THE ESSENTIALS OF A HIGH-QUALITY PRE-APPRENTICESHIP PROGRAM

Thursday, Nov. 7

PRESENTED BY

JFF’s Center for Apprenticeship & Work-Based Learning
Hi, I’m Eric Seleznov

ERIC SELEZNOW
Senior Advisor, JFF

Eric directs JFF's Center for Apprenticeship & Work-Based Learning and has over 30 years of experience managing a range of workforce development and correctional reentry programs. Prior to JFF, Eric served as deputy assistant secretary for the U.S. Department of Labor’s Employment and Training Administration under Secretary Tom Perez.
ABOUT JFF

Our rapidly changing economy demands skilled and adaptable workers. But too many people lack the education and training employers require.

JFF is transforming our nation’s workforce and education systems to accelerate economic advancement for all.
JFF’S CENTER FOR APPRENTICESHIP & WORK-BASED LEARNING

The Center consolidates JFF’s broad skills and expertise on apprenticeship and work-based learning into a unique offering.

We partner with employers, government, educators, industry associations, and others to build and scale effective, high-quality programs.

Visit center4apprenticeship.jff.org.
HOUSEKEEPING

- This webinar is being recorded and will be sent to your email within 3 business days.
- All participants are muted—please send your questions via the Q&A box.
• Welcome
• Characteristics of a High-Quality Pre-Apprenticeship Program
  Deborah Kobes, JFF
  Jennifer Oddo, IBM
• State Perspective
  Eric Seleznow, JFF
  Eric Ramsay, Commonwealth of Pennsylvania
• Q&A
Defining Pre-Apprenticeship Programs

Pre-apprenticeship programs are training initiatives that are designed to prepare participants to enter and succeed in a Registered Apprenticeship or another high-quality apprenticeship program, and ultimately a career.
Hi, I’m

JENNIFER ODDO

Program Manager, IBM’s External Workforce and Apprenticeship Initiatives

In her role as program manager for IBM’s External Workforce and Apprenticeship Initiatives, Jennifer is responsible for advocacy, education, and enablement for strategic initiatives working with community colleges and industry partners. She is the chair of the Consumer Technology Association’s Apprenticeship Coalition.
Hi, I’m

ERIC RAMSAY

Director of Apprenticeship and Training,
Commonwealth of Pennsylvania

As director of Apprenticeship and Training with the Commonwealth of PA, Eric is responsible for all Registered Apprenticeship activities statewide. The goals of his office are to increase the number of apprentices in PA, educate about the merits of Registered Apprenticeship, and expand into the “non-traditional” areas of apprenticeship.
Hi, I’m

DEBORAH KOBES

Director, JFF

Deborah is deputy director of JFF’s Center for Apprenticeship & Work-Based Learning where she focuses on expanding access to and success in high-demand careers. She seeks to create career pathways for women, people of color, and other populations that are underrepresented in high-demand sectors, such as technology, manufacturing, and construction.
Groups That Can Deliver Pre-apprenticeship Programs

- Community-based Organizations
- High Schools
- Labor Organizations
- Workforce Agencies
- Community Colleges
What a Quality Program Achieves

An effective high-quality program does the following:

- Links directly to an apprenticeship
- Prepares people from underrepresented populations for high-quality employment opportunities
- Is a bridge to career opportunities for students, new workers, or underprepared learners
- Increases diversity and equity throughout the apprenticeship and workforce systems
- Provides the essential instruction, preparation, and supports that participants need to be successful in the next step in their career paths
JFF’s Framework for High-Quality Pre-Apprenticeship Programs
JFF’s Six Key Characteristics

- **Transparent Entry and Success Requirements**
- **Alignment with Skills** Sought by Local Employers and High-Quality Apprenticeship Programs
- **Culmination in One or More Industry-Recognized Credentials**
- **Development of Skills Through Hands-On Activities and Work-Based Learning**
- **Offering of Academic, Career Exploration, and Wraparound Supports**
- **Transition into a Registered Apprenticeship or Other High-Quality Apprenticeship Program**
JFF’S SIX KEY CHARACTERISTICS

Transparent Entry and Success Requirements

Be clear about:

- What people need in order to enter the program
- What they need in order to succeed
- What they need in order to progress to an apprenticeship program

KEY CONSIDERATIONS:

- Understand what requirements participants need to enter an apprenticeship and implement clear strategies to meet those requirements in the pre-apprenticeship
- If there are any requirements that the pre-apprenticeship cannot help participants meet, be sure to share that information (physical capabilities, absence of specific criminal convictions, etc.)
With a focus on entering high-quality apprenticeship programs, participants should gain the necessary:

- Soft skills
- Technical skills
- Academic credentials

Alignment with Skills
Sought by Local Employers and High-Quality Apprenticeship Programs

JFF’S SIX KEY CHARACTERISTICS

KEY CONSIDERATIONS:

- Design a curriculum that could allow a participant to enter a range of different occupations
- Instruction and training should be intentionally designed to reach underserved populations
At the end of a pre-apprenticeship, participants should earn credentials that:

- **Are in demand** and recognized by local industries
- **Allow them to enter directly into the workforce**
- **Are stackable and portable**

To ensure this, programs might need to include supports such as test delivery in their offerings.
JFF’S SIX KEY CHARACTERISTICS

Development of Skills Through Hands-on Activities and Work-based Learning

Programs should include relevant hands-on activities that:

- Take place in a classroom, worksite, or lab
- Are experiential and problem-based
- Have input from employers and apprenticeship sponsors
- Help navigate workplace culture, policies, and procedures

KEY CONSIDERATIONS:

- Participants should understand what skills they’re learning and how they can apply those skills in a career
JFF’S SIX KEY CHARACTERISTICS

Offering of Academic, Career Exploration, and Wraparound Supports

Help participants:

• **Understand the industry** and what career paths are available
• **Explore** either an apprenticeship or postsecondary **opportunities** that align with career interests
• **Develop a career plan** that identifies short- and long-term goals, including potential barriers and possible solutions

KEY CONSIDERATIONS:

• Provide wraparound supports such as tutoring and case management (for access to resources for child care, mental health treatment, transportation, and housing etc.)
Transition into a Registered Apprenticeship or Other High-Quality Apprenticeship Program

Connect program graduates directly with:

- Apprenticeship programs
- Postsecondary education
- Postsecondary training

KEY CONSIDERATIONS:

- Help ensure advanced standing for participants who may qualify
Pre-apprenticeships are not federally vetted (unlike Registered Apprenticeships), but the U.S. Department of Labor has outlined several elements that characterize a quality pre-apprenticeship program in a Training and Employment Notice (TEN 13-12) and in a Training and Employment Guidance Letter (TEGL 13-16).

Some states, including Ohio, Pennsylvania, North Carolina, and Wisconsin, are beginning to formally recognize high-quality pre-apprenticeship programs.
Q&A

JENNIFER ODDO
IBM

ERIC RAMSAY
Commonwealth of Pennsylvania

DEBORAH KOBES
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ERIC SELEZNOW
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THANK YOU!

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