

Activate Industry: Skill

Create Pre-Apprenticeship Programs



PRE-APPRENTICESHIPS: ENGAGING EARLY

Pre-apprenticeship programs equip individuals—especially career changers or younger students—with essential skills like safety practices, tool use, and workplace professionalism, serving as a strong on-ramp to standard apprenticeship programs. For employers, pre-apprenticeships are a strategic tool to build a skilled, job-ready talent pipeline and reduce onboarding friction in critical trades and technical fields.

HOW YOU BENEFIT:

WHY SHOULD YOU CARE ABOUT PRE-APPRENTICESHIPS?

- ⚡ **Build a reliable talent pipeline:** Pre-apprenticeships create a steady flow of trained, work-ready candidates
- ⚡ **Reduce onboarding and training costs:** Candidates come in with foundational skills, saving time and training costs
- ⚡ **Improve retention:** Participants are more committed and informed about the work, reducing early turnover
- ⚡ **Build your brand:** Companies that support workforce development are seen as community-focused and forward-thinking, enhancing recruiting efforts and image
- ⚡ **Qualify for funding or incentives:** Some regions offer tax credits, grants, or other benefits to employers who support pre-apprenticeship-to-apprenticeship pathways



START YOUR OWN PRE-APPRENTICESHIP PROGRAM

Read through some helpful guides to kick start your own pre-apprenticeship program

Department of Labor

[High School Apprenticeships: A Guide For Starting Successful Programs](#)

JFF Center for
Apprenticeship &
Work-Based Learning

[Framework for Youth Pre-Apprenticeship](#)

LA County Office of
Education CTE Unit

[Starting a Registered High School Pre-Apprenticeship Program](#)





TYPES OF PRE-APPRENTICESHIPS

Pre-apprenticeships can be broken into two categories: standard pre-apprenticeships (age-agnostic) and youth apprenticeships (ages 16–20). See below for descriptions and examples of both

STANDARD PRE-APPRENTICESHIP

Standard pre-apprenticeship programs offer flexible-length training that introduces participants to an industry's basic skills, safety practices, and foundational academic knowledge, priming them for entry into full-scale apprenticeships. Candidates often gain preferential consideration for registered apprenticeship slots, creating a smoother talent pipeline for employers. For your organization, these programs reduce onboarding costs and help ensure incoming apprentices are better prepared and committed to the trade.

Guide

[Santa Clarita Valley Economic Development Corporation: Benefits of Apprenticeships for Your Business](#)

Example

[Accessing Union Apprenticeships: Pre-Apprenticeship and Training Programs](#)

YOUTH APPRENTICESHIP

Youth apprenticeships target individuals aged 16–20, blending academic instruction with hands-on training, mentoring, and progressive wages. Programs often start as early as middle or high school, with agreements allowing qualified work hours to replace classroom time and credits to transfer into post-secondary education. Your organization would benefit by engaging talent early, cultivating loyalty, and building a future-ready workforce that can transition seamlessly into adult apprenticeship programs.

Guides

- [Career Launch: Energy Youth Pre-Apprenticeship](#)
- [Career Wise: Youth Apprenticeships](#)

Example

[Savannah River Site: SRS Apprenticeship School Welcomes Students to Inaugural Program](#)

**These examples are non-exhaustive and not representative of all organizations*