



North Dakota Career and Technical Education

# Pre-Apprenticeship

Pre-Apprenticeship is a program or set of strategies that is designed to prepare individuals to enter and succeed in a Registered Apprenticeship Program.

<https://www.apprenticeship.gov/employers/explore-pre-apprenticeship>

What does that mean?

- Coursework and programming that prepares them to enter an Apprenticeship upon HS Graduation
- Coursework and programming that counts towards apprenticeship requirements upon entering an apprenticeship

# Elements of a Quality Pre-Apprenticeship



## APPROVED CURRICULUM

Training that is based on industry standards and approved by a RAP partner



## SIMULATED EXPERIENCE

Hands-on training or volunteer opportunities that do not displace paid employees



## FACILITATED ENTRY

Agreements with RAP sponsors that allow program participants to enter directly into a RAP



## INCREASED ACCESS

Recruit and prepare a large number of apprentices for a robust workforce. Learn more about [Equal Employment Opportunity \(EEO\) for Registered Apprenticeship](#).



## SUPPORTIVE SERVICES

Wrap-around services or referrals to help participants complete the program (e.g childcare, transportation)



## SUSTAINABLE PARTNERSHIPS

Collaboratively promote Registered Apprenticeship to other employers

# Current Pre-Apprenticeship Examples

Partnership between:

John Deere & Fargo Public Schools Technology and Engineering Program

Electronic Technician Apprentice – Working directly with engineers, fabricating and wiring custom testers used in the agricultural and construction industries

6 students enrolled in the 2024-25 School year

– Many have enrolled at NDSU for Engineering

# Current Pre-Apprenticeship Examples

Partnership between:

International Union of Operating Engineers & Roughrider Area Career and Technology Center

Heavy Equipment Operator – Pathway participants earn high school credit and are also eligible for apprenticeship credit, upon enrollment in Local 49's apprenticeship program after graduation. The program is a combination of online and in-person learning events.

31 Students from 13 different school districts.

# Current Pre-Apprenticeship Examples

Partnership between:

Joint Apprenticeship and Training Committee & Roughrider Area Career and Technology Center

Electrician Apprentice – This program is a combination of online and in-person learning events, preparing them to enter the electrical apprenticeship program.

21 Students enrolled from 12 different school districts.