



# 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

