

Examples: Pre-Apprenticeship and Apprenticeship Retention Practices

This document provides examples of effective participant retention strategies.

Retention Practice	Examples
Evening Events	<ul style="list-style-type: none"> • Oregon Tradeswomen Inc. has two specific activities that build peer support and opportunities for mentoring participants: <ul style="list-style-type: none"> ○ Monthly evening social hour for pre-apprenticeship participants, program graduates not yet in an apprenticeship and tradeswomen. These are theme-based events (e.g. tool swap) and the program pays for food, set-up and registration. ○ Evening “speed mentoring” – toward the end of each pre-apprenticeship program cycle, staff bring participants together with tradeswomen for a facilitated discussion.
Alumni Groups and Events	<ul style="list-style-type: none"> • ABCD/Building Pathways in Boston is designing a program of quarterly alumni events, such as community service projects. • The Women in Nontraditional Employment Roles (WINTER) program in Los Angeles routinely uses community service projects as part of its hands-on pre-apprenticeship training. Program graduates are invited to participate and serve as peer tutors. • The Building Futures Program in Rhode Island hosts two alumni events a year, which helps graduates maintain bonds and form peer support networks.
Job Clubs	<ul style="list-style-type: none"> • The WINTER program in Los Angeles holds a Wednesday night job club each week of a class cycle. The event is facilitated by staff job developers. • Chicago Women in Trades hosts a monthly job club for pre-apprenticeship graduates to help them find interim employment and entry into apprenticeship programs.
Interim Employment	<ul style="list-style-type: none"> • The WINTER program maintains its own job bank and employs job developers to provide relevant interim employment while pre-apprenticeship graduates wait for apprenticeship opportunities. • Oregon Tradeswomen Inc. helps its pre-apprenticeship completers secure entry-level positions related to the construction field, such as weatherization technicians, jobs in residential remodeling or electrical materials handler jobs. • Non-Traditional Employment for Women in New York hosts employers to speak with pre-apprenticeship graduates about upcoming job opportunities.