INTRODUCTION:
The Aero-Flex Unilateral Apprenticeship Committee (UAC) was formed to develop an employer-driven pre-apprenticeship framework in engineering that would meet the workforce development needs common to the aerospace/advanced manufacturing industry. The framework provides for a customized layer to allow each employer to design (flex) its own program. Aero-Flex meets not only the needs of industry, but of each participating manufacturer.

BENEFITS OF THE PRE-APPRENTICESHIP PROGRAM:
- Learn about exciting careers
- Connect with top employers ready to hire
- Career-specific training
- Gain valuable work experience
- Industry association membership (SME)
- Industry-recognized, stackable credentials
- Continue to college, a registered apprenticeship, and/or employment

6 - 12 WEEKS (OR MORE) OF WORK-BASED LEARNING/ON-THE-JOB TRAINING PROVIDED BY UAC (AERO-FLEX) MEMBER EMPLOYERS

EMPLOYER
- Build your workforce pipeline
- Access to pool of candidates with work-readiness skills & entry-level technical skills
- Build flexible, dynamic workforce with common skill base
- Flex curriculum to your needs
- Employer-defined training plan
- Leverage/expand current programs already in place
- Funding to support training & recruitment available

AERO-FLEX PRE-APPRENTICESHIP CURRICULUM:
The training plan for Engineering includes the following components:

ASSESSMENT
- Online training needs assessment provided – credit for prior learning will be considered.

TRACK I - WORK READINESS SKILLS
- This core set of skills will prepare the Pre-Apprentice for the work environment.
- Training will be provided online and in-person and be delivered at the high school, community college, employer site and/or Workforce Investment Board.

TRACK II - INDUSTRY-SPECIFIC OCCUPATIONAL SKILLS
- Each employer can determine which set of pre-defined competencies they want to include in their Pre-Apprenticeship.
- Training may be delivered online or in a blended learning approach depending upon the competency or competencies selected by the employer.

TRACK III - WORK-BASED LEARNING (OJT)
- Each employer will provide the work-based learning experience, internship or on-the-job-training component.
Employers are the foundation of every pre-apprenticeship & apprenticeship program. Businesses play an active role in building the program, staying involved in every step of the design process.

What are the Components of Registered Apprenticeship?

1. NATIONAL OCCUPATIONAL CREDENTIAL
   - Registered Apprenticeship programs result in nationally-recognized credentials — a 100% guarantee to employers that apprentices are the job.

2. STRUCTURED ON-THE-JOB TRAINING
   - Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.

3. RELATED INSTRUCTION
   - Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, and apprenticeship training schools.

4. REWARDS FOR SKILL GAINS
   - Apprentices receive increases in wages as they gain higher level skills.

5. BUSINESS INVOLVEMENT
   - Employers are the foundation of every Registered Apprenticeship program.