

# APPRENTICESHIP UPDATE



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## What Do You Know About Pre-Apprenticeship?

Pre-Apprenticeship is a successful best practice for linking school to work. Quality Pre-Apprenticeship programs can play a valuable role in preparing entry level employees for careers as skilled journey workers. MACNY and their affiliate, Partners for Education and Business, The Syracuse City School District (SCSD), and the Central New York School Boards Association convened a meeting, with local manufacturers, on August 23, 2018 to discuss the upcoming launch of a Pre-Apprenticeship Program in the SCSD, as part of their Career and Technical Education offerings. As the discussion continues with our local manufacturers and partnering entities, we would like to answer a few FAQ's on Pre-Apprenticeship.

### What is Pre-Apprenticeship?

Pre-Apprenticeship programs are designed to prepare individuals with the skills and competencies necessary to enter a Registered Apprenticeship in one or more trade areas. The U.S. Department of Labor suggests three key steps for developing a successful program.

1. Explore Apprenticeship as a strategy to help your community meet the demand for skilled workers. Like a Registered Apprenticeship, a Pre-Apprenticeship should be employer driven.
2. Build a partnership with education and a consortium of businesses to develop the program. In a good partnership, an employer or employer group collaborates with a secondary or vocational-technical school to provide formal instruction in which the structured work-based experience is typically credit-bearing and an integral part of instruction.
3. Work with your partners to build the core components of your program. The partners will develop the details of the program, leverage the resources needed, and decide which partners are best suited to carry out critical parts of the program.

### What are the critical components of a Pre-Apprenticeship?

- Formal partnerships with at least one Apprenticeship program sponsor.

- An approved training curriculum based on industry standards.
- Educational and vocational services and support that integrate school learning into meaningful contexts for students.
- Hands-on training in a simulated lab experience, through volunteer opportunities, or through paid internships.

### Is a Pre-Apprenticeship a formal registered program?

In the state of New York, there is not a registered Pre-Apprenticeship Program. However, the Department of Labor is very supportive of high quality programs that enable students to enter directly into a Registered Apprenticeship Program with credit for prior learning or advanced placement for skills and competencies that have already been obtained. As per Federal and State Labor Laws, students must be at least 16 years of age to work in a manufacturing floor setting, if enrolled in a recognized formal program.

### Do Pre-Apprentices get paid?

Pre-Apprentices may be paid, but it is not a requirement of a program. Whether paid or unpaid, one advantage of doing a Pre-Apprenticeship is that you are completing the first stage of apprenticeship study; meaning an employer may hire you with advanced standing and typically at a higher salary.

### Are there successful programs to model?

In creating a pilot program here in Central New York, we will seek out established programs to create our own successful program based on best practices from around the country.

For example, North Carolina has one of the largest Pre-Apprenticeship student participation rates in the nation. North Carolina began piloting the program in 1993. High schools, participating employers, the Department of Labor (DOL), and parents of the youth, partner to deliver the program. The school assists with apprentice selection. The school provides a formalized support network of mentors who will counsel and guide the apprentices as they begin their training. The school coordinates the work-based components of the learning experience.

For more information about how your company can help shape Pre-Apprenticeship in Central New York, contact Martha Ponge, [MPonge@macny.org](mailto:MPonge@macny.org) or Joe Vargo, [JoeV@macny.org](mailto:JoeV@macny.org).