



Fact Sheet on Quality Pre-Apprenticeship for Federal Partners

What are Quality Pre-Apprenticeship Programs?

In 2016, the U.S. Department of Labor’s (DOL) Employment and Training Administration (ETA) published two final rules ([EEO in Apprenticeship Final Rule - 29 Code of Federal Regulations \[C.F.R.\] 30.2](#) and [the Workforce Innovation and Opportunity Act Final Rule - 20 C.F.R. 681.480](#)) that provided updated definitions of pre-apprenticeship programs and greater clarity and definition of pre-apprenticeship programs. In 2024, ETA published [Training and Employment Notice \(TEN\) No. 23-23](#) to provide additional pre-apprenticeship definitions and guidance that outlines the **five core characteristics** of quality pre-apprenticeship programs. These include:

1. Partnership with registered apprenticeship program sponsors
2. Sustainability through partnerships
3. Meaningful training combined with hands-on experience replicating a workplace that does not displace paid employees
4. Access to career and supportive services
5. Increased access for underrepresented or underserved populations

To read ETA’s guidance, visit [TEN 23-23 at DOL.gov](#).

Benefits of Quality Pre-Apprenticeship Programs for Federal Partners

Quality pre-apprenticeship programs offer substantial benefits for federal partners, including the following:

Establish a pipeline of apprentices: Many federal partners fund registered apprenticeship opportunities. Federal partners can ensure a pipeline of apprentices to meet their program goals by supporting quality pre-apprenticeship programs with solid linkages to registered apprentices.

Increase diversity in recruitment and hiring: Quality pre-apprenticeships effectively remove barriers and support underrepresented groups like women, minorities, and individuals with disabilities, driving greater diversity in apprenticeships.¹ As part of Executive Order 14035, federal agencies must meet diversity, equity, inclusion, and accessibility (DEIA) goals.² Supporting quality pre-apprenticeship programs can assist federal agencies in accomplishing this.

¹ [Success Story: Pre-Apprenticeship Improves Diversity | ApprenticeshipNC.com](#)

² [Executive Order on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce | Whitehouse.gov](#)



Support employment while maintaining public assistance benefits: Participants in several public assistance programs, including the Supplemental Nutrition and Assistance Program (SNAP) and the Temporary Assistance for Needy Families (TANF), can maintain benefits while gaining skills and experience through quality pre-apprenticeship training.³

Build partnerships with registration agencies: By promoting quality pre-apprenticeship programs, federal partners can continue to build stronger relationships with registration agencies as they develop and fund these opportunities.

How can Federal Partners Enable Quality Pre-Apprenticeship Programs?

Advise: Offer guidance and share best practices for the key elements of quality pre-apprenticeship programs by disseminating [DOL's Training and Employment Notice 23-23](#), which outlines the five core elements of quality pre-apprenticeship programs.

Promote: Highlight successful quality pre-apprenticeship programs and how best practices are implemented in federal programs, such as YouthBuild or Job Corps, to demonstrate the efficacy of pre-apprenticeship.

Support: Enable recipients of programs like SNAP and TANF to enroll in quality pre-apprenticeship programs while still receiving benefits. For example, SNAP Employment and Training (E&T) programs can include quality pre-apprenticeships as a method of providing employment and training to SNAP recipients. Demonstrate the effectiveness of using quality pre-apprenticeships as an on-ramp to self-sufficiency.

Fund: When issuing grant solicitations related to workforce development, apprenticeships, or Investing in America initiatives, include funding for creating and expanding quality pre-apprenticeship programs. Require grant applicants to incorporate quality pre-apprenticeship partnerships aligned with the DOL framework.

Collaborate: Work with registration agencies to evaluate and provide input on the quality of pre-apprenticeship programs they approve or fund. Ensure consistency in applying DOL's quality pre-apprenticeship framework across federally funded and state-funded initiatives.

Explore the Registered Apprenticeship Academy Today!

The Registered Apprenticeship Academy is DOL's hub for training and development related to registered apprenticeship. For more information, visit [Registered Apprenticeship Academy | Apprenticeship.gov](#) or email raacademy@dol.gov.

³ [Training and Employment Notice 23-23 | DOL.gov](#)