Introduction

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APPRENTICESHIP AND TRAINING OFFICE

TOOLINGU | sme

5 Elements of Pre-Apprenticeship (Pre-RA)

1. **Connection to existing apprenticeship programs** into which successful pre-apprentices will advance and potentially gain advanced standing

2. **Approved training** and **curriculum**

3. **Hands-on learning** with a career focus

4. Opportunity to earn an **industry-recognized credential**

5. Access to **support services** and career counseling

Pre-RA Division Priorities

- Raise pre-apprenticeship awareness in the Education community
- Develop more in-depth participant reporting measures to include ways to track successful matriculation from pre-RA to RA
- Create pre-apprenticeship program models consistent with outside agency agendas (OVR, PDE, DHS)
- Raise existing sponsor awareness of programming updates and parameters
- Develop a pre-apprenticeship division which would consist of 2 Pre-Apprenticeship & Training Representatives to focus on program development and registration
- Ensure compliance with regulations, standards, and guidance consistent with PA standards while also considering Act 158: Pathways to Graduation

Pre-Apprenticeship to Apprenticeship Pathway

Pre-Apprenticeships

Secondary Education/CTCs

School to Work Pipeline starts here

PA CareerLink®

Career Advisement Positive Outcomes for Common Measures

Community-Based Organizations

Support Services Recruitment

Registered Apprenticeships

New Sector pathways
Employers
Labor
Union/Association

Apprenticeship as an Ecosystem

CBOs
PA CareerLink
State Agencies

Employers
Labor Unions/Associations

Registered Apprenticeship

Pre-Apprenticeship

Secondary Education

State Agencies

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Pre-Apprenticeship (Pre-RA) Overview

Connection to Registered Apprenticeship	**State Apprenticeship Agency**	**The ATO requires classroom and hands on learning**	**Act 158**	**Pre-Apprenticeship is for Everyone!**
A Pre-Apprenticeship is meant to prepare individuals for a Registered Apprenticeship program.	Pennsylvania follows federal guidelines, and additional policy specific to Pennsylvania.	The employer and/or Registered Apprenticeship sponsor is ultimate curriculum driver.	2023 was the first graduating class able to use successful completion of a pre-apprenticeship program as an alternative pathway to graduation.	Pre-Apprenticeship and Youth Apprenticeship are not the same thing.

Programs Approved in 2022

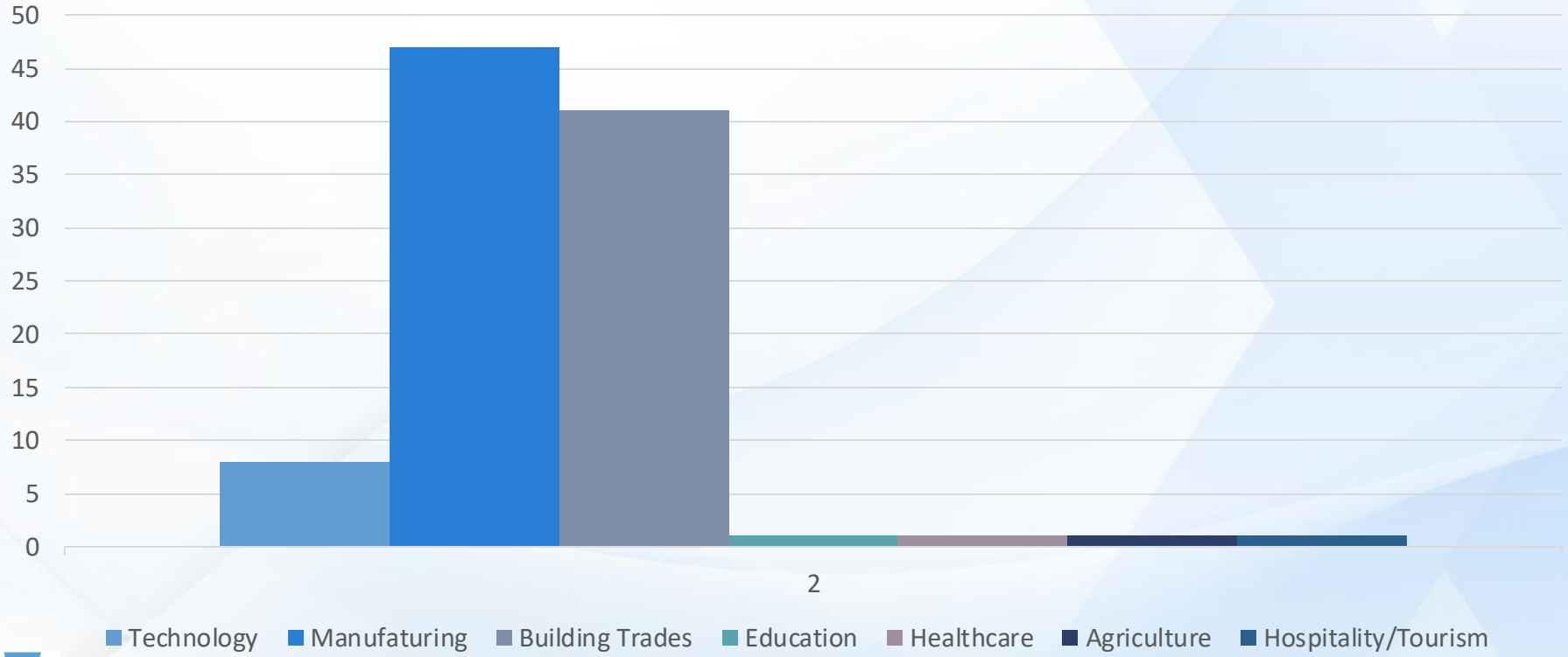| Time period	Building Trades	Manufacturing	Technology	Education	Hospitality/ Tourism	Total by Quarter
Q1	2	1	5	0	0	8
Q2	2	1	1	0	0	4
Q3	0	0	0	2	2	4
Q4	1	1	0	0	0	2
Total by Sector	5	3	6	2	2	Annual Total: 18

Programs Approved in 2023

Time period	Building Trades	Manufacturing	Agriculture	Healthcare	Education	Other (Digital Marketing)	Total by Quarter
Q1	3	1	0	0	0	0	4
Q2	2	0	0	0	0	0	2
Q3	8	4	0	0	0	1	13
Q4	5	3	1	1	1	0	11
Total by Sector	18	8	1	1	1	1	Annual Total: 30

Current Programs Registered By Sector

Pre-Apprenticeship Division Statistics

Current Info:

Contact Info:

Pre-RA@pa.gov

- **115** Registered Pre-Apprenticeship Programs
- **16** Canceled Programs
- **60** Programs Affiliated with CTE
- **81** Programs Serving High School Youth
- **40** Programs Pursuing Pre-Apprenticeship Registration

- **1,685** Active Pre-Apprentices
- **537** Pre-Apprentices completed this FY 2023