

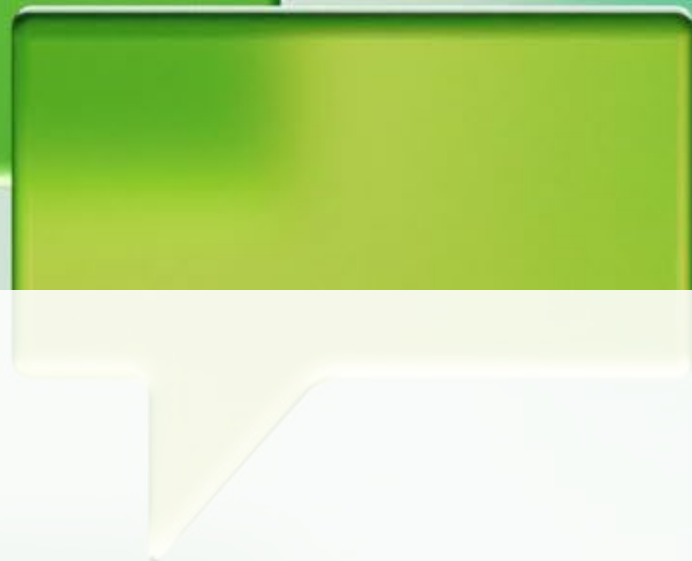
PRE-APPRENTICESHIPS- UNLOCKING CAREER POTENTIAL THROUGH EARLY EXPERIENCES

December 16, 2025

Housekeeping Items:

- The Lunch and Learn will be recorded
- For security purposes AI bots will be removed from zoom room
- Please mute your microphone during the presentation. There will be an open question and answer time at the end.
- For questions throughout the presentation please enter them into the chat.
- Slide deck will be available after the session.





WELCOME AND INTRODUCTION

Please put your name
and district in the chat



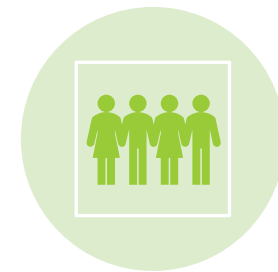
AGENDA

- Workforce Needs – Ohio / College Career Workforce Readiness Measure (CCWMR)
- Industry Recognized Credentials (IRCs) and Industry Workforce Incentive Program (IWIP)
- What a Pre-Apprenticeship is, what it is not
- Who can write a Pre-Apprenticeship
- Starting steps get things rolling
- Who can participate (profile of a student)
- Regional Overview Current State and Opportunities
- Supports
- Next steps
- Q & C

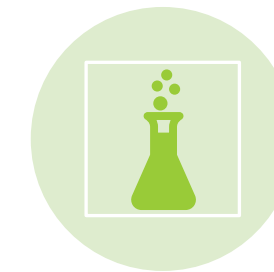
OHIO FAST FACTS



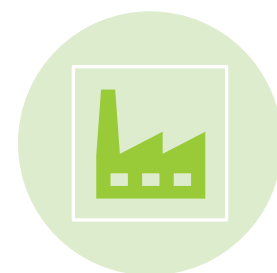
Ohio Top 5 State for
Doing Business (CNBC)



7th largest labor force in
the U.S.



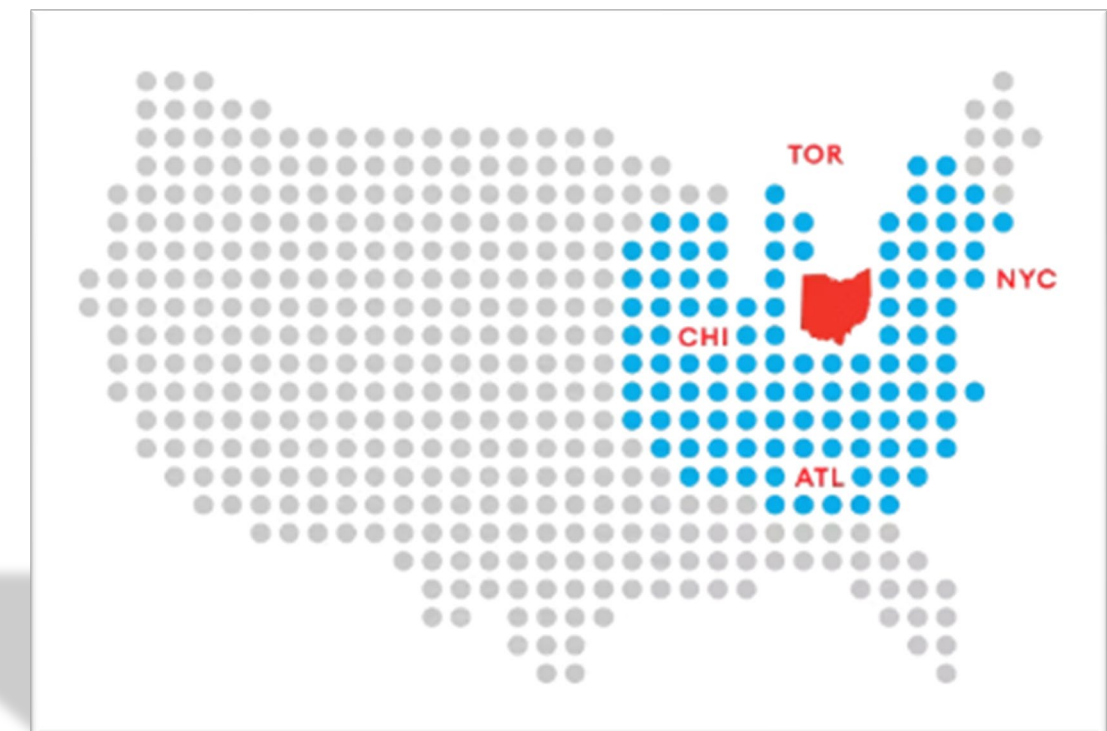
#1 state in the Midwest
for life science grads



#3 largest manufacturing
workforce in the U.S.



Approximately 60 percent
of the population of the
United States is within a
one-day drive





By 2040, 75 percent of adults in the U.S. labor force will have college degrees or other credentials of value leading to economic prosperity.

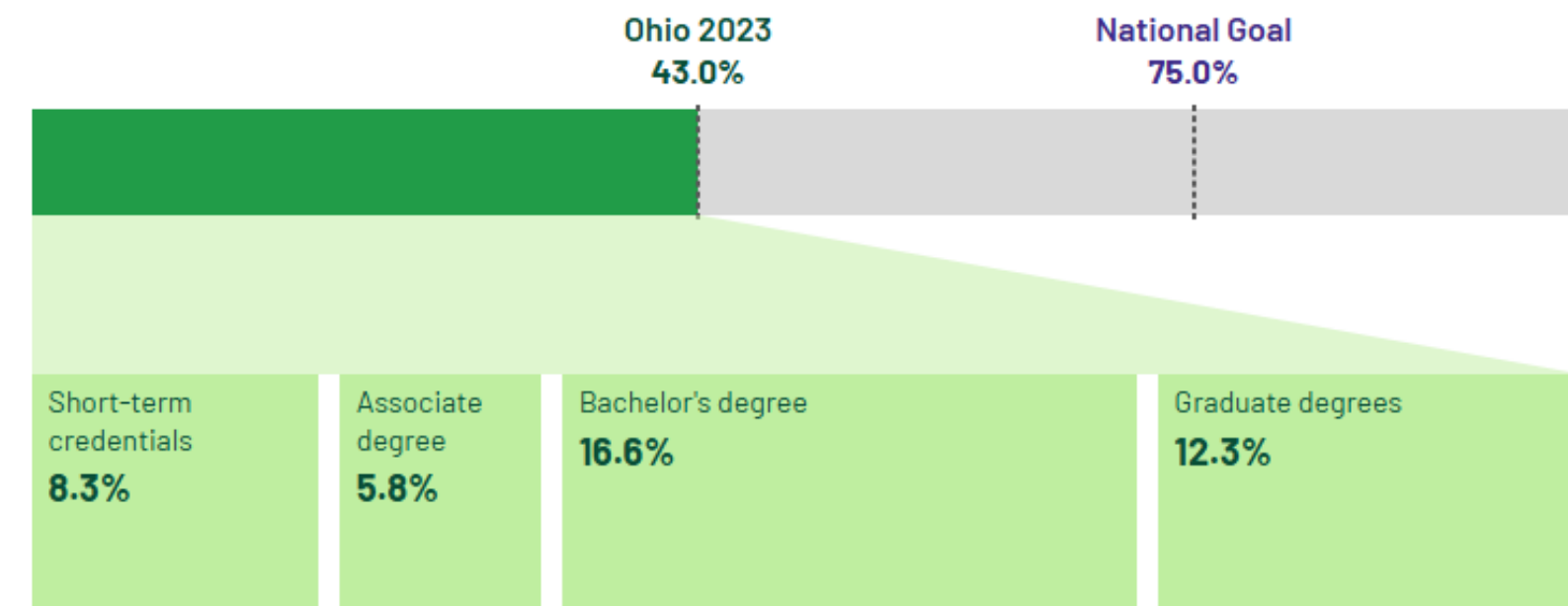


Attainment Goal 2025 Replacement (p176)

Replaces the outdated requirement that the Chancellor and DEW prepare an annual report regarding the progress the state is making in increasing the percentage of adults with a postsecondary credential to 65% by the year 2025 with one that requires the Chancellor, DEW, and OWT to establish the level of attainment necessary to achieve identified performance targets across a range of degrees and credentials.

Credentials of Value Share in Ohio

Among 4.8m people ages 25-64 in the labor force



Measured as the share of the labor force with a post-high school degree, certification, or certificate and are making at least 15% more than the national median annual salary of a high school graduate

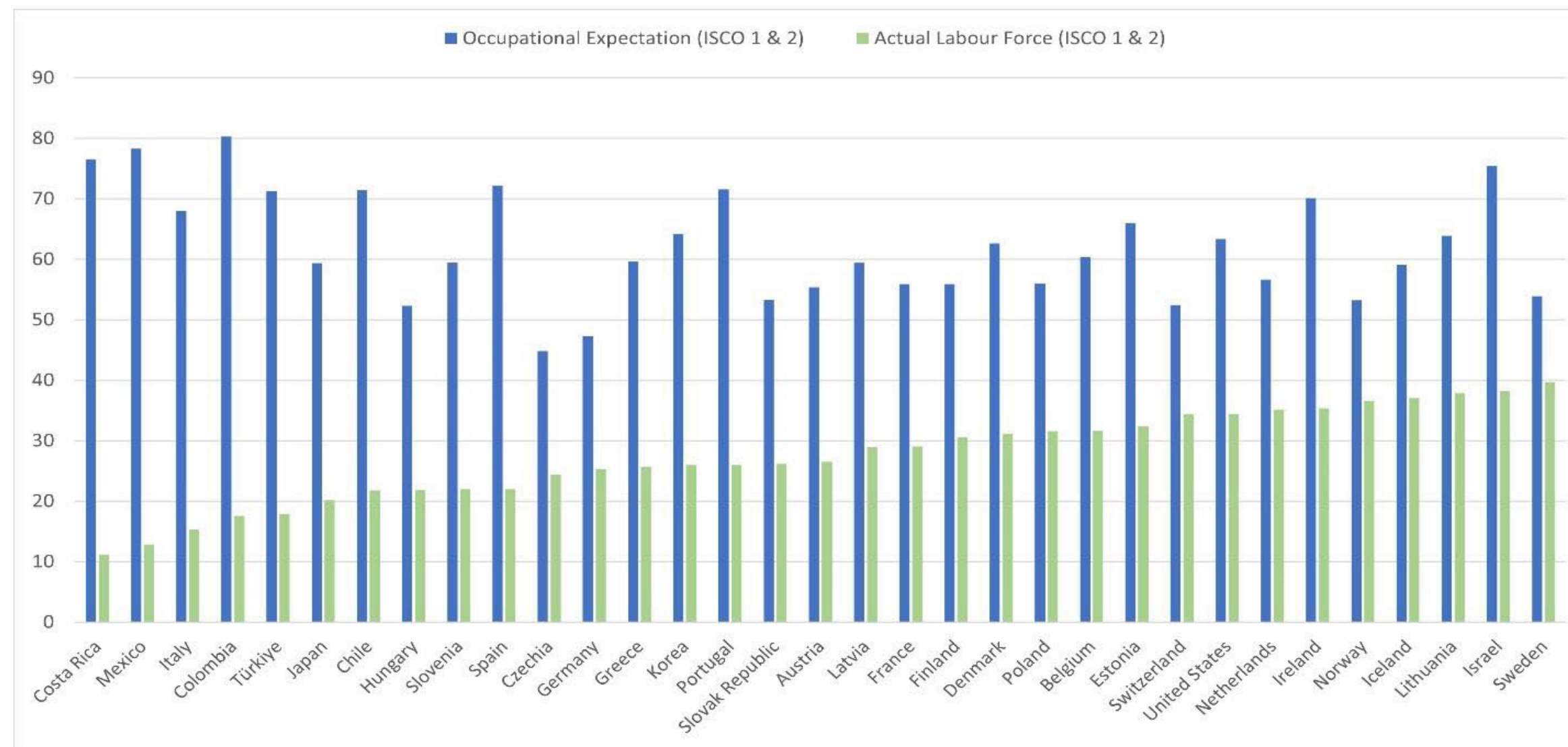
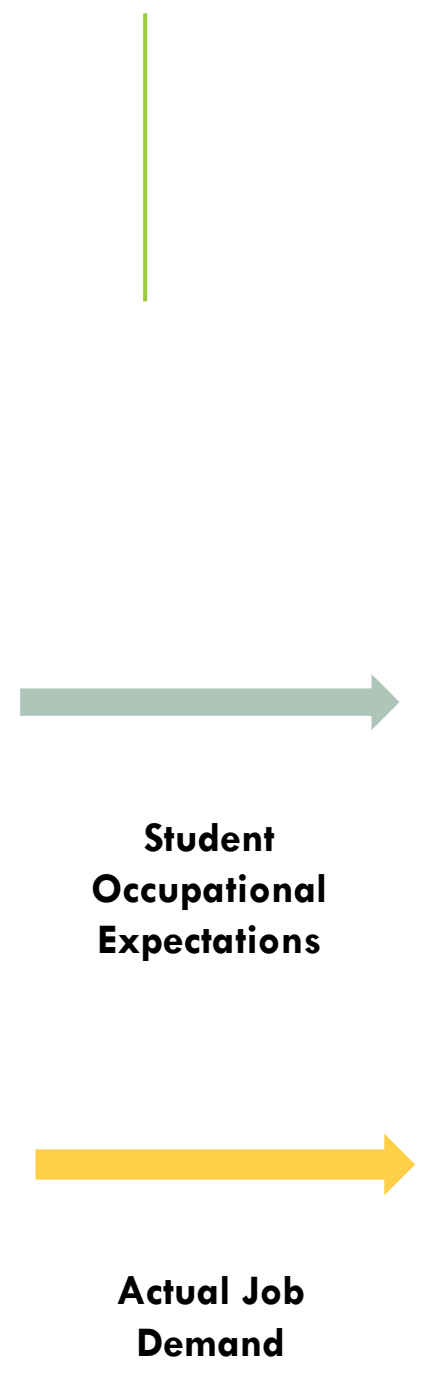
Credential Types

34.7%

of the labor force have a degree and are earning at/above wage benchmark

8.3%

have a short-term credential and are earning at/above wage benchmark



Percentage of young people who expect an occupation in ISCO major categories 1 or 2 at age 30 compared to actual labor force distribution of the country
Self-reported, PISA 2022 and Eurostat 2023.

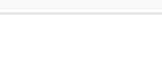
ISCO major category 1 (senior managers) and most notably ISCO major category 2 (professionals, such as doctors, engineers, lawyers and teachers)

*“Career guidance, social inequality and social mobility: Insights from international data”
– OECD Education Spotlight March 2024*

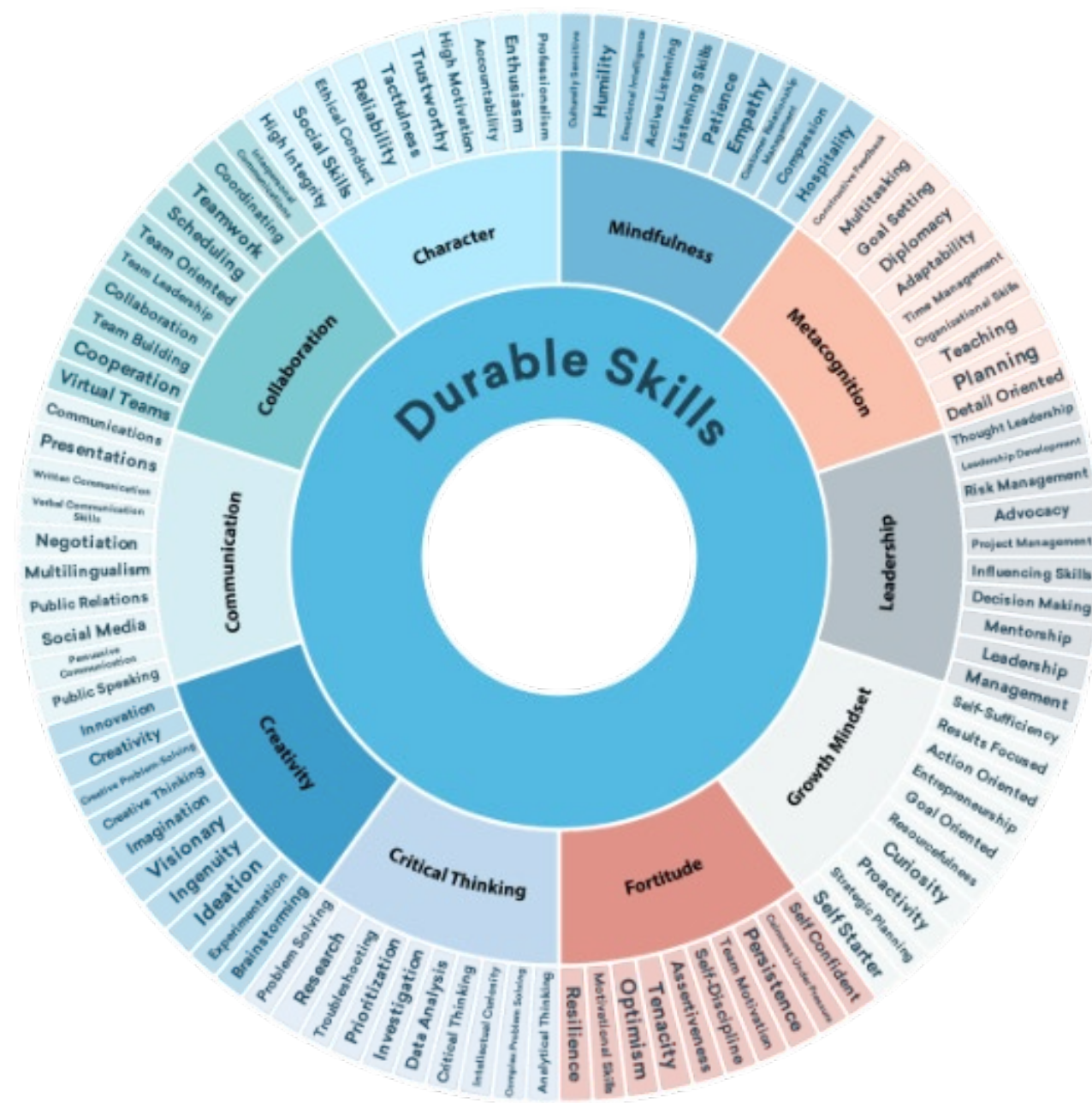
“Student interest is four or five times the level of actual demand”

CRITICAL OCCUPATION PROJECTS JOBSOHIO

How will we identify and train the next generation of the workforce to meet these demands?

Occupation	Employment 2020	Employment 2030	Pct change	Annual openings	Education distribution	Median wage 2021
Registered Nurses ^{[U][C]}	131,398	140,783	7%	7,993		\$35.62
Nursing Assistants ^[C]	63,209	64,100	1%	7,768		\$14.34
Elementary School Teachers, Except Special Education ^{[U][C]}	51,045	54,158	6%	4,033		\$64,410.00 A
Secondary School Teachers, Except Special and Career/Technical Education ^{[U][C]}	48,036	51,273	7%	3,655		\$75,330.00 A
Licensed Practical and Licensed Vocational Nurses ^{[U][C]}	40,692	42,405	4%	3,306		\$22.73
Medical Secretaries ^[C]	31,953	34,108	7%	3,741		\$17.68
Medical Assistants ^[C]	26,454	30,010	13%	3,624		\$17.69
Middle School Teachers, Except Special and Career/Technical Education ^{[U][C]}	27,599	29,291	6%	2,182		\$63,670.00 A
Childcare Workers ^[C]	28,227	29,236	4%	4,042		\$11.17
Carpenters ^{[U][C]}	25,776	26,263	2%	2,431	—	\$23.17

SKILL ATTAINMENT THROUGH WORK BASED LEARNING

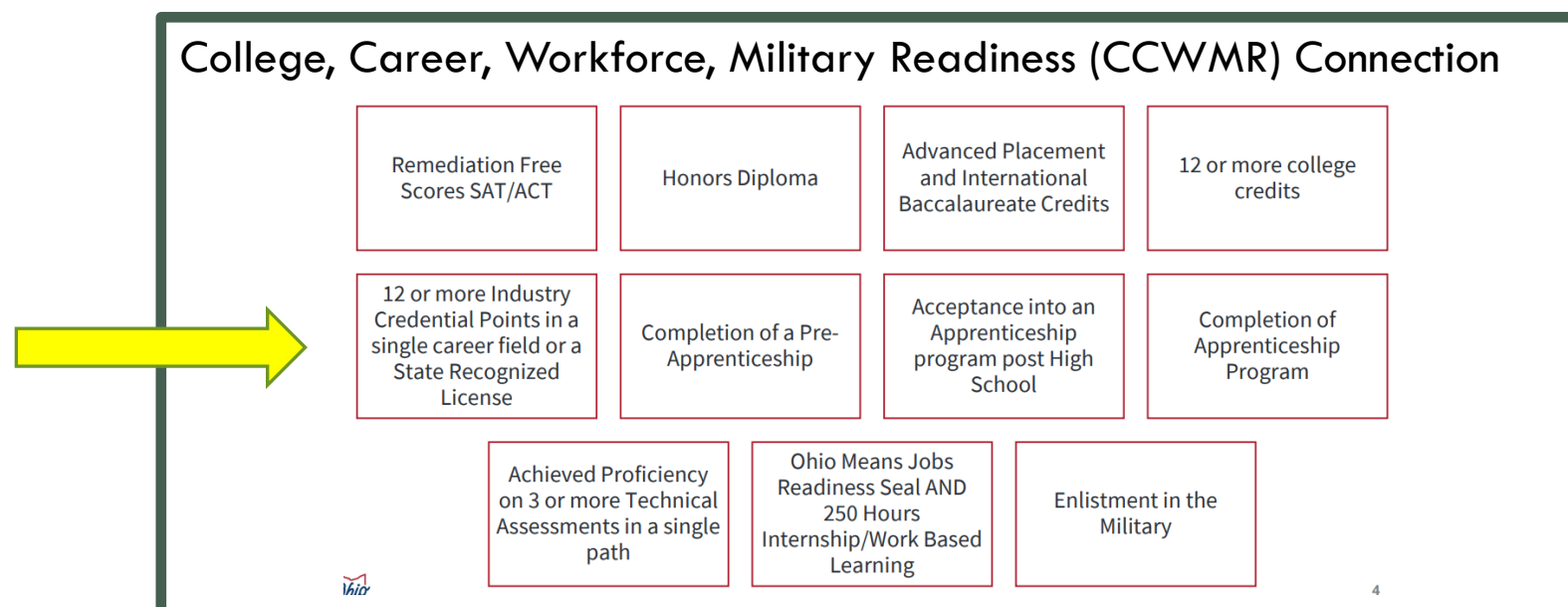
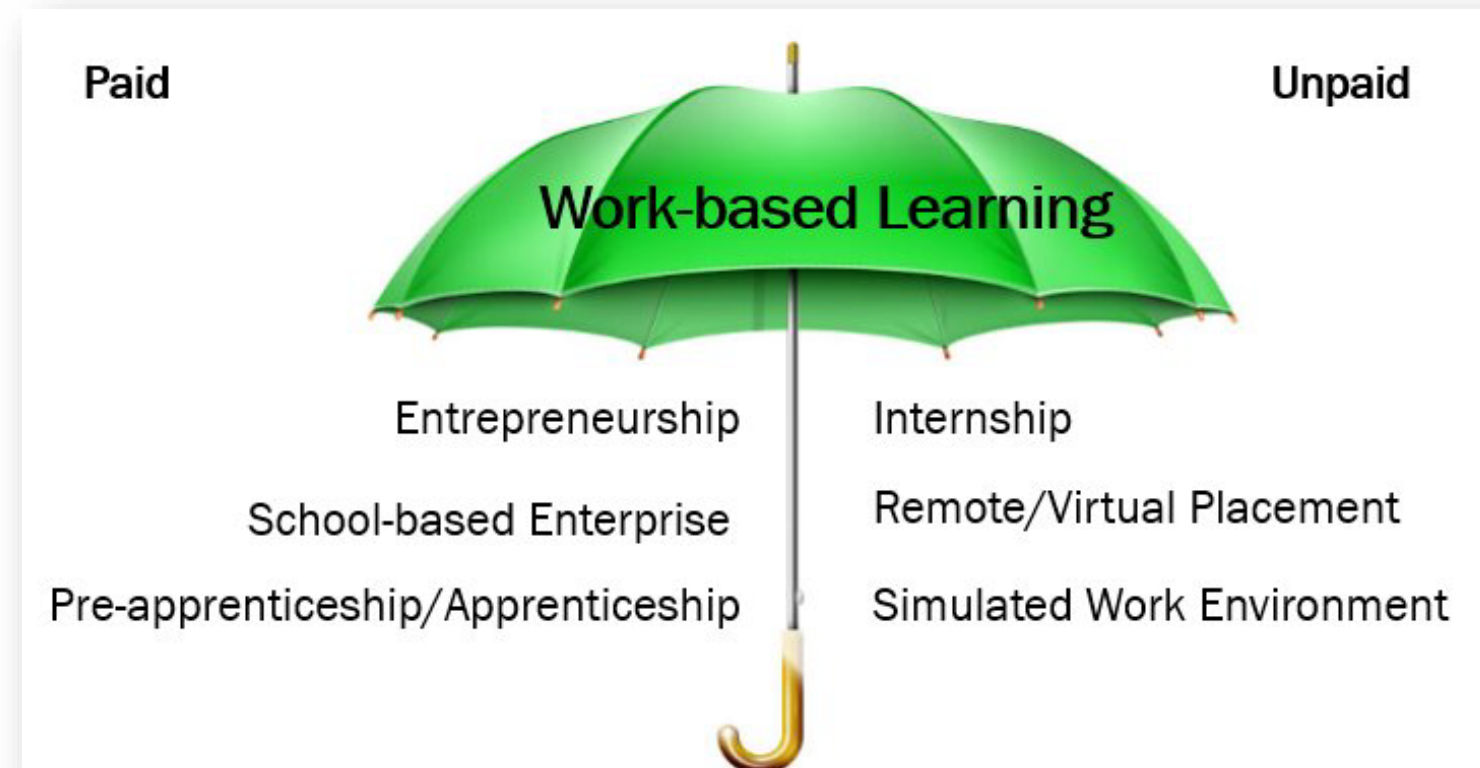


Skills Framework

<https://www.durableskillsadvantage.org/>

Forbes Article: [AI Has Upped The Ante On Durable Skills](#)

High Quality WBL



COLLEGE, CAREER, WORKFORCE, MILITARY READINESS COMPONENT

OHIO'S CCWMR RATING

6TH COMPONENT OF THE STATE REPORT CARD

Total students in Four Year Graduation Cohort who demonstrated readiness by at least one element

Number of students in Four Year Graduation Cohort

=

College, Career, Workforce, and Military Readiness Percentage

ACT: Participation

ACT: Remediation Free

SAT: Participation

SAT: Remediation Free

* Honors Diploma

* Industry-Recognized Credential

Advanced Placement: Participation

AP: Exam Score of 3 or Better

* Dual Enrollment Credit

International Baccalaureate

IB: Exam Score of 4 or Better

* ACT or SAT: Remediation Free

* AP Score of 3 or better or IB Score of 4 or Better

* Military Enlistment

* Apprenticeship: Acceptance 18+

* Pre-Apprenticeship: Completion

* Apprenticeship: Completion

* CTE Technical Assessments: Score of Proficient or Better

* OhioMeansJobs Readiness Seal + 250 Hours of Work-Based Learning

IRC / IWIP INFORMATION

IRC (Industry-Recognized Credential)

is the qualification or certificate a student earns, which signifies they have acquired specific technical skills valued by employers. Ohio maintains an approved list of hundreds of IRCs across various career fields that high school students can earn to meet graduation requirements.

IWIP (Innovative Workforce Incentive Program) is a state funding program that provides financial incentives to schools when students earn IRCs in specific, high-priority career fields (e.g., IT, advanced manufacturing, healthcare, and construction).

- **Not all IRCs are IWIP-eligible.** Only certain IRCs that are aligned with high-demand, high-growth jobs in Ohio qualify for the additional IWIP funding.
- The IWIP provides an additional payment (e.g., \$725 or \$1,250 depending on the point value and fiscal year) to the school for each qualifying credential earned by a student, on top of the standard reimbursement for the credential exam cost.
- **In essence, an IRC is the educational achievement, and IWIP is the specific state program that incentivizes schools to focus on a subset of high-value IRCs that meet critical workforce needs in Ohio.**

Explore Career Fields





WHAT IS A PRE-APPRENTICESHIP ?

A Pre-apprenticeship program is designed to prepare individuals for entry into a registered apprenticeship program by providing foundational technical and job readiness skills. These programs offer hands-on experience, industry-recognized credentials, and career exploration opportunities, often as a partnership between employers and educational institutions.

Recent Pre-Apprentice Policy



[JFS.Ohio.gov](https://jfs.ohio.gov)

Mike DeWine, Governor Jon Husted, Lt. Governor

Matt Damschroder, Director

February 21, 2024

WIOAPL 21-03.1 (State-Recognized Pre-Apprenticeship)
Workforce Innovation and Opportunity Act Policy Letter No. 21-03.1

TO: Pre-Apprenticeship Providers
Local Workforce Development Board Directors
Fiscal Agents
OhioMeansJobs Center Operators

FROM: Matt Damschroder, Director

SUBJECT: State-Recognized Pre-Apprenticeship

RECISSION: Workforce Innovation and Opportunity Act Policy Letter 21-03

ATTACHMENT: State Recognized Pre-Apprenticeship Glossary

I. Purpose

This policy letter provides the criteria for state recognition of pre-apprenticeship programs which provide the skills and work experience needed to be successful in a Registered Apprenticeship program. This information is meant to promote the establishment of pre-apprenticeship programs, support the local workforce development area's (local area) use of pre-apprenticeship training in Workforce Innovation and Opportunity Act (WIOA) Title I programs, and assist local areas in fulfilling state standards for secondary education attainment.

II. Effective Date

Immediately

Major Changes:

Direct Linkage to Partnership

*The Pre-Apprenticeship provider **will** include a statement outlining the connection of the pre-apprenticeship instruction to the skill expectations of one or more Ohio Registered Apprenticeship program(s) in the same career cluster.*

The statement should also include the process for informing pre-apprentices of the procedures and assisting the pre-apprentice in entering such program(s) should the pre-apprentice wish to continue with RA.

The director of the Ohio Department of Job and Family Services may amend the requirements when funded under a Department of Labor grant.



WHY IMPLEMENT A PRE-APPRENTICESHIP PROGRAM?

- Skill Attainment in career field
- Graduation requirement fulfillment
- Gained workforce competencies
- Exploration of student interests / passion
- Connect businesses with a pipeline of talent
- College Credit Plus can be earned at the same time
- Students who complete the program receive a nationally recognized 12-point industry credential
- Flex credits could be used (refer to your district policy) Work experience must be documented and conducted at the work site (during school) with training plans and evaluation forms.
- Reduces drop-out rates through engagement and relevance
- Allow opportunity for paid employment
- Direct awareness of apprenticeships



Alternative Graduation
Pathway



ESC OF CENTRAL OHIO PRE-APPRENTICESHIP PROCESS



Contact YPA Hub of interest in starting a registered Pre-Apprenticeship
(Utilize current industry partnerships)



Determine career cluster partner with YPA Hub. **Identify IRC's to include in the experience**



Write YPA plan and submit to Hub to be added to operation plan and gain approval from Apprentice Ohio



Complete WBL agreements: District/Student/Parent. Establish hourly reporting



Have student participate and complete requirements of approved Pre-Apprenticeship Plan



Submit completion date to YPA Hub / Student issued a certificate of completion which can be used for graduation requirements and EMIS reporting

BUILDING PARTNERSHIPS THAT SUPPORT PRE-APPRENTICESHIPS

- CTPD's
- CTE Advisory Committees
- Workforce Development Boards
- Chambers of Commerce



- Economic Development Partners
- Industry Sector Partnerships
- Comprehensive Case Management Employment Program (CCMEP)

Plan Elements:

Equal Employment Opportunity Statement

Enrollment

Partnership

Instructional Content (Industry Recognized Credentials)

Periodic Evaluations: Occupations Core Competencies

Core Workplace Competencies

Participant Status

Safety and Welfare

Program Administration



CREATING A PLAN

CAREER CLUSTERS

**Pre- Apprenticeships
established in all 16
career clusters**



TIPS ON CREATE A SUCCESSFUL PRE-APPRENTICESHIP

1. Start Small
2. Link with pre-existing Registered Apprenticeship(s)
3. Link with multiple Registered Apprenticeship Sponsors and/or signatories
4. Partner your organization with existing Pre-Apprenticeships which can also accept your student as recognized pre-apprentices



<https://jfs.ohio.gov/job-services-and-unemployment/job-services/job-programs-and-services/apprentice-ohio>



STUDENT PRE-APPRENTICESHIP PERSPECTIVES



ESC of Central Ohio



11-COUNTY COLUMBUS REGION

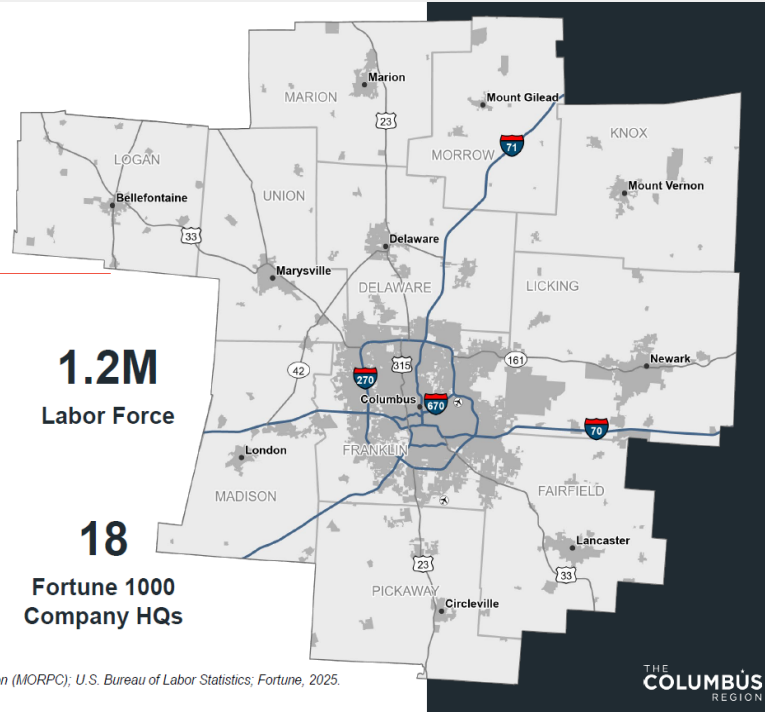
2.3M
Total Population

2.6M
2030 Population Forecast

#15
Largest City in the Country

1.2M
Labor Force

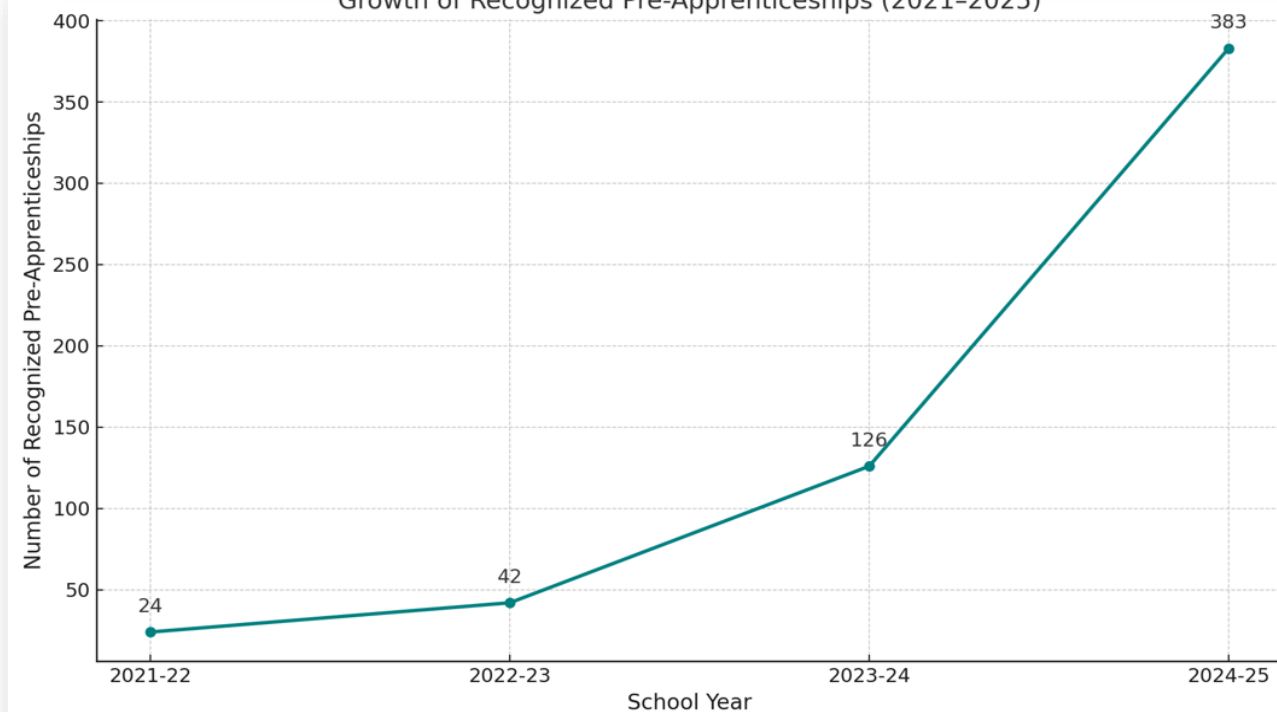
18
Fortune 1000 Company HQs



Sources: U.S. Census Bureau; Mid-Ohio Regional Planning Commission (MORPC); U.S. Bureau of Labor Statistics; Fortune, 2025.

THE COLUMBUS REGION

Growth of Recognized Pre-Apprenticeships (2021-2025)



Pre-Apprenticeship Exploration | COWRC

by ESC of Central Ohio

Playlist - 4 videos - 10 views

Play all



1



Achieving More: Youth Pre-Apprenticeship Success for Diverse Learners

ESC of Central Ohio • 3 views • 4 days ago

4:58

2



Is a Pre-Apprenticeship Right for My Student?

ESC of Central Ohio • 2 views • 4 days ago

8:35

3



Why Should Your Business Host a Pre-Apprenticeship Program?

ESC of Central Ohio • 16 views • 9 days ago

8:10

4



Is a Pre-Apprenticeship Right for Me?

ESC of Central Ohio • 16 views • 9 days ago

6:27

https://www.youtube.com/playlist?list=PL13HPWr_jnHGveHoKAo6EOLME-02e4_rW



Southwest Ohio, HCESC and Lead Training are working together to engage with our school communities and industry partnerships for the growth of Ohio.

January 15- Educator Pre-Apprenticeship Mini-Training and Needs Evaluations (Virtual Session)

Who: School teams interested in improving CCWMR outcomes and launching, expanding or streamlining pre-apprenticeship opportunities

What: 1.5 hour virtual training 10:30 am- 12 pm supporting the next steps

Register: [Registration link for January 15, 2026](#)

January 15- Business and Industry Mini-Training and Informational Session (Virtual)

Who: Business partners interested in strengthening their talent pipeline through pre-apprenticeships or learning more about the benefits

What: 1.5 virtual training 1-2:30 pm strengthening the gateway for talent through pre-apprenticeships and or registered apprenticeships

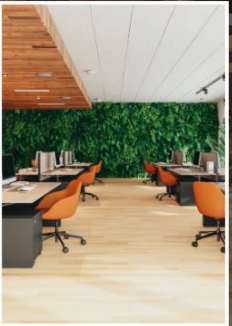
Register: [Registration link for virtual session January 15, 2026](#)

February 11- In person direct writing and clarifying the process to launch a pre-apprenticeship. Receive guided support and launch application.

Details to register and secure the limited space will be shared with the January virtual sessions.

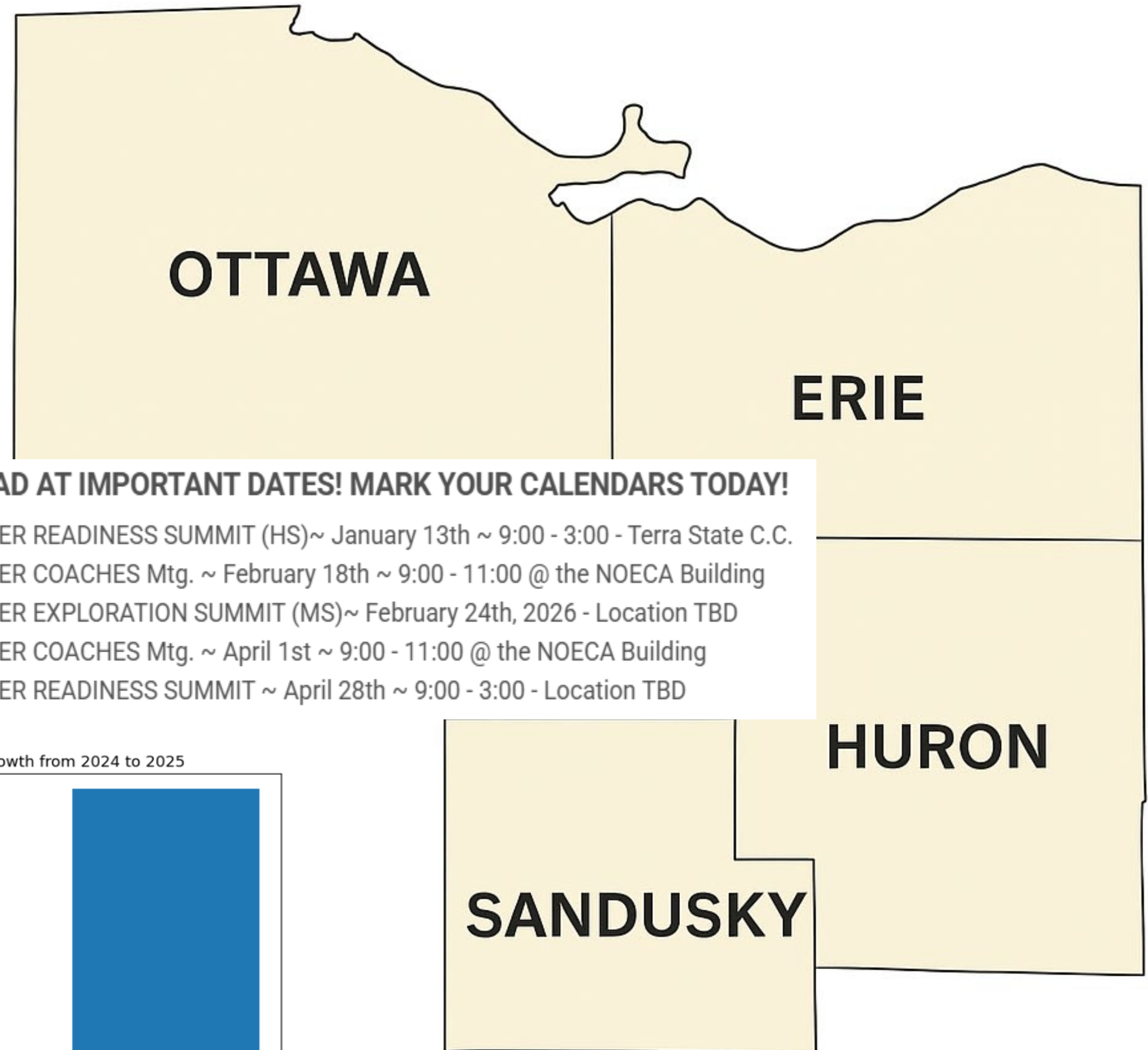


PRE-APPRENTICESHIP
Programs



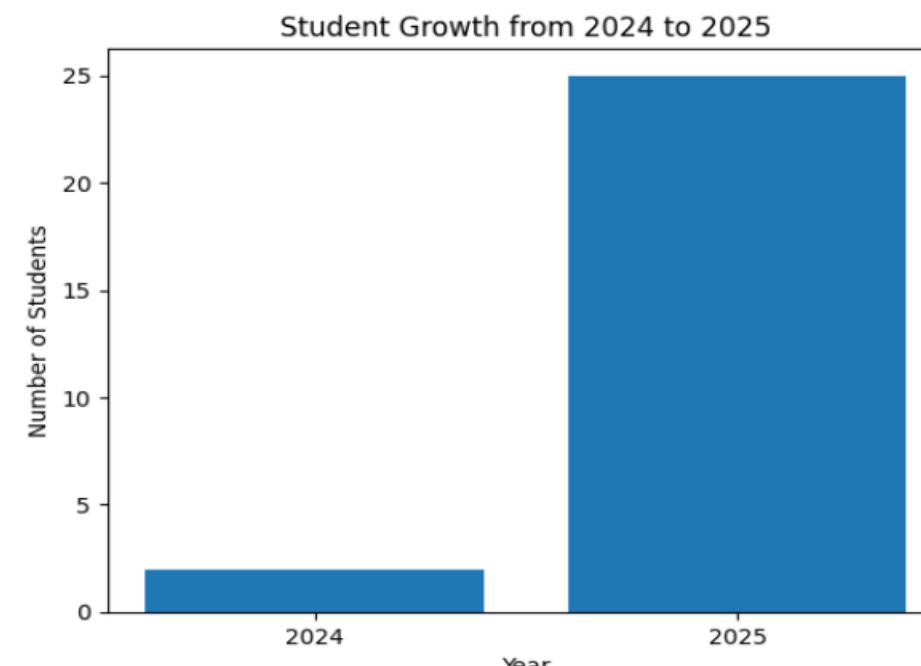
Hospitality & Tourism Health Science IT & Finance

☎ **LET'S TALK TODAY!**



LOOKING AHEAD AT IMPORTANT DATES! MARK YOUR CALENDARS TODAY!

- REGIONAL CAREER READINESS SUMMIT (HS)~ January 13th ~ 9:00 - 3:00 - Terra State C.C.
- REGIONAL CAREER COACHES Mtg. ~ February 18th ~ 9:00 - 11:00 @ the NOECA Building
- REGIONAL CAREER EXPLORATION SUMMIT (MS)~ February 24th, 2026 - Location TBD
- REGIONAL CAREER COACHES Mtg. ~ April 1st ~ 9:00 - 11:00 @ the NOECA Building
- REGIONAL CAREER READINESS SUMMIT ~ April 28th ~ 9:00 - 3:00 - Location TBD



FREQUENTLY ASKED QUESTIONS

Do pre-apprenticeship participants have to be paid?

- *It increases participation if employers chose to pay the participants, but it can also be an unpaid Work-based Learning experience.*

Are there requirements for the employers to serve as the WBL providers?

- *The only requirement is that employers must be willing to fulfill all of the requirements that are outlined in the pre-apprenticeship plan.*

Is there an hour requirement for a pre-apprenticeship program?

- *There is no hour requirement for an ApprenticeOhio approved pre-apprenticeship program.*

It is based on mastery of competencies which must be outlined in the instructional component of your plan. Which students are eligible to participate in a pre-apprenticeship program?

- *Eligibility is determined by the district/business developing the pre-apprenticeship plan and must be outlined clearly in your pre-apprenticeship plan.*

Are there any funding benefits for pre-apprenticeship completion?

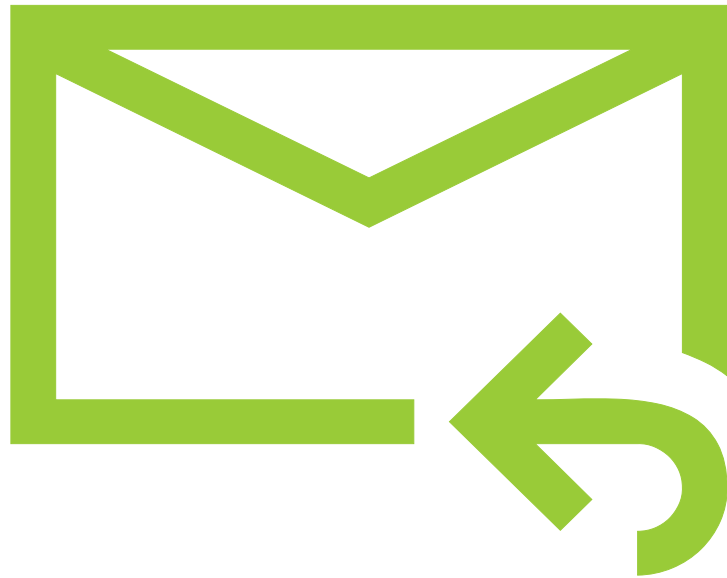
- *Yes, \$725.00 reimbursement from the IWIP (Innovation Workforce Incentive Plan) for specific credentials and/or for completion of pre-apprenticeships in Construction (CQ06 or CT37) Engineering (CT39), and Manufacturing (CT45)*



- Identify opportunities (Career Sectors) that your district(s) / BAC would be interest in establishing
 - What programs currently exist (CTE programs or IRC pathways)
- Who are the potential partners (businesses) in your area that could host or are already engaged with students for a pre-apprentice experience?
- Identify the skills, courses, and IRC(s) that would be associated with PA
- Reach out to one of us on the call and/or ApprenticeOhio for guidance
- Draft plan language for a Pre Apprenticeship for your district

THANK YOU | QUESTIONS

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