

User Flow

(Pre-Apprenticeship)

PRE-APPRENTICESHIP – USER FLOW



DoL Grantee



Apprenticeship Readiness Programs

NABTU sponsors apprenticeship readiness programs (ARPs) throughout the U.S.



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North America's **Building Trades** Unions

DoL Apprenticeship Grantee North America's Building Trades Unions



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ARPs provide a gateway for local residents to gain access to Building Trades' registered apprenticeship programs - focusing on women, people of color, and transitioning veterans.

ARPs are administered by state and local Building Trades Councils and they teach NABTU's nationally recognized Multi-Craft Core Curriculum (MC3).

Objectives:

- Give Referral Partners and their Clients objective information about their likely fit in any of 22 Construction Trades, before they register for an ARP.
- Better inform the streaming of ARP participants into specific Trades at the end of the program.



Approach:

There have historically been two critical points of attrition in these pre-apprenticeship programs:

- Up to 50% drop-out over the course of the pre-apprenticeship itself as people decide 'the Trades aren't for me'; and
- Additional fallout occurs after they have been signed to an apprenticeship, but perhaps in the Trade to which they aren't best suited. "One thing we know for sure is that historically, when we lose someone to a Trade, we lose them to The Trades".

We built a library of 22 behavioral patterns (one for each of the 'destination' Trades, and provided system access to the network of referral partners. For the first time, these partners had access to objective data to support them in deciding whether or not a client should be referred. We help answer the first question at this stage: "Is there a place for this person in the Construction Trades?"

Program participants and those conducting the ARP also have access to detailed information about each individual's relative fit in this 'micro-universe' of 22 Construction Trades, to help ensure the right connections are made at the end of the pre-apprenticeship. This satisfies the second question - "where in the Construction Trades is this person's best fit?"

Finally, we also provide a safety net to catch people who may find themselves in a Trade that doesn't suit them, and redirect them to options to which they are better suited - thereby improving the odds of keeping them in the Trades.