

**JFF**

# THE ESSENTIALS OF A HIGH-QUALITY PRE-APPRENTICESHIP PROGRAM

*Thursday, Nov. 7*

PRESENTED BY

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JFF's Center for Apprenticeship & Work-Based  
Learning



*Hi, I'm*

**ERIC SELEZNOW**

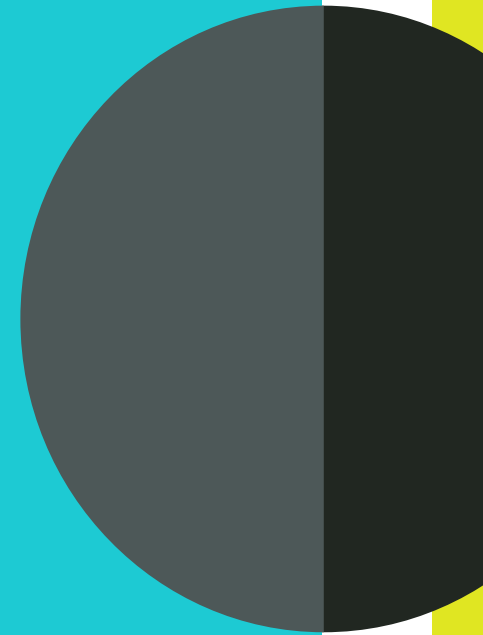
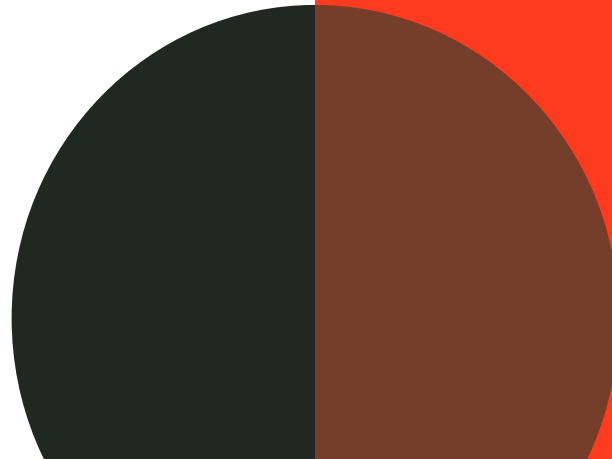
*Senior Advisor, JFF*

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](https://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.



# AGENDA

- **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**

The background of the slide is a blurred photograph of an aircraft's engine and landing gear. The engine is at the top, and the landing gear is at the bottom. The image is out of focus, emphasizing the text in the foreground.

# 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.

PRE-APPRENTICESHIP BASICS

# Groups That Can Deliver Pre-apprenticeship Programs



Community-based Organizations



High Schools



Labor Organizations



Workforce Agencies



Community Colleges

## PRE-APPRENTICESHIP BASICS

# 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**



HIGH-QUALITY PRE-  
APPRENTICESHIP PROGRAM

## 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.)

## JFF'S SIX KEY CHARACTERISTICS

# Alignment with Skills

Sought by Local Employers and High-Quality Apprenticeship Programs

With a focus on entering high-quality apprenticeship programs, participants should gain the necessary:

- **Soft skills**
- **Technical skills**
- **Academic credentials**



### 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



## JFF'S SIX KEY CHARACTERISTICS

# Culmination in One or More Industry-Recognized Credentials

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**



## KEY CONSIDERATIONS:

- 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.)



## JFF'S SIX KEY CHARACTERISTICS

# Transition into a Registered Apprenticeship or Other High-Quality Apprenticeship Program

Connect program graduates directly with:

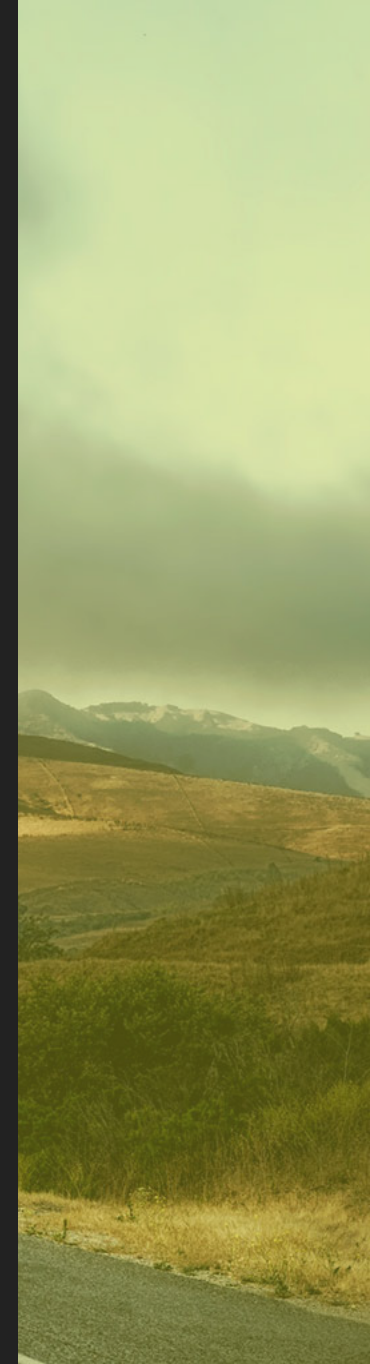
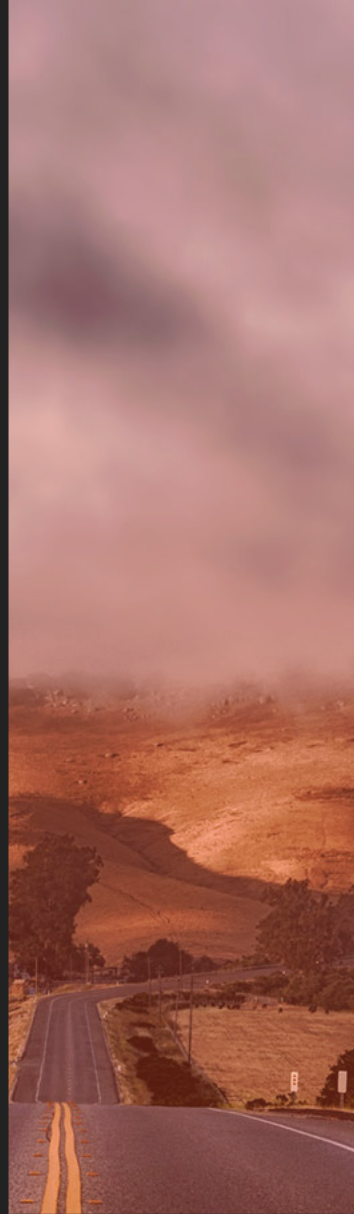
- **Apprenticeship programs**
- **Postsecondary education**
- **Postsecondary training**



## KEY CONSIDERATIONS:

- Help ensure advanced standing for participants who may qualify

# STATE PERSPECTIVE



## NATIONAL CONTEXT

# Pre-Apprenticeship Policies

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

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**JENNIFER ODDO**

*IBM*



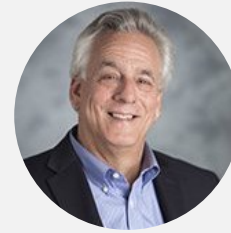
**DEBORAH KOBES**

*JFF*



**ERIC RAMSAY**

*Commonwealth of Pennsylvania*



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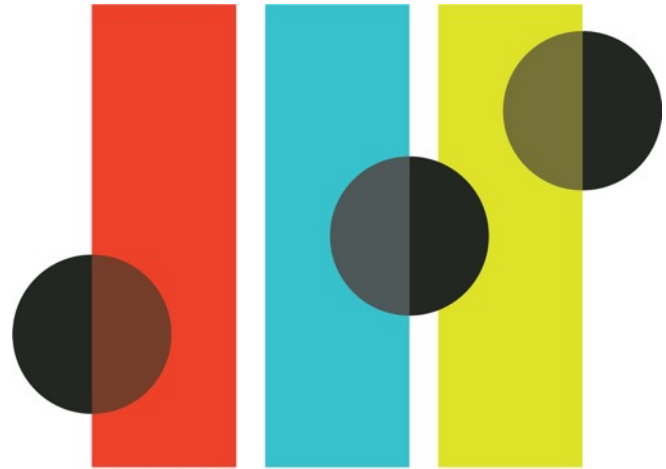
*JFF*

# HORIZONS

— Designing a Future That Works —

**June 9–10, 2020 • New Orleans, LA**





**JFF**

**THANK YOU!**

*A recording of this event will be sent to your email within the next 3 business days*

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