



# Session 4: Pre-Apprenticeship

Wednesday, April 19th, 2023: 1pm – 2:30 EST

**REDF**  
An investment that works.



## In this session, we will:

- Review previous session (10 minutes)
- Discuss common pre-apprenticeship models ESEs are participating in across the US (20 minutes)
- Review the Rebuilding Exchange Pre-Apprenticeship case study (30 minutes)
- Discuss key considerations, opportunities, and challenges related to financing, measuring, and operationalizing this model (30 minutes)



# Q1: False – REDF's Upskilling Maturity Framework



## Upskilling Maturity Framework

## Description

### 4. Transformative

Provide advanced learning and skill certification in competitive career fields that provide not just a permanent job but a high growth career path

### 3. Competitive

Offer opportunities to build technical and vocational skills, and learn skills outside of ESE's area to prepare for permanent job related to their experience or interests

### 2. Foundational

Offer opportunities to learn on-the-job skills related to their ESE role, begin building related credentials and achieving certifications, and offer job readiness training to prepare for job transition

### 1. Basic

Focus on building basic job readiness skills to help employees maintain their ESE role and begin to demonstrate employability, learning the basic components and function of employment

# REDF's Upskilling Continuing Education Series



Sessions (1:00 - 2:30pm EST)	Definition	ESE Case Study
<b>Monday, April 17</b> <b>Direct Placement into Corporate Training Programs</b>	Direct placement pipelines with employers that provide structured career paths and advancement opportunities to quality jobs that offer living wages, benefits, and ongoing skills training.	Chrysalis Litter Abatement into CalTRANS Service Assistance Maintenance Jobs
<b>Tuesday, April 18</b> <b>Skills Training</b>	High quality, industry validated training programs that lead to recognized certificates or credentials and in-demand, quality jobs. These can be provided by public institutions of higher education or private training providers.	Civic Works Center for Sustainable Careers Solar Installation, Energy Retrofitting, and Brownfields Training Programs
<b>Wednesday, April 19</b> <b>Pre-Apprenticeship</b>	Structured curriculum that prepares clients to enroll and successfully complete RAPs. These programs are often developed and/or validated by local Registered Apprenticeship Programs (RAPs) and are sometimes registered with state or federal apprenticeship agencies.	Rebuilding Exchange 6-week building & construction trades pre-apprenticeship
<b>Thursday, April 20</b> <b>Registered Apprenticeship</b>	Structured training program that includes on-the-job training in a specific occupation combined with related classroom training, has an employer sponsor, and has approval from the US DOL or State Apprenticeship agency to operate.	Bitwise Industries Tech Registered Apprenticeship Programs
<b>Friday, April 21</b> <b>Upskilling Navigation</b>	Formal role in a wider partnership helping students and workers explore, apply, enroll and complete upskilling training programs in a specific region or market.	Lancaster Works Referral and Support of the Career Ready Lancaster! initiative

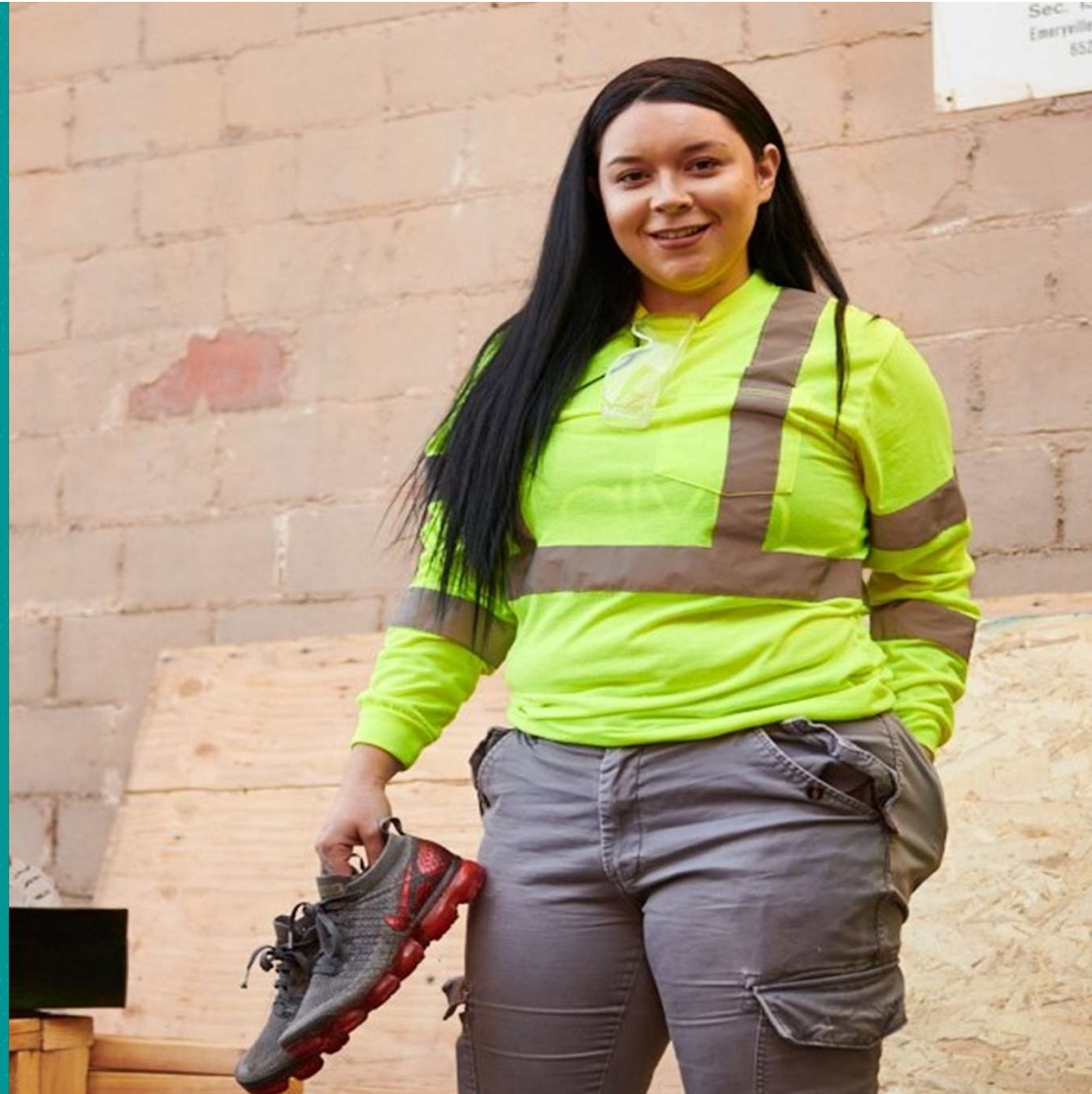
# Unit 4.1: Review Session 3 – Skills Training Programs

(10 minutes)



## Session 3 Review Quiz

- Question : What is the name of the town or city you live in?
- Answer: Everyone is a winner!



## Skills Training:

**High quality, industry validated** training programs that lead to **recognized certificates or credentials** and in-demand, quality jobs.

These can be provided by ESEs, public institutions of higher education, other community-based organizations, or private training providers.

# Multiple Delivery Models

REDF



**Cohort-based, in person classroom settings with “synchronous” curriculum**



**Cohort-based virtual or hybrid settings**



**Hands on training in simulated work environments**



**Classroom training where ESE client attends courses with non-ESE clients**



**Self-directed online learning with tutoring and other support**

# Quality Control in Skills Training Programs

- **Employer Driven**

- Ensure Employer Input into Curricula
- Timely Adjustment to Changing Employer Needs
- Employer Feedback on Post-Grad Productivity and Retention

- **Outcomes Orientation**

- Track and Benchmark Education and Workforce Success Outcomes
- Effective Assessment of Student Skill Attainment (e.g., certification test)
- Disaggregate Outcomes by Key Demographics

- **Internal Quality Control**

- Learner satisfaction data collection and review processes
- Trainer qualification criteria
- Internal auditing and continuous improvement

## Upskilling Model #2 Skills Training

REDF

1

Provide directly, tailored to specific career path

2

Navigation and enrollment support services

3

Finance course and certification fees

4

Provide wrap around support / stipends during training

5

Work with providers to get skills training subsidies (e.g., TANF, WIOA)

# Unit 4.2: Discuss common roles in pre-apprenticeship curriculum

(20 minutes)

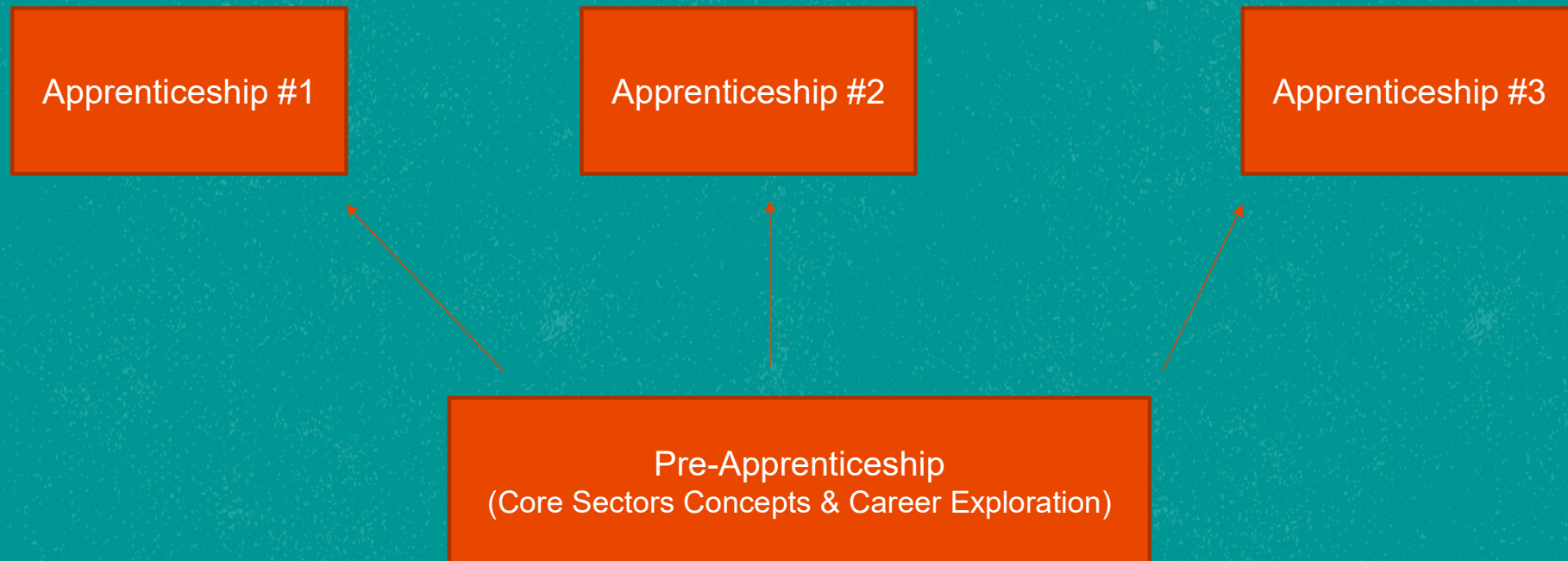
## Pre-Apprenticeship Programs:

Structured curriculum that prepares clients to **enroll and successfully complete Registered Apprenticeship Programs, or RAPs.**

These programs are often developed and/or validated by RAPs and are sometimes registered with state or federal apprenticeship agencies.

## The five components of Pre-Apprenticeships

- Training and curriculum that aligns with the skill needs of employers in the economy of the State or region involved
- Access to educational and career counseling and other supportive services, directly or indirectly
- Hands-on, meaningful learning activities that are connected to education and training activities, such as exploring career options, and understanding how the skills acquired through coursework can be applied toward a future career
- Opportunities to attain at least one industry-recognized credential
- A partnership with one or more Registered Apprenticeship programs that assists in placing individuals who complete the pre-apprenticeship program into a Registered Apprenticeship program.



# Multi-Craft Curriculum (MC3)

Required Sections (84 Hour Core)	Elective Sections (Select to complete the 120-hour requirement)
Orientation and Industry Awareness- 8 hours	Construction Health and Safety- 22 hours <ul style="list-style-type: none"> <li>• CPR and First Aid- 8 hours</li> <li>• OSHA-10- 10 hours</li> <li>• Women's Health and Safety- 4 hours</li> </ul>
Construction Trade Awareness- 8 hours	Blueprint Reading- 24 hours
Tools and Materials Hands on Training- 8 hours	Green Construction- 4-8 hours
Basic Math for Construction- 40 hours	Financial Responsibility- 4-8 hours
Heritage of the American Worker- 8 hours	-
Diversity in the Construction Industry- 12 hours <ul style="list-style-type: none"> <li>• Diversity Awareness- 4 hours</li> <li>• Sexual Harassment- 8 hours</li> </ul>	-
<b>Total 84 Hours</b>	<b>Total 54 Hours (Choose 36 out of 54)</b>



# Healthcare Pre-Apprenticeship Program

**Purpose:** The Healthcare Pre-Apprenticeship Program is a **FREE** six-month long program designed to increase awareness about healthcare careers including Home Health Aide, Pharmacy Technician, Surgical Technician, Medical Assistant, Certified Nursing Assistant, Community Health Worker, and Patient Care Technician.

**Pre-apprentice Requirements:** It is an adult program for individuals who meet the following requirements:

- 18 years of age or older
- High school graduate or General Educational Development (GED) equivalency
- Able to read and write English
- Attest that they can successfully pass a background check

The pre-apprentice does not have to be employed and there is no On-the-Job Training (OJT) requirement.

**Overview of Training:** There are 63 hours of Related Technical Training (RTI) which provides the pre-apprentice knowledge of the healthcare occupations and the type of material that will be covered in training for a healthcare career. The content is covered in on-line modules covering the following topics:

- Healthcare Career Exploration
- Math in Healthcare
- Communication & Terminology
- Client-Centered Care
- Healthcare Basics such as infection control, body systems review, mental health & mental illness, human development & aging, skin care, ambulation, nutrition, oxygen, and pain

The pre-apprentice is supported by a TruMont Faculty Coach that is readily available through weekly office hours where there can be face-to-face interaction, scheduled tutoring sessions, and/or email that is monitored closely with timely response.

**Next Steps:** Upon completion of the program, the pre-apprentice will receive guidance on creating a Personal Healthcare Career Plan. If the pre-apprentice is accepted into an Apprenticeship Program, credit will be given for RTI completed in the Pre-apprenticeship Program that is pertinent and allowed.



## Healthcare Pre-Apprenticeship Program

- Free
- 63 hours self-directed content
- Weekly office hours and tutoring
- Healthcare Career Exploration
- Math in Healthcare
- Communication & Terminology
- Client-Centered Care
- Healthcare Basics such as infection control, body systems review, mental health & mental illness, human development & aging, skin care, ambulation, nutrition, oxygen, and pain

## Our Programs



### RN Resident Apprenticeship

The RN Apprenticeship provides organizations a turn-key option for transitioning their nurses from the classroom to the bedside.

[Learn More](#)



### LPN Resident Apprenticeship

Our LPN Resident is designed to help transition newly licensed practical nurses into the clinical setting.

[Learn More](#)



### Certified Nursing Assistant Apprenticeship

Our Certified Nursing Assistant Apprenticeship is designed to prepare individuals to work in an acute or non-acute care setting such as a hospital, long-term care facility, or assisted living.

[Learn More](#)



### Home Health Aide Apprenticeship

The Home Health Aide (HHA) Apprenticeship is designed to prepare individuals to work in a home-like setting such as an assisted living facility or a home health agency.

[Learn More](#)



### Healthcare Pre-Apprenticeship

Our Healthcare Pre-Apprenticeship is designed to introduce students to the healthcare industry and pique their interest in the field.

[Learn More](#)

## Get Access to the **Program for free.**

The Tech Pre-Apprenticeship program is the perfect first step for individuals pursuing a career in Application Development, Software Engineering, Data Engineering, Tech Sales, or Product Management. Creating Coding Careers proudly serves as your educational partner, deepening our commitment to serving critical lifelong learning and skill development, particularly to underrepresented individuals in the tech community.

Graduates that complete Tech Pre-Apprenticeship program may be accepted into a paid one year apprenticeship at Creating Coding Careers. Completion of the pre-apprenticeship does not guarantee admission, but it will equip you with all the skills needed to pursue a new collar career in technology.

This WIOA Title I funded program or activity is an equal opportunity employer/program and auxiliary aids and services are available upon request to individuals with disabilities.



APPLY NOW

## OUR SELF PACED TRACK

A pre-apprenticeship program open to anyone with  
a desire to enter a tech career.

*Flexible and effective learning support*

- ✓ 100% FREE, online and remote
- ✓ Up to 24 weeks to complete and earn a digital certificate
- ✓ Access to weekly community learning events
- ✓ Access to a dedicated chat channel for discussions/support
- ✓ Career placement assistance, including pre-qualify for apprenticeship

APPLY NOW

## PART-TIME TRACK (INVITE ONLY)

Designed for participants facing significant barriers to entry and/or hardships,  
*All the benefits of the self paced track plus if your accepted:*

- ✓ Smaller cohort of participants
- ✓ Get paid a stipend
- ✓ Daily instructor led exercises and activities
- ✓ Industry mentor support and coaching

Stipends are grant funded and may be limited. Please do not call to inquire about the part time track. It is invite only and we will invite participants via email after your application for the pre-apprenticeship has been reviewed.

# Upskilling Model 3

## Pre-Apprenticeship

REDF

1

Provide curriculum directly, informed by local registered apprenticeship partners

2

Navigation and enrollment support services

3

Provide wrap around support and stipends while client take pre-apprenticeship

4

Facilitate apprenticeship enrollment after completion

# Multiple Delivery Models

REDF



**Cohort-based, in person  
classroom settings with  
“synchronous”  
curriculum**



**Cohort-based virtual or  
hybrid settings**



**Hands on training in  
simulated work  
environments**



**Classroom training where  
ESE client attends  
courses with general  
population**



**Self-directed online learning with  
tutoring and other support**

# Unit 4.3: Peer Case Study

Rebuilding Exchange  
6-week building & construction  
trades pre-apprenticeship

(30 minutes)



**REBUILDING  
EXCHANGE**

**REDF Continuing Education Week  
Upskilling : Pre-Apprenticeship**

## Agenda

1. Our program model
  - Transitional / SE Work
  - Pre-Apprenticeship
2. Funding
3. How we measure success
4. Challenges and lessons learned
5. Bonus: Working with the Unions

Two Warehouses, Four Trucks, One Decon Crew:  
50,000+ ft<sup>2</sup> of donated materials

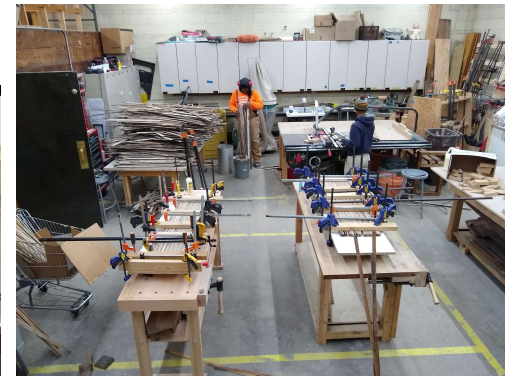
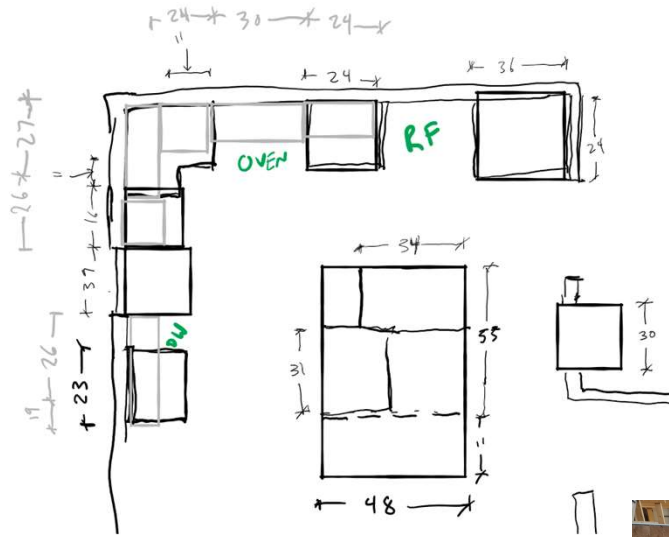


# Transitional Employment / Social Enterprise (SNAP E&T)



REBUILDING  
EXCHANGE

# Deconstruction & Sales: An Employment Social Enterprise



# ERW's Workforce Training Program



- **Goal is to get ERW graduates employed in the building trades**
- **We recruit individuals with barriers to employment**
  - Chronic unemployment
  - Criminal background
  - Housing instability
  - Educational / Skill barriers
- **Admission Requirements**
  - 18 years and over
  - Minimum 6<sup>th</sup> grade math and reading level
  - Motivated to engage and succeed

# ERW's WFT Transitional Employment Program



- **Work Experience**
  - 24 hours per week at minimum wage (\$15/hr)
  - 5 months typical tenure
  - Working with a team, following direction
  - Critical decision making
- **Professional Certifications**
  - OSHA 10
  - EPA RRP Renovator
  - Forklift (Standing / Sitting)
- **Classroom**
  - Financial Readiness (Byline Bank)
  - Weekly Meditation
  - Construction Math
  - Tool / Skills Development

# Pre-Apprenticeship (Illinois Works)





EVANSTON REBUILDING WAREHOUSE

## PRE-APPRENTICESHIP PROGRAM



ARE YOU INTERESTED IN A CAREER IN THE TRADES?

Our Evanston based Pre-Apprenticeship Program prepares you for  
Department of Labor registered Apprenticeships.

CARPENTER ELECTRICIAN LABORER PIPEFITTER SHEET METAL WORKER  
PLUMBER PAINTER IRONWORKER BRICKLAYER AND MUCH MORE!

- Receive hands-on skills, job site safety training, and physical strengthening.
- Preparation help for the Union Apprenticeship entry exam.
- Application assistance to registered Apprenticeship programs.
- Tuition is **FREE** and you will receive a daily **STIPEND**.
- High school diploma or GED required.

- 8 weeks (5 days/wk, 6 hrs/day/  
daily stipend of \$50-\$65)
- NCCER Core, OSHA 10, First Aid /  
CPR
  - Tools, construction math, etc
- Financial Readiness, Professional  
Readiness, Coping Strategies
- Barrier Reduction
- Supportive Services
- Funded with IL Works (DCEO)
- 70 person per contract year  
(January to December)
- 4 Cohorts of 15-20



## Final Curriculum Form

**Directions:** Review the training service modules below. This curriculum is based on the proposed curriculum your organization submitted during the application/renewal process combined with any changes resulting from negotiations. If the information below is incorrect, please cross out the incorrect information and add in corrected information highlighted in yellow. Once this form has been completed, it must be signed by the program administrator and sent to your organization's assigned ILW Grant Manager.

Upon approval of the curriculum, your organization's Grant Manager will sign and return this form via email. A copy of this form will be uploaded into IWRS and training service modules will be entered by the Grant Manager into IWRS.

**Reminder:** All training service modules must have a scored student evaluation (post-assessment/performance profile) and rosters to verify attendance/stipend hours. Pass/fail assessments will not be accepted. If a service does not currently have a scored post-assessment, alert your organization's grant manager for assistance.

**Grantee Name:**

Module Name	Number of Hours	Curricula/Certificate	Confirm this module has a scored student evaluation (post-assessment/performance profile)	Program administrator initials
<i>Example: Module 1- Basic Safety</i> <b>Module 1: Intro to Construction</b>	8	<del>OSHA</del> <b>NCCER</b>	<input checked="" type="checkbox"/>	JD
ILW Orientation	1	Other	<input checked="" type="checkbox"/> <i>AG</i>	
NCCER 100 Introduction to Construction and It's Trades/Build Your Future	6	NCCER	<input checked="" type="checkbox"/> <i>AG</i>	
OSHA-10 Certification	10	OSHA	<input checked="" type="checkbox"/> <i>AG</i>	
NCCER 102 Introduction to Construction Math	22	NCCER	<input checked="" type="checkbox"/> <i>AG</i>	
First Aid/CPR	6	First Aid/CPR	<input checked="" type="checkbox"/> <i>AG</i>	
NCCER 101 Basic Safety	15	NCCER	<input checked="" type="checkbox"/> <i>AG</i>	
NCCER 103 Introduction to Hand Tools	15	NCCER	<input checked="" type="checkbox"/> <i>AG</i>	
NCCER 104 Introduction to Power Tools	20	NCCER	<input checked="" type="checkbox"/> <i>AG</i>	
NCCER 105 Introduction to Construction Drawings	15	NCCER	<input checked="" type="checkbox"/> <i>AG</i>	
NCCER 106 Introduction to Basic Rigging	8	NCCER	<input checked="" type="checkbox"/> <i>AG</i>	
NCCER 107 Basic Communication	4	NCCER	<input checked="" type="checkbox"/> <i>AG</i>	
NCCER 108 Basic Employability	4	NCCER	<input checked="" type="checkbox"/> <i>AG</i>	
NCCER 109 Introduction to Materials Handling	6	NCCER	<input checked="" type="checkbox"/> <i>AG</i>	
Apprenticeship Requirements, Preparation, and Applications	4	Other	<input checked="" type="checkbox"/> <i>AG</i>	
Field trips to union halls and other apprenticeship programs	15	Other	<input checked="" type="checkbox"/> <i>AG</i>	
Test Taking Skills	4	Employability	<input checked="" type="checkbox"/> <i>AG</i>	
Financial Readiness	4	Employability	<input checked="" type="checkbox"/> <i>AG</i>	
Build Week/Practicum/Job Site Work	23	Worksite	<input checked="" type="checkbox"/> <i>AG</i>	
Meditation/Mindfulness/Coping Strategies/Morning Meeting	12	Employability	<input checked="" type="checkbox"/> <i>AG</i>	
<b>Intake Assessments &amp; Orientation</b>	<b>6</b>	<b>Other</b>	<input checked="" type="checkbox"/> <i>AG</i>	
<b>Total Hours</b>	<b>200</b>			

# Program Funding

## Transitional:

- SNAP E&T tuition 50% reimbursement + supportive services 100% (Ongoing subcontract, serving 25-35 per year)
- JTED (Job Training & Economic Development) Covid ARRA trickle down. Trainee wage reimbursement + Supportive Services + Barrier Reduction + Staff (2 year, unlikely to be offered again)

## Pre-Apprenticeship:

- Illinois Works Pre-Apprenticeship, second year of annual contracts, anticipate up to ten years of grant opportunities.
- Earn Credits through enrollments, completions, transitions then invoice against credits
- Covers all expenses of the program, including tool investment.



# Program Funding

Cohort	Enrollment			Completion			Primary Transition					Secondary Transition		Reimbursement Maximum (Current Review)
	Goal	Actual Since Last Review	Per Participant Allotment	Goal	Actual Since Last Review	Per Participant Allotment	Goal	Preliminary Verification Actual Since Last Review	Preliminary Per Participant Allotment	Final Verification Actual Since Last Review	Final Per Participant Allotment	Actual Since Last Review	Secondary Transition Per Participant Allotment	
1	18	0	\$1,964.28	15	0	\$2,750	12	0	\$2,946.43	0	\$982.14	0	\$1,964.29	\$0
2	17	0	\$1,964.28	15	0	\$2,750	12	0	\$2,946.43	0	\$982.14	0	\$1,964.29	\$0
3	18	0	\$1,964.28	15	0	\$2,750	13	0	\$2,946.43	0	\$982.14	0	\$1,964.29	\$0
4	17	0	\$1,964.28	15	0	\$2,750	12	0	\$2,946.43	0	\$982.14	0	\$1,964.29	\$0

# How we Measure Success



# Theory of Change

## Evanston Rebuilding Warehouse / Rebuilding Exchange: Workforce Training Program

**MISSION:** Evanston Rebuilding Warehouse trains, supports, and connects people to gainful employment in the building trades.

We do this by providing:

### Strategies

**Subsidized employment/on-the-job training** in warehousing, logistics, deconstruction, and materials management

**Vocational skill development and classroom training** leading to industry recognized certifications and inclusive of environmental justice

**Career Readiness Training** inclusive of: executive skills development; job search and prep support; digital and financial literacy

**Job Retention Barrier Reduction** through linkages to internal and external supportive services

**Connection to Quality Careers** in the building trades through job shadowing and placement services

**Ongoing Career Support** activities that promote long-term alumni engagement

**Coaching support** is provided throughout to support goal attainment; respond to setbacks; manage crises; and increase confidence

In order to:

### Outcomes

#### Direct

Help trainees:

- Acquire building trades knowledge, skills & abilities
- Obtain marketable building trades certification
- Increase awareness and development of executive function and workplace navigation skills
- Reduce barriers to job retention
- Increase confidence and self-esteem
- Obtain a living wage job in the building trades

#### Indirect

- Raise awareness of the impact (reducing, recycling, and reusing) deconstruction and re-sale of reclaimed material has on the environment
- Solidify ERW's reputation as a go-to resource for talent among building trades employers
- Garner increased investment from funders in order to serve more trainees

#### Long-term Vision

The provision of a suite of holistic supportive services and connections to high quality employers and jobs will lead to:

- More individuals rising out of poverty through living wage careers in the building trades
- Accumulation of generational wealth
- More representation of black and brown job seekers, as well as transgender and female-identifying persons, in the building trades



# IWPA Grant Compliance

[illegible]





























































DASHBOARDS ▾	CUSTOMERS ▾	FILES ▾	HI, NICKLINANNEILWORKS ▾
<a href="#">Recent Introduction to Construction Management - Successful Completion Start: 10/31/2022 End: 12/23/2022</a>			Good
<a href="#">NCCER - Introduction to Basic Rigging - Successful Completion Start: 10/31/2022 End: 12/23/2022</a>			Good
<a href="#">NCCER Basic Communication Skills - Successful Completion Start: 10/31/2022 End: 12/23/2022</a>			Good
<a href="#">NCCER Basic Employability Skills - Successful Completion Start: 10/31/2022 End: 12/23/2022</a>			Good
<a href="#">NCCER Introduction to Materials Handling - Successful Completion Start: 10/31/2022 End: 12/23/2022</a>			Good
<a href="#">IWPA Pre-Apprenticeship Orientation - Successful Completion Start: 10/31/2022 End: 12/23/2022</a>			Good
<a href="#">Union Visit - Successful Completion Start: 10/31/2022 End: 12/23/2022</a>			Good
View/Edit			Good
	<b>Wrap Around Services 3</b>		Good
	Apprenticeship Application Fee Unsuccessful Completion Start:10/31/2022		
	Mentorship Successful Completion Start:10/31/2022		
	Technology Rental Successful Completion Start:10/31/2022		
	Alumni Networking Successful Completion Start:10/31/2022		
View/Edit			
	<b>Student Support Services 1</b>		Good
View/Edit			
	<b>Transition Services 3</b>		Attention
	Primary Goal: Advanced Construction Training/Education		
	Secondary Goal: DOL Registered Apprenticeship - Union		
	Assistance with completing an apprenticeship program application -		
	Started/Open Start Date: 10/31/2022 End date: 12/23/2022		
View/Edit			
	<b>Earned Credential: Yes 1</b>		Good
View/Edit			
	<b>Program Completion Status:</b> Complete		Good

Everything in our internal database

WFT Everything Base									
<div> <div>Attendance</div> <div>Program Schedule</div> <div>TraineeMasterTable</div> <div>Worknet Tracking</div> <div>NCCER Records</div> <div>Skills Achievement</div> <div>Program Items</div> <div>Case Notes</div> <div>Process of Engagement</div> <div>Extensions</div> <div>Tools</div> </div>									
<div> <div>Views</div> <div>IWPA Cohort 7</div> <div>Hide fields</div> <div>Filtered by Starting Date and 2 other fields</div> <div>Group</div> <div>Sorted by 2 fields</div> <div>Color</div> <div>Share view</div> </div>									
	Curriculum Event	Startin...	Start Time	End Time	# Duration	Expected Module Duratio...	Daily Module Duration	Curriculum it	
1	Morning Meeting -	4/17/2023	4/17/20... 9:30am	4/17/20... 10:30a...		12.00	0.00	Morning Meeti	
2	Program Staff Introductions -	4/17/2023	4/17/20... 10:30am	4/17/20... 10:45a...			NaN	Program Staff In	
3	Tour -	4/17/2023	4/17/20... 10:45am	4/17/20... 11:15a...		0.50	0.00	Tour	
4	Program Expectations -	4/17/2023	4/17/20... 11:30am	4/17/20... 12:30...		0.25	0.00	Program Expect	
5	Supportive Services Assessment -	4/17/2023	4/17/20... 1:00pm	4/17/20... 3:30pm		0.50	0.00	Supportive Servi	
6	Career Assessment / Employment Plan -	4/17/2023	4/17/20... 1:00pm	4/17/20... 3:30pm		0.50	0.00	Career Assessm	
7	I9 Form -	4/17/2023	4/17/20... 1:00pm	4/17/20... 3:30pm		0.25	0.00	I9 Form	
8	Document Check In -	4/17/2023	4/17/20... 1:00pm	4/17/20... 3:30pm		0.25	0.00	Document Chec	
9	Creating Chromebook Login -	4/17/2023	4/17/20... 1:00pm	4/17/20... 3:30pm		0.25	0.00	Creating Chrom	
10	Morning Meeting -	4/18/2023	4/18/20... 9:30am	4/18/20... 10:30a...		12.00	0.00	Morning Meetin	
11	Organization Overview -	4/18/2023	4/18/20... 10:00am	4/18/20... 12:00...			NaN	Organization Ov	
12	Trade/ Hustle / Responsibility Conversation -	4/18/2023	4/18/20... 1:00pm	4/18/20... 1:30pm		1.00	0.00	Trade/ Hustle /	
13	Creating an ADP Profile -	4/18/2023	4/18/20... 1:30pm	4/18/20... 3:30pm		0.25	0.00	Creating an ADF	
14	Union Research / Presentation -	4/18/2023	4/18/20... 1:30pm	4/18/20... 3:30pm		1.00	0.00	Union Research	
15	Team Building / Crew Cohesion -	4/18/2023	4/18/20... 1:30pm	4/18/20... 3:30pm		0.25	0.00	Team Building /	
16	Supportive Services Assessment -	4/18/2023	4/18/20... 1:30pm	4/18/20... 3:30pm		0.50	0.00	Supportive Servi	
17	Career Assessment / Employment Plan -	4/18/2023	4/18/20... 1:30pm	4/18/20... 3:30pm		0.50	0.00	Career Assessm	
18	Morning Meeting -	4/19/2023	4/19/20... 9:30am	4/19/20... 10:30a...		12.00	0.00	Morning Meetin	
19	Career Assessment / Employment Plan -	4/19/2023	4/19/20... 10:30am	4/18/20... 11:30a...		0.50	0.00	Career Assessm	
118 programs		Sum 175.75		Sum 1216.75		Sum NaN			

# Alumni Grant Compliance

\* 3. For the time period of July 1 - December 31, 2022, please provide the following information by participants race and ethnicity. For participants who complete course(s) during the time period please provide the requested wage data.

	Black or African American participants	Latino/a/x participants	white participants	Participants who identify with more than one race	Participants who identify with a race not listed above
Total # participants enrolled in course	57  	24  	21  	0  	2  
Total # participants who completed course	37  	16  	14  	0  	2  
Total # of participants placed in jobs	19  	2  	8  	0  	0  
Total number of participants placed in jobs making < \$25/per hour	19  	2  	8  	0  	0  
Total number of participants placed in jobs making \$25 - \$30/per hour	0  	0  	0  	0  	0  
Total number of participants placed in jobs making > \$30/per hour	0  	0  	0  	0  	0  

# Lessons Learned

1. Our Pre-Apprenticeship Grads are getting placed in higher paying jobs, and more likely to join an apprenticeship.
2. Our increased numbers have radically changed our relationships with employers for the better.
3. Tripling the number of trainees served broke most of our existing trainee service models.
4. There is a huge amount of focus/attention that pivots to the cohort model of IWPA, and that comes at a cost to the transitional rolling enrollment trainees.
5. Our strongest applicants are going into the IWPA program, leaving our transitional team with those overcoming greater barriers to professional readiness and success.
6. It is incredibly difficult to run simultaneous programs at two different sites with our current staffing structure.
7. Grant compliance is challenging, and has been a major level up on our administrative capacity.

# Bonus:

# Working with Unions

# Focusing on Employment Pathways



# Focusing on Employment Pathways, Embracing Collaboration





# REBUILDING EXCHANGE

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# Breakout (15 minutes)

Do you see opportunities for your ESE to begin or expand partnerships offerings related to pre-apprenticeship? Why or why not?

# Unit 3.4: Measuring Pre-Apprenticeship Success

(10 minutes)

## Measuring Impact of Pre-Apprenticeship



### Definition

Structured curriculum that prepares clients to enroll and successfully complete Registered Apprenticeship Programs, or RAPs.

### Potential Measures

- # of clients that complete pre-apprenticeship
- # of clients that enroll in partner RAP
- # of clients that go on to complete RAP

# Building a Statewide System of High Road Pre- Apprenticeship in California

Lessons from the California  
Clean Energy Jobs Act

**HIGHROAD**  
CONSTRUCTION CAREERS  
JULY 2019



- Validated by 14 Building and Construction Trade Registered Apprenticeship Programs
- Require Multi-Core Craft Curriculum (MC3)
- Require sign-off (via an MOU) and participation from local union representatives

Required Sections (84 Hour Core)	Elective Sections (Select to complete the 120-hour requirement)
Orientation and Industry Awareness- 8 hours	Construction Health and Safety- 22 hours <ul style="list-style-type: none"> <li>• CPR and First Aid- 8 hours</li> <li>• OSHA-10- 10 hours</li> <li>• Women's Health and Safety- 4 hours</li> </ul>
Construction Trade Awareness- 8 hours	Blueprint Reading- 24 hours
Tools and Materials Hands on Training- 8 hours	Green Construction- 4-8 hours
Basic Math for Construction- 40 hours	Financial Responsibility- 4-8 hours
Heritage of the American Worker- 8 hours	-
Diversity in the Construction Industry- 12 hours <ul style="list-style-type: none"> <li>• Diversity Awareness- 4 hours</li> <li>• Sexual Harassment- 8 hours</li> </ul>	-
<b>Total 84 Hours</b>	<b>Total 54 Hours (Choose 36 out of 54)</b>

## Pre-Apprenticeship Program Registration



To apply as a registered preapprenticeship program in the State of California, please email [preapprenticeship@dir.ca.gov](mailto:preapprenticeship@dir.ca.gov).

California Division of Apprenticeship Standards (DAS) registered Pre-apprenticeship programs prepare individuals to enter and succeed in DAS Registered Apprenticeship programs. A DAS registered Pre-Apprentice program must be formally associated with at least one DAS Registered Apprenticeship program sponsor. Together, they expand the participant's career pathway opportunities with industry-based training coupled with classroom instruction.

Pre-Apprenticeship Program registration applications are completed entirely online. The first step to develop a DAS registered Pre-Apprenticeship program is to send an e-mail inquiry expressing your interest in developing a new pre-apprenticeship program to the pre-apprentice e-mail listed on the DAS website at [preapprenticeship@dir.ca.gov](mailto:preapprenticeship@dir.ca.gov).

DAS shall forward the pre-apprentice application forms and instructions on how to submit the application and all supporting documentation. Approved DAS registered Pre-apprentice programs require registration in the DAS online registration system.

# Unit 4.5: Financing Pre-Apprenticeship Programs

(10 minutes)

## Recommended uses and applications for each category



### Category 1: One Time Grants and Contracts

- Planning and partner building
- Developing curriculum
- Purchasing equipment or other capital expenditures for classroom and simulated training environments
- Running pilots

### Category 3: Recurring Public Sector Funds

- **WIOA Individual Training Accounts (ITAs):** ~\$4,000 - \$10,000 scholarships paid to approved providers
- **WIOA Contract Ed or Customized Training:** Workforce boards “buy out” cohorts of courses
- **TANF Welfare to Work** Funded Education Scholarships
- **SNAP E&T:** 50% reimbursement for non-federal funds (for transitional employment portion)

# Unit 4.6: Wrap Up and Next Session

(10 minutes)



- What is one thing you can take away from today?
- What is one thing you wish you heard more about?
- Session 5: Preview – Registered Apprenticeship

# REDF's Upskilling Continuing Education Series



Sessions (1:00 - 2:30pm EST)	Definition	ESE Case Study
<b>Monday, April 17</b> <b>Direct Placement into Corporate Training Programs</b>	Direct placement pipelines with employers that provide structured career paths and advancement opportunities to quality jobs that offer living wages, benefits, and ongoing skills training.	Chrysalis Litter Abatement into CalTRANS Service Assistance Maintenance Jobs
<b>Tuesday, April 18</b> <b>Skills Training</b>	High quality, industry validated training programs that lead to recognized certificates or credentials and in-demand, quality jobs. These can be provided by public institutions of higher education or private training providers.	Civic Works Center for Sustainable Careers Solar Installation, Energy Retrofitting, and Brownfields Training Programs
<b>Wednesday, April 19</b> <b>Pre-Apprenticeship</b>	Structured curriculum that prepares clients to enroll and successfully complete RAPs. These programs are often developed and/or validated by local Registered Apprenticeship Programs (RAPs) and are sometimes registered with state or federal apprenticeship agencies.	Rebuilding Exchange 6-week building & construction trades pre-apprenticeship
<b>Thursday, April 20</b> <b>Registered Apprenticeship</b>	Structured training program that includes on-the-job training in a specific occupation combined with related classroom training, has an employer sponsor, and has approval from the US DOL or State Apprenticeship agency to operate.	Bitwise Industries Tech Registered Apprenticeship Programs
<b>Friday, April 21</b> <b>Upskilling Navigation</b>	Formal role in a wider partnership helping students and workers explore, apply, enroll and complete upskilling training programs in a specific region or market.	Lancaster Works Referral and Support of the Career Ready Lancaster! initiative

End of Session 4