

Pre-Apprenticeship Policy

Effective Date: 12/01/2020

Duration: Indefinite



Purpose

This policy establishes a commitment to follow the State Workforce Services Policy for Pre-Apprenticeship, which is consistent with federal guidance (TEN 13-12) to certify pre-apprenticeships and have a facilitated entry and/or articulation agreement in place with a Registered Apprenticeship Program (RAP) or Industry Recognized Apprenticeship Program (IRAP). This certification process is being developed by the State of TN to prevent individuals from attending pre-apprenticeship programs that do not follow federal guidance and do not lead to a RAP, IRAP, or sustainable employment.

Framework for a Certified Pre-Apprenticeship Programs

All Pre-Apprenticeship programs utilized by NETLWDA must be certified by the Tennessee Department of Labor's (TDLWD) Apprenticeship Office (AO) and will include the elements of a quality pre-apprenticeship program. The elements that define a quality pre-apprenticeship are:

- Approved training curriculum
- Strategies for long-term success
- Access to appropriate support services
- Promotes greater use of RAPs and IRAPs to increase future opportunities
- Meaningful hands-on training that does not displace paid employees
- Facilitated entry and/or articulation

NETLWDA will utilize only Pre-Apprenticeship programs that meet the certification standards and are displayed on the ApprenticeshipTN website along with the RAPs with which they have articulation agreements. Entities that wish to be Certified Pre-Apprenticeship Programs must follow the process as outlined in the Workforce Services Policy – Pre-Apprenticeship. NETLWDA is not responsible for the Pre-Apprenticeship application, certification, nor monitoring process.

CONTACT: Questions concerning the above may be addressed to Kathy Pierce, Executive Director of the NETLWDB at kpierce@ab-t.org.

This policy will remain in effect until amended, modified, or set aside by the Northeast Tennessee Local Workforce Development Board.

APPROVED:

James Osborne
NETLWDB Chair