



Program Description



“Roots of Success” (RoS) is a federally registered Department of Labor Apprenticeship and Pre-Apprenticeship program that prepares youth and adults with barriers to employment for living wage jobs in the water, waste, transportation, energy, building, and open space sectors. Graduates of the Apprenticeship program earn a “Career Technical Educator (CTE) - Environmental Literacy Instructor” credential issued by the Federal Department of Labor. Graduates of the Pre-Apprenticeship program earn an “Environmental Specialist” credential.

The Apprenticeship and the Pre-Apprenticeship are offered in community and carceral settings that include: high schools, youth programs, adult schools, job training programs, reentry programs, prisons, jails, and juvenile detention facilities. To ensure that the Apprenticeship and Pre-Apprenticeship are offered in these diverse settings, there are 10 customized versions of the Apprenticeship and Pre-Apprenticeship curriculum, each customized version is designed for a specific population and setting, including in-school and out-of-school youth, youth and adults in community settings, youth and adults in carceral settings, English and Spanish speakers.

Since 2009, over 28,000 youth and adults have gone through the program. More than 13,000 took the course while incarcerated.



The Apprenticeship






The Apprenticeship prepares Apprentices to become career technical educators with expertise that allows them to prepare individuals for entry level jobs and career pathways in the water, waste, transportation, energy, building, food, and open space fields and sectors. Apprentices fulfill their on-the-job training (OJT) hours through teaching the Roots of Success 10-module Pre-Apprenticeship course multiple times and their related supplemental instruction (RSI) hours through supplemental study and mentorship. Upon completion of the 2,400 hours Apprenticeship, Apprentices earn a “Career Technical Educator (CTE) - Environmental Literacy Instructor” credential issued by the federal Department of Labor.

The Pre-Apprenticeship

The Pre-Apprenticeship prepares Pre-Apprentices for 70 jobs and 100+ career pathways in the water, waste, transportation, energy, building, food, and open space sectors. It is designed to deepen participant’s understanding of environmental infrastructure problems and solutions, strengthen their foundational academic, professional, financial, and social entrepreneurial skills,, ensure that they acquire the vocabulary essential for working in environmental fields, inspire them to explore a wide range environmental careers, and prepare them to access 70 specific jobs and 100+ career pathways in the water, waste, transportation, energy, building, food, and open space sectors. Graduates who complete the Pre-Apprenticeship earn an “Environmental Specialist” credential and are eligible to enroll in the Roots of Success Apprenticeship.

The 10-module Pre-Apprenticeship course is composed of the modules below:



-  Fundamentals of Environmental Literacy
-  Water
-  Waste
-  Transportation
-  Energy
-  Building
-  Food, Health, & Agriculture
-  Community Organizing & Leadership
-  Financial Literacy & Social Entrepreneurship
-  Application & Practice



Roots of Success Graduates



Graduates of the Roots of Success Apprenticeship and Pre-Apprenticeship are working in a wide range of environmental fields.

A study conducted with programs that offered Roots of Success for at least two years in community settings found that in a sample of 1,200 graduates, 98% felt they were better prepared for job interviews, 75% found employment within 3 months, 70% remained employed 6 months later, and among those who were employed, 80% were working in environmental fields. Data collected on Pre-Apprentices who took the program while incarcerated shows that participants who went through the Roots of Success course while incarcerated are finding stable, living wage employment opportunities when they return to the community and have very low recidivism rates. Internal and external evaluations consistently show that the Roots of Success Apprenticeship and Pre-Apprenticeship lead to significant improvements in graduates' material conditions, overall well-being, and access to living wage jobs and career pathways in environmental fields.





Key Features

- Cost effective, easy to implement, evidence-based, can be offered in diverse settings.
- Helps programs meet their education and workforce training goals.
- Prepares graduates for living wage jobs in water, waste, transportation, energy, building, food, and open space sectors.
- Roots of Success instructors go through an on-line one day Train-the-Instructor training, after which time they are certified to teach the Roots of Success Pre-Apprenticeship course and start their Apprenticeship on-the-job training, mentorship, and related supplemental instruction.
- Instructors teach the course using a scripted Instructor's Manual, multimedia content (requiring no internet connectivity), and in-class activities.
- Students work in a "Student Workbook" which includes all of the worksheets they need to go through the course.
- Each of the modules includes a scaffolded job readiness exercise that helps Pre-apprentices prepare for interviews with employers.
- Students graduate from the course with resumes, cover letters, having gone through mock interviews, and a written business plan to start a small business in the water, waste, transportation, energy, building, food, or open space sectors.
- Instructors help students identify potential employment and training opportunities using the 2-Volume Roots of Success "Green Jobs and Career Pathways Guidebook."

To learn more about the Roots of Success program, go to www.rootsofsuccess.org or email info@rootsofsuccess.org