

# DOL YouthBuild Registered Apprenticeship Toolkit

Strategies for developing and  
implementing a successful career  
pathway to registered  
apprenticeships.



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# Learning Objectives

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- Define Registered Apprenticeship
- Explain the benefits of developing a pathway into Registered Apprenticeship
- Assess current program strengths and gaps in three key areas
- Discuss ways that Section 3 could be used to create opportunities for employers



# Registered Apprenticeship in Brief

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Go to: <http://www.dol.gov/apprenticeship/>

- Earn and Learn
- Wage progression with increasing proficiency
- From 1 to 6 years in length
- Completion with a nationally recognized, portable credential
- Qualifications established by apprenticeship program sponsors and meet standards
- Most reliable pathway for careers in construction

## Apprenticeship Sponsors

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- Employers
- Trade associations
- Labor-management organizations



# What are the benefits of creating a pathway into Registered Apprenticeship?

- **YouthBuild participants?**
- **YouthBuild grantee?**
- **Registered Apprenticeship sponsors or the construction industry?**
- **The community?**

# Pre-Apprenticeship Quality Framework

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Training and Employment Notice 13-12

Pre-apprenticeship is “a program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship program and have a **documented partnership** with at least one, if not more, Registered Apprenticeship program(s).”

[http://wdr.doleta.gov/directives/attach/TEN/TEN\\_13-12\\_Acc.pdf](http://wdr.doleta.gov/directives/attach/TEN/TEN_13-12_Acc.pdf)



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Strategy #1:  
Approved  
Training and  
Curriculum

Strategy #2:  
Meaningful Hands-  
On Training

Strategy #3:  
Strategies for  
Long-Term  
Success

Strategy #4:  
Access to  
Appropriate  
Support Services

**6 Program  
Strategies from  
TEN 13-12**

Strategy #6:  
Facilitated  
Entry or  
Articulation

Strategy #5:  
Promotes  
Greater Use of  
Registered  
Apprenticeship

# Tools:

## List of Key Terms

- **Apprenticeship Preparation:** Implementation strategies that could prepared individuals for Registered Apprenticeship in the absence of documented partnerships with Registered Apprenticeship sponsors
- **Elevated Standing:** Formal articulation agreements with Registered Apprenticeship sponsors for earning advanced credit/placement for skills and competencies already acquired.
- **Facilitated Entry:** Formalized agreements with Registered Apprenticeship sponsors that enable individuals who have successfully completed the pre-apprenticeship program to enter directly into a Registered Apprenticeship program.
- **Pre-Apprenticeship:** A program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship program and have a documented partnership with at least one, if not more, Registered Apprenticeship program(s).



# 3 Pillars of Program work

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## 1. Recruitment & Preparation

aligns with...

- Approved Curriculum
- Meaningful hands-on training
- Strategies for long-term success

## 2. Transition Support

aligns with...

- Access to appropriate support services

## 3. Partnership Tables

aligns with...

- Promotes greater use of Registered Apprenticeship
- Facilitated entry or articulation



# Part II: Establishing an Apprenticeship Pathway



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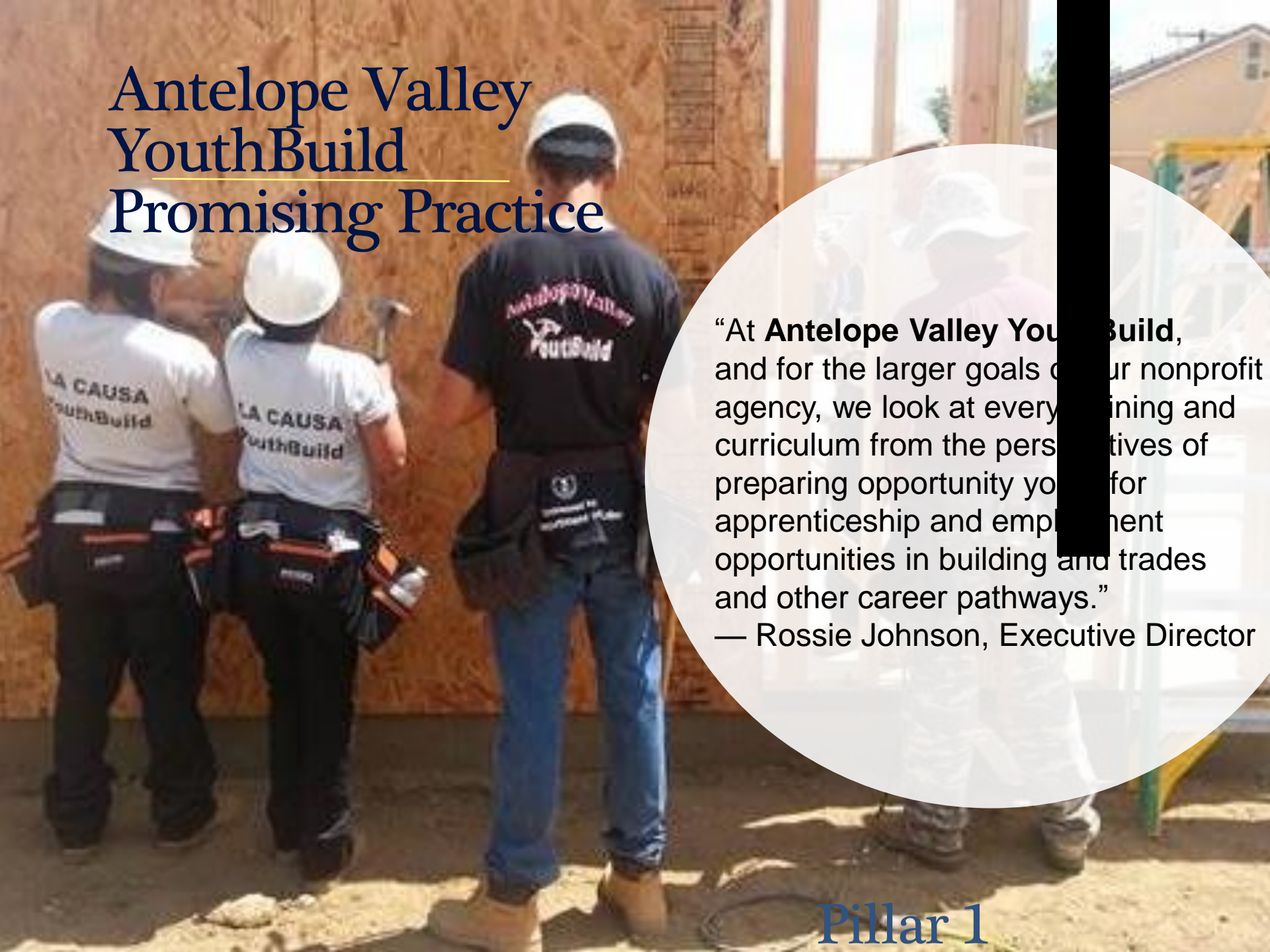


## Preparation: Promising Practices

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- Recruiting students with an interest in construction
- Organizing experiences that simulate industry conditions to identify participants who possess the right temperament for the industry
- Formulating and refining assessment tools with apprenticeship sponsors
- Addressing the challenges participants from underrepresented groups may face in the industry from day one
- Developing SMART benchmarks on knowledge, skills and attitudes that track to success

# Antelope Valley YouthBuild Promising Practice



“At **Antelope Valley YouthBuild**, and for the larger goals of our nonprofit agency, we look at every training and curriculum from the perspective of preparing opportunity youth for apprenticeship and employment opportunities in building and trades and other career pathways.”

— Rossie Johnson, Executive Director

Pillar 1

# Antelope Valley YouthBuild Promising Practice

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## Program staff ask themselves:

1. Does it offer an industry-recognized credential? If so, which aspects (organizations, associations, etc.) of the industry gives it credibility?
2. Is the training rigorous? Are those expected competencies industry-driven and related to job preparation and projected employment job descriptions and tasks?
3. Have we vetted all components of the training and curriculum with placement partners and projected employers?

## Transition Support: Promising Practices

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- Asking students to articulate their goals for the future.
- Regularly organizing interdepartmental conversations about students, regularly.
- Partnering with agencies and businesses that can provide opportunities for students to earn driver's licenses.
- Offering consistent, goal-oriented case management services from day one.
- Co-enrolling students with workforce investment agencies to provide access to follow-up services such as childcare
- Assessing barriers to employment early on

## Common Types of Support Services for New Apprentices

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- Assistance with securing drivers licenses
- Childcare
- Networking and Mentoring
- Math Skills

# YouthBuild Spokane Best Practice

At YouthBuild Spokane, staff assess barriers to employment success before participants enroll. This helps become the focus of action planning with each student.

Pillar 2



Pillar 2:

# entry into Registered Apprenticeship Resources

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**Kahn Academy**

<https://www.khanacademy.org/math>

**Apprenticeship Completion and Cancellation in the Building Trades  
published by The Aspen Institute**

[http://www.aspenwsi.org/wordpress/wp-content/uploads/  
aspen\\_apprenticeship.pdf](http://www.aspenwsi.org/wordpress/wp-content/uploads/aspen_apprenticeship.pdf)

**Barriers to Employment Success Inventory (BESI)**

<http://list.emcp.com/barriers-to-employment-success-inventory.html>



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## Partnerships for long-term success: Promising Practices

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- Engaging local workforce development agencies in partnership development.
- Meeting with partners on a regular basis.
- Clarifying the purpose of each partnering organization.
- Involving YouthBuild participants and alumni.
- Establishing a partnership table that includes more than one apprenticeship sponsor

# Success story:

## The partnership table YouthBuild Operation Fresh Start Madison, Wisconsin

	Role in apprenticeship placement	Type(s) of engagement (regular meetings, collaborative meetings, referrals, other activities)
Workforce Board of Central Wisconsin	Funds the Foundations for the Trades Academy, a six-week apprenticeship preparation curriculum for the utilities industry and organizes the apprenticeship partnership table	Regular collaborative meetings, grant funder/partner, organizes contractor job fairs
Building and Construction Trades Council of South Central Wisconsin	BCTCSCW is a labor organization representing 19 individual union locals, composed of 17 different construction crafts that offer apprenticeships. Affiliated unions represent members who are involved with almost all aspects of building and construction.	Individual locals recruit apprentice candidates from Operation Fresh Start
Construction Training Institute	Provides participants with information on the trades; offers a six-week apprenticeship preparation curriculum administers the Accuplacer exam to YouthBuild apprentice candidates	Regular collaborative meetings, provides referrals, assists in case management of shared participants on their path to apprenticeship
Wisconsin Regional Training Partnership	As a workforce intermediary in Madison, WRIP/BIG STEP works with the public sector to develop resources, services, and processes for member companies to expand employment opportunities and meet their needs for new workers.	Limited understanding and commitment to program model; lack of cohesion for young people and staff; staff time becomes split; funding becomes dispersed; program staff lack financial control
Findorff Construction	Provides job shadow opportunities for Grad Crew members	Regular meetings, weeklong job shadows for Grad Crew members on commercial sites each quarter, collaborative meetings WFD grant partner, apprenticeship placement partnership
Four Lakes Driving School	Provides automobiles for driver's license exams	Provides discounted services to Operation Fresh Start participants

# Part III: Action Planning



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# Recommended Action Steps

## 1. ***Visit...***

a local apprenticeship training facility sponsored by a trade association or union in your area.

## 2. ***Meet...***

with apprenticeship sponsors to find out the kind of apprenticeship candidates they want and need

## 3. ***Ask...***

apprenticeship sponsors to get feedback on your program and training

## 4. ***Remember...***

that building a partnership takes time; seek information before asking for anything

# Questions & Answers



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