



## **Provide details on desired placement outcomes:**

1. Post-secondary Education
  - i. All of our JATCs are accredited programs through their local community college. For example, our San Diego JATC is accredited through Palomar College. Depending on the JATC, apprentices who complete the program earn Associate's degrees or a range of college credits that will go toward their Associate's degree if they so choose to finish at a community college. JATCs encourage and help apprentices to earn postsecondary degrees to advance their career opportunities.
2. State-Approved Apprenticeship
  - i. All of our JATCs manage state-approved apprenticeship programs through the Division of Apprenticeship Standards.
3. Career Advancement / Promotion for Incumbent Workers
  - i. Through skills training for current apprentices currently in our programs, as well as through journeyman upgrade courses, we aim to provide career advancement opportunities. Promotions from Apprentice to Journeyman will be counted as promotions for incumbent workers.
4. Employment (New Employees)
  - i. Our JATCs, local unions, and contractors work in partnership to place apprentices with a job with a high road employer that allows them to receive on-the-job training (OJT) which we call dispatch procedures.