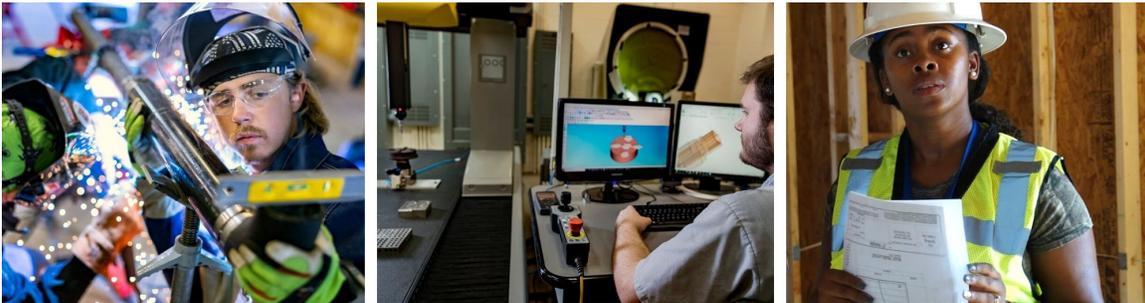




Putting Education to Work



ApprenticeshipNC 2019-2020 Annual Report



Submitted to the:
Joint Legislative Education Oversight Committee
Joint Legislative Education Appropriations Committee

September 1, 2020

Dr. William S. Carver, Interim President
North Carolina Community College System

Introduction and Highlights

ApprenticeshipNC Serves Over 15,000 During Fiscal Year

ApprenticeshipNC served 15,657 North Carolinians during fiscal year 2019-2020, the most in the past 10 years. The number is 37% higher than last year's total.

Since ApprenticeshipNC became part of the NC Community College System in the 2017-2018 fiscal year, the number of people served has increased by 80%.

The number of youth apprentices served during that period has increased by 87%, including an 18% bump in 2019-20. The popularity of youth apprenticeships continues to rise because high school students see the value of jumpstarting their career through work-based training and taking tuition-free community college courses under the Career and College Promise program.

117 New Programs Registered

ApprenticeshipNC registered 117 new apprenticeships, pre-apprenticeships and on-the-job learning programs during the fiscal year, a slight increase from 2018-2019. In March 2020, registrations slowed as businesses turned their attention to dealing with COVID-19. It is still too early to know what impact the pandemic will have on apprenticeship growth going forward. However, employers continue to express interest in starting registered apprenticeships.

Number of Social Media Followers Surges

ApprenticeshipNC became more active on social media during the fiscal year, increasing post frequency and volume. Because of this, ApprenticeshipNC's social media following increased substantially. The number of Twitter followers rose by 91% to 717.

Around North Carolina ...

Autumn Care of Biscoe is using apprenticeships to train its hospitality aides to become nursing assistants. The apprenticeship includes three months of classroom instruction, plus clinical practice on site at Autumn Care. Students can work as hospitality aides outside of classroom and clinical hours. Upon completion, students earn a Nursing Assistant I credential, a CPR credential and an ApprenticeshipNC journeyworker's credential.

Smithfield Foods has launched an apprenticeship program aimed at developing the next generation of experienced professionals for valuable skilled trades. The program provides internal candidates, high school graduates and military veterans with hands-on engineering and mechanical training while earning their associate degree. Program participants receive free college tuition, salary and benefits as they progress through the program. Smithfield launched the program in September 2019 at Wayne Community College, and plans to expand it nationwide by partnering with colleges near Smithfield facilities.

The **Made in Henderson County Apprenticeship Program** was launched in August 2019 with five manufacturing partners and 18 youth apprentices. The apprentices, all graduates of Henderson County high schools, had completed a pre-apprenticeship program sponsored by Blue Ridge Community College. They are training on the job as industrial manufacturing production technicians while attending classes at Blue Ridge.

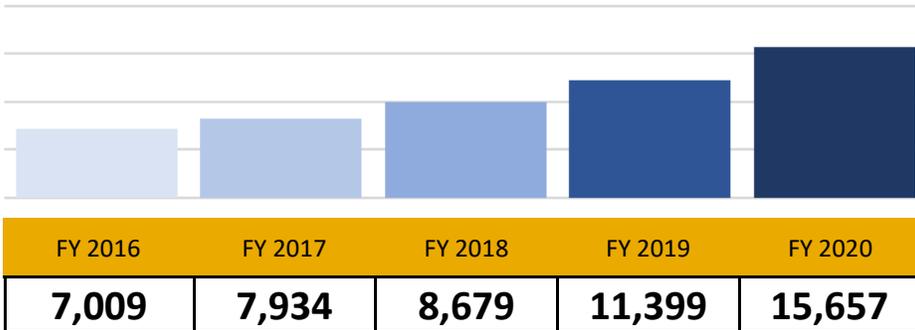
About This Report

In compliance with NCGS 115D-11.6, this report is submitted as the annual report of the ApprenticeshipNC Program and includes activities for the reporting period July 1, 2019, through June 30, 2020.

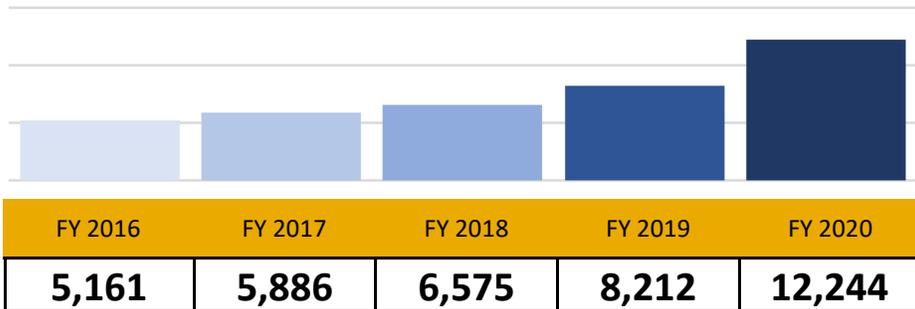
The data in this report reflects the number of participants served during the fiscal year. The term "active" refers to the number of apprentices, both youth and adult, that are participating in training. This also includes individuals enrolled in pre-apprenticeship, on-the-job learning or master craftsworker programs. Number served includes those that participated in training and either completed or canceled during the fiscal year.

Building North Carolina's Workforce Through Apprenticeship

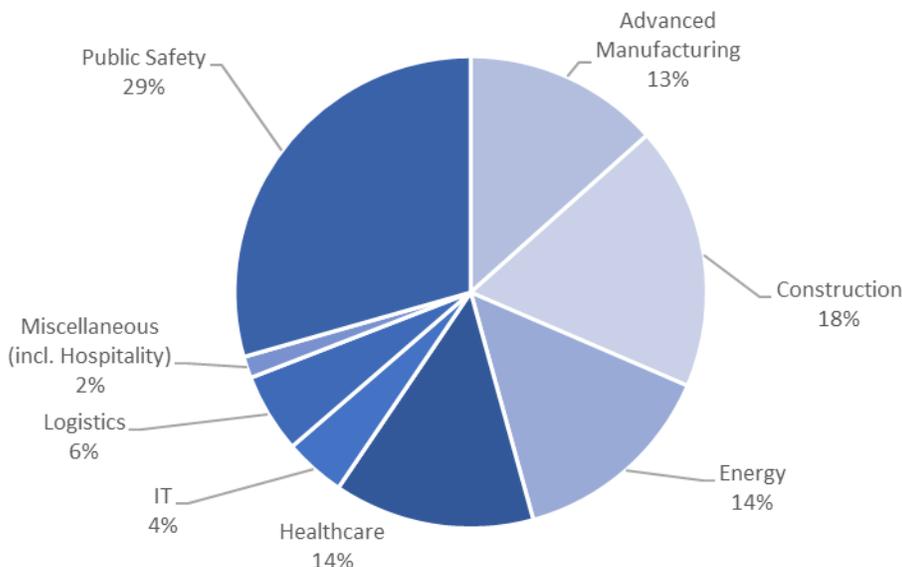
Apprentices Served During Each Fiscal Year



Active Apprentices on June 30 of Each Fiscal Year



Apprentices by Industry Sector June 30, 2020



ApprenticeshipNC Spotlight: Community Colleges Sponsor Apprenticeship Programs

North Carolina's community colleges are integral partners in preparing thousands of apprentices for rewarding careers. Most provide the classroom instruction that accompanies apprentices' work-based training.

Thirty-one of the state's 58 community colleges have gone further by establishing apprenticeship programs in partnership with local businesses.

Gaston College was the first, launching Apprenticeship 321 in 2015. Taking its name from the U.S. highway that runs through the college's service area of Gaston and Lincoln counties, Apprenticeship 321 is a consortium of local businesses and municipal agencies offering apprenticeships. "The employers take on from one to six apprentices in each cohort," said Jill Hendrix, Gaston College's director of apprenticeships and work-based learning.

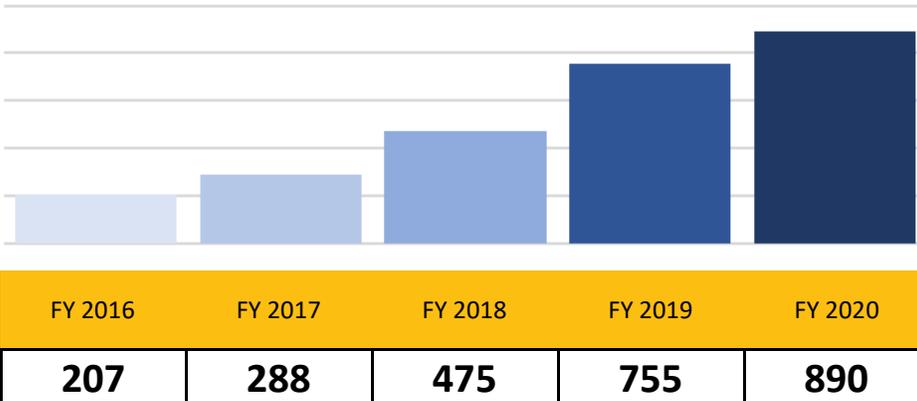


"We're a community college and our job is to help the community," said Hendrix, who administers Apprenticeship 321 for the partner employers.

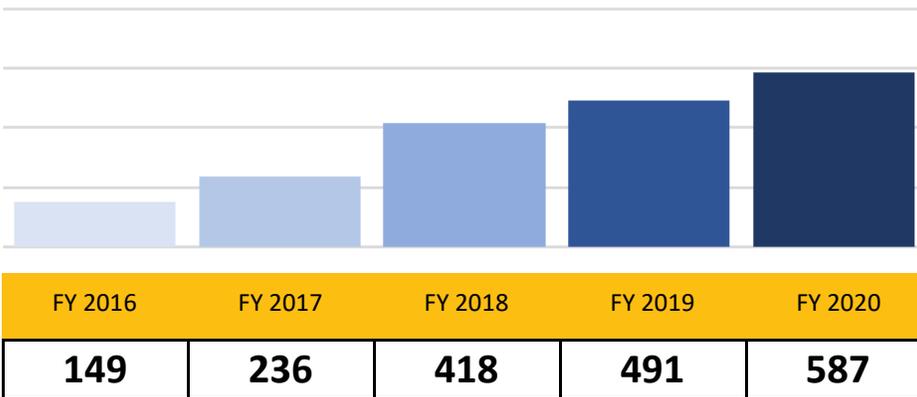
See **GASTON COLLEGE**, page 3

Developing the Talent Pipeline Through Youth Apprenticeship

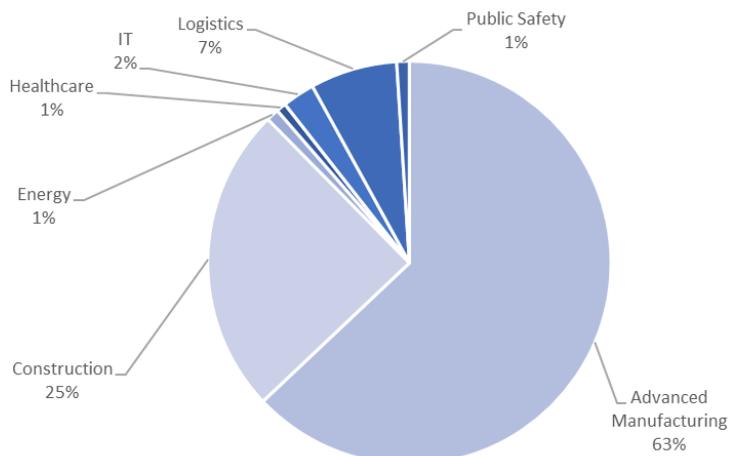
Youth Apprentices Served During Each Fiscal Year



Active Youth Apprentices on June 30 of Each Fiscal Year



Youth Apprentices by Industry Sector June 30, 2020



GASTON COLLEGE, from page 2

She recently took the reins of Apprenticeship 321 after its founder, Dr. Dennis McElhoe, retired in April. “He deserves all the credit for getting this started,” Hendrix said.

Initially focused on occupations in advanced manufacturing, Apprenticeship 321 has since expanded into the healthcare field, with employers training apprentices to become certified nursing assistants and paramedics.

Fourteen employers, including small and large businesses, are members of Apprenticeship 321, and 30 apprentices are currently enrolled.

Hendrix said small businesses sometimes are hesitant to create apprenticeships because they think only big companies can do it. But that’s not the case. “Apprenticeship is for companies of all sizes,” she said. “It’s another way to fill your (talent) pipeline.”

Hendrix expects Apprenticeship 321 to continue growing. “The program could expand into fields such as IT, welding, even drone technology,” she said. “Whatever the needs of our partner companies are, we can meet them.”

“Apprenticeship is for companies of all sizes.”

– Jill Hendrix, Gaston College

Serving Our Military



Sarah Humphreys, left, is an apprenticeship placement counselor at Marine Corps Station Cherry Point under a U.S. Department of Labor pilot project to help service members transition to civilian careers.

NC Bases Chosen for Federal Pilot Project to Help Service Members Transition to Civilian Careers

Fort Bragg and Marine Corps Air Station Cherry Point are among eight U.S. military bases participating in a Department of Labor apprenticeship pilot program.

The purpose is to create additional pathways into high-quality civilian careers for transitioning service members. The Labor Department is conducting the pilot to identify, track and increase the number of service members and their spouses hired, prior to their separation from the military, into apprenticeship programs.

Through the pilot, new apprenticeship placement counselors are embedded at each base to provide personalized assistance to transitioning service members interested in exploring apprenticeship as a post-military career pathway, according to the Labor Department. The counselors are introducing troops to apprenticeship during workshops and are working individually with service members to assist them in finding and joining apprenticeship programs based upon their desired industry and post-separation location.

The pilot began this year and will run through early 2021. It augments work that ApprenticeshipNC has been doing for several years to place transitioning service members into apprenticeships. During the 2019-2020 fiscal year, more than 4,800 service members in North Carolina registered for, participated in or completed apprenticeships.

National Guard Registers More Than 3,000

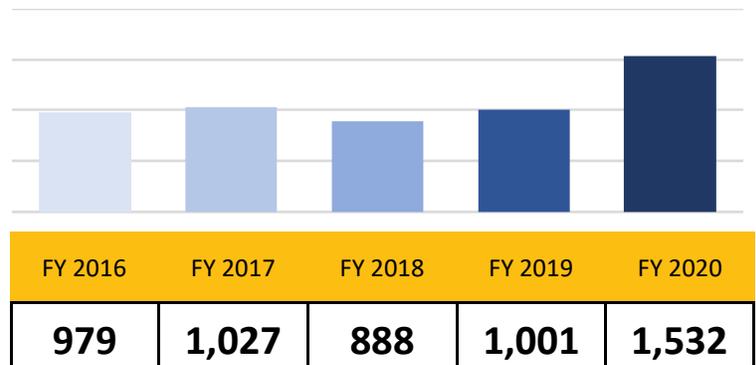
The North Carolina National Guard registered 3,239 of its troops as apprentices during 2019-2020.

The program enables troops to get credit for skills they acquire during their training. Upon completion,

Armed Forces Program Participation

U.S. Army, Fort Bragg	1,532
U.S. Marine Corps, Camp Lejeune Veterans in Piping Welding Pre-Apprenticeship	49
N.C. National Guard, Statewide	3,239
Total Served	4,820

US Army Fort Bragg Apprentices Served During Each Fiscal Year



Events

State Fair Apprentice Contests, Oct. 21-27, 2019



Wade Taylor, of Huntley Brothers Co. in Mint Hill, won the Masonry Apprentice Contest at the 2019 N.C. State Fair.

One hundred twenty-five apprentices and students competed in the 2019 North Carolina State Fair Apprentice Contests. Competitions focused on the following skilled trades: masonry, electrical, carpentry, HVAC and plumbing. ApprenticeshipNC also partnered with SkillsUSA on three additional contests: public safety, cosmetology, and a mobile robotics competition for middle and high school students.

National Apprenticeship Week, Nov. 11-17, 2019

Companies, community colleges and apprenticeship consortia across North Carolina hosted 16 events during National Apprenticeship Week. Events included workshops, recruitment events, company tours, webinars and education days.

Convenings, October 2019-March 2020

ApprenticeshipNC hosted three convenings throughout the state in the fiscal year. The purpose of these convenings was to introduce registered apprenticeship to potential sponsors and to recruit individuals in underrepresented groups for registered apprenticeship opportunities. From these events, three registered apprenticeships and one pre-apprenticeship were developed.

ApprenticeshipNC Annual Conference, March 5 & 6, 2020

Nearly 300 people attended the 2020 ApprenticeshipNC Annual Conference in Durham. Seventy-eight companies were represented at the conference, which also was attended by representatives from community colleges, workforce development organizations and government agencies. Sessions covered topics such as youth apprenticeship, key responsibilities of apprenticeship sponsors, the importance of partnerships, and using registered apprenticeship to recruit and train military veterans.



Nearly 300 people attended the 2020 ApprenticeshipNC Annual Conference in Durham in early March.

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