

OMB Control Number:1290-0NEW
OMB Expiration Date:

Evaluation of Registered Apprenticeship Initiatives
Apprenticeship Building America (ABA) Grants

Pre-Apprenticeship Survey for Participants

- **Who is administering this survey?** The Urban Institute, a nonprofit, nonpartisan research organization in Washington DC, is under contract with the U.S. Department of Labor (DOL), to conduct an implementation evaluation of the Apprenticeship Building America (ABA) grant programs.
- **What is the purpose of the survey?** This survey will collect information from participants who started a pre-apprenticeship program under an ABA grant program. It includes individuals who are currently in a pre-apprenticeship, individuals who completed a pre-apprenticeship, and individuals who started but left a pre-apprenticeship program before completing. The survey results will provide the breadth of knowledge needed to systematically understand how participants learn about and experience their apprenticeship programs, as well as participant outcomes.
- **How long will it take to complete?** This survey will take approximately 1 hour. You may stop and return to the survey to continue and complete it.
- **Is participation mandatory?** Your participation is voluntary; however, please consider assisting us in learning about your experience to improve pre-apprenticeship in general. Upon completing the survey, you will receive a \$25 gift card by e-mail in appreciation of your participation.
- **Who will see my responses?** The Urban Institute treats the information you provide as private and we will not share your individual responses with your pre-apprenticeship program, the grantee funding the program, or with DOL. All evaluation reports based on this survey will report your answers combined with the hundreds of other survey responses. You will not be identified in any publication.
Are there risks to participating? We believe the risks of participating in this study are minimal. Although there are no direct benefits to you, we believe that the findings from this study will benefit similar efforts to expand and modernize apprenticeships.

Who can I contact with questions? If you have any questions, please contact: [XXXX at XXXXX@urban.org](mailto:XXXX@urban.org)

Thank you again for participating in this survey. We greatly appreciate your time and assistance.

OMB Burden Statement: According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays an Office of Management and Budget (OMB) control number. The valid OMB control number for this information collection is 1290-0NEW. The time required to complete this collection of information is estimated to average 1 hour. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Chiefevaluationoffice@DOL.gov and reference the OMB Control Number 1290-0NEW.

Survey Instructions: This web-based survey can be saved and completed in several sittings by simply clicking the "Next" button at the bottom of the page to save your work. If you stop and return to the survey, you will be automatically directed to the last question you completed.

Survey Contents: The survey is divided into the following sections:

- A. Pre-Apprenticeship Status
 - 1. Background Prior to Pre-apprenticeship
 - 2. Pre-apprenticeship Experiences
 - 3. Skills and Knowledge Gained
 - 4. Outcomes
- D. Demographics

Section A. Pre-Apprenticeship Status

A1. What is the most accurate description of your current status with your pre-apprenticeship program, sometimes called an “apprenticeship readiness” or “job readiness” program:

- Currently a pre-apprentice _1
- Completed the pre-apprenticeship program _2
- I left the pre-apprenticeship before completing _3
- I never enrolled in a pre-apprenticeship [\[Go to Q A1.a\]](#) _4
- DON'T KNOW _88
- REFUSED _99

A1.a It looks like our information is not correct. Since, this is a survey for people who have enrolled in a pre-apprenticeship program, you will not be able to complete the survey. Thank you for your time.

A2. In what broad occupational area [is/was] your pre-apprenticeship training?

- a) Agriculture, Forestry, Fishing and Hunting
- b) Mining, Quarrying, and Oil and Gas Extraction
- c) Utilities
- d) Construction
- e) Manufacturing
- f) Wholesale Trade
- g) Retail Trade
- h) Transportation and Warehousing
- i) Information
- j) Finance and Insurance
- k) Real Estate and Rental and Leasing
- l) Professional, Scientific, and Technical Services
- m) Management of Companies and Enterprises
- n) Administrative and Support and Waste Management and Remediation Services
- o) Educational Services
- p) Health Care and Social Assistance
- q) Arts, Entertainment, and Recreation
- r) Accommodation and Food Services
- s) Other Services
- t) Public Administration
- u) Other, please specify _____

- DON'T KNOW _88
- REFUSED _99

A2.a. Which of these titles best describes the specific occupation of your pre-apprenticeship?
[PLEASE SELECT ALL THAT APPLY]

[PROGRAMMER: DEPENDING ON QUESTION B2 ANSWER, PROVIDE A DETAILED OCCUPATION LIST FOR SELECTION]

OTHER (Please Specify): _____

77

DON'T KNOW

88

REFUSED

99

A3. How long [is/was] your pre-apprenticeship program?

[Answer in months]

___ Months

DON'T KNOW

88

REFUSED

99

A4. How long [have you been/were you] in the pre-apprenticeship program?

[Answer in months]

___ Months

DON'T KNOW

88

REFUSED

99

A.5 How long [do/did] you have left to complete your pre-apprenticeship program [for did--when you left the program]?

[Answer in months]

___ Months

DON'T KNOW

88

REFUSED

99

Section 1. Background Prior to Pre-Apprenticeship

Topic 1.a. Recruitment into Pre-Apprenticeship

The next set of questions are about how you learned about pre-apprenticeships and your motivation for choosing a pre-apprenticeship program.

1.a.1 How much did you know about pre-apprenticeship before you heard about the pre-apprenticeship opportunity?

- | | | |
|-------------|--------------------------|----|
| Quite a bit | <input type="checkbox"/> | 1 |
| Some | <input type="checkbox"/> | 2 |
| Very little | <input type="checkbox"/> | 3 |
| None | <input type="checkbox"/> | 4 |
| DON'T KNOW | <input type="checkbox"/> | 88 |
| REFUSED | <input type="checkbox"/> | 99 |

1.a.1.1 How much did you know about apprenticeship before you heard about the pre-apprenticeship opportunity?

- | | | |
|-------------|--------------------------|----|
| Quite a bit | <input type="checkbox"/> | 1 |
| Some | <input type="checkbox"/> | 2 |
| Very little | <input type="checkbox"/> | 3 |
| None | <input type="checkbox"/> | 4 |
| DON'T KNOW | <input type="checkbox"/> | 88 |
| REFUSED | <input type="checkbox"/> | 99 |

1.a.2 How did you learn about this pre-apprenticeship opportunity?

[PROGRAMMER ALLOW ONLY SINGLE RESPONSE]

- | | | |
|---|--------------------------|----|
| Social media | <input type="checkbox"/> | 1 |
| Family, friend or acquaintance | <input type="checkbox"/> | 2 |
| Through my union | <input type="checkbox"/> | 3 |
| Through my school / college | <input type="checkbox"/> | 4 |
| Through my military base / military job | <input type="checkbox"/> | 5 |
| Through my employer at the time | <input type="checkbox"/> | 6 |
| Employment service office /American job center | <input type="checkbox"/> | 7 |
| Through a neighborhood or community youth program | <input type="checkbox"/> | 8 |
| Other, specify: _____ | <input type="checkbox"/> | 9 |
| DON'T KNOW | <input type="checkbox"/> | 88 |
| REFUSED | <input type="checkbox"/> | 99 |

1.a.3 Were you enrolled in school or training prior to enrolling in this pre-apprenticeship program?

- | | | |
|---|--------------------------|---|
| Yes, high school or alternative high school | <input type="checkbox"/> | 1 |
| Yes, a community college | <input type="checkbox"/> | 2 |
| Yes, a 4-year college | <input type="checkbox"/> | 3 |
| Yes, a trade or vocational school | <input type="checkbox"/> | 4 |

- Yes, a non-profit training program 5
- No 6
- Don't know 88
- Refused 99

1.a.4 What steps were involved in the enrollment process? (Select all that apply)

- Complete an application 1
- Attend an orientation 2
- Complete a skills assessment test (e.g. a math test) 3
- Complete a work assessment test (e.g. a questionnaire about work scenarios) 4
- Provide a resume 5
- Participate in an interview 6
- Provide references 7
- Other, please specify: 8
- I prefer not to answer 99

1.a.5 What, if any, were the requirements for this pre-apprenticeship position? (Select all that apply)

- None 1
- Prior workforce experience 2
- High school diploma 3
- Alternative high school credential (for example, GED or HSE) 4
- Some college credit, no degree 5
- College certificate 6
- Trade school certificate (for example, automotive mechanic) 7
- Associate's degree (for example, AA, AS) 8
- Bachelor's degree (for example, BA, BS) 9
- Other, please specify: 10
- I prefer not to answer 99

Topic 1.b. Motivation to choose pre-apprenticeship rather than other type of educational or employment option

1.b.1 How important was each of the following considerations in your decision to enroll in the pre-apprenticeship program, rather than pursue other employment or education options?

	Very important	Important	Some what important	Not important	Don't Know	Refuse
a. I could prepare for an apprenticeship	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
b. I could train for an occupation with high earning potential	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
c. I was confident that the skills and credentials I gained would be valued by employers	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
d. I would have a concrete job opportunity after completing training	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
e. I could train for a career, not just a job	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
f. I could learn about an occupation or industry area	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
g. I was required to participate before starting an apprenticeship	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉

1.b.1.1 Did you decide to participate for another reason not described above? If yes, please describe.

1.b.2 How much of a concern was each of the following factors when you were considering whether or not to enroll in the pre-apprenticeship program?

	Very important	Important	Some what important	Not important	Don't Know	Refuse
a. Having to take time for training, rather than getting right to work	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
b. The difficulty of the classroom training	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
c. The difficulty of the work experience	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
d. The difficulty of the hands-on training (e.g. project based learning).	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
e. Unsure what the experience would be like	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉

1.b.2.1 Did you have a concern not listed above? If yes, please describe.

Topic 1.c. Past experiences in labor market

The next set of questions ask about your employment experience before you began your pre-apprenticeship. If you were working for the same employer before your pre-apprenticeship as during your pre-apprenticeship, please use that job, even if your job title did not change after your apprenticeship began.

1.c.1 Which of the following best describes your employment status immediately before you started your pre-apprenticeship?

- Employed in the military ₁
- Employed as a civilian, one job ₂
- Employed as a civilian, multiple jobs ₃
- Employed as a civilian, on a project basis ₄
- Self-employed ₅
- Not working for pay, and actively searching for a job ₆
- Not working for pay, not actively searching for a job ₇
- DON'T KNOW ₈₈ [SKIP TO 1.c.3]
- REFUSED ₉₉ [SKIP TO 1.c.3]

1.c.2 **[IF EMPLOYED (1.c.1 = 1,2,3,4,5)]**

How many hours per week on average did you work? Please include all of your jobs if you had more than one.

____ HOURS PER WEEK [RANGE: 1 – 80]

DON'T KNOW ₈₈

REFUSED ₉₉

[SKIP TO 1.c.6]

1.c.3 **[IF 1.c.1=NOT WORKING FOR PAY (1.c.1 = 6,7)]**

Had you worked for pay previously?

YES ₁

NO ₂ (SKIP TO 2.a.1)

DON'T KNOW ₈₈ (SKIP TO 2.a.1)

REFUSED ₉₉ (SKIP TO 2.a.1)

1.c.4 How many hours per week on average did you work in your most recent job before the pre-apprenticeship? Please include all of your jobs if you had more than one job at the time.

____ HOURS PER WEEK [RANGE: 1 – 80]

DON'T KNOW ₈₈

REFUSED ₉₉

1.c.5 Before starting the pre-apprenticeship, how many months had it been since you last worked for pay? (Round to the nearest number of months)

___ MONTHS [RANGE: 1 – 36]

0 LESS THAN A MONTH

DON'T KNOW

₈₈

REFUSED

₉₉

1.c.6 About how much did you typically earn per hour before taxes in your most recent job before starting this pre-apprenticeship? Please answer for your main job if you had more than one job.

(Please enter the amount using numbers and decimals only, for example enter \$25.00 as 25.00 or \$1,000 as 1000.00) [RANGE: 1 – 99]

\$ ___ . ___ PER HOUR IN CURRENT/MOST RECENT JOB (SKIP TO 1.c.8)

DON'T KNOW

₈₈

REFUSED (SKIP TO 1.c.8)

₉₉

1.c.7 [IF R DOESN'T KNOW HOURLY RATE] Can you tell me how much you typically earned for some other time period, such as per day, per week, every two weeks, or month? (Answer once for whatever time period is most appropriate)

(Please enter the amount using numbers and decimals only, for example enter \$25.00 as 25.00 or \$1,000 as 1000.00)

\$ ___ . ___ PER DAY [RANGE: 1 – 500]

\$ ___ . ___ PER WEEK [RANGE: 1 – 5,000]

\$ ___ . ___ EVERY 2 WEEKS [RANGE: 1 – 10,000]

\$ ___ . ___ TWICE MONTHLY [RANGE: 1 – 10,000]

\$ ___ . ___ EVERY MONTH [RANGE: 1 – 20,000]

\$ ___ . ___ ANNUALLY [RANGE: 1 – 200,000]

DON'T KNOW

₈₈

REFUSED

₉₉

1.c.8 How long were you employed in your most recent job before starting this pre-apprenticeship? (Please answer in years and/or months.)

___ YEARS ___ MONTHS [RANGE: YEARS 1 – 50, MONTHS, 1 - 12]

DON'T KNOW

₈₈

REFUSED

₉₉

1.c.9 What were your total earnings—wages, salary, commissions, bonuses, or tips—from all jobs (before taxes), including self-employment, in the 12 months before starting your pre-apprenticeship?

(Please enter the amount using numbers and decimals only, for example enter \$25.00 as 25.00 or \$1,000 as 1000.00)

\$ _____ [RANGE 0 – 200,000]

DON'T KNOW 88

REFUSED 99

1.c.10 How many different jobs have you held in the three years before starting your pre-apprenticeship?

(Note: If you held multiple positions at the same employer, please count that as a single job)

- | | |
|-------------|-----------------------------|
| 1 | <input type="checkbox"/> 1 |
| 2 - 3 | <input type="checkbox"/> 2 |
| 4 - 6 | <input type="checkbox"/> 3 |
| MORE THAN 6 | <input type="checkbox"/> 4 |
| DON'T KNOW | <input type="checkbox"/> 88 |
| REFUSED | <input type="checkbox"/> 99 |

1.c.11 In the three years before starting your pre-apprenticeship, how long were you unemployed and looking for work? (Please answer in years and/or months.)

____ Years ____ Months [RANGE: YEARS 0 – 3, MONTHS, 0 – 12]

DON'T KNOW 88

REFUSED 99

1.c.12 Were any of the jobs you had in the past in a similar field to your pre-apprenticeship?

YES 1

NO 2

DON'T KNOW 88

REFUSED 99

Section 2. Pre-Apprenticeship Experiences

Topic 2.a: Nature of the Pre-Apprenticeship

2.a.1. What types of experiential or hands-on training [do/did] you participate in? (Check all that apply)

- Project based learning _1
- Training in laboratory (e.g., medical scenarios with a mannequin, welding simulator) _2
- Complete a capstone project _3
- Internship or work study _4
- Other, please specify _5

2.a.2. What types of work preparation activities did you participate in? (Check all that apply)

[PROGRAMMING NOTE: Ask only for A1= 2],

- I participated in field trips to work sites _1
- I received instruction in the skills I would be learning more about in the apprenticeship _2
- I learned about my rights as a worker _3
- I learned how to handle situations where I might experience harassment or discrimination in the workplace _4
- I learned about the occupational area(s) from guest speakers who worked in the occupation. _5
- I job shadowed somebody doing the work. _5
- I received guidance and/or practiced for passing a pre-requisite requirement for an apprenticeship program (e.g. a physical ability test or an entrance exam) _6
- Other, please specify _7
- DON'T KNOW _88
- REFUSED _99

2.a.3 How many hours a week [did/do] you spend in experiential or hands-on training during your pre-apprenticeship?

___ ___ hours per week [RANGE: 0 – 40]

- DON'T KNOW _88
- REFUSED _99

2.a.4 How many hours a week [did or do] you spend in classroom instruction either by your instructor or a guest speaker?

___ ___ hours per week [RANGE: 0 – 40]

- DON'T KNOW _88
- REFUSED _99

Topic 2.b: Classroom instruction

This next set of questions is about the classroom instruction you [are receiving/received] as part of your pre-apprenticeship.

2.b.1 Who [is providing/provided] the classroom instruction for your apprenticeship program? A

- four-year college _1
- A community college, two-year college, or technical college _2
- A union _3
- An employer _4
- A nonprofit organization _5
- A private, for-profit training provider _6
- An industry association _7
- A community or faith-based organization _8
- Other (please specify): _____ _9
- DON'T KNOW _88
- REFUSED _99

2.b.2 How [is/was] the classroom instruction provided? (Select all that apply)

- In-person, with an instructor _1
- On-line, with an instructor in real time _2
- On-line, facilitated by an instructor, but not in real time. _3
- In a group _4
- Individualized _5
- Other, please describe _____ _6
- DON'T KNOW _88
- REFUSED _99

2.b.3 What subjects or topics [are you covering/did you cover] in the classroom instruction for your pre-apprenticeship program? [Programmer note: The list below maps to 2-digit CIP codes and is followed by a list of other skills that are covered in classroom training.]

- Agriculture, Agriculture Operations, and Related Sciences
- Natural Resources and Conservation
- Architecture and Related Services
- Communication, Journalism, and Related Programs
- Communications Technologies/Technicians and Support Services
- Computer and Information Sciences and Support Services
- Personal and Culinary Services
- Education
- Engineering & Engineering-related fields
- Foreign Languages, Literatures, and Linguistics
- Family and Consumer Sciences/Human Sciences
- Legal Professions and Studies
- English Language and Literature/Letters
- Library Science

Biological and Biomedical Sciences
Mathematics and Statistics
Military Science, Leadership and Operational Art
Military Technologies and Applied Sciences
Parks, Recreation, Leisure, and Fitness Studies
Health-Related Knowledge and Skills
Philosophy and Religious Studies
Theology and Religious Vocations
Physical Sciences
Science Technologies/Technicians
Psychology
Homeland Security, Law Enforcement, Firefighting and Related Protective Service
Public Administration and Social Service Professions
Social Sciences
Construction Trades
Mechanic and Repair Technologies/Technicians
Precision Production
Transportation and Materials Moving
Visual and Performing Arts
Health Professions and Related Programs
Business, Management, Marketing, and Related Support Services
Use of tools, equipment, or specialized skills required for the apprenticeship occupation

Critical thinking and problem-solving skills
Managing time effectively
Communicating with others in a work setting

Working effectively while part of a team
Professional skills (e.g., appropriate dress, punctuality, interaction with supervisors and colleagues)
Orientation or introduction to an industry/occupation
Training curriculum approved by industry standards; Please specify: _____
Occupational skills
Financial literacy training
Soft/employability skills training; Please specify: _____
Basic computer skills training
Basic math skills
Advanced math skills
Basic reading skills
Advanced reading skills
Other (Please specify): _____

DON'T KNOW
REFUSED

88
 99

Topic 2.e: Pre-Apprentice wages

The following questions ask about the compensation and other support received during your pre-apprenticeship.

2.e.1. What hourly wage [**IF A1 = 1**: do you currently earn as a pre- apprentice, **ELSE**: did you earn at the time that your pre-apprenticeship was completed, suspended, or cancelled,] before taxes?

\$ ____ ____ . ____ ____ PER HOUR (SKIP TO 2.f.1) [RANGE: 1 – 99]

DON'T KNOW

₈₈

REFUSED (SKIP TO 2.e.2)

₉₉

2.e.1.a [IF R DOESN'T KNOW HOURLY RATE] Can you tell me how much you [**IF A1= 1**; currently earn **ELSE**: earned] for some other time period, such as per day, per week, every two weeks, or month? Answer once for the time period that is most appropriate.

\$ ____ ____ ____ ____ PER DAY [RANGE: 1 – 500]

\$ ____ ____ ____ ____ PER WEEK [RANGE: 1 – 5,000]

\$ ____ ____ ____ ____ EVERY 2 WEEKS [RANGE: 1 – 10,000]

\$ ____ ____ ____ ____ TWICE MONTHLY [RANGE: 1 – 10,000]

\$ ____ ____ ____ ____ EVERY MONTH [RANGE: 1 – 20,000]

\$ ____ ____ ____ ____ ANNUALLY [RANGE: 1 – 200,000]

\$ ____ ____ ____ ____ Received a stipend for the time in the program

DON'T KNOW

₈₈

REFUSED

₉₉

Topic 2.f: Other Supports

2.f.1. [Are you receiving/Did you receive] any of the following types of support through your pre-apprenticeship program?

- Academic/career counseling _1
- Tutoring _2
- Basic skills or remedial/developmental training in math and/or English (as opposed to occupation-specific math or English training) _3
- Introductory information technology training _4
- Tuition assistance _5
- Assistance with costs for tools, equipment, books, supplies, and/or other materials _6
- Child care _7
- Transportation assistance _8
- Other (Please specify): _____ _9
- None _10
- DON'T KNOW _88
- REFUSED _99

2.f.1.1 What, if any, services were not offered but would have been helpful? [Note to Programmer: Make the list of options for this question be conditional on the answers to the prior question. So that only services not selected in the previous question show here.]

- Academic/career counseling _1
- Tutoring _2
- Basic skills or remedial/developmental training in math and/or English (as opposed to occupation-specific math or English training) _3
- Introductory information technology training _4
- Tuition assistance _5
- Assistance with costs for tools, equipment, books, supplies, and/or other materials _6
- Child care _7
- Transportation assistance _8
- Other (Please specify): _____ _9
- None _10
- DON'T KNOW _88
- REFUSED _99

Topic 2.g: Recommendations

2.g.1. Would you recommend your pre-apprenticeship program to a family member or friend who wants to work in this field?

YES

₁

NO

₂

DON'T KNOW

₈₈

REFUSED

₉₉

2.g.2 What, if any, recommendations do you have for how the pre-apprenticeship program could be improved?

Section 3. Skills and Knowledge Gained

Topic 3.a. Skill level before starting the pre-apprenticeship

The next set of questions will ask about your skills before your pre-apprenticeship. Pre-Apprenticeships typically aim to help participants develop a range of different skills. The following questions aim to learn more about that skill development process.

- 3.a. [For each of the following skills,] please rate how well-developed your skills were before you began your pre-apprenticeship. If the skill is not applicable to the work performed on the job during your pre-apprenticeship, please select N/A.

[PROGRAMMER: RANDOMIZE THE ORDER OF ITEMS, THEN USE THE SAME ORDER IN 3.a FOR 3.b]

	Highly skilled	Somewh at skilled	Not very skilled	N/A	DON'T KNOW	REFUSE
1. Use of tools, equipment, or specialized skills required for the apprenticeship occupation.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
2. Reading and math skills relevant to the apprenticeship occupation.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
3. Computer science or information technology skills.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
4. Engineering or engineering technology skills.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
5. Business management skills (e.g., project management, accounting, industry background).	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
6. Critical thinking and problem-solving skills.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
7. Working and communicating effectively with others.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
8. Managing time effectively.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉

Topic 3.b. Level of skill development

3.b How well has the classroom and experiential or hands-on training you received through the pre-apprenticeship prepared you? Please rate each of the following skills. If the skill is not applicable to the work performed on the job during your pre-apprenticeship, check not applicable (N/A).

[PROGRAMMER: RANDOMIZE ITEMS IN SAME ORDER AS 3.a]

	Very well prepared	Well prepared	Somewh at prepared	Not well Prepared	N/A	DON'T KNOW	REFUSE
1. Use of tools, equipment, or specialized skills required for the apprenticeship occupation.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
2. Reading and math skills relevant to the apprenticeship occupation.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
3. Computer science or information technology skills.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
4. Engineering or engineering technology skills.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
5. Business management skills (e.g., project management, accounting, industry background).	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
6. Critical thinking and problem-solving skills.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
7. Working and communicating effectively with others.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉
8. Managing time effectively.	<input type="checkbox"/> ₁	<input type="checkbox"/> ₂	<input type="checkbox"/> ₃	<input type="checkbox"/> ₄	<input type="checkbox"/> ₅	<input type="checkbox"/> ₈₈	<input type="checkbox"/> ₉₉

Topic 3.c Challenges

3.c.1 What, if any, of the below challenges did you encounter? (Check all that apply)

- The classroom content was difficult to understand. _1
- The experiential or hands-on training was difficult to understand. _2
- It was hard to manage the time demands of the pre-apprenticeship. _3
- It was challenging working with my instructor. _4
- Finding transportation was a challenge. _5
- Finding child care was a challenge. _6
- Other, please explain _____ _7

3.c.2 What, if any, challenges did you encounter during your pre-apprenticeship? [Text box]

Topic 3.d. Value of skills

3.d.1. What [are or were] the top three most valuable aspects of your pre-apprenticeship?

(PROGRAMMER NOTE: PLEASE SET THIS QUESTION SO THEY CAN RANK OPTIONS WITH 1, 2, 3)

- Earned industry recognized credentials. _1
- Gained work experience. _2
- Received an introduction to what it's like to work in my occupational area. _3
- The support services I received while in the program. _4
- The content I learned in the classroom. _5
- The experiential or hands-on training. _6
- My classroom instructors. _7
- Other, please specify _____ _8

Section 4. Outcomes

Topic 4.a: Reasons for non-completion

IF A1 = 4 "I left the pre-apprenticeship before completing," ASK 4.a.1
ELSE, SKIP TO 4.b.1]

4.a.1. Which of the following best describes your reasons for not completing your pre-apprenticeship at this time?

- I lost interest in the occupation _1
- I found a job _2
- I disliked the instructor _3
- I disliked the classroom training content _4
- I disliked the experiential or hands-on learning _5
- Personal or family problems _6
- Other (Please specify): _____ _7
- DON'T KNOW _88
- REFUSED _99

4.a.1.1 What, if anything, could have helped you stay in the program?

- Academic/career counseling _1
- Tutoring _2
- Basic skills or remedial/developmental training in math and/or English (as opposed to occupation-specific math or English training) _3
- Introductory information technology training _4
- Tuition assistance _5
- Assistance with costs for tools, equipment, books, supplies, and/or other Materials _6
- Child care _7
- Flexible scheduling _8
- Transportation assistance _9
- A wider option of promotion opportunities _10
- Other (Please specify): _____ _11
- None _12
- DON'T KNOW _88
- REFUSE _99

[SKIP TO 4.c.1]

Topic 4.b: Certificates and credentials

4.b.1. Please indicate whether or not you received a certification of pre-apprenticeship completion from the following:

- Certificate of pre-apprenticeship completion _1
- Certificate of pre-apprenticeship completion from a state apprenticeship agency _2
- I did not receive a certificate of pre-apprenticeship completion _3
- DON'T KNOW _88
- REFUSE _99

4.b.2. Did you receive any degrees, certificates, or professional licenses as a result of the pre-apprenticeship program?

- YES _1
- NO _2
- DON'T KNOW _88
- REFUSE _99

[IF 4.b.2=1 “YES”, ask 4.b.2.a and 4.b.3; ELSE SKIP TO 4.b.4.]

4.b.2.a. What is the name of the degree, certificate, or professional license that you received? Please list up to three.

- 1. _____
- 2. _____
- 3. _____
- DON'T KNOW _88
- REFUSE _99

4.b.3. Are any of the credentials (degree, license certification) earned through your pre-apprenticeship portable to employers?

- YES _1
- NO _2
- DON'T KNOW _88
- REFUSE _99

[IF A1 = 1, “Currently registered as a pre-apprentice,” OR 2, “Completed the pre-apprenticeship program,” ASK 4.b.4.

IF A1 =3, “I left the pre-apprenticeship before completing,” , SKIP TO 4.c.1]

4.b.4. Do you think what you [IF A1= 2 learned; IF A1= 1 have learned/accomplished] in your pre-apprenticeship will help you succeed in the apprenticeship program?

- | | | |
|------------|--------------------------|----|
| YES | <input type="checkbox"/> | 1 |
| NO | <input type="checkbox"/> | 2 |
| DON'T KNOW | <input type="checkbox"/> | 88 |
| REFUSED | <input type="checkbox"/> | 99 |

Topic 4.c: Articulation to Apprenticeship

4.c.1 [Could/can] you choose from multiple apprenticeships or was the program bridged to only one apprenticeship?

- | | | |
|--|--------------------------|----|
| Yes, I could choose from multiple apprenticeships. | <input type="checkbox"/> | 1 |
| No, there was only one apprenticeship. | <input type="checkbox"/> | 2 |
| I don't know | <input type="checkbox"/> | 88 |
| I prefer not to answer. | <input type="checkbox"/> | 99 |

4.c.2 [Were/are] any of the guest speakers representatives from an apprenticeship program?

- | | | |
|-------------------------|--------------------------|----|
| Yes | <input type="checkbox"/> | 1 |
| No | <input type="checkbox"/> | 2 |
| I don't know | <input type="checkbox"/> | 88 |
| I prefer not to answer. | <input type="checkbox"/> | 99 |

4.c.3 [Did/Will] the pre-apprenticeship provide you with any of the following connections to an apprenticeship program? (check all that apply)

- | | | |
|--|--------------------------|----|
| Classes that I completed during the pre-apprenticeship program were counted for classroom credit in the apprenticeship program | <input type="checkbox"/> | 1 |
| A guaranteed interview with an apprenticeship program upon completion of the pre-apprenticeship | <input type="checkbox"/> | 2 |
| Priority in the application process because I completed the pre-apprenticeship program | <input type="checkbox"/> | 3 |
| An overview of their application process | <input type="checkbox"/> | 3 |
| Other, please specify: | <input type="checkbox"/> | 4 |
| Don't know | <input type="checkbox"/> | 88 |
| Refuse | <input type="checkbox"/> | 99 |

4.c.4. [Did/Will] the program get you interviews with non-apprenticeship jobs or was it focused on apprenticeship opportunities?

- The program connected me to only apprenticeship opportunities _1
- The program connected me to only non-apprenticeship jobs. _2
- The program connected me to both apprenticeship and non-apprenticeship jobs (if checked ask 4.b.14.1, otherwise skip). _3
- Don't know _88
- Refuse _99

4.c.5 What [was or is the expected] the mix of interview opportunities?

- The program connected me to a mostly equal mix of apprenticeships and non-apprenticeship jobs. _1
- The program connected me to mostly apprenticeships and some non-apprenticeship jobs. _2
- The program connected me to mostly non-apprenticeship jobs and some apprenticeships _3

- DON'T KNOW _88
- REFUSED _99

4.c.6 How long [did or do] you [have or expect] to wait before completing the pre-apprenticeship and starting the apprenticeship?

[RECORD IN Weeks]

___ Weeks

- DON'T KNOW _88
- REFUSED _99

Topic 4.e: Employment

The following questions are about your current employment status.

4.e.1. Are you currently employed?

- YES _1 ASK 4.e.1.1
- NO _2 SKIP TO 4.e.2
- DON'T KNOW _88 ASK 4.e.1.1
- REFUSED _99 ASK 4.e.1.1

4.e.1.1 What hourly wage do you currently earn?

\$ ___ . ___ PER HOUR (SKIP TO 4.e.1.2) [RANGE: 1 – 99]

- DON'T KNOW _88
- REFUSED (SKIP TO 4.2.1.1a) _99

4.e.1.1a [IF R DOESN'T KNOW HOURLY RATE] Can you tell me how much you earn for some other time period, such as per day, per week, every two weeks, or month? Answer once for the time period that is most appropriate.

- \$ _____ PER DAY [RANGE: 1 – 500]
- \$ _____ PER WEEK [RANGE: 1 – 5,000]
- \$ _____ EVERY 2 WEEKS [RANGE: 1 – 10,000]
- \$ _____ TWICE MONTHLY [RANGE: 1 – 10,000]
- \$ _____ EVERY MONTH [RANGE: 1 – 20,000]
- \$ _____ ANNUALLY [RANGE: 1 – 200,000]
- DON'T KNOW ₈₈
- REFUSED ₉₉

4.e.1.2 How many paid hours do you typically work per week?

- _____ hours [RANGE: 1 – 80]
- DON'T KNOW ₈₈
- REFUSED ₉₉

4.e.1.2.1 Are you employed as an apprentice?

- YES ₁ SKIP TO 4.e.3
- NO ₂ ASK 4.e.2
- DON'T KNOW ₈₈ ASK 4.e.2
- REFUSE ₉₉ ASK 4.e.2

**[IF 4.e.1 = NO AND A1 = 2 “Completed the pre-apprenticeship program, “ASK 4.e.2
ELSE IF 4.e.1.2.1 = NO, ASK 4.e.2
ELSE SKIP 4.e.2]**

4.e.2. Why are you not employed as an apprentice? (Allow multiple responses)

- I found a better paying job ₁
- I found a job that offered better hours ₂
- I found a job that offered a better work schedule ₃
- I found a job that offered better benefits ₄
- I found a job that i liked better ₅
- Personal or family reasons ₆
- I was not offered an apprenticeship position ₇
- I did not complete the pre-requisites required for the apprenticeship. ₈
- Other (specify): _____ ₉
- DON'T KNOW ₈₈
- REFUSED ₉₉

4.e.2.1 How related is your current job to your pre-apprenticeship?

- Very strongly related _1
- Strongly related _2
- Somewhat related _3
- Slightly related _4
- Not at all related _5
- DON'T KNOW _88
- REFUSE _99

4.e.2.2 "In what broad occupational area is your current job? If you have more than one job, please answer for your main job.

- a) Agriculture, Forestry, Fishing and Hunting
 - b) Mining, Quarrying, and Oil and Gas Extraction
 - c) Utilities
 - d) Construction
 - e) Manufacturing
 - f) Wholesale Trade
 - g) Retail Trade
 - h) Transportation and Warehousing
 - i) Information
 - j) Finance and Insurance
 - k) Real Estate and Rental and Leasing
 - l) Professional, Scientific, and Technical Services
 - m) Management of Companies and Enterprises
 - n) Administrative and Support and Waste Management and Remediation Services
 - o) Educational Services
 - p) Health Care and Social Assistance
 - q) Arts, Entertainment, and Recreation
 - r) Accommodation and Food Services
 - s) Other Services
 - t) Public Administration
- Other, please specify _____
- DON'T KNOW _88
- REFUSED _99

4.e.2.3 Which of these titles best describes the specific occupation of your current main job?

[DISPLAY DETAILED OCCUPATION LIST BASED ON SUMMARY RESPONSE]

- Not listed (Please Specify): _77
- DON'T KNOW _88
- REFUSED _99

[IF 4.e.1=NO, DK, REF THEN SKIP TO END1, ELSE CONTINUE]

4.e.3. Is it a registered apprenticeship program?

YES

_1

NO

_2

DON'T KNOW

_88

REFUSE

_99

4.e.3.1 In what broad occupational area is your current job? If you have more than one job, please answer for your main job.

- a) Mining, Quarrying, and Oil and Gas Extraction
- b) Utilities
- c) Construction
- d) Manufacturing
- e) Wholesale Trade
- f) Retail Trade
- g) Transportation and Warehousing
- h) Information
- i) Finance and Insurance
- j) Real Estate and Rental and Leasing
- k) Professional, Scientific, and Technical Services
- l) Management of Companies and Enterprises
- m) Administrative and Support and Waste Management and Remediation Services
- n) Educational Services
- o) Health Care and Social Assistance
- p) Arts, Entertainment, and Recreation
- q) Accommodation and Food Services
- r) Other Services
- s) Public Administration

Other, please specify _____

DON'T KNOW

_88

REFUSED

_99

4.e.4 Which of these titles best describes the specific occupation of your current main job?

[DISPLAY DETAILED OCCUPATION LIST BASED ON SUMMARY RESPONSE]

Not listed (Please Specify):

_77

DON'T KNOW

_88

REFUSED

_99

Section 5. Demographics

The following set of questions are about your own background.

D.1 Which of the following best describes your relationship status when you began your pre-apprenticeship?

- | | |
|---------------|------------------------------|
| Married | <input type="checkbox"/> _1 |
| Widowed | <input type="checkbox"/> _2 |
| Divorced | <input type="checkbox"/> _3 |
| Separated | <input type="checkbox"/> _4 |
| Never married | <input type="checkbox"/> _5 |
| DON'T KNOW | <input type="checkbox"/> _88 |
| REFUSED | <input type="checkbox"/> _99 |

D.2 At the time you began your pre-apprenticeship, did you live at least half time with...?

- | | |
|---|------------------------------|
| Your spouse | <input type="checkbox"/> _1 |
| Your unmarried partner | <input type="checkbox"/> _2 |
| Your child/children (or other children you support financially) | <input type="checkbox"/> _3 |
| Your father | <input type="checkbox"/> _4 |
| Your mother | <input type="checkbox"/> _5 |
| Other (SPECIFY) | <input type="checkbox"/> _6 |
| None of the above | <input type="checkbox"/> _7 |
| DON'T KNOW | <input type="checkbox"/> _88 |
| REFUSED | <input type="checkbox"/> _99 |

ASK D.3 ONLY IF D.2 = 3, OTHERWISE SKIP TO D.4

D.3 At the time you began your pre-apprenticeship, how many children did you live with at least half of the time and were responsible for caring for or supporting financially?

- _____ child/children [RANGE: 1 – 9]
- | | |
|------------|------------------------------|
| DON'T KNOW | <input type="checkbox"/> _88 |
| REFUSED | <input type="checkbox"/> _99 |

D.4 At the time you began your pre-apprenticeship, what level of education had you attained? (SELECT HIGHEST LEVEL)

- | | |
|--|-------------------------------|
| Bachelor's (4-year) degree or higher | <input type="checkbox"/> _1 |
| Associate's (2-year) degree | <input type="checkbox"/> _2 |
| College certificate | <input type="checkbox"/> _2.1 |
| Technical, trade or vocational credential | <input type="checkbox"/> _3 |
| Some college credit, but no degree or other credential | <input type="checkbox"/> _4 |
| High school diploma | <input type="checkbox"/> _5 |
| Ged or other high school equivalency | <input type="checkbox"/> _6 |
| 12 th grade or less, no diploma | <input type="checkbox"/> _7 |
| DON'T KNOW | <input type="checkbox"/> _88 |
| REFUSED | <input type="checkbox"/> _99 |

D.5 What is your year of birth? _____

D.6 Are you of Hispanic or Latino origin?

- Yes _1
- No _2
- I don't know _88
- I prefer not to answer _99

D.7 What is your race? (Select all that apply)

- American Indian or Alaska Native _1
- Asian _2
- Black or African American _3
- Native Hawaiian or other Pacific Islander _4
- White _5
- I don't know _88
- I prefer not to answer _99

D.8 What is your gender? (Select all that apply)

- Male _1
- Female _2
- Non-binary/third gender _3
- I use another term _4
- I prefer not to answer _99

D.9 Are you a veteran or have you had any prior military service?

- Yes _1
- No _2
- I prefer not to answer _99

D.10 Do you have a disability?

- Yes [Go to D.11] _1
- No [Go to D.12] _2
- I prefer not to answer [Go to D.12] _99

D.11 What is the category of your disability(ies)? (Select all that apply)

- Physical/Chronic Health Condition _1
- Physical/Mobility Impairment _2
- Mental or Psychiatric Disability _3
- Vision-related disability _4
- Hearing-related disability _5
- Learning Disability _6
- Cognitive/Intellectual disability _7
- Prefer not to say _99

D.12 What state do you reside in?

INSERT LIST OF STATES AND TERRITORIES

END. Thank you very much for your time today.