

***electrical training ALLIANCE* Awarded an American Apprenticeship Initiative Grant**

The *electrical training ALLIANCE* has been awarded an American Apprenticeship Initiative Grant through the U.S. Department of Labor, Employment and Training Administration. The focus of the grant will be to develop a Pre-Apprenticeship Program that will be a model program for others to follow. This grant, which is scheduled for 5-years proposes to serve 1,000 pre-apprentices over a 5-year period. The pre-apprenticeship model will be conducted in 13 JATCs in 11 states starting in 2016.

Pre-apprenticeship programs are a beneficial vehicle to increase career exploration, meeting selection standards for apprenticeship programs, building academic and work-related skills, and piloting pathways leading to lifelong careers. Pre-apprenticeships also can provide for outreach and significantly increase apprenticeship opportunities for minorities, people with disabilities, low-skilled populations, and veterans, including transitioning service members who would not otherwise find or apply to apprenticeship programs. This Program will establish a model pre-apprenticeship program that can be a framework for all IBEW/NECA programs. Innovations will include establishing support through various agency services that will focus on success; giving opportunities to no- or low-skilled, under-represented workers to acquire education beyond high school and develop individual competencies; and creating “earn while you learn” possibilities through leveraged partnerships between employers, educational institutions, and apprenticeship programs. For sustainability, expansion beyond the 13 training sites to the other JATCs is a viable option, which, once established in an already successful venture, will have the support to sustain itself.

The main goal of the Pre-Apprenticeship Program is to increase the number of qualifying apprentices for the IBEW/NECA Registered Apprenticeship programs, thus improving retention and completion rates among apprentices in the electrical industry through a pre-training initiative. Services will include analysis of pre-apprentices’ deficiencies in core subject areas through standardized assessment instruments and individualized instruction. Training will involve basic electrical industry standards and job-readiness skills. Tutoring will also be available and a reward system will motivate maximum participation in academic support activities. Employer partners will provide workforce knowledge and job shadowing/CW 1 work practice, which will allow for hands-on, real-world experience. In addition, career exploration and academic advising will give pre-apprentices the preparation and confidence they need for educational attainment, making these milestones reasonable.

The first phase of the Program will be to design and implement a new training program that will equip participants for entry into new careers in the electrical industry. The Program will be implemented by the 13 JATCs listed below. Activities in this training program will include job-readiness skills, job safety, career exploration financial literacy, basic training skills in algebra and fractions, reading comprehension, basic computer skills,. Each pre-apprentice will attend a 220 hour classroom training program that will provide instruction in academic and computer skills, online learning and simulation modules to enhance classroom instruction. A supervised job-shadowing/CW 1 training component with 80 hours of on-the-job training will be an important part of the program.

Program activities will include developing pre-apprenticeship curriculum based on what will be needed to effectively enter an apprenticeship program. Training in job readiness skills: work ethic, interviewing skills, basic electrical knowledge, time management, financial literacy, health (CPR) and safety, OSHA Standards, career exploration, and job-readiness training. The program will also provide strategies to identify and recruit potential pre-apprenticeship participants from the targeted populations. Information on how to market pre-apprenticeship opportunities along with partnering with service providers will be made available.

The JATCs that will be part of the initial Pre-Apprenticeship Program are as follows: Washington, DC JATC located in Lanham, Maryland; Electrician Training Academy of Knoxville (ETAK), Knoxville, Tennessee; Phoenix Electrical JATC, Phoenix, Arizona; Los Angeles Electrical Training Institute, Commerce, California; Tampa Area Electrical JATC, Tampa, Florida; Jacksonville JATC, Jacksonville, Florida; Don Morgan Electrical Academy, Port Orange, Florida; IBEW JATC Local 176, Joliet, Illinois; Local Union 903 IBEW JATC in Gulfport, Mississippi; NECA-IBEW Electrical JATC, Portland, Oregon; Beaumont Electrical JATC, Nederland, Texas; Columbus JATC for the Electrical Industry, Columbus, Ohio; and the Detroit JATC located in Warren, Michigan.