spirit of excellence, Apprenticeship Carolina catalyzes the promotion of registered youth, adult, and pre-apprenticeships.

Apprenticeship Carolina is also a resource to help employers create, maintain, and maximize the use of these programs.

Apprenticeship Carolina is committed to creating and strengthening career pathways that enrich and enhance South Carolina's existing and future workforce.





**Pre-apprenticeships: How things were going before 2021**

# History of Pre-Apprenticeship Development Process

**Prior to 2020:** Rough drafts of pre-apprenticeship standards

**Early 2020:** Created a pre-apprenticeship internal work group

**Late 2020:** Developed final standards and process and prepared pilot with Richland School District One

**2021:** Officially launched statewide pre-apprenticeship process with Richland School District One (virtual event)

**2021:** Conducted outreach and training to statewide apprenticeship peer group and other partners through webinars, webpage, signing days, and social media

**2022:** Work group and team is focusing on quality review, team training, and continual process improvement

# South Carolina's Model

- JFF Pre-Apprenticeship Framework USDOL
- the U.S. Department of Labor's Training and Employment Notice 13-12 ("Defining a Quality Pre-Apprenticeship Program and Related Tools and Resources")
- Program providers can be K-12, CBOs, companies, colleges, or other organizations





# WHAT IS PRE-APPRENTICESHIP?

Six essentials for a high-quality  
pre-apprenticeship program.  
(Jobs for the Future)



**1**  
Transparent entry and  
success requirements



**2**  
Alignment with skills  
sought by local employers  
and high-quality  
apprenticeship programs



**3**  
Culmination in one or  
more industry-recognized  
credentials



**4**  
Development of skills through  
hands-on activities and  
work-based learning



**5**  
Offering of academic,  
career exploration, and  
wraparound supports



**6**  
Transition into a registered  
apprenticeship or other  
high-quality apprenticeship  
program

# PRE-APPRENTICESHIP COMPONENTS



# WHO CAN BE A PRE-APPRENTICE?

**Adults: any age**

**Youth: 16 and older (paid)**

**Youth: 14 and older (unpaid)**



# Steps to Starting a Pre-Apprenticeship

- (1) Organization reaches out to their regional Apprenticeship Consultant
- (2) Consultant works with organization on pre-apprenticeship standards and collects required information and documentation, including support letter from registered apprenticeship sponsor
- (3) Standards are delivered to VP for Apprenticeship Carolina for final review and sign off
- (4) Program may begin; Apprenticeship Carolina supports implementation
- (5) Signing ceremony may be held; certification of completion are awarded from Apprenticeship Carolina

# Requirements from providers

- Hands-on training (paid/unpaid)
- Classroom training
- Credentials received
- Supportive services available (if needed)
- Section on registered apprenticeships connected to pre-apprenticeship (DOL registration number)
- Letters of support from sponsor



**Pre-apprenticeships: How things  
are now**

# Landscape of Certified Pre-Apprenticeships in SC

32 individual programs from 15 providers

- Technical colleges: 7
- School districts: 2
- Companies: 2
- State agencies: 2
- Community-based organizations: 2



## SC's Pre-Apprenticeship Resources

Pre-apprenticeship webpage:

<https://www.apprenticeshipcarolina.com/pre-apprenticeship.html>

Pre-apprenticeship work group:

USDOL grant funding to support pre-apprentices from multiple grants: \$750 per person





## Apprenticeship Carolina is proud to formally introduce pre-apprenticeship to South Carolina.

Pre-apprenticeship is yet another program offered by the SC Technical College System designed to build a talent pipeline for business and industry in our state.

Pre-apprenticeship programs are custom-designed to prepare individuals to enter and succeed in apprenticeship programs.

Six essentials for a  
high-quality  
pre-apprenticeship  
program

1

Transparent entry and  
success requirements

2

Alignment with skills sought  
by local employers and high-  
quality apprenticeship  
programs

Pre-apprenticeship Provider	Program	quality apprenticeship program
AMIKids Beaufort	Carpenter	
Carolina Cool	HVAC Technician/Service Installer	
Columbia Urban League	Career Ready Leader	
Dependable Service	Plumber	
Greenville Technical	Lockheed Martin Pre-Apprenticeship Training	
Midlands Technical College	Certified Nursing Assistant Construction Craft Laborer Software Engineer	
Orangeburge-Calhoun Technical College	Line Maintainer	
Richland County School District	Transportation Health Sciences Digital Arts Pre-Engineering Business, Marketing, Finance Hospitality and Culinary Agriculture and Natural Resources Construction & Manufacturing IT	
Richland Two School District	EMT Bootcamp	
SC Regional Housing Authority No. 3	Property Maintenance Technician	





# Challenges and Opportunities

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- Significant additional outreach and training needed statewide
- Employer commitment
- Process for tracking pre-apprentice to apprentice and communication
- Tracking data and outcomes
- Meeting program demand and ensuring quality



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ApprenticeshpSC  
(Note: There is no  
second "i" in the handle)



SCTechSystem



**Illinois**  
**Department of Commerce**  
& Economic Opportunity  
OFFICE OF EMPLOYMENT & TRAINING  
JB Pritzker, Governor



**ILLINOIS WORKS**

# Office of Illinois Works and Its Programs

*Norman Ruano, Deputy Director of Illinois Works*

*June 22, 2022*

# What is Illinois Works?

*Portfolio of programs designed to bring equity and inclusion to construction and the trades, to provide career opportunities to underrepresented populations, and create a long term and sustainable pipeline for construction and the trades in Illinois.*

- **The Illinois Works Jobs Program Act (signed into law in 2019)** establishes a statewide initiative to ensure that all Illinois residents have access to State capital projects and careers in the construction industry and building trades and to provide contracting and employment opportunities to historically underrepresented populations in the construction industry.
- **Three major programs being implemented:**
  - The Illinois Works 10% Apprenticeship Initiative
  - The Illinois Works Pre-Apprenticeship Program
  - The Illinois Works Bid Credit Program

# How it Came About?

- **The Illinois Works Jobs Program Act** is a result of Governor Pritzker's 6-year Rebuild Illinois Capital Development Plan. The plan which invests \$45 billion in infrastructure and capital projects was signed into law in 2019
- Rebuild Illinois received strong support from both the Black and Latino caucuses in the Illinois General Assembly

# Why It Came About?

- **Illinois has an aging construction labor force.** There is concern about the ability to execute large capital initiatives such as Rebuild Illinois (\$45 billion), and the Federal Infrastructure Bill (from \$15 to \$20 billion for Illinois)
- **Key demographic groups are seriously underrepresented in construction and the trades.** Only 5% of Illinois apprentices are women, and only 9% are African American. The representation has not significantly changed in the last decade—it has stayed the same for African Americans.

# How is Illinois Works Innovative?

The three programs act as pieces of an innovative workforce development puzzle:

- The Apprenticeship Initiative creates demand for apprentices
- The Pre-Apprenticeship Program creates a diverse and ready-to-work talent pipeline
- The Bid Credit Program provides incentives for contractors to hire and retain Illinois Works pre-apprenticeship program graduates



# Apprenticeship Initiative

*Program to increase the participation of apprentices on high dollar public works projects.*

- State agencies reported 1460 projects totaling \$4.1 billion up to now:

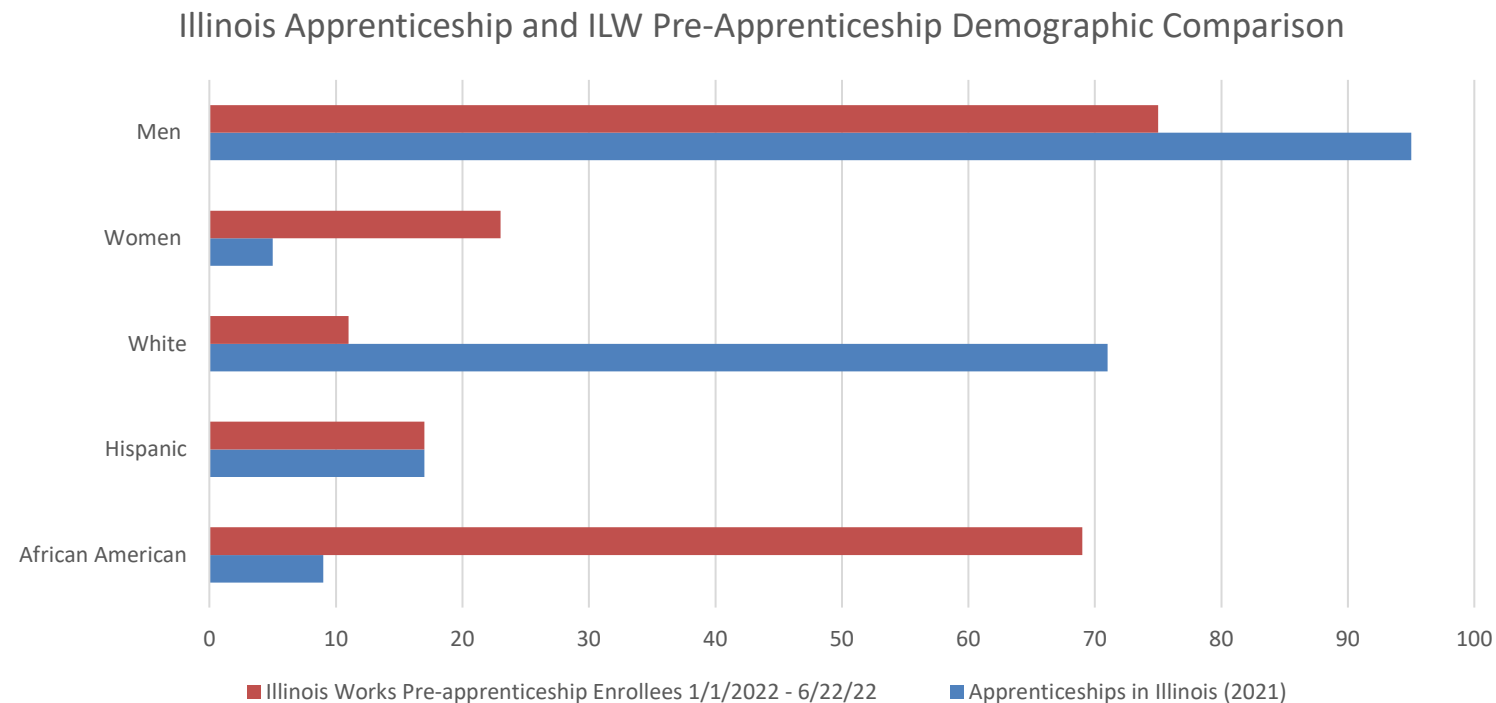
State Agency	Number of projects reported	Sum of Project Estimated Cost
Capital Development Board	77	\$619,398,475
Department of Commerce and Economic Opportunity	88	\$382,723,378
Department of Natural Resources	3	\$2,466,588
Department of Transportation	1113	\$1,772,076,396
Illinois Environmental Protection Agency	168	\$1,354,410,609
Secretary of State	11	\$41,764,583
Total	1460	\$4,172,840,029



# Pre-apprenticeship Program

*Grant program that creates, throughout the state, a qualified talent pipeline to fill job opportunities with diverse candidates—23 grantees throughout the State of Illinois*

- As of June 22, 2022, 651 residents are enrolled, and we expect to be at about 1,000 by end of December of 2022



# Bid Credit Program

*Program that provides incentives to contractors to hire and retain Illinois Works Pre-Apprenticeship Program graduates.*

- Finalizing the program's framework and rules
- Applicant tracking system and bid credit system will be ready for use at the end of July of 2022

# Questions?



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# Summary