



## Pre-Apprenticeship Informational Sheet

### **Pre-Apprenticeship**

Pre-apprenticeship services and programs are designed to prepare individuals to enter and succeed in Registered Apprenticeship programs. These programs have a documented partnership with at least one Registered Apprenticeship program sponsor and together, they expand the participant's career pathway opportunities with industry-based training coupled with classroom instruction.

### **Pre-Apprenticeship and California Law**

The Governor signed AB 235 in September 2018, which added Section 3100 to the Labor Code. The overall goal of this Section of the Labor Code was to provide a means to evaluate and ensure that training standards are being met while tracking the outcome of individuals enrolled in a Pre-Apprenticeship Program.

*Currently, there is no mandate that a Pre-Apprenticeship Program register with DAS*, however the program may be barred from applying for or collecting WIOA grants under SB-1, AB 554, Proposition 39 Pre-Apprenticeship and the California's Unified Strategic Workforce Development Plan.

In addition, we expect that future RFA's from the CCC Chancellors Office designated specifically for Pre-Apprenticeship Programs will mandate registration of the Pre-Apprenticeship program with DAS before qualifying for a CAI grant.

### **Pre-Apprenticeship Qualifications**

To qualify for approval, a pre-apprenticeship program shall include the following elements:

(1) Training and curriculum based on industry standards and approved by the documented registered apprenticeship program partner or partners that will prepare individuals with the skills and competencies needed to enter one or more registered apprenticeship programs.

(A) Documentation that the pre-apprenticeship training activities are conducted in partnership with one or more DAS approved apprenticeship program.

(B) A copy of a memorandum of understanding or other formal written agreement that gives priority but not a guarantee to pre-apprenticeship graduates for acceptance into the apprenticeship program.

(2) Strategies that increase registered apprenticeship opportunities for underrepresented disadvantaged, or low-skilled individuals, such that, upon completion, those individuals will meet the entry requirements

and be prepared for success in one or more registered apprenticeship programs. These strategies include any of the following:

(A) Strong recruitment efforts focused on outreach to populations underrepresented in local, state, and national registered apprenticeship programs.

(B) Educational and prevocational services that prepare individuals to meet the entry requisites of one or more registered apprenticeship programs, such as specific career and industry awareness workshops, job readiness courses, English for speakers of other languages, adult basic education, financial literacy seminars, and mathematics tutoring.

(C) Exposing participants to local, state, and national registered apprenticeship programs and providing direct assistance to participants applying to those programs.

(D) Facilitating access to appropriate support services during both the pre-apprenticeship program and a significant portion of the registered apprenticeship program.

(E) Efforts to sustain the ongoing partnership between the pre-apprenticeship program and registered apprenticeship program partner or partners, including collaborative efforts that promote alignment with the California Workforce Innovation and Opportunity Act (WIOA) Unified Strategic Workforce Development

(F) Providing physical preparedness training for jobs where physical ability and endurance are key elements of success.

(G) Providing training on safe working practices where applicable to the job.

(H) Providing hands-on training to individuals in a simulated lab experience or through volunteer opportunities that accurately simulate industry and occupational conditions while observing proper supervision and safety protocols, provided that such experience and opportunities do not supplant or reduce the compensable work of paid employees.

(I) Providing for automatic acceptance or priority credits for acceptance into apprenticeship programs of individuals who have successfully completed the pre-apprenticeship program, and when applicable, giving advance credit in the apprenticeship program for skills and competencies already acquired in the pre-apprenticeship program.

(3) Pre-apprenticeship programs shall be evaluated and approved based on a determination of the strengths of the elements provided in the bill and approval shall expire in three years unless the program requests and obtains renewal of its approval by the DAS.

(4) Adds pre-apprenticeship programs into the existing auditing provisions for apprenticeship programs to ensure that the program is complying with its standards and requirements. Additionally, this bill proposes to change “audit” to “evaluation” in these provisions.

## Resources

- [DOL Training and Employment Notice 13-12](#), Defining a Quality Pre-Apprenticeship Program and Related Tools and Resources
- AB 235, O'Donnell. Apprenticeship and pre-apprenticeship
- Labor Code §3100. Pre-Apprenticeship Programs
- Best Practices: Preparation for Pre-Apprenticeship Training