

APPRENTICESHIP MONTGOMERY

***Align4NCWorks
Workforce Learning Summit***

***Sandhills Community College
April 23, 2014***



Apprenticeship Montgomery

What is Apprenticeship Montgomery?

- A partnership among local business, industry, workforce development, and education providers
- To meet the challenges faced by business and industry in our county
- To coordinate training programs to meet the needs of local employers
- Build a trained workforce that possesses the skills identified by local employers
- Provide a strategic focus that will spur economic development.



Apprenticeship Montgomery

What is Apprenticeship Montgomery?

- Provides 8000 hours of on-the-job training
- Journeyman Certificate issued by the NC Dept. of Commerce and US Department of Labor
- Earned credential as Certified Production Technician
- Certificate in Electrical Systems Technology from Montgomery Community College
- Potential AAS Degree in Industrial Systems Technology from Montgomery Community College

Apprenticeship Montgomery

Background Information

- Workforce need identified by local employers
- Stakeholders formed Advisory group
- Skills identified through employer survey conducted by NC DOC; Division of Apprenticeship and Training
- Courses offered through Continuing Education never made
- NC Back-to-Work provided resources to build capacity and generate interest

Apprenticeship Montgomery

Advantages of the Program

Advantages for the Student:

- Earn a paycheck while earning a degree and learning manufacturing skills
- College is funded by the employer
 - *if student fails a class, the tuition for the repeat class will be the student's responsibility*
- Earn a NC Career Readiness Certification
- Earn a certificate in Electrical Systems Technology while completing high school diploma
- Earn a credential from Manufacturing Skill Standards Council as a Certified Production Technician
- Earn an AAS Degree in Industrial Systems Technology
- Earn a Journeyman Certificate issued by the NC Dept. of Commerce
- Guaranteed employment opportunity with 4-years' experience (*based on satisfactory job performance*)
- No payback of funds for any part of the 5-year apprenticeship program



Apprenticeship Montgomery

Advantages of the Program

Advantages for the Employer:

- Selection of high school students within Montgomery County School system
- Pre-screening of students conducted by representatives from high school/Montgomery Community College/local employers
- Curriculum developed to meet the needs of the employer
- Customized “on-the-job” training designed to fit employers’ need
- Skilled Trades Learned:
 - Electrical Technology
 - Industrial Maintenance Technician
 - Certified Production Technician
 - Welding
 - Others as defined by each company with NC DOC agreement



Apprenticeship Montgomery Partnerships

Employer Partners

Jordan Lumber Company

Unilin Industries

Grede Foundry, Inc.

Troy Lumber Company

Capel Mills, Inc.

Aberdeen, Carolina & Western Railway

Other Partners

Montgomery Community College

NC Department of Commerce

Montgomery County Schools

Montgomery Career Center

Montgomery Economic Development Corporation



Apprenticeship Montgomery

How Does the Program Work ?

Eligibility Requirements:

- Rising high school junior
- Enrolled in Career/Technical Concentration
- Acceptable attendance record
- Successful completion of placement tests
- Recommendation of instructors
- Parental support and commitment



Apprenticeship Montgomery

Timeline

- Sophomore Year
 - Orientation
 - Application
 - Interview
- Rising Junior-Summer
 - Internship with employer (Mondays-Thursdays)
 - CPT- Safety Module (Fridays)
 - Decision to continue

Apprenticeship Montgomery

Timeline

- Junior Year- Fall
 - Regular HS courses
 - ELC 112 Part A- DC/AC
 - CPT-Quality Practices Module
 - Work with employer (up to 20 hours/week)
- Junior Year- Spring
 - Regular HS courses
 - ELC 112 Part B- DC/AC
 - CPT-Manufacturing Processes Module
 - Work with employer (up to 20 hours/week)
- Rising Senior-Summer
 - Work with employer (Mondays-Thursdays)
 - CPT-Maintenance Awareness Module (Fridays)
 - Earn Certified Production Technician Credential

Apprenticeship Montgomery

Timeline

- Senior- Fall
 - Regular HS courses
 - ELC 113 Basic Wiring
 - Work with employer
- Senior- Spring
 - Regular HS courses
 - ELC 117 Motor Controls
 - Work with Employer
- *Optional Courses (added at anytime)*
 - Introduction to Welding
 - CIS 110 Introduction to Computers
 - PSY 150 General Psychology



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Timeline

- Graduate with high school diploma, NC Career Readiness Certification, & college-level certificate in Electrical Systems Technology
- High School Graduate
 - Work with employer (40 hours/week) to gain 8000 hours of OJT experience
 - Take courses toward AAS degree in Industrial Systems Technology

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Company Responsibilities

Designate an Apprenticeship Coordinator to:

- Assign qualified Journeyman/Skilled Trainer for each apprentice
- Have on file documented competencies/certifications of each instructor/trainer
- Ensure the apprentice is supervised on the job
- Ensure the apprentice performs job-related tasks based on hours designated by function
- Evaluate on-the-job training & job-related education
- Complete & maintain all documentation required for each apprentice
- Work closely with high school/MCC representatives—document attendance, review student grades/performance/associated records
- Student will sign a waiver to allow this information to be shared with the Apprenticeship Montgomery partners



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Apprentice Responsibilities

- Must adhere to all company policies
- Must provide own transportation
- Must adhere to attendance policies
- Demonstrate personal responsibility
- Demonstrate personal accountability
- Demonstrate dependability
- **Have a commitment to complete**

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Apprentice Wage Scale

Internship	\$7.25
Start of Apprenticeship	\$8.00
2nd Year Apprenticeship	\$8.50
3rd Year Apprenticeship	\$9.25
4th Year Apprenticeship	\$10.00
Bonus may apply in certain circumstances	

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Additional Information

- During the internship, the student is considered a part-time employee and is not eligible for benefits.
- Upon completion of the program, the employee will earn an estimated annual salary of between \$25,000 and \$30,000*

**Salary will vary by employer*

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Partner Investment

- **Montgomery County Schools**
 - Shares cost of textbooks with MCC Foundation
 - \$25 book rental fee for College and Career Promise courses while attending high school
- **Montgomery Community College**
 - Shares costs of textbooks with MCS
 - Tuition, technology fees, and other fees are waived for high school students**
- **Employers**
 - Apprentice earnings and appropriate taxes
 - Apprenticeship coordinator position
 - \$1200 in tuition and books (CPT + Welding courses)
 - Up to \$12,000 toward AAS degree completion

***Paid through CCP while apprentice is attending high school*

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Points to Remember

- Partner companies have limited employment opportunities
- Companies cannot hire every student
- Only the best suited individual will be selected
- Hands-on ability, academic excellence, and positive demeanor are required
- Company invests approximately \$58,805 per student over the 4-year period



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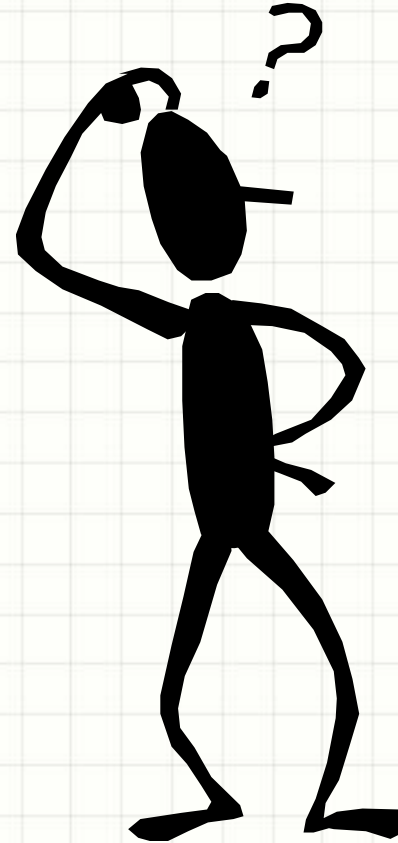
Credentials Earned

Successful apprentices will obtain at no cost to them:

1. A high school diploma
2. A NC Career Readiness Certification
3. A Certified Production Technician designation from Manufacturing Skill Standards Council
4. A college-level certificate in Electrical Systems Technology
5. A Journeyman credential from the NC Department of Commerce
6. An Associate of Applied Science Degree in Industrial Systems Technology or Electrical Systems Technology

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QUESTIONS?



APPRENTICESHIP MONTGOMERY

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