

**Many partners contribute to the success of pre-apprenticeship programs.**

Registered Pre-apprenticeship (Pre-RA) program sponsors are responsible for the development, registration, and management of pre-apprenticeship programs. Pre-RA programs partner with existing RA sponsors to provide a pipeline of talent to their apprenticeship programs. Sponsors are supported by training providers who manage the classroom training, and workforce and other community partners that assist with apprentice recruitment, funding and other forms of support.

**Pre-Apprenticeship Program Sponsor**

Every Registered Pre-apprenticeship program has a “sponsor” that is responsible for the overall operation of the program. Sponsors can be a range of organizations including Individual companies, industry associations, high schools, Career and Technical Centers (CTCs), community-based organizations, labor organizations, and workforce agencies.

**Roles/Tasks:**

- Develop a training plan for the pre-apprenticeship program
- Identify and engage a training provider to instruct the classroom/technical training component
- Register the program with the State
- Launch and maintain pre-apprenticeship program
- Ensure pre-apprentices receive the support they need to meet their goals

**Required Partners****RA Sponsor / Partner**

*Affiliated RA programs into which Pre-RA participants may matriculate*

**Training Providers**

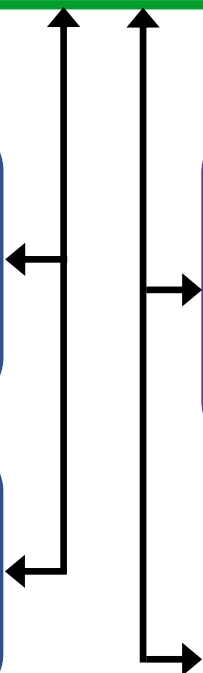
*Provides the pre-apprentice's classroom training*

**Support Partners****Workforce Partners**

*Provides public support for the development and implementation of pre-apprenticeship programs*

**Community Partners**

*Helps facilitate partnerships and assist with pre-apprentice recruitment and support*



## Required Partners

### RA Sponsor / Partner

**Who:** Individual company, consortium of businesses (for group sponsored programs)

**Roles/tasks:**

- Articulating apprenticeship eligibility requirements
- Serving on advisory committees or negotiating formal Memoranda of Agreement
- Offering guidance and helping to establish training goals or competency models
- Collaborating on assessment, curriculum and preparatory training
- Sharing state-of-the-art technology
- Considering direct entry and advance placement agreements in apprenticeship

### Training Providers

**Who:** 4-year Colleges, Community Colleges, Career and Technical Education, or the sponsor themselves

**Roles/tasks:**

- Develop curriculum for related instruction
- Deliver related instruction to pre-apprentices

## Support Partners

### Workforce Partners

**Apprenticeship and Training Office (ATO)**

- Provide technical assistance and support to new sponsors
- Answer questions about pre-apprenticeship
- Guide the partners through the steps to develop and register a program
- Connect sponsors with training providers
- Advise partners on sources of funding to support pre-apprenticeships

**PA CareerLink® /**

**Workforce Development Boards**

- Develop sector and career pathway strategies utilizing pre-apprenticeship
- Recruit and screen pre-apprentice candidates
- Provide supportive services (such as tools, uniforms, equipment, or books)
- Contribute funding for classroom instruction

### Community Partners

**Economic development organizations** can serve as a convener of businesses in the region.

**K-12 educational system** can help develop pipelines to pre-apprenticeship for students.

**Community-based organizations** may have capacity to help certain worker populations, such as women, veterans, minorities, individuals with disabilities, and others, prepare for pre-apprenticeships and provide supportive services to pre-apprentices.

