

# **ABA GUIDE TO STATE SUPPORT FOR QUALITY PRE-APPRENTICESHIPS**

June 2024

Office of Apprenticeship  
U.S. Department of Labor



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## **Glossary of Common Terms**



DEIA	Diversity, equity, inclusion, and accessibility
DOL	U.S. Department of Labor
EEO	Equal Employment Opportunity
OA	Office of Apprenticeship
RA	Registered Apprenticeship
TEN	Training and Employment Notice
WOIA	Workforce Innovation and Opportunity Act

## Introduction

This guide is the result of research and interviews with state agencies that promote quality pre-apprenticeship programs. It presents the current level of support in states that overtly promote quality pre-apprenticeships and align to the elements of quality pre-apprenticeship as defined by the Office of Apprenticeship (OA). Some states interviewed were in the process of developing formal pre-apprenticeship recognition guidelines; these will be acknowledged in future revisions of this guide but for this edition are acknowledged only as promoting the elements of quality pre-apprenticeships. It should also be noted that the Training and Employment Notice (TEN) No. 23-23 was issued after the interviews were conducted, which assessed alignment with the previous framework. Changes to that framework were more in emphasis than substance, so the authors took care to re-characterize responses according to the new framework.

Quality pre-apprenticeships are career development programs that prepare individuals to enter Registered Apprenticeship (RA) Programs with the work-readiness, life, and foundational job skills required to succeed. They adhere to certain standards and best practices that are recognized by the OA and by many of the states and provide a diverse pipeline of workers to RAs.

## TEN No. 23-23

Quality pre-apprenticeships introduce participants to the technical skills exercised in apprenticeship occupations and help prepare them with the life and employability skills they will need to be successful in an apprenticeable occupation. On March 5, 2024, the U.S. Department of Labor (DOL) Employment and Training Administration (ETA) issued TEN No. 23-23 that identifies five key characteristics of quality pre-apprenticeships:

1. Partnership with RA Program sponsors. Quality pre-apprenticeship programs should be designed and delivered with input from at least one RA Program sponsor. A pre-apprenticeship program's educational and pre-vocational services prepare individuals to meet the entry requisites of one or more RA Programs and occupations;
2. Sustainability through partnerships. To support their ongoing sustainability, quality pre-apprenticeship programs establish partnerships with entities to collaboratively promote the use of RA Programs as a preferred means for employers to develop a skilled workforce and to create career opportunities and pathways for individuals;
3. Meaningful training combined with hands-on experience replicating a workplace that does not displace paid employees. Quality pre-apprenticeships provide hands-on training to individuals in a workplace, simulated lab experience, or work-based learning environment, which does not supplant a paid employee, but effectively simulates the industry and occupational conditions and standards of the partnering RA Programs while observing proper supervision and safety protocols. Pre-apprenticeship programs ideally provide opportunities to obtain an industry-recognized credential, as well as potential stipends or wages when funding allows;

4. Access to career and supportive services. Quality pre-apprenticeship programs provide or otherwise ensure access to career and supportive services during the program, which may continue after a pre-apprentice enters an RA Program;
5. Strategies that increase RA opportunities for underrepresented or underserved populations facing significant barriers to employment in the RA labor force.

In TEN No. 23-23, OA places great emphasis on the equal employment opportunity (EEO) requirements of RA and on the accessibility of training for all Americans, including those historically underrepresented and underserved by the National Apprenticeship System. Diversity, equity, inclusion, and accessibility (DEIA) have been part of the quality pre-apprenticeship framework for years, and the new framework raises the bar by recognizing its importance in strengthening the apprenticeship system through a strong pipeline of diverse workers. TEN No. 23-23 provides examples of quality pre-apprenticeship programs that address high school students, out-of-school youth, adults, dislocated workers, and diverse populations along with examples of programs that provide financial support and resources that help offset the cost of participating in a pre-apprenticeship. While statutory alignment with apprenticeship EEO regulations is not required, OA believes that encouraging quality pre-apprenticeships to follow those requirements through the new framework will benefit RA sponsors in meeting the EEO regulations and strengthening their programs.

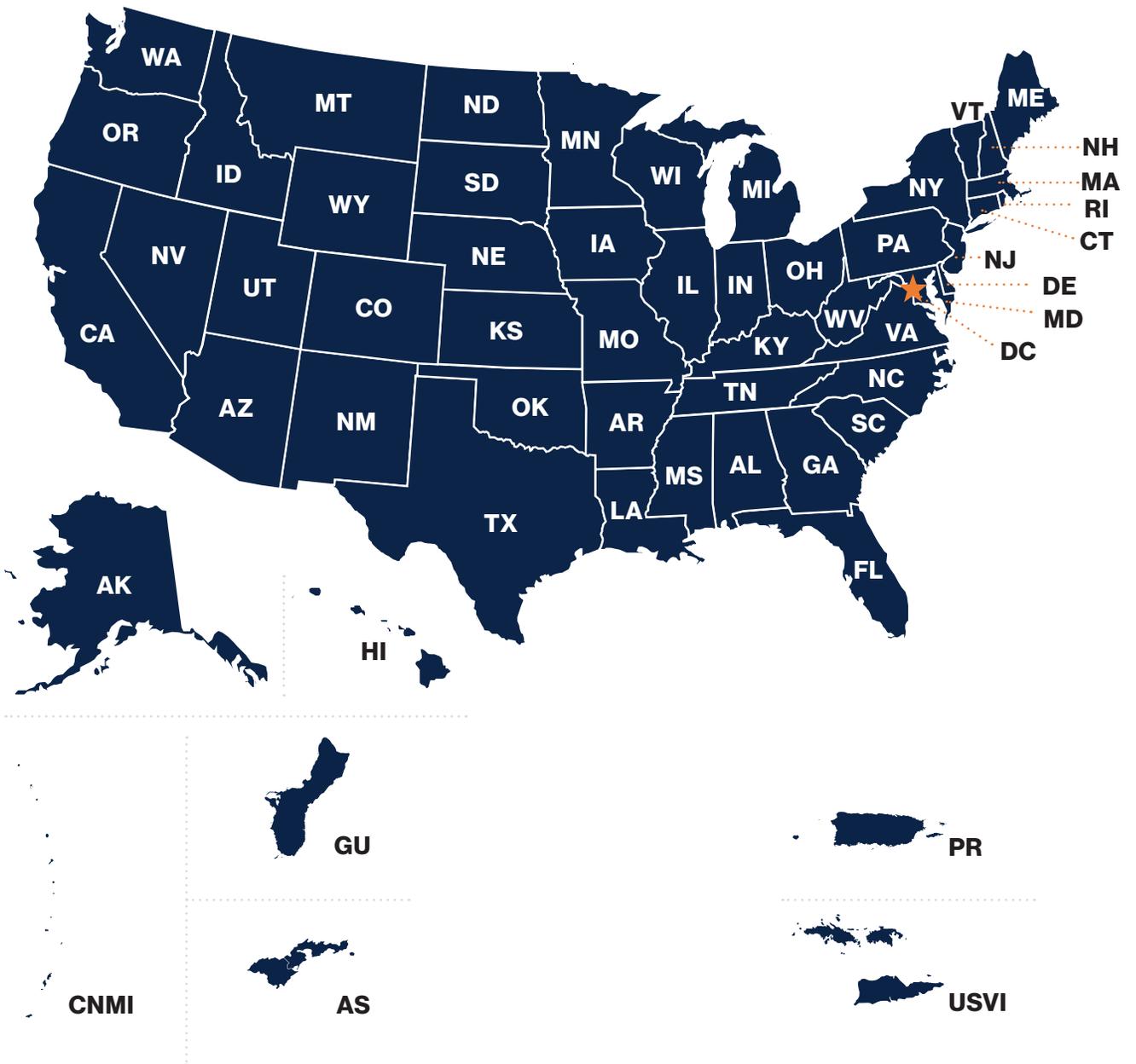
## State Support for Quality Pre-Apprenticeships

State support of pre-apprenticeships varies. Some states do not engage with or promote pre-apprenticeship overtly. Virtually all the states that do promote pre-apprenticeship reference OA's quality pre-apprenticeship framework. Currently, 15 states overtly promote quality pre-apprenticeship, and 20 states formally certify or register pre-apprenticeship programs that deliver most if not all the characteristics of a quality pre-apprenticeship as defined in TEN No. 23-23. Even those states that do not overtly promote quality pre-apprenticeships acknowledge the use of federal funding to support training through pre-apprenticeships.

One characteristic that all states promoting quality pre-apprenticeships have in common is that they expect pre-apprenticeship programs to have an established, formal agreement with an RA sponsor that gives priority to successful pre-apprenticeship completers for entry. In addition, these states allow participants to earn at least one industry-recognized credential. There are a variety of ways states support quality pre-apprenticeships featured in the sections for each state.

# STATE PROFILES

Click on any state to access the content



## ALABAMA



### Registration of Quality Pre-Apprenticeship Programs

In Alabama, pre-apprenticeship programs are certified through the Alabama Office of Apprenticeship (AOA). Organizations seeking to become AOA certified pre-apprenticeship programs will be required to supply specific evidence detailing how their program meets the defining characteristics:

- 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 RA Programs that assists in placing individuals who complete the pre-apprenticeship program into an RA Program.

### Support for Elements of Quality Pre-Apprenticeships

In Alabama, pre-apprenticeship programs collaborate with RA Program sponsors. This partnership ensures that participants can transfer prior learning credits towards their related technical instruction (RTI) requirements. Also, participants may receive credit for on-the-job learning hours, competencies, and industry certifications that are necessary to complete the RA Program.

The State has also implemented an intentional marketing strategy that aims to raise awareness of pre-apprenticeship programs within communities.

Pre-apprentices can access educational and career counseling and other supportive services either through their program or an identified third party.

### **Additional Information**

For the purposes of certification, AOA will recognize programs providing credit towards a National Certificate of Apprenticeship as an “opportunity to attain at least one industry-recognized credential.”

Re-certification is required every three years. Certified programs must keep and report demographics on participants and records on completers. Applicants are encouraged to offer at least one industry-recognized credential.

The State requires all pre-apprenticeship program sponsors to adhere to a “Pledge of Non-Discrimination for Certified Pre-Apprenticeship Programs.” This Pledge is available through the Application Instructions for Certification of Pre-Apprenticeship.

Certification may be revoked if the partnering RA sponsor withdraws support or if post-certification, the program is changed in such a way it would no longer meet minimum qualifications of certification.



### **Links**

AOA Pre-Apprenticeship Program

- [Application Instructions for Certification of Pre-Apprenticeship](#)
- [Memorandum: Pre-apprenticeship Certification](#)

## ALASKA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

The Alaska Department of Labor and Workforce Development published Policy No. 07.525-1 which provides guidelines for quality pre-apprenticeship programs. The State promotes such programs through GovDelivery, a system for resident job seekers who subscribe to receive information. Each month, the Alaska Construction Academies share information with job centers and host an open house a few times a year to promote construction pre-apprenticeships. Additionally, job center staff promote quality pre-apprenticeships to job seekers.

### **Links**

- Alaska Department of Labor and Workforce Development
  - Policy 07.525-1: Quality Pre-Apprenticeship Definition
  - Alaska Workforce Investment Board
    - Pre-Apprenticeship
    - Alaska Construction Academies

## ARIZONA



### **Registration of Quality Pre-Apprenticeship Programs**

Arizona promotes pre-apprenticeship programs with active openings, however, there is not a clear registration mechanism.

### **Support for Elements of Quality Pre-Apprenticeships**

Pre-apprentices are guaranteed interviews with the partnered RA Program.

Local workforce boards partner with pre-apprenticeship programs to provide pre-apprentices with supportive services.

### **Additional Information**

The State strongly emphasizes a connection with an RA Program. The State's Department of Economic Security website promotes programs with active openings. Arizona formally aligns high school career and technical education programs with quality pre-apprenticeships, providing a recruitment pipeline into programs leading to RA Programs.

### **Links**

- [Arizona Department of Economic Security](#)
  - [Arizona Apprenticeship for Job Seekers](#)

## ARKANSAS



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

Apprenticely (formerly Arkansas Center for Data Sciences), sponsors the ReSkill Arkansas program, where students receive work-based learning opportunities in information technology and manufacturing. Paid internships at employer job sites—at \$15 per hour for 12 weeks—have resulted in 80% of participants being hired into RA Programs. Since July 2019, 125 employers have participated. The program is not identified as a quality pre-apprenticeship, yet it bears the hallmarks of one.

### **Links**

- [Apprenticely](#)
  - [Apprenticeships](#)
  - [ReSkill Arkansas](#)

## CALIFORNIA



### **Registration of Quality Pre-Apprenticeship Programs**

Pre-apprenticeship programs are registered through the California Division of Apprenticeship Standards (DAS) and are subject to renewal every three years. Registration applications are completed entirely online. The first step to develop a DAS registered pre-apprenticeship program is to send an e-mail inquiry expressing interest in developing a new pre-apprenticeship program to [preapprenticeship@dir.ca.gov](mailto:preapprenticeship@dir.ca.gov). DAS then forwards the pre-apprentice application forms, instructions, and required supporting documentation. Approved DAS registered pre-apprentice programs require registration in the DAS online registration system.

### **Support for Elements of Quality Pre-Apprenticeships**

Registration requires the pre-apprenticeship program to formally partner with a DAS registered RA Program. The primary reason programs fail to qualify for registration is that they cannot demonstrate a linkage with an RA Program.

### **Additional Information**

The California Apprenticeship Initiative (CAI) New and Innovative (N&I) Grant Program has funds to support registered quality pre-apprenticeship programs. California publishes a dashboard of demographic information on pre-apprenticeship and RA Program registrations and completions.

The Apprenticeship Innovation Funding (AIF) is a new funding source offered by DAS. AIF offers new and innovative apprenticeship programs, defined as apprenticeships associated with Interagency Advisory Committee on Apprenticeships (IACA) support sponsors to sustain and scale their programs and train apprentices.

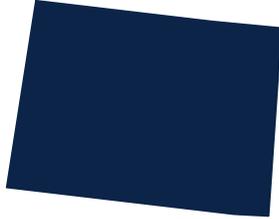
The State has allocated \$135 million over 3 years to support ongoing costs of these programs and classroom training, with \$55 Million specifically allocated to FY22–23 and \$40 Million allocated to FY23–24. The intent of the funding is to support both new and existing IACA Apprenticeship programs to grow and scale to meet the needs of more employers and create more earn and learn pathways for job seekers.

## Links

- Division of Apprenticeship Standards
  - Pre-Apprenticeship Registration
  - Apprenticeship Innovation Funding
- CAI N&I Grant Information
- Registration Dashboard
- Completion Dashboard



## COLORADO



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## CONNECTICUT



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

Pre-apprenticeship support is a coordinated effort between the Connecticut OA and the Connecticut State Department of Education. Approved programs may be found in periodic reports of the Connecticut Apprenticeship and Education Committee.

### **Links**

- [Connecticut Apprenticeship and Education Committee](#)

## DELAWARE



### **Registration of Quality Pre-Apprenticeship Programs**

Pre-apprenticeship programs are registered through the Delaware Department of Labor Office of Apprenticeship and Training.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

Registered quality pre-apprenticeship programs are certified every two years. Completers received a certificate of pre-apprenticeship completion issued by the State. Registered programs are required to submit quarterly reports on participants and completers.

### **Links**

- [Delaware DOL, OA & Training](#)
  - [List of approved pre-apprenticeship programs](#)
  - [FAQs](#)

## DISTRICT OF COLUMBIA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## FLORIDA



### **Registration of Quality Pre-Apprenticeship Programs**

The Florida Department of Education (FDOE), Division of Career and Adult Education, Apprenticeship Program Section is properly established and constituted under applicable state law as the designated body for approval and registration of pre-apprenticeship programs and individual pre-apprenticeship agreements for state purposes.

These standards of pre-apprenticeship shall be submitted to the appropriate apprenticeship and training representative for review and forwarded to FDOE for approval and registration. Upon approval, the pre-apprenticeship program must be renewed every five years. Three original documents shall bear witness of the program's registration as evidenced by a Certificate of Registration issued by the FDOE. The program must be actively training pre-apprentices within one year of registration in each occupation for which registration is granted. Programs or occupations which go inactive and remain the same (no registered participants' training occurring) for more than one year shall be canceled by the Registration Agency. Quality pre-apprenticeships receiving approval must renew their registration every five years.

### **Support for Elements of Quality Pre-Apprenticeships**

All pre-apprenticeship programs must have a connected RA Program and may award credit for skills gained in the pre-apprenticeship program upon entry to the RA Program, including advancement to the appropriate wage scale upon entry.

All pre-apprentices must be paid no less than minimum wage for job-site training and the State encourages the provision of supportive services.

To register for a pre-apprenticeship program in Florida, programs must submit an Affirmative Action and Equal Opportunity statement.

### **Additional Information**

Like RAs, Florida registered quality pre-apprenticeships have a committee that oversees their operation. Successful graduates are awarded a certificate of completion by the FDOE.

## Links

- [Florida Department of Education, Career & Adult Education, RA Programs](#)
- [Pre-apprenticeship Forms](#)
  - [Pre-apprenticeship Agreement Form \(DCAE APPR-401\)](#)
  - [Pre-apprenticeship Participating Employer Agreement Form \(DCAE APPR-303\)](#)
  - [Standards of Pre-apprenticeship Template](#)



## GEORGIA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

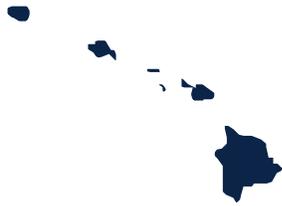
### **Additional Information**

No additional information available.

### **Links**

No information available.

## HAWAII



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## IDAHO



### **Registration of Quality Pre-Apprenticeship Programs**

The State has laid out the requirements for a quality pre-apprenticeship to be registered but had not yet implemented them at the time of this guide's publication. Registration will be through the Idaho Department of Labor and will require a Memorandum of Understanding (MOU) with an RA Program partner. One notable requirement is that pre-apprentices must have access to a driver's license when required for employment. The State will review registered programs for compliance after one year and every other year thereafter.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

Registered pre-apprenticeship programs will be required to maintain demographics and statistics on participants and outcomes.

### **Links**

- [Apprenticeship Idaho](#)
  - [\(2022\) An Apprenticeship Toolkit for Businesses and Organizations](#)
  - [Pre-Apprenticeship Lineman Program](#)
- [Next Steps Idaho](#)

## ILLINOIS



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

In Illinois, pre-apprentices receive a stipend and wrap-around services.

Illinois emphasizes the recruitment of women, persons of color and veterans into pre-apprenticeship programs.

### **Additional Information**

Apprenticeship Illinois promotes the elements of quality pre-apprenticeship and showcases the opportunity to earn an industry-recognized credential. In January 2022, the State created a \$9.6M grant program to fund quality pre-apprenticeships in the construction industry; twenty-four such programs received funding—Apprenticeship Illinois provides links to their contact information. Illinois Works Construction and Trades pre-apprenticeship is free to participants and results in industry-recognized credentials.

Grant-funded pre-apprenticeship programs are accessible to any Illinois resident aged 18 and older who possesses a high school diploma or its equivalent. The Illinois Department of Commerce and Economic Opportunity anticipates that these programs will contribute to reducing the disparity of women, people of color, and veterans in apprenticeship schemes and consequently in the construction industry. The aim of pre-apprenticeships is to foster inclusivity in comprehensive apprenticeship programs, not by diminishing the criteria but by equipping a broader spectrum of individuals from diverse backgrounds to fulfill the prerequisites for apprenticeship programs.

### **Links**

- [Apprenticeship Illinois](#)
- [Illinois Works Pre-Apprenticeship Program](#)
  - [Flyer](#)
  - [Eligibility Information Sheet](#)

## INDIANA



### **Registration of Quality Pre-Apprenticeship Programs**

Pre-apprenticeships are certified through the Indiana Department of Workforce Development (DWD), Office of Work-based Learning and Apprenticeship (OWBLA).

### **Support for Elements of Quality Pre-Apprenticeships**

Pre-apprenticeship programs must partner with an RA Program for State certification. Classroom hours completed in the pre-apprenticeship are transferred to the RA Program.

The State recommends minimum wage and requires career counseling in pre-apprenticeship programs.

### **Additional Information**

Programs are promoted through the OWBLA website to career/training seekers. Certified programs must offer an industry-recognized credential.

### **Links**

- [Indiana Department of Workforce Development](#)
  - [Office of Work-Based Learning and Apprenticeship](#)
  - [Pre-Apprenticeship Certification Application](#)

## IOWA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Pre-apprenticeship programs must be connected to an RA Program. Pre-apprenticeship completers receive credit towards RTI hours and enter the RA Program at an advanced pay scale.

Pre-apprenticeship programs may qualify for high school credit and free college tuition.

### **Additional Information**

Quality pre-apprenticeships are promoted through Iowa's Earn-and-Learn website. Application for inclusion on the quality pre-apprenticeship provider list emphasizes connection with an RA Program partner and credit toward RTI hours.

### **Links**

- Iowa Workforce Development
  - Mission Employable Podcast. *170: Pre-Apprenticeship Provides Career Pathways.*
  - Earn and Learn Model

## KANSAS



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## KENTUCKY



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Quality pre-apprenticeships require a partnership with an RA Program. Pre-apprenticeship completers may receive credit towards RTI hours and enter the RA Program at an advanced pay scale.

All pre-apprenticeships end with an industry-approved final assessment and award participants a certificate. Completers receive an interview with identified industry partners.

### **Additional Information**

The State's Tech Ready Apprenticeships for Careers in Kentucky (TRACK) promotes youth apprenticeships and quality pre-apprenticeships. TRACK currently supports construction occupations but is expanding to non-traditional apprenticeship occupations. Completers are issued an industry certificate by the State and are considered "career ready." Pre-apprenticeship providers are promoted through the TRACK website.

### **Links**

- [Kentucky TRACK](#)
- [TRACK Process Document](#)

## LOUISIANA



### **Registration of Quality Pre-Apprenticeship Programs**

The State recognizes as a quality pre-apprenticeship those programs that establish and maintain a documented partnership with a minimum of one sponsor of an RA Program.

### **Support for Elements of Quality Pre-Apprenticeships**

All pre-apprenticeship completers qualify for an interview with the connected RA Program.

Apprenticeship Training Representatives (ATRs) provide support and technical assistance to create, manage, or join a program. ATRs ensure that programs comply with State and Federal Regulations, work with potential program sponsors to develop their Standards of Apprenticeship and provide guidance on the Registered Apprenticeship Partners Information Data System (RAPIDS).

The Outreach Specialist aims to increase awareness of RA and aid the outreach strategies utilized by programs. The Outreach Specialist travels across the state, speaking at high schools, job fairs, and any other organized events where there is potential for RA recruitment. Serving as a liaison with the Local Workforce Development Boards at the Business and Career Solutions Centers throughout Louisiana, the Outreach Specialist pre-screens apprentices for eligibility to receive Workforce Innovation and Opportunity Act (WIOA) funding, adds and updates programs on the Eligible Training Provider List (ETPL), and works with the appropriate local board contact in your region of the state.

All members of the Apprenticeship Division may be reached at [ApprenticeshipLa@lwc.la.gov](mailto:ApprenticeshipLa@lwc.la.gov).

### **Additional Information**

The Louisiana Workforce Commission (LWC) Apprenticeship Division provides technical assistance for the development of apprenticeship standards. Employers, trade associations, and unions organize, manage, and finance registered apprenticeship programs under a set of apprenticeship standards. These standards include an on-the-job training

outline, related classroom instruction curriculum, and the apprenticeship operating procedures.

The Division is also responsible for developing materials and conducting a program of public awareness to secure the adoption of training in skilled occupations and related training policies and practices used by employers, unions, and other organizations; developing policies and plans to enhance opportunities for minority and female participation in skilled training; and coordinating the effective use of resources to create a clear training-to-employment corridor for customers of the workforce development system.

Apprenticeship Louisiana provides a list of available quality pre-apprenticeship programs with relevant description and contact information of each program.



### **Links**

- [Apprenticeship Louisiana](#)
  - [Pre-Apprenticeship](#)
  - [Policies and Regulations](#)

## MAINE



### **Registration of Quality Pre-Apprenticeship Programs**

Maine certifies quality pre-apprenticeships on application acceptance.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

Pre-apprentices are registered in a state database. Pre-apprenticeships are generally limited to six months duration; community college or corrections programs are allowed up to two years.

For certification application information, contact: [maineapprenticeship@maine.gov](mailto:maineapprenticeship@maine.gov).

### **Links**

- [Maine Apprenticeship Program](#)

## MARYLAND



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Pre-apprenticeship programs must be partnered with an RA Program that has a demonstrated demand for apprentices. The RA Program is required to provide direct entry to pre-apprenticeship completers.

The Maryland State Department of Education, Division of Rehabilitation Services' (DORS) Apprenticeship Support Services provides support services to job seekers with disabilities to prepare for, apply to, and participate in apprenticeship opportunities throughout the State. The Apprenticeship Coordinator provides support and assistance to individuals pursuing or enrolled in a pre-apprenticeship program.

### **Additional Information**

The State has funded quality pre-apprenticeships through a Governor's initiative. Funding is based on employer demand and requires direct entry provisions. There is some emphasis in the State for full RA for 16+ year old youth versus pre-apprenticeship.

### **Links**

- [Maryland Apprenticeship and Training Program \(MATP\) - Division of Workforce Development and Adult Learning](#)
- [DORS – Apprenticeship Services](#)

## MASSACHUSETTS



### **Registration of Quality Pre-Apprenticeship Programs**

Pre-apprenticeships are registered through the Massachusetts Division of Apprentice Standards (DAS). Entities should contact [apprenticeship@mass.gov](mailto:apprenticeship@mass.gov) to begin the registration process.

### **Support for Elements of Quality Pre-Apprenticeships**

Pre-apprenticeship programs are required to have a connection with an RA Program and are encouraged to provide supportive services.

### **Additional Information**

DAS provides weekly webinars for sponsors wishing to register programs in Massachusetts. Participants are tracked for entry into RA on completion of pre-apprenticeship.

### **Links**

- [Massachusetts DAS](#)

## MICHIGAN



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## MINNESOTA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## MISSISSIPPI



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## MISSOURI



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Pre-apprenticeship programs are required to partner with an RA Program that guarantees interviews to pre-apprenticeship completers.

### **Additional Information**

The Missouri Apprentice Ready program of the Missouri Works Initiative is a five-week quality pre-apprenticeship for the construction and building trades. The program works with 50 “equity increasing partners” to encourage DEIA in recruitment. Programs associated with Missouri Apprentice Ready must award an industry-recognized credential to completers and guarantee interviews for RA Programs.

To apply for inclusion as Missouri Apprentice Ready program, contact: [info@dhewd.mo.gov](mailto:info@dhewd.mo.gov).

### **Links**

- [Missouri Works Initiative](#)
  - [Missouri Apprentice Ready](#)

## MONTANA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## NEBRASKA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## NEVADA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## NEW HAMPSHIRE



### **Registration of Quality Pre-Apprenticeship Programs**

Pre-apprenticeship program registration is managed by the community colleges through an agreement between employers and the high school(s).

### **Support for Elements of Quality Pre-Apprenticeships**

Pre-apprenticeship programs are required to have a connected RA Program that guarantees an interview for all pre-apprenticeship program completers and may waive some RTI hours.

Pre-apprenticeship training occurs on the job site and most pre-apprentices are paid and/or provided with mileage reimbursement and/or tools.

The Community College System of New Hampshire (CCSNH) has an Equity Advisory Committee to ensure that curriculum and requirements for quality pre-apprenticeships align with DEIA goals and create opportunities for underserved and underrepresented populations.

### **Additional Information**

CCSNH, through ApprenticeshipNH, manages quality pre-apprenticeships and initiates outreach to employers in New Hampshire. The programs cover health, electrical, automotive, and HVAC disciplines. Employers interview candidates before acceptance into pre-apprenticeships.

### **Links**

- [Community College System of New Hampshire](#)
  - [ApprenticeshipNH](#)
  - [Pre-Apprenticeship Finder](#)
  - [WorkReady New Hampshire](#)  
(program for soft skills development for RA entry—high school and community college students)

## NEW JERSEY



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

The New Jersey Department of Labor and Workforce Development (NJLWD) funds quality pre-apprenticeships through:

- Pre-Apprenticeships in Career Education (PACE) Grant: Instituted in 2018, PACE covers quality pre-apprenticeships in all industries and requires 25% placement of completers into RA Programs. PACE funds up to \$12K per student served.
- The Youth Transition to Work Program (YTTW): A state-funded program that promotes work-based learning and the establishment of linkages among secondary schools, post-secondary, and registered apprenticeships. YTTW brings the knowledge and expertise of New Jersey's tradespeople to classrooms around the state for out-of-school youth ages 16–24. Funding up to \$12K per student requires 80% placement into RA Programs.

These grants are funded through a payroll tax that feeds a Workforce Development Partner Fund. Grants have performance reporting requirements; failure to perform will result in future ineligibility.

Organizations funded through, or working in partnership with, the Growing Apprenticeships in Nontraditional Sectors (GAINS) program, are strongly encouraged to apply. The PACE program can provide a pipeline of candidates for Registered Apprenticeship programs funded through GAINS.

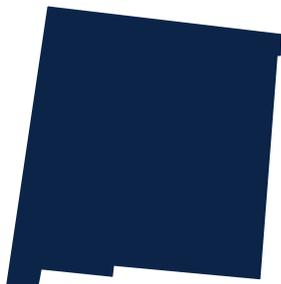
General Apprenticeship grant inquiries: [ApprenticeshipUnit@dol.nj.gov](mailto:ApprenticeshipUnit@dol.nj.gov).

## Links

- New Jersey Department of Labor and Workforce Development
  - The New Jersey Apprenticeship Network (NJAN)
  - PACE Program
    - “NJ Department of Labor and Workforce Development Announces \$3M Pre-Apprenticeship in Career Education (PACE) Grant.”
  - YTTW Program
  - Grant Opportunities
  - GAINS Grant Program
    - “NJDOL Announces \$6M Grant to Support Apprenticeship.”



## NEW MEXICO



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

The State provides contact information on the Department of Workforce Solutions website for potential pre-apprenticeship participants.

Pre-apprentice contact: [apprenticeship.info@dws.nm.gov](mailto:apprenticeship.info@dws.nm.gov).

### **Links**

- [New Mexico Department of Workforce Solutions](#)

## NEW YORK



### Registration of Quality Pre-Apprenticeship Programs

The State promotes apprenticeship preparation programs called Direct Entry.

Prospective programs address their request to be recognized to the Director of Apprenticeships and Infrastructure at the New York State Department of Labor (NYS DOL), at minimum addressing these elements:

- Target population
- Length of program; hours/day; days/week; total hours for program
- Program content, e.g., job readiness skills, language skills, workplace literacy and math skills, life skills, time management skills, etc.
- Depth of trade-specific content
- Details re: actual work experience
- Instructors and their qualifications
- Location and description of training facility
- History of placement with registered NYS apprenticeship sponsors

### Support for Elements of Quality Pre-Apprenticeships

The chief characteristic of pre-apprenticeships under Direct Entry is a connection with an RA Program. Direct Entry program completers are guaranteed an interview with the RA Program, bypassing the “Rank List,” a priority ranking for interviews for which other candidates must queue. Direct Entry programs may not charge tuition and are subject to audit upon approval, and periodically thereafter, to ensure they meet quality standards.

### Additional Information

No additional information available.

### Links

- [NYS DOL Direct Entry](#)  
(including filtered list of currently recognized programs by region and discipline)
- Direct Entry contact: [DirectEntryPreApprenticeship@labor.ny.gov](mailto:DirectEntryPreApprenticeship@labor.ny.gov)

## NORTH CAROLINA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

If the pre-apprentice starts in high school, the State pays full community college tuition for participants. Fifty percent of wages can be paid through a state Good Jobs Challenge grant, and employer stipends are available.

### **Additional Information**

The State recognizes quality pre-apprenticeships through ApprenticeshipNC, managed by the NC Community College System. Pre-apprenticeships are open to adults, but youth apprenticeship is often used interchangeably with pre-apprenticeship. The State maintains a strong connection between pre-apprenticeships and the State's community and four-year college systems.

### **Links**

- [ApprenticeshipNC](#)
- [ApprenticeshipNC Youth Apprenticeship Guide](#)
- [NC Career Launch Clean Energy Youth Apprenticeship](#)
- [North Carolina Community College System ApprenticeshipNC Tuition Assistance Policy \(June 2018\)](#)

## NORTH DAKOTA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## OHIO



### **Registration of Quality Pre-Apprenticeship Programs**

Quality pre-apprenticeships are recognized by ApprenticeOhio. Programs wishing to gain recognition must demonstrate: a commitment to equal employment opportunity, standards for enrollment, industry-aligned curriculum, participant record-keeping, safety and welfare of participants, and linkage with an RA Program.

### **Support for Elements of Quality Pre-Apprenticeships**

Pre-apprenticeship programs must provide participants with access to educational and career counseling and other supportive services either directly or indirectly.

All pre-apprenticeships must offer participants the opportunity to attain at least one industry-recognized credential during the pre-apprenticeship program.

### **Additional Information**

Participants in recognized pre-apprenticeship programs qualify for Workforce Innovation and Opportunity Act (WIOA)-funded individual training accounts, work experiences and supportive service funding. WIOA funding eligibility requires that pre-apprenticeship programs become Eligible Training Providers.

### **Links**

- [Ohio Department of Education](#)
- [Ohio State Apprenticeship Council](#)

## OKLAHOMA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## OREGON



### **Registration of Quality Pre-Apprenticeship Programs**

Pre-apprenticeship programs are registered through the Oregon Bureau of Labor and Industry (BOLI).

### **Support for Elements of Quality Pre-Apprenticeships**

The State encourages pre-apprenticeship programs to provide supportive services and the use of recruitment strategies that reach a diverse audience.

### **Additional Information**

BOLI promotes quality pre-apprenticeships through a searchable form on its website. Pre-apprenticeships are created for traditional and non-traditional occupations, and are run by school districts, community colleges, private institutions, and correctional facilities. BOLI received an \$18.9M grant for pre-apprenticeship development from the State legislature through the Future Ready Oregon grant program.

### **Links**

- [BOLI](#)
- [Pre-Apprenticeship Application Toolkit](#)
- [Certification Application](#)
- [Oregon pre-apprenticeship programs](#)

## PENNSYLVANIA



### **Registration of Quality Pre-Apprenticeship Programs**

Pre-apprenticeships are registered through the Pennsylvania Apprenticeship Training Office (ATO).

### **Support for Elements of Quality Pre-Apprenticeships**

Pre-apprenticeship programs are required to have a connection to an RA Program and are encouraged to have facilitated entry for pre-apprenticeship completers.

All training provided by the pre-apprenticeship program is approved by the Pennsylvania ATO. Pre-Registered Apprenticeship (Pre-RA) graduates earn an industry-recognized credential.

Registration approval requires that pre-apprenticeship programs have a recruitment plan to attract diverse participants. Pre-apprentice records, including demographics, must be kept, and may be periodically reviewed by the Pennsylvania ATO.

### **Additional Information**

Pennsylvania refers to quality pre-apprenticeships as Pre-RAs to emphasize the connection to RA.

Pennsylvania CareerLink offers a variety of resources, such as Pre-RA Quick Guide, a list of registered Pre-RAs, and application packet for sponsors wishing to register a Pre-RA.

For questions about registration of pre-apprenticeships, contact: [pre-RA@pa.gov](mailto:pre-RA@pa.gov).

### **Links**

- [Pennsylvania CareerLink](#)

## RHODE ISLAND



### **Registration of Quality Pre-Apprenticeship Programs**

Rhode Island certifies quality pre-apprenticeships through the State Apprenticeship Office and upon recommendation of the State Apprenticeship Council.

### **Support for Elements of Quality Pre-Apprenticeships**

The State encourages pre-apprenticeship programs to provide pre-apprentices with supportive services and facilitated entry agreements with RA Programs.

The RA Program partner must approve the training and curriculum offered by the pre-apprenticeship program to ensure it will prepare participants with the skills and competencies to enter the RA Program.

### **Additional Information**

Youth have grown from 36% to 39% of all apprentices. The establishment of criteria and a process for certifying pre-apprenticeship has provided clarity to school programs that seek to connect with an RA Program.

### **Links**

- [ApprenticeshipRI](#)
  - [Become an Apprentice](#)
- [Application for Pre-Apprenticeship Program Certification](#)

## SOUTH CAROLINA



### **Registration of Quality Pre-Apprenticeship Programs**

Pre-apprenticeship programs are registered through Apprenticeship Carolina. Programs wishing to register contact an Apprenticeship Carolina Consultant, who walks them through the process.

### **Support for Elements of Quality Pre-Apprenticeships**

Pre-apprenticeship programs provide their pre-apprentices with assistance in applying to RA Programs.

All pre-apprenticeships must culminate with the participant earning one or more industry-recognized credentials.

### **Additional Information**

Quality pre-apprenticeships operated by the SC Technical College System are promoted through the Apprenticeship Carolina website. Quality pre-apprenticeships in South Carolina promote the opportunity to earn industry-recognized credentials.

### **Links**

- [Apprenticeship Carolina Pre-Apprenticeship](#)

## SOUTH DAKOTA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

The State supports quality pre-apprenticeships but does not overtly promote specific programs. All elements of quality pre-apprenticeships are supported by policy plus the opportunity to earn at least one industry-recognized credential.

### **Links**

- [South Dakota Department of Labor and Regulation](#)
  - [Policy on Pre-apprenticeship Programs](#)

## TENNESSEE



### **Registration of Quality Pre-Apprenticeship Programs**

The State certifies pre-apprenticeship programs through Apprenticeship TN.

### **Support for Elements of Quality Pre-Apprenticeships**

Among the pre-apprenticeship requirements are a commitment to non-discrimination, access to supportive services, industry-approved curriculum, encouragement to provide at least one industry-recognized credential, and an MOU with an RA partner. The MOU must describe the credit pre-apprenticeship program completers will earn toward completion of the RA Program.

### **Additional Information**

No additional information available.

### **Links**

- [Apprenticeship TN](#)
  - [Certified Pre-apprenticeship](#)
  - [Certified Pre-apprenticeships Database](#)

## TEXAS



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

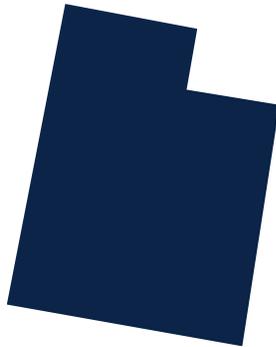
### **Additional Information**

No additional information available.

### **Links**

No information available.

## UTAH



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## VERMONT



### **Registration of Quality Pre-Apprenticeship Programs**

The State legislature authorized the Vermont Department of Labor in Act 55 of 2023 to register and promote quality pre-apprenticeships. The Act calls out the elements of quality pre-apprenticeships that registered programs will adhere to when the registration process is implemented.

### **Support for Elements of Quality Pre-Apprenticeships**

Once implemented, pre-apprenticeship programs in Vermont will be required to provide career counseling and will be encouraged to have paid work-based learning.

### **Additional Information**

No additional information available.

### **Links**

- [Act 55 of 2023](#)

## VIRGINIA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## WASHINGTON



### **Registration of Quality Pre-Apprenticeship Programs**

The State registers pre-apprenticeship programs through the Washington State Apprenticeship Training Council. The State refers to these programs as “Apprenticeship Preparation” programs, recognizing the primary importance of preparing participants for entry into RA.

### **Support for Elements of Quality Pre-Apprenticeships**

Pre-apprenticeship programs must have an articulation agreement with an RA partner that includes “defined benefit” for apprenticeship preparation completers. The “defined benefit” of the articulation agreement with an RA partner may consist of a scoring advantage in application or guaranteed interviews. Pre-apprenticeship programs are required to set a goal of 15% matriculation into RA Programs as a condition of state recognition.

The State encourages that the partnered RA Program provide instructors and collaborate on curriculum for the pre-apprenticeship training. At least 50% of the training takes place in a lab environment.

Pre-apprenticeship programs are required to have a “Navigation Plan” outlining how they will assist underserved populations. Pre-apprenticeship programs are encouraged to use audience targeted recruitment approaches to increase program diversity.

Pre-apprenticeships offer supportive services that aim to increase the participant retention rate.

### **Additional Information**

No additional information available.

### **Links**

- [Policy for state recognition](#)
- [Washington Labor & Industries](#)
  - [Apprenticeship Preparation](#)

## WEST VIRGINIA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## WISCONSIN



### **Registration of Quality Pre-Apprenticeship Programs**

The State certifies pre-apprenticeships through the Wisconsin Department of Workforce Development. The State requires participant record-keeping and outcomes and encourages diverse recruitment strategies. The Wisconsin Bureau of Apprenticeship Standards conducts on-site reviews of certified programs within one year of the completion of the first participant cohort and every other year thereafter.

### **Support for Elements of Quality Pre-Apprenticeships**

The training and curriculum of pre-apprenticeship programs must be based on industry standards and approved by the documented RA Program to align with their needs.

Pre-apprenticeship programs are required to incorporate long-term success strategies for under-represented, disadvantaged, or low-skilled individuals to ensure they are prepared to successfully succeed in an RA Program.

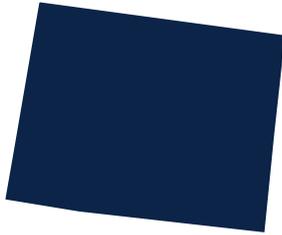
### **Additional Information**

No additional information available.

### **Links**

- [Certified Pre-Apprenticeships](#)
- [Pre-Apprenticeship Program Guide](#)
- [Pre-Apprenticeship Certification Application](#)

## WYOMING



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## AMERICAN SAMOA



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## GUAM



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

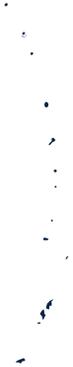
### **Additional Information**

No additional information available.

### **Links**

No information available.

## COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## PUERTO RICO



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

## U.S. VIRGIN ISLANDS



### **Registration of Quality Pre-Apprenticeship Programs**

Not applicable.

### **Support for Elements of Quality Pre-Apprenticeships**

Not applicable.

### **Additional Information**

No additional information available.

### **Links**

No information available.

