

PRIORITY HIRE TIPS FOR CONTRACTORS: Pre-apprenticeship Partners

A. Be proactive. Call the pre-apprenticeship programs directly to share your workforce needs.

B. Set up specific practices that serve your workforce needs:

Interview, vet, and hire current pre-apprenticeship students and graduates:

1. Direct-Hire them and sponsor them into your signatory union
 - a. Coordinate with Apprenticeship + Union partners
2. Open Shop contractors:
 - a. Ask about graduates who are current available apprentices
 - i. Dispatch them out of the union hall for CWA projects
 - b. Become CITC Training Agent
 - i. Hire local WA state registered, non-union apprentices

C. Establish working relationships + extended agreements for long-term collaboration:

1. Join and participate in the RPAC: Regional Pre-Apprenticeship Collaboration
 - a. Monthly connection with all pre-apprenticeships in the region
 - b. rpac@rtc.edu 206-702-8179 www.psrpac.org
2. Establish articulation agreements to partner for a sustainable, diverse workforce
 - a. Hire as many top pre-apprenticeship graduates as you can
 - b. Sponsor them into your signatory union + train them your way
3. Offer job site tours for pre-apprenticeship students and instructors
 - a. Introduce them to the real world of construction
4. Visit their training sites and classrooms
 - a. Promote your company: bring swag, show project photos
 - b. Speak to students. Send experienced guest instructors.
 - c. Offer training tips and curriculum best practices
 - d. Participate in mock interviews of graduating students
5. Attend graduations
 - a. Witness, celebrate, and welcome new rookie apprentices
6. Provide direct support
 - a. Donate 'waste' materials, used tools, PPE, company swag
 - b. Make annual donations to support operations / sponsor classes
 - c. Join a pre-apprenticeship board of directors
 - d. Offer your company's staff as industry expert guest instructors
7. Promote your company
 - a. Donate swag, gear, PPE for students preparing for industry
 - b. Link training programs on your website and social media

PRE-APPRENTICESHIP TRAINING PROGRAMS

General Pre-Apprenticeship Programs

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