



Pre-Apprenticeship Program

February 28, 2023

THEORY OF CHANGE

A pre-apprenticeship program will increase accessibility and success in registered apprenticeship programs for lower-income residents resulting in higher rates of job placement and retention in Construction & Building Trades and other high-demand industries.

PROGRAM REQUIREMENTS

Program Participants:
At or below 200% federal poverty guideline

Industry:
Must target Construction & Building Trades
May target other in-demand industries
through registered apprenticeships

Length:
Minimum of 6-weeks

PROGRAM COMPONENTS



Wrap-around Services:

help individuals succeed in a pre-apprenticeship and apprenticeship program including but not limited to food support, housing assistance, medical care, transportation, childcare, and mental health support.



Academic and Employability Skills:

include any academic and soft skills preparation for entering an apprenticeship program including but not limited to: algebra, geometry, reading, writing, English skills, GED completion, interview preparation, resume building, and financial literacy.



Career Training and Exposure:

provide individuals with exposure to careers in the Construction and Building Trades. This can be through field experiences, in-class presentation, and/or mentorship. Must include exposure to a minimum of six construction and building trade occupations.

PROGRAM ECOSYSTEM

Coalition

Applicants are encouraged to apply as a **Coalition** of partners to provide all three **Program Components**.



Advisory Council

Ensures program aligns with industry needs. Advisory Council includes at least two apprenticeship **employer sponsors** and at least two **industry partners**.



PROGRAM GOALS

Programmatic Goals

- Participant placement in Registered Apprenticeship Programs, increasing participants' economic mobility and stability.
- Meet the demand for workers in the construction and building trades and other high-demand industries through increased labor readiness and retention.

Evaluation Goals

- Conduct a rigorous evaluation to understand change in participant **income** before and after the program.
- Determine the utilization and impacts of the programmatic components, alone and in combination, for their impacts on:
 - program retention and completion,
 - apprenticeship placement, and
 - apprenticeship retention & completion.

PROGRAM OUTPUTS

200+

Program
Participants

90%

Program
Completion

75%

Registered
Apprenticeship
Placement

80%

Six-month
Retention Rate

PROGRAM TIMELINE

March 2, 2023



RFA is released

Apr. 14, 2023



**Program
Partner(s)
selected**

July 2023



Programs Launch

July 2025 - 2026



**Programs End &
Evaluation
Conducted**

QUESTIONS & DISCUSSION

