

## 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:

### PRE-APPRENTICE

- 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

### 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

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

## 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.

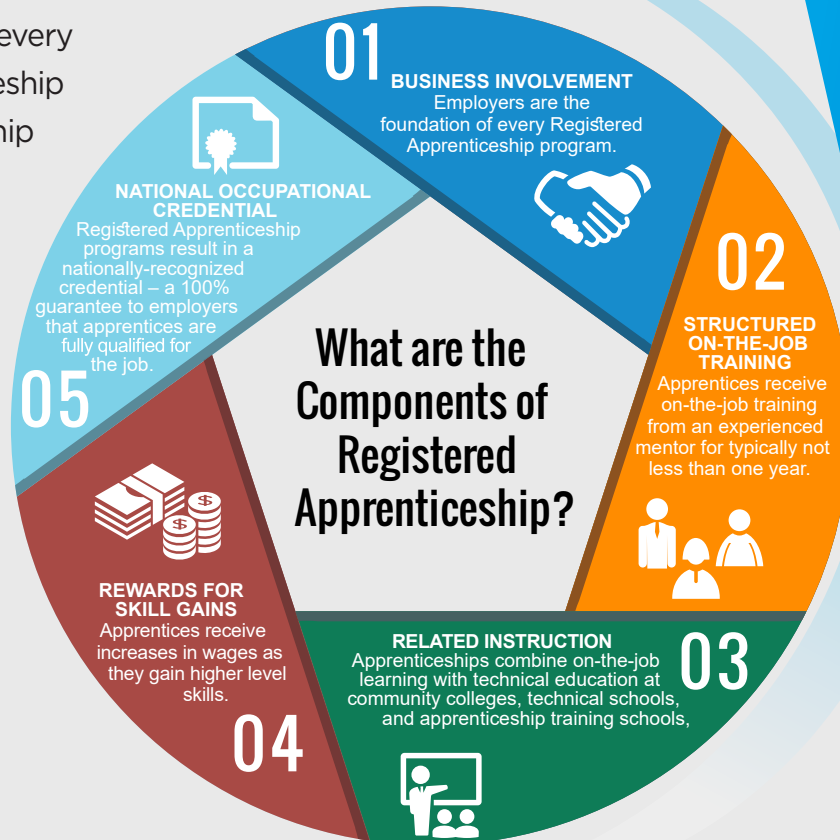
### TRACK III – WORK-BASED LEARNING (OJT)

- Each employer will provide the work-based learning experience, internship or on-the-job-training component.



## BUSINESS INVOLVEMENT:

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.



### Aero-Flex Employers



Contact Us: [info@sbwib.org](mailto:info@sbwib.org) or (310) 970-7700

This WIOA Title 1 financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities by calling in advance to 310-680-3700 or CRS 1-800-735-2922.



### Aero-Flex Partners



**AERO-FLEX**  
PRE-APPRENTICESHIP

AN EMPLOYER-CENTRIC EARN  
AND LEARN MODEL FOR ENGINEERING