

Linkage Agreement between

and

This linkage agreement, between the above-named Pre-apprenticeship Program (hereafter “Pre-apprenticeship Program”) and the above-named California Registered Apprenticeship Program (hereafter “Apprenticeship Program”), creates a working partnership for the benefit of pre-apprentices who choose the apprenticeship system as their career path.

The Pre-apprenticeship Program agrees that training activities shall be conducted in partnership with the Apprenticeship Program.

The Apprenticeship Program agrees to support the Pre-apprenticeship Program under the following conditions:

- Pre-apprentice graduates shall have priority, but not a guarantee of acceptance, into the Apprenticeship Program. _____ pre-apprentice graduates, per _____ may be accepted into the Apprenticeship Program.
- Training and curriculum based on industry standards and approved by the documented registered apprenticeship program partner or partners that will prepare individuals with the skills and competencies needed to enter one or more registered apprenticeship programs.
- Strategies that increase registered apprenticeship opportunities for underrepresented, disadvantaged, or low-skilled individuals, such that, upon completion, those individuals will meet the entry requirements, gain consideration, and be prepared for success in one or more registered apprenticeship programs. These strategies include any of the following:
 - Strong recruitment efforts focused on outreach to populations underrepresented in local, state, and national registered apprenticeship programs.

- Educational and prevocational services that prepare individuals to meet the entry requisites of one or more registered apprenticeship programs, such as specific career and industry awareness workshops, job readiness courses, English for speakers of other languages, adult basic education, financial literacy seminars, and mathematics tutoring.
- Exposing participants to local, state, and national registered apprenticeship programs and providing direct assistance to participants applying to those programs.
- Facilitating access to appropriate support services during both the pre-apprenticeship program and a significant portion of the registered apprenticeship program.
- Efforts to sustain the ongoing partnership between the pre-apprenticeship program and registered apprenticeship program partner or partners, including collaborative efforts that promote alignment with the California Workforce Innovation and Opportunity Act (WIOA) Unified Strategic Workforce Development Plan and use of the registered apprenticeship program as a preferred means for employers to develop a skilled workforce and create career opportunities for individuals.
- Providing physical preparedness training for jobs where physical ability and endurance are key elements of success.
- Providing training on safe working practices where applicable to the job.
- Providing hands-on training to individuals in a simulated lab experience or through volunteer opportunities that accurately simulate industry and occupational conditions while observing proper supervision and safety protocols, provided that such experience and opportunities do not supplant or reduce the compensable work of paid employees.
- Providing for automatic acceptance or priority credits for acceptance into apprenticeship programs of individuals who have successfully completed the pre-apprenticeship program, and when applicable, giving advance credit in the apprenticeship program for skills and competencies already acquired in the pre-apprenticeship program.

The foregoing linkage agreement is hereby agreed to by the following parties:

Pre-apprenticeship Program

Date

Apprenticeship Program

DAS File #: _____

Date