
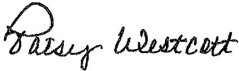


State of Alaska
Department of Labor and Workforce Development

Division: Alaska Workforce Investment Board (AWIB), Employment and Training Services (DETS)	Policy: 07-525.1
Subject: Quality Pre-Apprenticeship Definition	Pages: 2
References: Workforce Innovation and Opportunity Act of 2014 (WIOA) Title 1 B ; 20 CFR Section 681.480 ; Training and Employment Notice (TEN) 13-12 .	Effective: 2/4/2016 Revised: 8/17/2020
Approved:  _____ Louise Dean, Executive Director, AWIB	8/25/2020 Date
Approved:  _____ Patsy Westcott, Director, DETS	8/25/2020 Date

1. Parties Affected

This policy applies to the Alaska Workforce Investment Board (AWIB) and Division of Employment and Training Services (DETS) staff, and subrecipients of public funds from AWIB/DETS.

2. Background

Quality pre-apprenticeship (QPA) programs can play a valuable role in preparing qualified entry-level workers for Registered Apprenticeships while contributing to the development of a diverse and skilled workforce. QPA training helps participants transition to family-sustaining jobs, reduce welfare dependency, increase economic self-sufficiency, meet skills requirements of employers, and enhance Alaska’s economic productivity and competitiveness.

Quality pre-apprenticeship training should be a collaboration among:

- a) Registered Apprenticeship sponsors;
- b) workforce development agencies;
- c) economic development agencies;
- d) business and industry partners;
- e) labor management organizations;
- f) community colleges and other education partners;

- g) community and faith-based organizations; and
- h) advocacy organizations that represent underserved populations.

3. Policy

AWIB/DETS staff and subrecipients of public funds from AWIB/DETS should become familiar with the quality pre-apprenticeship framework to support expanded partnerships between QPA programs and Registered Apprenticeship programs.

Quality pre-apprenticeship is defined as a program or a set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship program, including a formal written agreement with one or more nationally Registered Apprenticeship programs. A QPA program provides training to increase math, literacy, and other vocational skills needed to gain entry into a Registered Apprenticeship program. Elements of a quality pre-apprenticeship include the following elements:

- a) **Approved training and curriculum** based on industry standards and approved by the documented Registered Apprenticeship partners that will prepare individuals with the skills and competencies needed to enter one or more Registered Apprenticeship programs.
- b) **Strategies for long-term success.** Pre-apprenticeship may be a strategy for WIOA Adult and Youth programs to increase opportunities for under-represented, disadvantaged, or low-skilled individuals, so that they will meet the entry requirements, gain consideration, and are prepared for success in one or more Registered Apprenticeship programs.
- c) **Access to appropriate support services** during the pre-apprenticeship program and a significant portion of the Registered Apprenticeship program.
- d) **Promoting greater use of Registered Apprenticeship to increase future opportunities.** To support the ongoing sustainability of the partnership between pre-apprenticeship providers and Registered Apprenticeship sponsors, these efforts should collaboratively promote the use of Registered Apprenticeship as a preferred means for employers to develop a skilled workforce and to create career opportunities for individuals.
- e) **Meaningful hands-on training that does not displace paid employees or apprentices.** Pre-apprentices will participate in volunteer opportunities or simulated lab experiences under proper supervision while adhering to appropriate safety protocols. These experiences should, whenever possible, accurately simulate the industry and occupational conditions of the partnering Registered Apprenticeship sponsors.
- f) **Facilitated entry and articulation** including 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, including articulation agreements for earning advanced credit or placement for skills and competencies already acquired.