

## PRE-APPRENTICESHIP PROGRAMS

This policy applies to the Youth Program unless indicated otherwise.

Pre-apprenticeship is a 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 programs. For workers who may not have the fundamental skills to succeed in a Registered Apprenticeship program and youth who are exploring career options, pre-apprenticeship training programs act as a bridge. These training programs, which are operated by education, community or faith-based organizations, can help apprenticeship candidates decide on an occupational track, develop foundational skills, and improve productivity once employed. Pre-apprenticeship programs operate an approved plan under which candidates participate in a short, intensified training period in a school or training center, with the intent to place them into Registered Apprenticeships upon completion or soon after completion of the program.

Pre-apprenticeships are a type of a work experience, which is included in the 20% work experience expenditure priority of service for the youth program. Staff should charge their time in accordance to the Youth Priority Policy. Work experiences are one of the fourteen youth elements required to be made available to youth participants.

DLR employment specialists should coordinate pre-apprenticeship services for participants if this is determined to be an appropriate service strategy identified in his/her employment plan.

A pre-apprenticeship is a program designed to prepare individuals to enter and succeed in an apprenticeship program registered under the National Apprenticeship Act and includes the following elements:

1. Training and curriculum that aligns with the skill needs of employers in the economy of the State or region involved;
2. Access to educational and career counseling and other supportive services, directly or indirectly;
3. 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;
4. Opportunities to attain at least one industry-recognized credential, and
5. A partnership with one or more registered apprenticeship programs that assists placing individuals who complete the pre-apprenticeship program in a registered apprenticeships program.

Pre-apprenticeship programs are paid through either an OJT or an ITA for Occupational Skills Training. An Occupational Skills Training would include a participant in the credential outcome. Services should be entered as an OJT and pre-apprenticeship or OST and pre-apprenticeship. See Training Services Policy §5.8.

**WIOA Law §122(a)(2)**  
**20 CFR §681.480**  
**SDDL Policy §5.30**  
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