



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.

1,200

individuals enrolled in local registered apprenticeship and pre-apprenticeship programs between 2016-2020

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 eleven (11) Urban League affiliates to deliver the Urban Apprenticeships Jobs Program:

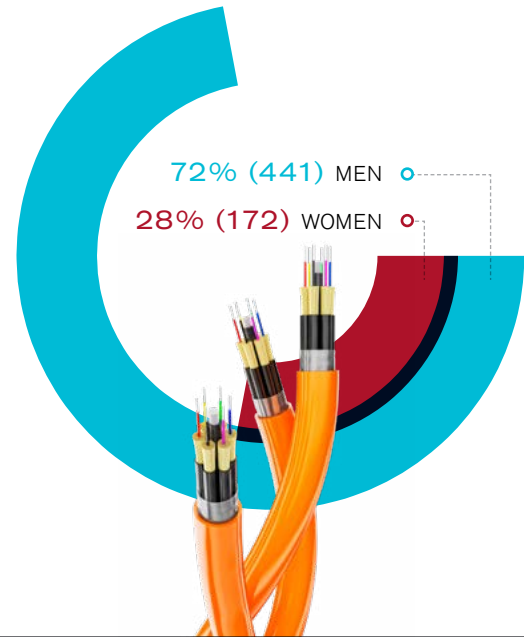
- CHICAGO URBAN LEAGUE (IL)
- COLUMBIA URBAN LEAGUE (SC)
- HOUSTON AREA URBAN LEAGUE (TX)
- URBAN LEAGUE OF CENTRAL CAROLINAS (NC)
- URBAN LEAGUE OF GREATER ATLANTA (GA)
- URBAN LEAGUE OF GREATER MADISON (WI)
- URBAN LEAGUE OF GREATER PITTSBURGH (PA)
- URBAN LEAGUE OF HAMPTON ROADS (VA)
- URBAN LEAGUE 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.

**ALYSSA CAME TO THE URBAN LEAGUE OF GREATER MADISON** at the age of 29, unemployed and frustrated with bouncing from job to job trying to make ends meet. She wanted a career that could help provide for her and her two young children, and she wanted an opportunity where she could grow. After having an initial counseling session with one of our employment specialists, Alyssa decided that a career in the construction industry might be just the right fit. She enrolled in the Urban League's Skilled Trades Apprenticeship Training (START) where she received six weeks of exposure to the trades, an overview of Wisconsin's registered apprenticeship programs, individualized tutoring to prepare for the various apprenticeship qualifying exams, and other coaching/supportive services to prepare for her career. Alyssa was assigned to an Urban League Employment Specialist/Coach with 35 years of industry experience and was one of the most motivated participants in the class.

Upon completion of her apprenticeship training, Alyssa enrolled in the Urban League's Foundation for Construction Academy. This 7-week program included 124 hours of classroom instruction and 110 hours of hands-on training on an active commercial construction site. Alyssa demonstrated proficiency with 95 varied skills in areas such as safety, tool usage, measuring, flagging, blueprints, and construction materials, visited local apprenticeship-training centers, and learned basic work readiness and financial literacy skills contextualized for the industry. The program allowed her to earn multiple industry-recognized certifications and credentials, including OSHA 10, First Aid/CPR, Flagger, Fall Protection, PACT certificates I-IV, and an Apprenticeship Readiness certification from the Wisconsin Dept. of Workforce Development's Bureau of Apprenticeship Standards.

**RESULT:** At the conclusion of the program, Alyssa attended a "speed-interviewing" event that the Urban League organized for graduates of the program. There, she had the opportunity to present a 5-minute pitch of her qualifications to 15 contractors and apprenticeship program representatives. As a result, Alyssa was offered a position with 1901, Inc., a local industry leader in HVAC Mechanical services. She is nearing the 6-month mark in her registered apprenticeship program and earning \$17.10 per hour. The Urban League continues to monitor and support her progress and is confident she will complete her registered apprenticeship.