

Help Us Develop Your Future Workforce: Sponsor a Pre-Apprentice from Hamden!



Acclaimed as a model in the state, the Hamden Engineering Careers Academy (HECA) is a four-year program within Hamden High School that allows students to develop skills and explore careers in engineering, with a focus on advanced manufacturing. HECA students learn CAD and CNC operations and more, and can earn industry certifications as well as college credits, with the possibility of finishing high school with an Associate's Degree in Manufacturing Engineering!

As part of the HECA program, students are required to complete a pre-apprenticeship at an engineering or manufacturing business, during the summer before and/or during their senior years. Hamden is looking for businesses interested in taking HECA students to work for them in a pre-apprentice capacity.

Advantages of Sponsoring A HECA Pre-Apprentice

We know how difficult it is to find the skilled workers you need now and in the future to run your business. HECA students already have initial skills related to engineering and manufacturing, and have interest in pursuing careers in these fields. Connecting with HECA students while they are completing their last year of high school allows you the chance to make first contact with these potential future employees, and develop their skills specifically around your business' needs.



HECA Pre-Apprentice FAQs

● *How long is a pre-apprenticeship?*

HECA students are required to complete 150 hours of a pre-apprenticeship.

● *When will the pre-apprenticeship occur?*

HECA students can start any time after they complete their junior years. Many will want to begin this summer.

● *Are pre-apprentices paid? What about liability?*

The CT Department of Labor requires that pre-apprentices are paid. As paid employees, they will be covered by your existing employee liability insurance.

● *What are a business' responsibilities with taking on a pre-apprentice?*

You will be asked to appoint an onsite supervisor for your pre-apprentice. This person will assign work, introduce him/her to coworkers and be available to answer questions the pre-apprentice may have. The onsite supervisor will also have periodic contact with the Hamden coordinator, and be asked to write a brief summary of the pre-apprentice's performance at the end of the pre-apprentice period.

● *What type of work can a HECA pre-apprentice do?*

Ideally, HECA students will be involved in meaningful work related to engineering/manufacturing. However, there may be times when you assign your pre-apprentice to help with other tasks as well.

● *Do we get to select who will be our pre-apprentice or will one be assigned?*

HECA students will apply to the businesses that are of interest to them and then it is up to you to review applications and meet those who you think would be a good fit for you. After the interview period, you decide who you would like to be a pre-apprentice with your company and offer them the position.

● *What are the hours and days that the pre-apprentice will work?*

Along with the HECA student, your site supervisor will determine the exact days and hours he/she will work. It could be full days or part-time, and days of the week may vary.

● *What happens after the 150 hours are completed?*

This is up to you. You may decide to end the relationship with your pre-apprentice after the 150 hours are completed. We think it more likely that you will want to ask the pre-apprentice to continue working with your company, part-time during the school year and/or full time after graduation in June 2023. You could also invite your pre-apprentice to continue working with you as an apprentice.

Interested in learning more?

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