



## NEMO WORKFORCE DEVELOPMENT BOARD

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# YOUTH APPRENTICESHIP POLICY

**Issuance No:** 31-2020  
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NEMO WDB will work with local schools, CTE's and Community Colleges to develop a Youth Pre-Apprenticeship and Registered Apprenticeship strategy.

Registered Apprenticeship is an effective "earn and learn" model with a long history of providing career ladders and pathways to the middle class. Registered Apprenticeships can be designed to fit almost all industries, small and large employers. Quality pre-apprenticeship programs can play a valuable role in preparing qualified entry-level workers for Registered Apprenticeship careers while contributing to the development of a diverse and skilled workforce.

Pre-apprenticeship is defined as a program or set of strategies designed to prepare individuals to enter and succeed in a Registered Apprenticeship program and has a documented partnership with at least one Registered Apprenticeship program. When possible, individuals who have successfully completed the pre-apprenticeship program should be ready to enter directly into a Registered Apprenticeship program and/or include articulation agreements for earning advanced credit/placement for skills and competencies already acquired.

Pre-apprenticeship programs generally consist of the following:

- Training and curriculum that aligns with the skill needs of employers in the economy of the State or region involved;
- Access to educational and career counseling and other supportive services, directly or indirectly;
- Hands-on, meaningful learning activities that are connected to education and training activities, such as exploring career options, and understanding how the skills acquired through coursework can be applied toward a future career;
- Opportunities to attain at least one industry-recognized credential; and
- A partnership with one or more Registered Apprenticeship programs that assists in placing individuals who complete the pre-apprenticeship program into a Registered Apprenticeship program.

*References:*

[Apprenticeship Desk-Aid-Use-of-Funds.pdf](#)

[TEN 13-12](#)