

Pre-Apprenticeship Progress Report

Overview:

The Arkansas Apprenticeship Coalition (AAC) is a corporation comprised of four organizations that administer apprenticeship programs registered with the United States Department of Labor: Arkansas Painters Apprenticeship Local 424, International Brotherhood Electrical Workers Local 295 (IBEW), National Apprenticeship Training Foundation (NATF), Northwest Arkansas Plumbing (NWAP), and Plumbers and Pipefitters Local 155 (UA155). The AAC, at the direction of their employers have designed a pre-apprenticeship training program that will provide an intensive job preparation training course.

The pre-apprenticeship training is a minimum 40-hour course that teaches skills applicable to all occupational areas. The course is designed to teach employment readiness skills such as punctuality, attendance, and consistent job performance—all basic skills required to become a productive and valuable employee. The program contributes to the development of a diverse and skilled workforce by preparing participants to meet the basic qualifications for entry into one or more Registered Apprenticeship programs. Through a variety of unique designs and approaches, the pre-apprenticeship program can be adapted to meet the needs of differing populations being trained, the various employers and sponsors they serve, and specific opportunities within the local labor market.

The training includes soft skills, OSHA 10 certification, employer expectations, team building/problem solving, CPR certification, dressing for success, and interview techniques. The Pre-apprenticeship services and programs are designed to prepare individuals to enter and succeed in Registered Apprenticeship programs and/or expand the participant's career pathway opportunities with industry-based training coupled with classroom instruction. Completers of the program are interviewed for open training positions during the final phase of the training. The interviews are conducted by employers in the surrounding area that have an immediate position available.

What are the benefits to participants?

Pre-apprenticeship training is a great way for participants to:

Explore and learn about exciting careers

Qualify to meet the minimum standards for selection to a Registered Apprenticeship program

Benefit from classroom and technology-based training

Get a start on career-specific training with viable career pathway opportunities

Build your literacy, math, English, and work-readiness skills employers desire

Advance into a Registered Apprenticeship program

Pre-Apprenticeship--Ended 10/31/2017

	Totals	2016				2017		
		1st QTR	2nd QTR	3rd QTR	4th QTR	1st QTR	2nd QTR	3rd QTR
Total number of participants enrolled	242	21	31	37	45	36	27	45
Participants terminated from pre-apprenticeship class for non compliance	50	4	6	4	13	10	4	9
PERCENTAGE	21%	19%	19%	11%	29%	28%	15%	20%
Completers of Pre-Apprenticeship Training	192	17	25	33	32	26	23	36
PERCENTAGE	79%	81%	81%	89%	71%	72%	85%	80%
Participants referred for additional occupational training	39	1	7	1	10	8	4	8
Participants referred for supportive services	77	4	5	7	23	6	14	18
Completers entering Registered Apprenticeship Programs	125	9	9	22	30	16	17	22
PERCENTAGE	65%	53%	36%	67%	94%	62%	74%	61%
Completers entering employment (Not Registered Apprenticeship)	24	4	6	6	0	2	2	4
PERCENTAGE	13%	24%	24%	18%	0%	8%	9%	11%
Total completers entering into employment	149	13	15	28	30	18	19	26
PERCENTAGE	78%	76%	60%	85%	94%	69%	83%	72%
Completers opting to postpone entering the workforce	31	3	6	5	2	5	4	6
PERCENTAGE	16%	18%	24%	15%	6%	19%	17%	17%
Completers exiting program--no employment data available	12	1	4	0	0	3	0	4
PERCENTAGE	6%	6%	16%	0%	0%	12%	0%	11%