INTRODUCTION:
The Aero-Flex Unilateral Apprenticeship Committee (Aero-Flex) was formed to develop an employer-driven pre-apprenticeship framework in engineering that would meet the workforce development needs common to the aerospace/advanced manufacturing industry. The framework provides for a customized layer to allow each employer to design (flex) its own program. Aero-Flex meets not only the needs of industry, but of each participating manufacturer.

BENEFITS OF THE PRE-APPRENTICESHIP PROGRAM:
- 6 - 12 WEEKS (OR MORE) OF WORK-BASED LEARNING/ON-THE-JOB TRAINING PROVIDED BY UAC (AERO-FLEX) MEMBER EMPLOYERS

PRE-APPRENTICE
- Learn about exciting careers
- Connect with top employers ready to hire
- Career-specific training
- Gain valuable work experience
- Industry association membership (SME)
- Industry-recognized, stackable credentials
- Continue to college, a registered apprenticeship, and/or employment

EMPLOYER
- Build your workforce pipeline
- Access to pool of candidates with work-readiness skills & entry-level technical skills
- Build flexible, dynamic workforce with common skill base
- Flex curriculum to your needs
- Employer-defined training plan
- Leverage/expand current programs already in place
- Funding to support training & recruitment available

AERO-FLEX PRE-APPRENTICESHIP CURRICULUM:
The training plan for Engineering includes the following components:

ASSESSMENT
- Online training needs assessment provided – credit for prior learning will be considered.

TRACK I – WORK READINESS SKILLS
- This core set of skills will prepare the Pre-Apprentice for the work environment.
- Training will be provided online and in-person and be delivered at the high school, community college, employer site and/or Workforce Investment Board.

TRACK II – INDUSTRY-SPECIFIC OCCUPATIONAL SKILLS
- Each employer can determine which set of pre-defined competencies they want to include in their Pre-Apprenticeship.
- Training may be delivered online or in a blended learning approach depending upon the competency or competencies selected by the employer.

TRACK III – WORK-BASED LEARNING (OJT)
- Each employer will provide the work-based learning experience, internship or on-the-job-training component.

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BUSINESS INVOLVEMENT:

Employers are the foundation of every pre-apprenticeship & apprenticeship program. Businesses play an active role in building the program, staying involved in every step of the design process.

What are the Components of Registered Apprenticeship?

1. STRUCTURED ON-THE-JOB TRAINING:
   Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.

2. RELATED INSTRUCTION:
   Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, and apprenticeship training schools.

3. REWARDS FOR SKILL GAINS:
   Apprentices receive increases in wages as they gain higher level skills.

4. NATIONAL OCCUPATIONAL CREDENTIAL:
   Registered Apprenticeship programs result in a nationally-recognized credential—a 100% guarantee to employers that apprentices are the job.

Contact Us: info@sbwib.org or (310) 970-7700

Aero-Flex Partners

This WIOA Title I financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. For assistance, call 1-800-735-2922.

AN EMPLOYER-CENTRIC EARN AND LEARN MODEL FOR ENGINEERING