

# *The Return of Apprenticeship Readiness*



- Dave Namenye-Jack Martin & Associates
- Jack Martin-Jack Martin & Associates

# ***Finding Quality Candidates Is a Problem!***



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# ***How Many of You Conduct an Apprenticeship Readiness Program?***



# *What is a pre-apprentice readiness program?*



*A pre-apprenticeship readiness program is a preparatory program that grooms people who want to be considered for an apprenticeship position in certain industries or trades to be successful in passing an apprenticeship test.*





# ***Who would participate in an apprentice readiness program?***



# *Who would participate in an apprentice readiness program?*

- Current employees who have been waiting for the opportunity to enter a trade
- New employees
- Unemployed or under-employed



*Who would participate in an  
apprentice readiness program?*

*All individuals who need to  
refresh or enhance their core  
skills*

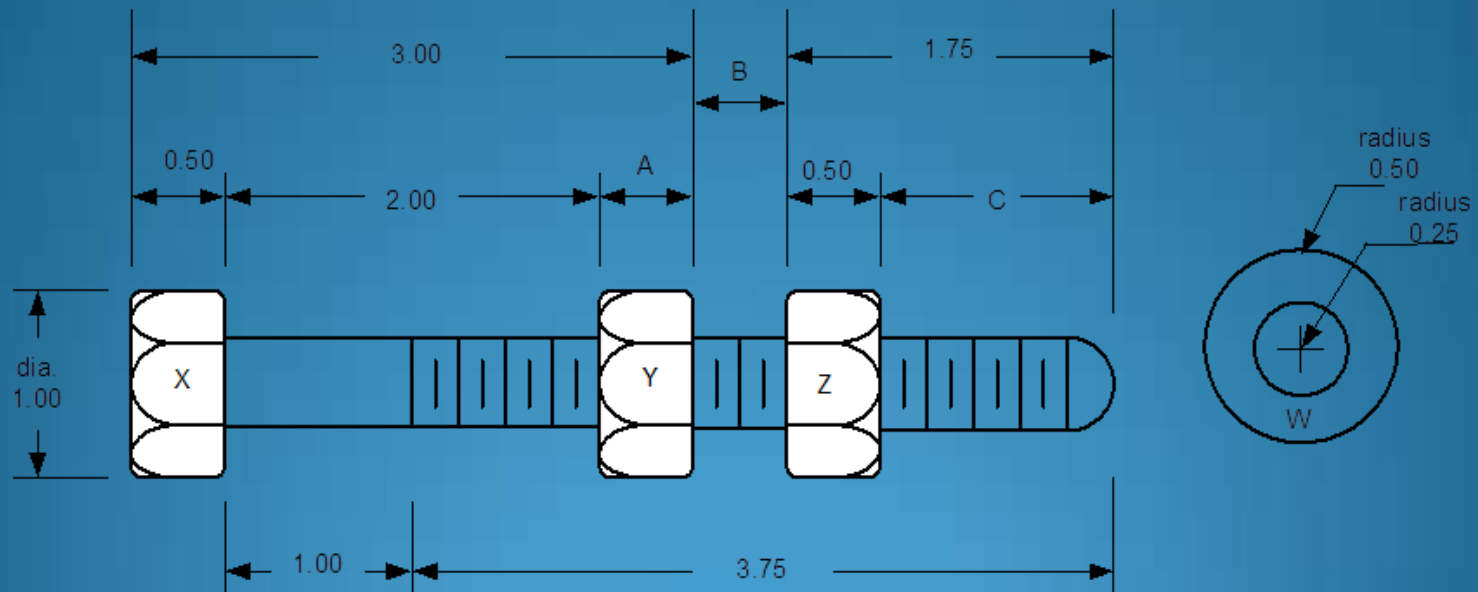
*Why conduct a pre-apprentice readiness program?*

*How long has it been  
since you have  
studied Algebra or  
Geometry?*

# *Could you pass an apprenticeship test?*



# *Could you pass an apprenticeship test?*



*The apprenticeship readiness program is designed to refresh applicants in the core skills.*



*What are the core skills  
needed by an apprentice?*

# *The core skills all apprentices should have include:*

- *Math*
- *Reading*
- *Interviewing*
- *Mechanical Reasoning*
- *Spatial Relation*

# *Required Basic Math Skills*

- Addition
- Subtraction
- Multiplication
- Division
- Fractions
- Decimals
- Story Problems



# *Fractions Are Key To Math Success, New Study Shows*

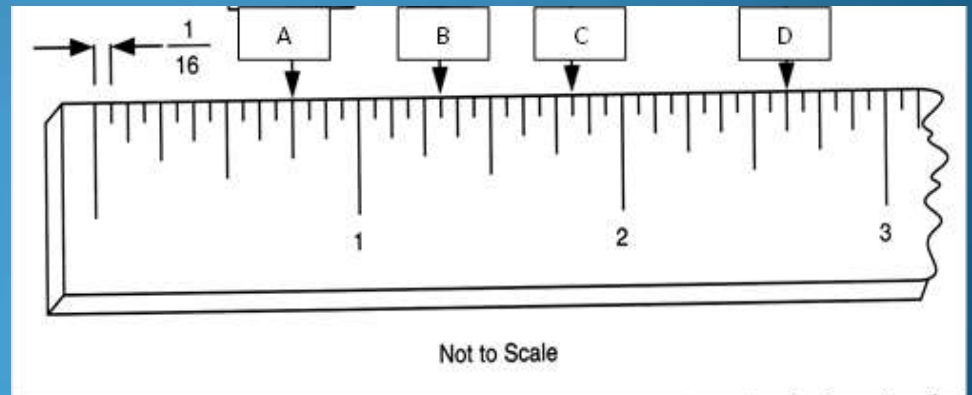
What part of math success comes from knowing fractions? More than you might think, according to a new study that analyzed long-term data on more than 4,000 children...These findings demonstrate an immediate need to improve the teaching and learning of fractions and division,” said University of Michigan researcher Pamela Davis-Kean, a co-author of the study and director of the Center for the Analysis of Pathways from Childhood to Adulthood at the U-M Institute for Social Research.

<http://detroit.cbslocal.com/2012/06/17/fractions-are-key-to-math-success-new-study-shows/>



# *Measurement Skills*

- Read a ruler in both English and Metric units
- Convert from fractions to decimal measurements and visa versa
- Round off measurements accurately



# *Advanced Math Skills*

- Algebra
- Geometry
- Graphic Math
- Trigonometry
- Calculus





# *Reading Skills*

- Reading comprehension for speed and accuracy.
- Technical reading of charts, graphs, estimates, work orders, purchase orders, blueprints and problem solving.

# *What would an Apprentice Readiness Program Look Like?*



# *Sample Apprentice Readiness Program*

● Introduction to the Trades, Pre-Test,	2	Hours
● Arithmetic Reasoning	10	Hours
● Alg.	12	Hours
● Geometry	8	Hours
● Graphic Math	4	Hours
● Mechanical Comprehension	4	Hours
● Spatial Relations and basic electricity	4	Hours
● Technical Reading and Interview Exercise	4	Hours
● Reading Plus	12	Hours

# *Sample Apprentice Readiness Program*

- 93 students enrolled in the program
- 76 people (81% ) completed the Apprenticeship Readiness Program
- 57 (75% ) of the 76 students who completed the class took the test
- 39 Passed (68% ) of the students passed the apprenticeship test that took the class
- 18 failed (32% ) of the students passed the apprenticeship test that took the class

# *Sample Apprentice Readiness Program*

Previously, when the test was administered without conducting an apprentice readiness program only 22% of those taking the test passed.

# *Contact Information*

David Namenye, Director of Sales & Marketing

Phone: (810) 3943757

E-mail: [D.Namenye@Pre-Apprenticetraining.com](mailto:D.Namenye@Pre-Apprenticetraining.com)

Jack Martin, Author and Publisher

Phone: (810) 694-5698

E-mail: [J.Martin@Pre-Apprenticetraining.com](mailto:J.Martin@Pre-Apprenticetraining.com)

Or visit our website for more information:

[www.Pre-Apprenticetraining.com](http://www.Pre-Apprenticetraining.com)