Jemiel Rose from Connecticut Colleges and State Colleges and Universities shared information on Eastern Connecticut's pre-apprenticeship program with Electric Boat. He gave details about the program's design and curriculum, employer engagement strategies, partnerships, support services, placement, and participant career pathways. This pre-apprenticeship program targets participants with no prior manufacturing experience. As a result of completing the program, participants gain the baseline industry recognized skills and behaviors needed for apprenticeship program placement and success.

After the presentation grantees discussed:

- Strategies for developing and sustaining pre-apprenticeship and apprenticeship programs, including:
  - Planning and developing a grant funding pipeline to ensure sustainability which include ensuring that program partners are actively applying for funding that support the common vision.
  - Working with Workforce Investment Boards (WIBs) and American Job Centers (AJCs) from the very beginning of the grant.
- Leveraging the resources and services of WIBs and AJCs to connect to the under employed population. AJCs and WIBs may:
  - Conduct outreach on behalf of the pre-apprenticeship and/or apprenticeship programs.
  - Find On-the-Job training and permanent job placements for apprentices.
- Establishing employer engagement by:
  - Ensuring successful apprentice placements. Employers that know that pre-apprentices are ready and have the skills to be successful in apprenticeship are more likely to hire more pre-apprentices.
  - Providing subsides to small employers under 50 employees to help cover the OJT hours.
  - Conducting outreach on social media to clearly explain the benefits of hiring apprentices.
  - Customizing apprenticeship programs to each employer’s needs.
- Cultivating Employer engagement through right thinking and effective communication including:
  - Understanding that the apprenticeship program’s target customer is both the apprentice and more importantly the employer.
  - Providing appropriate and realistic time expectations during employer outreach. It takes time to gain proficiency in an apprenticeship or occupation, providing realistic time frame is a wonderful way to develop trust.