

BRIDGE TO EMPLOYMENT

PRE-APPRENTICESHIP



BTE PRE-APPRENTICESHIP BACKGROUND

BTE is a two-year experience designed to help students confidently move from high school to real opportunities in STEM careers. In the first year, students complete a structured 40-hour STEM-focused pre-apprenticeship that offers hands-on activities and builds essential foundational skills. This pre-apprenticeship is aligned with registered apprenticeship pathways that students can pursue after graduation, but choosing an apprenticeship is completely optional. The pre-apprenticeship empowers students with practical skills and meaningful experiences that open doors to future possibilities.

Core Concepts



Workplace Readiness

Introduces youth to essential professional skills that build foundational competencies, emphasize real-world application, and prepare students to navigate workplace expectations, collaborate effectively, and manage responsibilities with professionalism.

Professional Skills

Equips students with essential employability and career-readiness competencies for pre-apprenticeships, apprenticeships, and early career pathways. It also provides hands-on practice in resume development, interview preparation, workplace professionalism, and digital literacy to help them present themselves effectively, communicate confidently, and navigate modern work environments with confidence.

Safety, Quality Assurance, & Compliance Training

Introduces students to foundational safety principles, hazard awareness, regulatory requirements, PPE use, and quality control practices essential for STEM²D, construction, and technical career pathways, through hands-on learning and real-world scenarios that emphasize shared responsibility, accountability, and adherence to industry standards.

Career Pathway Exploration

Guides students through STEM²D and technical career and education options by exploring apprenticeships, continuing education pathways, and long-term planning strategies, emphasizing informed decision-making, goal setting, and awareness of career pathways aligned with their interests and strengths.

Customized Content



STEM²D Specific Skills

The remainder of the curriculum was developed in collaboration with a local operating company to ensure the content reflects real workforce needs and industry expectations. By aligning training with the skills and knowledge that the company values, students gain practical preparation that strengthens their competitiveness as employment candidates upon completing the pre-apprenticeship program.

Highlights

Audience



The target audience for this curriculum is youth ages 15 to 18, and all materials are developed in both English and Spanish.

Real-World Skill Building



The pre-apprenticeship content provides youth with real-world workforce readiness training. Students gain not only technical STEM skills but also the professional competencies that employers value most.

Workforce Pipeline



The pre-apprenticeship pathway creates a direct pipeline from high school to high-demand STEM careers, offering youth early exposure to professional environments while maintaining their academic trajectory.