PRE-APPRENTICESHIP BEST PRACTICES



YORK ELECTRICAL INSTITUTE SCOTT BRENNEMAN TIMOTHY GRIFFIN

ACOST

- 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.

About Us

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).



WHAT IS PRE-APPRENTICESHIP

https://www.doleta.gov/OA/preappr entice.cfm

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 committment.



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?

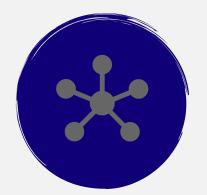


Government

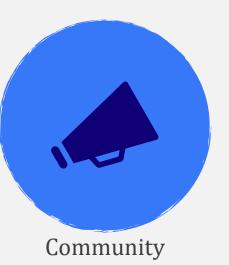
CareerLink

Schools

Public, Private, and Home School



Teacher/Educator Groups York County Alliance for Learning



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. UEPRINT INTERPRETATION

THE ERANKLIN HOUSE VR

mily Room

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

Credential Award the students with a certificate recognizing completion of pre-apprenticeship

Develop a Portfolio Help students build evidence of their work in the pre-apprenticeship.

Theory/Concepts Students should experience a sample of what related training is like in the apprenticeship

> Homework Help students see how this career impacts the community

> > Contact with Journeyworkers Students should meet some people they may work with in the industry.

Hands-On Activities Apprenticeship is immersive learning. Show that in Pre-Apprenticeship as well.

> Tools/Materials Share some different types of tools and equipment used in this career

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Transferrable Skills Give students skills that are useful even if they pick a different career.

Employability Skills Reinforce the importance of punctuality, communication, and attitude in the real world

Career Pathways

Share the various career opportunities that open upon completion of the 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

- Scott Brenneman 🔺
 - 717-843-8368
- sbrenneman@yorkelectricians.org
 - Yorkelectricians.org 🗞