**FRANKLIN APPRENTICESHIP SEEKING CANDIDATE REFERRALS FOR IBM MAINFRAME PREAPPRENTICESHIP PROGRAM**

**Types of Pathways Available:**

* Immediate - IBM Mainframe Administrator, IBM App Developer

**Who is a Good Candidate?**

* Candidate who will stick with a company to grow within them (retention)
* Interest and aptitude  in technology
* Employer sets the requirements on drug testing and background check (So far every employer is running a background check, not sure how rigorous they are about results)
* If they have taken any certifications or study on their own, it is a good candidate
* Even if not, looking for tinkerers ie: built a gaming system, plays video games, built their own computer, enjoys studying on their own, helps family/friends with phones etc.

**Program:**

**Step 1)** Franklin Apprenticeship soft skills assessment and criteria, customer service questions

**Step 2) IBM Preapprenticeship**

* IBM assessment a little more in-depth/technical, assesses strengths, if this path is recommended
* Preapprenticeship is no cost, 110 hours of self-paced online training
* Some people complete in a week, some a couple of months. Could continue until pass.
* Success coach will meet once a week, work on soft skills, help to pace.
* Subject matter experts to help with technical questions
* Community between pre-apprentices
* 14 modules, each module of training you get a badge you can post on LinkedIn/resume etc (ie IBM AP)

**Step 3) Once complete pre-apprenticeship, interview with Franklin placement team by phone and video then qualify for interview with an employer.**

**4) If selected, start apprenticeship in the Fall with average starting rate of $50-60K.**   
Continued apprentice learning is built into the workday (4 hours) not after hours. Gets a mentor in addition to success coach.

**Disabilities:**

* Extra time could be provided on assessments for disabilities as needed
* Success coaching can help hand-hold as needed a little, can provide coaching around timeliness and soft skills such as if showing up late for work.
* At some point they will be required to do the work without as much support from the program
* No minimum requirement but the work is challenging. Only 30% of people who enter the pre-apprenticeship decide to finish it.

**Timeline:**

* Will start to help recruit in July for next IBM pre-apprentice cohort so they can interview late summer/early fall.
* Refer candidates to enroll starting early July