

SECTION 00 73 36 - 01 – Pre-Apprentice Program

1. Pre-Apprentice Program Overview

This program is a community-minded construction exposure program that expands opportunity with industry-based training and preparation for individuals to succeed in the construction industry. Candidates are sourced through community-based organizations for an 8 week program that engages and interacts with all aspects of the project.

PARTICIPANT BENEFITS:

- Financial compensation
- Exposure to the field of construction.
- Management and tradesmen training.
- Build communication and work-readiness skills.
- The ultimate goal of the pre-apprentice program is to identify talented individuals from the community to be offered employment into the construction labor force.

2. Candidate Selection

Walsh will lead engagement with University of Kentucky, local community organizations, and the general public to identify applicants to the Pre-Apprentice Program. Participants will be screened, interviewed, and selected from the applicant pool.

3. Program Implementation

The Program will last 8 weeks per 'class' of Pre-Apprentices. It is anticipated there will be 4 separate classes: one each in 2024 and 2025 and two in 2026.

Week 1: Pre-apprentices will shadow Walsh Project Management Office Staff to get an overview of how construction projects are managed and be oriented to the project.

Week 2: Pre-apprentices will shadow Walsh Superintendent staff and experience the management of the different on-site trades and how the work is being executed.

Weeks 3-8: Boots on the ground. Pre-apprentices will be assigned to a specific subcontractor and shadow their foreman. The subcontractor assignments will shift week to week so each pre-apprentice has an opportunity to see several trades.

After an 8: Week successful completion of the program a graduation ceremony is held onsite or other local prominent location to celebrate the process and opportunity for growth.

Following completion of the program the ideal scenario is that the various pre-apprentice participants will have received employment offers from subcontractors, sponsorship to a formal apprentice program, sponsorship to a union training program, or comparable engagement in the construction industry.

4. Subcontractor Expectations

Each subcontractor is expected to participate in the program.

During each class of Pre Apprentices, each subcontractor that is active on site will be eligible for

assignment for a pre-apprentice to shadow the foreman and crew for the week or multiple weeks of the program.

Walsh will be responsible for providing safety equipment and supplies for the Pre-Apprentices during the extent of the program.

The following subcontractors shall include in their bids the cost for hiring a pre-apprentice for eight (8) 40 hour work weeks at a rate of \$12.50 / Hour. Subcontractor shall be responsible for all additional costs to hire and employ the Pre-apprentice for the duration of the program including all required payroll taxes and legally required benefits for the local jurisdiction. Pre-apprentice will be assigned at random from the participant pool to a subcontractor for employment and payment.

2024 Class		2026 Class Summer
Excavation (BP 2)		Electrical
General Trades (BP 2)		Carpentry
Site Concrete / Paving (BP 1)		Mechanical
Electrical (BP 1)		Plumbing
Site Utilities (BP 2)		Roofing
2025 Class		General Trades
General Trades		Floors
Concrete		Fire Protection
Electrical		
Carpentry		2026 Class Fall
Masonry		Electrical
Mechanical		Carpentry
Plumbing		Carpentry Millwork
Glazer		Mechanical
		Plumbing
		Paint
		General Trades
		Floors

Subcontractors are highly encouraged but not required to sponsor or hire program participants following completion of the 8 week program. Any obligation taken on by the subcontractor related to a program participant after completion of the program will be exclusively between the subcontractor and the individual(s).