



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

Quality pre-apprenticeship programs are a starting point toward a successful career path and business model for those that may not be aware of this approach.

Pre-apprenticeships help individuals and employers alike to cultivate talent and accelerate entry requirements for apprenticeship programs and ensure pre-apprentices are prepared to be successful in their apprenticeship.

Pre-apprenticeship is not only for youth; this strategy is also effective for career changers and adults.

### **Advantages for employers that utilize a pre-apprentice program are:**

- Collaboration with educational institutions is a quality approach to attain a skilled, educated workforce. A student is not only learning theory, they are receiving related instruction credit hours transferable to meet the requirements of a Registered Apprenticeship.
- Hands-on experience. This strategy is vital to attaining skills by exposing the pre-apprentice to the industry and the employer setting. The student, as a pre-apprentice, is a part time paid “intern”. Upon course completion an individual can become a Registered Apprentice, which is a full time position, that has completed their education requirements and are also credited OJT hours attained as a pre-apprentice towards their Apprenticeship Completion credential.
- A pathway for pre-apprentices and employers to continue skills and workplace development by entering into a Registered Apprenticeship program upon successful completion of the pre-apprenticeship program increasing employee retention.
- Financial incentives are available for employers and pre apprentices in the form of wage subsidies, credentialing cost reimbursement and tuition reimbursement.

As technology and demand for highly skilled entry level workers increases, the pre-apprentice and Registered Apprenticeship strategies have been proven to be a successful example to fulfill potential employee, employer and industry needs.

Please contact us with any inquiries.

A handwritten signature in black ink that reads 'Todd M. Berch'. The signature is written in a cursive style and is positioned above a thin horizontal line.

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