

PREPARING PRE-APPRENTICES TO ENTER AND SUCCEED IN A RAP

Room 6, C5320 | 1:30 p.m. – 2:45 p.m.

Speakers:

- *Abigail Cross*, Assistant Deputy Director, Special Initiatives & Grants Management, Mayor's Office of Workforce Development – Boston
- *Steve Lutton*, Chief Operating Officer, VTHiTech/Institute for American Apprenticeships
- *Matthew McKenney*, President and Chief Executive Officer, VTHiTech/Institute for American Apprenticeships
- *Andrea Tran*, Grants Administrator, Mayor's Office of Workforce Development – Boston
- *Mel Arsenault*, Senior Workforce Consultant, ICF (*Facilitator*)

RELATED RESOURCES AVAILABLE ON WORKFORCEGPS

- [Measuring Program Outcomes Tip Sheet](#)
- [Connecting Pre-Apprenticeships to Registered Apprenticeships in Clean Energy Occupations](#)
- [Connecting an ICT/Cybersecurity Pre-Apprenticeship Program to a Registered Apprenticeship Program](#)

Greater Boston Equitable Apprenticeship Pathways

October 15, 2024



FOUR SUBRECIPIENT PARTNERS



BEST Hospitality

Program: Introduction to Hospitality, Housekeeping
Pre-apprenticeship

Industry: Hospitality

Occupations: Hotel Housekeeper

Starting wages at Apprenticeship: **\$28.20/hr**



YouthBuild Boston (YBB)

Program: YBB Pre-Apprenticeship

Industry: Construction

Occupations: Construction Apprentice

Starting wages at Apprenticeship: **\$25.68/hr**



Boston Emergency Medical Services (BEMS)

Program: BEMS EMT Course; Cadet Program

Industry: Healthcare

Occupations: Emergency Medical Technician

Starting wages at Apprenticeship: **\$35/hr**



MassBioEd (MBE)

Program: Life Sciences Pre-Apprenticeship

Industry: Life Sciences

Occupations: Manufacturing Technician,
Laboratory Support Specialist, or Clinical Trial
Associate

Starting wages at Apprenticeship: **\$22.30/hr**



PROJECT OVERVIEW

Goals

- All partners will maintain full BIPOC or will increase BIPOC pre-app enrollment
- MBE pre-app is designed and approved and all other pre-apps and RAPs are expanded
- Seven percent of in-house partner RAP enrollees will self-identify as having disabilities
- All partners will have an 80% retention rate from pre-app to RAP

ABA PERFORMANCE MEASURES

Participant Outcomes	Targets	Current Totals	Percentage of Goal
Planned pre-app enrollments	484	168	34.71%
Planned pre-app completers	410	102	24.88%
Planned RAP enrollments	327	45	16.21%
Planned RAP completers	160	1	.63%



ABA PERFORMANCE MEASURES

Program Outputs	Targets	Updates
Total RAPs created as a result of ABA grant funding	N/A	N/A
Total RAPs expanded as a result of ABA grant funding	4	1
Total pre-apprenticeship programs created as a result of ABA grant funding	1	1 <i>*MassBioEd has created a Pre-apprenticeship program</i>
Total pre-apprenticeship programs expanded as a result of ABA grant funding	3	3 <i>*YouthBuild Boston Boston EMS, and MassBioEd have expanded their Pre-apprenticeship</i>

THANK YOU





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Matt is the CEO of the Institute for American Apprenticeships. He holds apprenticeship certificates in CNC programming and Workforce Development. IAA currently offers coaching and technical assistance to organizations in the apprenticeship and workforce development space across the country. Matt works with foundations, associations, schools, businesses, and state and federal agencies to transform the lives of underserved people through employer-partner sponsored education and on-the-job learning.



Steven is the COO of the Institute for American Apprenticeships. He has extensive experience with over 17 years supporting all aspects of registered apprenticeships, registration, workforce partnerships, college partnerships, technical assistance, and workforce development strategy. Steven is passionate about providing opportunities to individuals who may often be overlooked.

