

# A Model for Pre-Apprenticeship

Exploring Pre-Apprenticeship for the  
Construction, Utilities & Public Infrastructure  
Industry Sector Partnership

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TOOLINGU



## Why?

### Would You Like To...

- Increase pipeline and retention of qualified workers?
- Reduce time to competency?
- Increase productivity and quality?
- Expand high school and college programs?
- Minimize change to current programs?
- Save money?
  - due to the skills shortage the average manufacturer can lose 11 percent of annual earnings, or \$3,000 per existing employee
- Create a flexible, dynamic workforce with a common skill base?
- Partner with the workforce system to offset costs / access grant funds?



### Potential Opportunities

- The workforce system is incentivizing partnerships to create earn and learn opportunities to provide students with access to paid work experience
  - Internship grant funding from colleges and Workforce Investment Boards
  - Pre-Apprenticeship grant funding
  - *Innovative* Apprenticeship grant funding
  - Veteran grant funding
  - Federal, State and Local Funding

### Aero-Flex Pre-Apprenticeship Partners



## Employer-Centric

### A Case Study in Pre- Apprenticeship Development

Aero-Flex

Convene Partners

Seek  
Developmental  
Funding

Outreach/Survey  
Employers –  
Employer Driven

Identify Current  
Programs That  
Can Be Leveraged

Form  
Apprenticeship  
Committee

Build Program  
Materials and  
Infrastructure

Pilot

# Aero-Flex Pre-Apprenticeship

## 3-Track Training Model

Track I –  
Work Readiness

Track II –  
Industry Specific  
Technical

Track III –  
OJT/Internship

### Pre-Apprenticeship Framework



Core Competencies and  
Flexible Curriculum  
Employer-Defined



Online Assessment  
Credit for Prior Learning / Experience



Blended Learning  
Track I- Work Readiness – Blueprint for Workplace  
Success  
Track II - Tooling U-SME – Technical Skills



Track III - Work Experience



Stackable, Industry-Recognized Credentials

## Benefits

### Benefits Worker and Employer

#### Worker

- Explore and learn about exciting careers
- Career-specific training with viable career pathway opportunities
- Paid work experience and/or participant stipend
- Industry association membership (SME)
- Industry-recognized, stackable credentials
- Add to college application or resume
- Continue to college and/or a Registered Apprenticeship/ Employment
- Gain marketable, industry driven skill sets, increasing hiring potential

#### Employer

- Access to pool of candidates with work-readiness skills and entry-level technical skills
- Build a flexible, dynamic workforce with common skill base
- Ability to flex curriculum to your needs
- Employer-defined training plan
- Leverage/expand current programs already in place
- Funding to support the training and recruitment

## Industry Tells Us That....

What we  
know.....

- Must have minimal impact/change on current recruitment / training processes
- Must leverage programs already in place
- Must be aligned with a funding source(s) to support costs wherever possible
- Must be managed efficiently and effectively to minimize disruption on daily operation

### **Employer participation is KEY to:**

Program Design - Program Success – Relevancy - Sustainability

### **Regional approach is necessary to:**

Serve the employer-base  
Build the pipeline  
Access/leverage existing programs  
Access funding from multiple sources

# Unilateral Apprenticeship Committee



***NORTHROP GRUMMAN***



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