Pre-Apprenticeships In the High School

Ross Berger, Workforce Development
Alice came to a fork in the road. "Which road do I take?" she asked. "Where do you want to go?" responded the Cheshire cat. "I don't know," Alice answered. "Then," said the cat, "it doesn't matter."
Why target High School Students for Pre-apprenticeship?
Why Pre-apprenticeship in High School?

- Create Awareness of an Industry Sector
- “Test” interest in a Career Pathway
- Provide an alternative post-secondary Pathway
- Re-engage Students
- Add to the pool of Technology-oriented Students
## Pre-Apprenticeship vs Apprenticeship

<table>
<thead>
<tr>
<th>Registered Pre-Apprenticeship</th>
<th>Registered Apprenticeship</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Purpose</strong></td>
<td></td>
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<tr>
<td>Workforce Driven</td>
<td>Employer Driven</td>
</tr>
<tr>
<td>Explore Industry Sector</td>
<td>Train Employee for Specific Occupation</td>
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<tr>
<td><strong>Sponsor</strong></td>
<td></td>
</tr>
<tr>
<td>Educational or Workforce Development Organization</td>
<td>Employer</td>
</tr>
<tr>
<td>High School Students, Out-of-school Youth, Underserved Populations, Returning /Transitioning Military</td>
<td>Employed within the industry, newly hired, targeted recruitment</td>
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<tr>
<td><strong>Target Population</strong></td>
<td></td>
</tr>
<tr>
<td>Formal</td>
<td></td>
</tr>
<tr>
<td><strong>Instruction</strong></td>
<td></td>
</tr>
<tr>
<td>As designed (Hours vary)</td>
<td>Related Technical Instruction (144 Hours/Year)</td>
</tr>
<tr>
<td><strong>Hands-on</strong></td>
<td></td>
</tr>
<tr>
<td>As designed (Hours vary)</td>
<td>On-the-job Training (2,000 Hours/Year)</td>
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<tr>
<td><strong>Value Added</strong></td>
<td></td>
</tr>
<tr>
<td>Industry Networking</td>
<td>Job Advancement</td>
</tr>
<tr>
<td><strong>Credentialing</strong></td>
<td></td>
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<tr>
<td>Industry Certifications (optional)</td>
<td>Industry Preference, College Credit Potential</td>
</tr>
<tr>
<td><strong>Duration</strong></td>
<td></td>
</tr>
<tr>
<td>Varies, 1 Year</td>
<td>1-6 years</td>
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</table>
PRE-APPRENTICESHIP ADOPTION IN THE HIGH SCHOOL
Multiple Integration Points

Career and Technical Education

Career Pathway Program

Technical Education

Academic Elective
CTE Program Requirements

• Hands-on Instruction
• Related Theory Instruction
• Industry Credential

Pre-apprenticeship as a Program Enhancement

• Capstone Project (senior)
• Launching point for employment and further training

Pre-apprenticeship as a marketing tool

• Career exploration for younger grades
• Aligned to CTE programs
High School Career Pathway Programs

- College-ready Academics
- Relevant Technical Knowledge and Skills
- Workplace Know-how

Career Pathway Goals

- Introduce students to broad career fields
- Prepare students for post-secondary education and training

Pre-apprenticeship

- Capstone Project
- Industry Networking
- Linkage to multiple post-secondary paths
Technical Education Electives

- Foundational knowledge and skills
- Metalworking, Woodworking, Ag Production and Mechanization

Pre-apprenticeship

- Supplement/Capstone to Tech Ed Offerings
- Relationship and Application to Technical Ed Knowledge
- Career Pathway
Academic Elective

Pre-apprenticeship treated as an academic course

• Elective – Paired with other STEM-focused academics

• Credit bearing

• Teacher of Record
Program Options for Pre-Apprenticeship

Independent Study
- School-based Policies
- Pre-apprenticeship allows for monitoring and accountability measures

Stand-alone Program
- School-based Policies
- Pre-apprenticeship allows for monitoring and accountability measures
- Integrated with existing Curriculum Program

Integrated with Existing Programs/Curriculum
- Alignment with Learning Outcomes
- Integration of Theory and Hands-on Learning
- Performance and Accountability Integrated in Grading Policy
Administrative Considerations for Pre-Apprenticeship /

Curriculum Adoption
- Integration with Existing Programming
- Addition to Existing Programming

Roles and Responsibilities in Delivery
- Staffing Resources
- Pre-apprenticeship Sponsor

Staffing Resources
- Teacher of Record
- Point of Contact

Program Sustainability
- Expectations and Return
- Commitment to Support
- Participation in Program Improvement
Pre-apprenticeship / Preparation for a Career

Career Exploration in an Industry Sector

Hand's-on Skills

Pre-apprentices are prepared with employable work habits and expectations.

Apprenticeship Completion
80%
Among pre-apprenticeship completers

Reduce Training Costs

Based on Fall 2017 data
QUESTIONS?