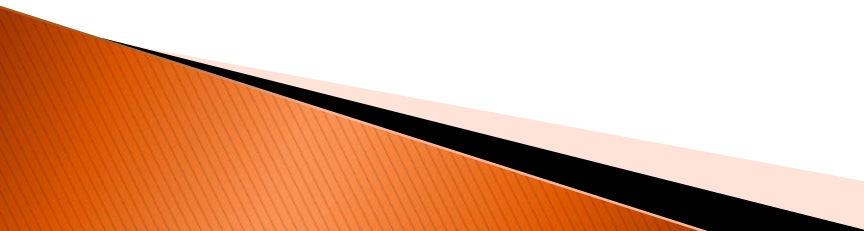


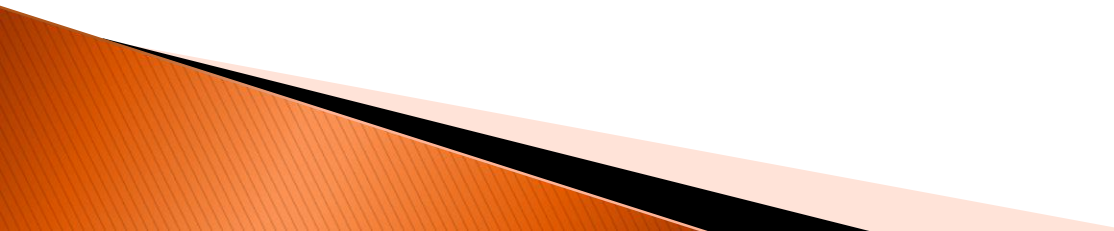
## Customized Pre-Apprenticeship Model



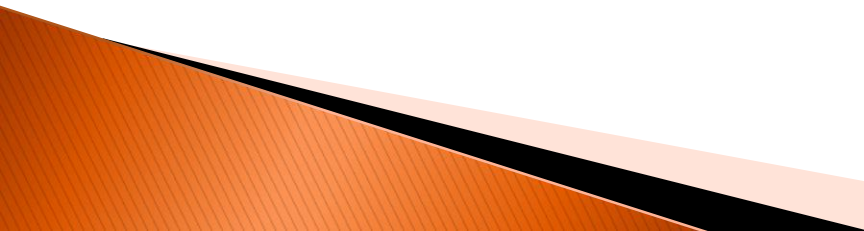
# Origins and Theory

- Identified Emerging Economic Sector with commonality of Need (Construction 13.7% regional job growth)(National Avg. 10.6 %)
  - Developed Multi-Core Curriculum
  - Approved by 50 Employers/ With Regional Technical College
  - Reviewed with Earl Buford (Milwaukee has run similar curriculum)
  - Shortened class time to 12 weeks to reduce cost and maximize enrollment potential
  - NCWWDB/DWD (Bureau of Apprenticeship Cohort)
  - Applied for registered Pre-Apprenticeship (DWD)
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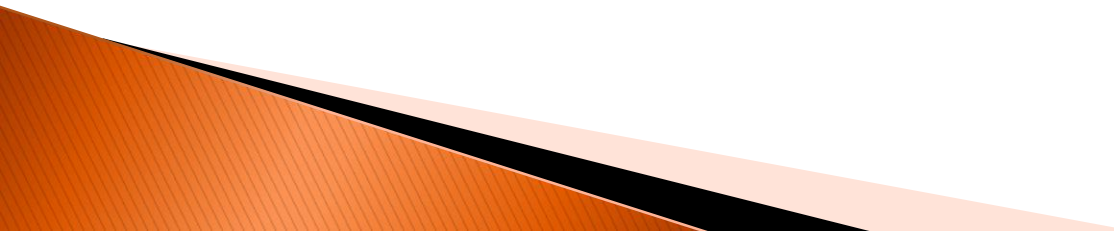
# Labor Market Analysis and Employer Outreach

- LMI Performed by NCWWDB (targeting fostering new relationships in emerging economy)
  - Curriculum Development – Performed by Bureau of Apprenticeship Rep. and NCWWDB in collaboration with NTC.
  - Employer Outreach and Curriculum approval done primarily by Bureau of Apprenticeship with assistance from NCWWDB
  - 50 Employers throughout the region (Construction, Electrical, Pipefitting/Plumbing)
- 

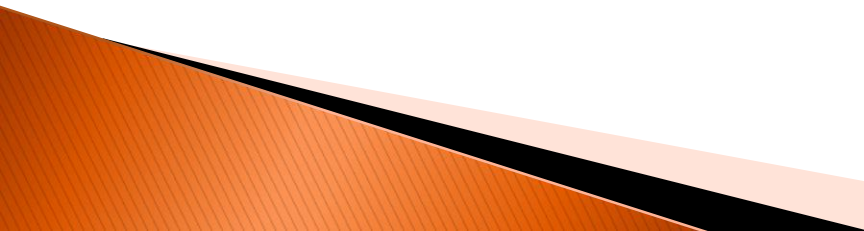
## Process

- NCWWDB Business Services Director charted LMI and noticed a strong growth in construction, and a significant human capital shortage.
  - NCWWDB Business Services Director met with the 30 largest regional construction companies to see if the data was validated in real time.
  - NCWWDB Business Services Director consulted with the Bureau of Apprenticeship ATR in WDA 6 on the need.
  - Together they went to the NCWWDB with the idea of a pre-apprenticeship class.
  - NCWWDB Business Services Director and WDA 6 ATR developed curriculum with NTC based on employer need.
  - NCWWDB funded the program, after receiving certification from the Bureau of Apprenticeship Standards.
- 

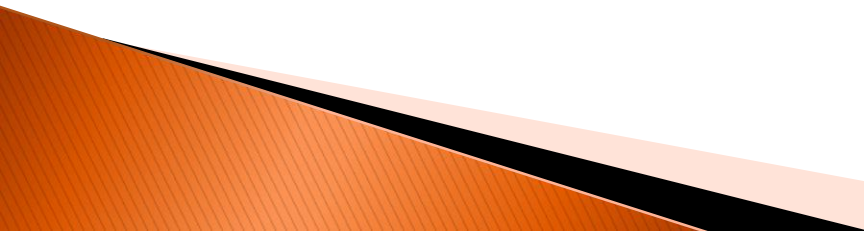
# Goals and Outcomes

- Meet Workforce Need of employers within primary or emerging industry sector
  - Ladder into a defined career path way/Educational Attainment
  - Develop base competencies and in-demand skills
  - In Demand Occupations must pay above livable wage attainment
  - Align with registered apprenticeship components
  - Leverage Apprenticeship
  - Shift Socio-economic demographics
- 

# Curriculum Design

- Include Components of Registered Apprenticeships
  - Include Safety
  - Ladder into Career Pathway for in-demand occupations of Primary or emerging economic sector
  - Maintain transferrable Credits
  - Be broad in scope, base knowledge of multiple competencies
  - Leverage WIOA as “Fail Safe”
- 

# Curriculum Template

- 10 Credits/315 Hours/12 Weeks
  - Class Size: 15 Students
  - Cost: \$64,000 (\$20k savings from standard trainings we run)
  
  - Residential Electrical (1 Credit/ 27 Hours)
  - Residential Plumbing (1 Credit/ 27 Hours)
  - Blueprint Reading and Estimating (2 Credits, 36 Hours)
  - Construction Safety (1 Credit, 36 Hours)
  - Construction Methods 1 (1 Credit, 36 Hours)
  - Trades Construction (2 Credits, 72/ Hours)
  - Construction Methods 2 (1 Credit/ 36 Hours)
  - Pipefitting and Vales (1 Credit/ 27 Hours)
  - Heartsaver First Aid, CPR, AED, BBP (8 Hrs/ 2 Yr Certification)
  - OSHA 10 (Construction/GI) (10 Hours/CE)
- 

## Formula

15 Students Begin Training

|

Complete Training

Earn 10 Transferrable Credits/ Apprenticeship Competencies

|

Attend M.E.P. Session with 50 Employers on Graduation Day

|

Get Hired (above livable Wage), Get Hired immediately as an apprentice, or use WIOA funding to enroll in full program of interest at technical college and transfer credits.

*\*The ones hired, after 6 months meet with employer to enroll in apprenticeship*



## Outcomes

- 14 of 15 students graduated
  - A hiring event was held with regional companies and Unions (pipefitters, carpenters, and electricians)
  - 9 were employed in industry or applied to go through the apprenticeship process
  - 5 continued their education or found employment elsewhere.
- 