Today’s Topics:

- What is ApprenticeshipNC?
- What is a registered pre-apprenticeship?
- What is a registered apprenticeship program?
- The advantages of a pre-apprenticeship-to-registered apprenticeship program
- Overcoming perceived challenges to working with youth
What is ApprenticeshipNC?

- Originally housed in the North Carolina Department of Labor known as the “Apprentice Bureau”
- Branded “NCWorks Apprenticeship” at the North Carolina Department of Commerce in 2013
- Re-branded ApprenticeshipNC at the North Carolina Community College System, November 1, 2017
The N.C. Community College System, ApprenticeshipNC, is the **State Agency to register programs for Federal purposes.**

**Guarantor of Quality** for apprenticeship programs

**ApprenticeshipNC promotes, develops, registers and assists** in the operation of registered Apprenticeship and other training programs throughout the state.
Some local community colleges have staff who work with apprenticeship. The ApprenticeshipNC team is part of the Economic Development Division at the North Carolina Community College’s System Office.

Each prosperity zone has a dedicated Apprenticeship Consultant.

Apprenticeship Consultants write and register programs for consortia and individual industries. The also continue to service programs after they are registered.
What does the Youth Coordinator Do?

- Act as a **convener with industry, K-12, local community colleges and community partners** (WDB, EDC, Chamber of Commerce) to establish local apprenticeship programs

- **Present to K-12 and community college support staff** about implementing and expanding pre-apprenticeship and apprenticeship programs

- Help **connect** K-12 CTE programs to **apprenticeship opportunities** through certified career pathways

- **Work with non-profits and other interested stakeholder groups** like foster care, home school groups and private schools

- Develop/**provide resources for stakeholders**; Speak to parent and student groups
Model is unique to North Carolina according to Research Triangle Institute (RTI)

Developed in the 1980-90’s by European Industry leaders. Based on a combination of their collective experiences as apprentices in Switzerland and Germany
What is a Pre Apprenticeship?

- Prepares youth to enter and succeed in registered apprenticeship programs
What is a Pre Apprenticeship?

- Prepares youth to enter and succeed in registered apprenticeship programs
- **Recruiting and screening tool to ensure the right fit for the company and apprentice**
What is a Pre Apprenticeship?

- Prepares youth to enter and succeed in registered apprenticeship programs
- Recruiting and screening tool to ensure the right fit for the company and apprentice
- **It is not a mandatory component of an apprenticeship**
What is a Pre Apprenticeship?

- Prepares youth to enter and succeed in registered apprenticeship programs
- Recruiting and screening tool to ensure the right fit for the company and apprentice
- It is not a mandatory component of an apprenticeship

**Must be approved and registered by ApprenticeshipNC with the intent to lead to a registered Apprenticeship program**
What is a Pre Apprenticeship?

- Prepares youth to enter and succeed in registered apprenticeship programs
- Recruiting and screening tool to ensure the right fit for the company and apprentice
- It is not a mandatory component of an apprenticeship
- Must be approved and registered by ApprenticeshipNC with the intent to lead to a registered Apprenticeship program

- **May be paid or unpaid**
What is a Pre Apprenticeship?

- Prepares youth to enter and succeed in registered apprenticeship programs
- Recruiting and screening tool to ensure the right fit for the company and apprentice
- It is not a mandatory component of an apprenticeship
- Must be approved and registered by ApprenticeshipNC with the intent to lead to a registered Apprenticeship program
- May be paid or unpaid

**Can consist of on-the-job learning only**
What is a Pre Apprenticeship?

- Prepares youth to enter and succeed in registered apprenticeship programs
- Recruiting and screening tool to ensure the right fit for the company and apprentice
- It is not a mandatory component of an apprenticeship
- Must be approved and registered by ApprenticeshipNC with the intent to lead to a registered Apprenticeship program
- May be paid or unpaid
- Can consist of on-the-job learning only

**Can consist of related education only**
What is a Pre Apprenticeship?

- Prepares youth to enter and succeed in registered apprenticeship programs
- Recruiting and screening tool to ensure the right fit for the company and apprentice
- It is not a mandatory component of an apprenticeship
- Must be approved and registered by ApprenticeshipNC with the intent to lead to a registered Apprenticeship program
- May be paid or unpaid
- Can consist of on-the-job learning only
- Can consist of related education only
- Can be a combination of both on-the-job learning and related education
What is a Pre Apprenticeship?

- Prepares youth to enter and succeed in registered apprenticeship programs
- Recruiting and screening tool to ensure the right fit for the company and apprentice
- It is not a mandatory component of an apprenticeship
- Must be approved and registered by ApprenticeshipNC with the intent to lead to a registered Apprenticeship program
- May be paid or unpaid
- Can consist of on-the-job learning only
- Can consist of related education only
- Can be a combination of both on-the-job learning and related education

*It may be time-based or competency based*
What is a Pre Apprenticeship?

- Prepares youth to enter and succeed in registered apprenticeship programs
- Recruiting and screening tool to ensure the right fit for the company and apprentice
- It is not a mandatory component of an apprenticeship
- Must be approved and registered by ApprenticeshipNC with the intent to lead to a registered Apprenticeship program
- May be paid or unpaid
- Can consist of on-the-job learning only
- Can consist of related education only
- Can be a combination of both on-the-job learning and related education
- It may be time-based or competency based

**The pre-apprentice must be at least 16 years of age**
What is a Pre Apprenticeship?

- Prepares youth to enter and succeed in registered apprenticeship programs
- Recruiting and screening tool to ensure the right fit for the company and apprentice
- It is not a mandatory component of an apprenticeship
- Must be approved and registered by ApprenticeshipNC with the intent to lead to a registered Apprenticeship program
- May be paid or unpaid
- Can consist of on-the-job learning only
- Can consist of related education only
- Can be a combination of both on-the-job learning and related education
- It may be time-based or competency based
- The pre-apprentice must be at least 16 years of age

**Does not commit the company to the pre-apprentice if the fit is not there**
What is Registered Apprenticeship?

- Apprenticeship is a system of work based learning designed to meet the needs of the employer by providing the employee with structured on-the-job learning and job related education.
Four Components of a Registered Apprenticeship

On the Job Learning -> Job-related Education -> Progressive wage scale -> Apprenticeship Standards

Organized written plan of the terms and conditions of employment of the apprentice.

Determine the occupation

The length of time

Type of training (time-based, competency-based, or hybrid approach)
Research suggests: Most companies believe they cannot afford to commit the time or resources to a pre-apprenticeship program, but actually have never developed metrics to evaluate benefit/cost.
Youth Apprentices start at a low wage scale and progress their wage as skills increase.

Most are so productive in their second year of Apprenticeship they are making money for the company and mentoring new apprentices.

Research studies say that for every dollar spent on training, an employer receives a benefit, on average of $1.47 up to $2.00.
“Youth have or can easily obtain the pre-requisite skills you want to bring into your company.”

- Math skills and pre-requisites
- Industry Certifications
- Credentials
- Safety & Training
Company is eligible for a community college tuition waiver when youth are registered as a pre-apprentice or apprentice before graduation.
Return on Investment

- Companies can partner with youth serving organizations who can pay for on-the-job learning for eligible students (example: WIOA)
Companies can partner with youth serving organizations who can pay for on-the-job learning for eligible students (example: WIOA)
Return on Investment

- Increased retention and low turnover for the duration of the apprenticeship and beyond decreases company training costs.
Students stay with a company because they see:

The end result of the career pathway and opportunity for leadership and advancement within the company/industry
Overcoming Challenges to Working with High School Students

Under 18 Policies
Child Labor Laws

Liability

Safety

Maturity

Discipline

Pre-apprenticeship
Waivers for a Youth Apprentice
Covered by the company under Workman’s Comp/per employment law; Contract Agencies
Built into the Apprenticeship
Part of the screening process
Plan for it with the school district
Elizabeth Standafer, ApprenticeshipNC Youth Coordinator
standafere@nccommunitycolleges.edu
919-414-5948