

PRE-APPRENTICESHIP BEST PRACTICES



YORK ELECTRICAL INSTITUTE

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About Us

- York Electrical Institute is the Apprenticeship & Training Center of IBEW Local 229
- Apprenticeship registered since 1951
- Operate 4 different pre-apprenticeship models and are partners on 1 other.

York Electrical Institute started our Registered Pre-Apprenticeship in 2018.

- **Pre-apprenticeship** is defined by the Employment and Training Administration (ETA) as a program or set of strategies designed to prepare individuals to enter and succeed in a Registered **Apprenticeship** program and has a documented partnership with at least one, if not more, Registered **Apprenticeship** program(s).

- <https://www.doleta.gov/OA/preapprentice.cfm>



WHAT IS PRE-APPRENTICESHIP

Pre-Apprenticeship is Flexible



Youth Boot Camp

6-week Intro to the Electrical Trade conducted at York Electrical Institute



Tech School Program

York Tech Students complete 1st Year Curriculum in High School



Interim Credentials

Computer-Mediated curriculum that qualifies for Apprenticeship Credit



Adult Pre-Apprenticeship

10-week full-time program preparing learners to meet entry requirements.



Junior Achievement STEM

Introduces students to trades in several programs 6th – 12th grade



Training

Students gain new skills and abilities.

Helps meet entry requirements.

Makes sure they want this career without long-term commitment.



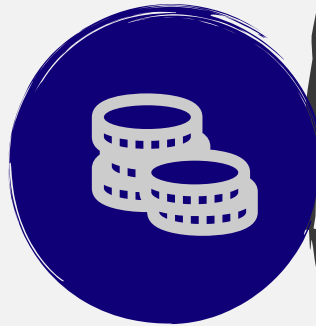
Recruitment

Job Fairs are not very effective.

Schools can help spread the word.

More qualified and serious candidates.

Long Job Interview.



Credential

Students earn a transferrable credential.

Schools get credit toward 339 plan.

Recognition by DOL

Why Registered Pre-Apprenticeship ?

What are your organization's challenges you wish to solve?



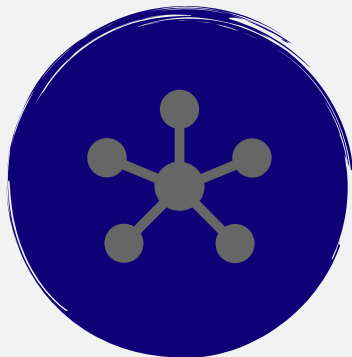
Government

CareerLink



Schools

Public, Private, and
Home School



Teacher/Educator
Groups

York County Alliance
for Learning



Community

Crispus Attucks,
United Way

Who should we Include ?

Where do your applicants
come from?

What opportunities do you
wish to highlight?



BLUEPRINT INTERPRETATION

The learner will be introduced to the fundamentals of understanding and drawing blueprints as well as the skills required for reading and analyzing residential blueprints.



BLUEPRINT INTERPRETATION



THE FRANKLIN HOUSE VR

LAUNCH

What should be included in a pre-apprenticeship?

Factors that we recommend all programs include regardless of occupation.

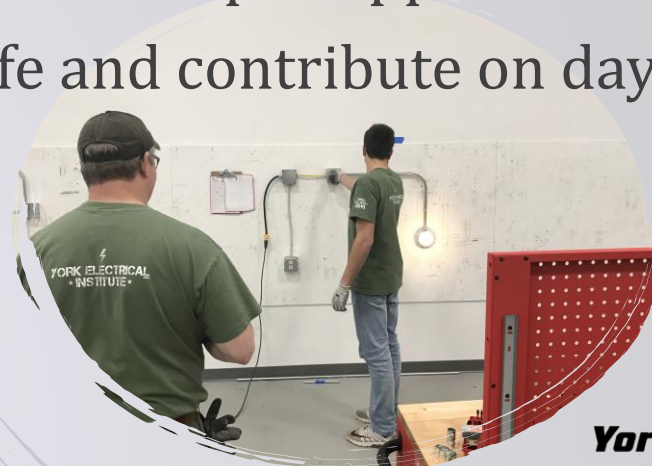
10 Key Components of Pre-Apprenticeship



Key Student Take-Aways

Students should leave with answers to these questions

- Do I know what I'm getting myself into?
- Do I want to do this or not?
- Can I meet the Entry Requirements?
- Do I know some people who may hire/interview me?
- Do I have new confidence in my ability to be successful?
- Can I share samples of what I've learned in pre-apprenticeship?
- Can the employer trust me to be safe and contribute on day 1?



- Include the Community
- Have entry requirements to aid commitment
 - (interview, letters of recommendations...)
- Simulate the apprenticeship experience
- Set and enforce rules
- Have fun with it and show the cool stuff
- Be real about the tough parts
- Tell your story
- Share different career opportunities in the field
- Reinforce employability skills
 - (That's why most wash out of apprenticeship)
- Provide value to everyone involved
- Involve parents
- If they don't choose this career, it's okay
- Recognize their accomplishments




Summary

Pre-apprenticeship
can be beneficial to
everyone involved.

THANK YOU

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