



**National  
Urban League**

*The Division of  
Workforce Development*

The National Urban League's evidence-based and scalable signature programs are professionally implemented by local Urban League affiliates to enhance the economic and educational status of our constituents.

# Urban Apprenticeships Jobs Program

A SIGNATURE PROGRAM OF THE NATIONAL URBAN LEAGUE

**Accomplishments.** Since its launch in 2016, the Urban Apprenticeships Jobs Program (UAJP) has set in motion a pre-apprenticeship program focused on the fiber optics industry in Charlotte, NC, and has conducted multiple equal employment opportunity, affirmative action, and diversity and inclusion webinars across the country. In addition to these accomplishments, the UAJP has been very successful in participant enrollment and establishing partnerships.

## Our Approach.

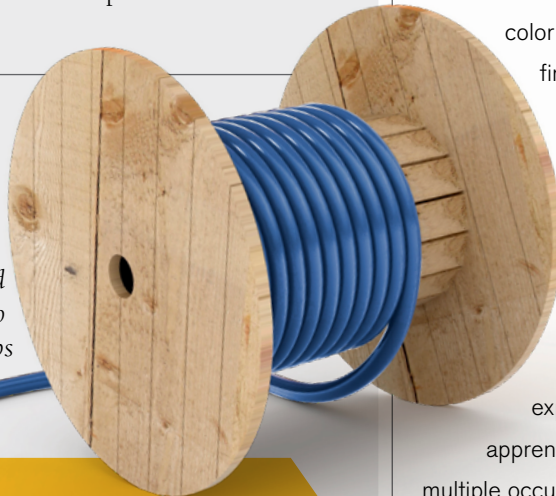
The UAJP facilitates access to employment through registered apprenticeship and pre-apprenticeship programs and targets historically underutilized populations—persons of color and women. When it was first launched, the original focus of the UAJP was limited to efforts to recruit individuals for registered apprenticeship opportunities in the wireless infrastructure industry. In 2017, the focus expanded to registered apprenticeship programs across multiple occupations with a specific focus on the following industries: construction, telecommunications, information technology, manufacturing, transportation, and healthcare.

**613**

*individuals enrolled in local registered apprenticeship and pre-apprenticeship programs between 2016-2018*

**90**

*opportunity partnerships established to help expand access to registered apprenticeships*



### 2025 EMPOWERMENT GOAL

Every American has access to jobs with a living wage and good benefits.

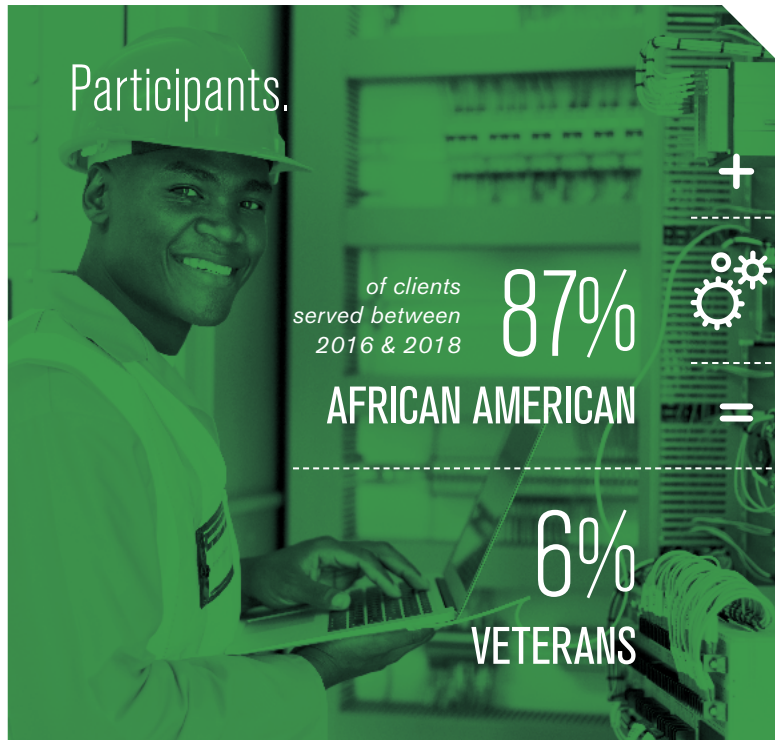
## National Scope.

The National Urban League has partnered with the following twelve (12) Urban League affiliates to deliver the Urban Apprenticeships Jobs Program:

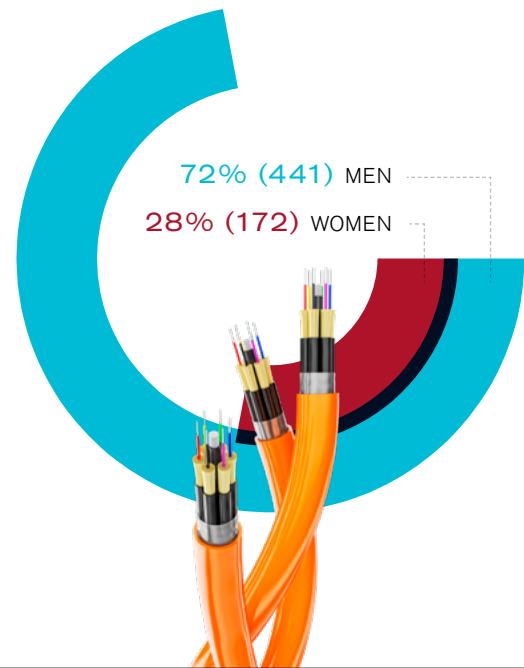
- CHICAGO URBAN LEAGUE (IL)
- COLUMBIA URBAN LEAGUE (SC)
- FORT WAYNE URBAN LEAGUE (IN)
- HOUSTON AREA URBAN LEAGUE (TX)
- URBAN LEAGUE OF CENTRAL CAROLINAS (NC)
- URBAN LEAGUE OF GREATER ATLANTA (GA)
- URBAN LEAGUE OF GREATER MADISON (WI)
- URBAN LEAGUE OF GREATER PITTSBURGH (PA)
- URBAN LEAGUE OF HAMPTON ROADS (VA)
- URBAN LEAGUE OF LOUISIANA (LA)
- URBAN LEAGUE OF METROPOLITAN SEATTLE (WA)
- URBAN LEAGUE OF ROCHESTER (NY)

## Services. *Core services offered include:*

1. Recruitment of individuals for registered apprenticeship and pre-apprenticeship programs in our affiliate communities
2. Access to supportive services as needed
3. Access to customized case management services as needed
4. Delivery of technical assistance to sponsors of registered apprenticeship programs



## PARTICIPANTS BY GENDER



## Success Story.

### 26 URBAN LEAGUE STUDENTS GRADUATE FROM THE HVAC PRE-APPRENTICESHIP PROGRAM

After visiting various businesses and schools, the Urban League of Hampton Roads, a National Urban League affiliate, landed a partnership with Norfolk Technical School (NTS), which has a heating, ventilation, and air conditioning (HVAC) pre-apprenticeship program. In 2018, this program offered students hands-on classroom training and instruction that allowed them to prepare for a future career in HVAC and in many other areas that would be available to them upon graduation. The students then transitioned to the Norfolk Heating and Plumbing Company full time with competitive salaries.

The Urban League of Hampton Roads's partnership with NTS included working with the pre-apprenticeship HVAC students in a classroom setting. Students received classroom credit for pre-apprenticeship soft skills training provided on a weekly basis for an hour from January 2018 through May 2018.

Students received this additional support courtesy of the Urban Apprenticeships Job Program. They first attended the NTS and then continued on their career paths in the HVAC field when they entered the apprenticeship training with the Norfolk Heating and Plumbing Company. Upon completion, the students were able to receive their Environment Protection Association and Occupational Safety and Health Administration Certification.

**RESULT:** This classroom soft skills training has been very successful due to HVAC students learning a skill set that is in demand in the job market. They are now better equipped to go on job interviews as well as to write/update their professional resumes. Most importantly, they are gaining workforce skills that will help them to be successful in maintaining employment. Currently, 90% of these students have professional resumes completed.