

September, 2014

### The Apprenticeship Program

- An industry driven 4-year youth apprenticeship program for trades in manufacturing
- Recruiting during Junior year in High School
- Minimum selection requirements:
  - GPA 2.8
  - Algebra 1 & 2
  - Geometry
  - Physics
  - Drafting
  - Computer Application
  - Good attendance
- Very selective evaluation process during Junior year before apprenticeship is offered to a select group
- First year of apprenticeship: ½ day High School, ½ day hands-on training at company
- Second through fourth year: 1 day/week at Community College, 4 days/week hands-on training at company
- Apprentices are paid for work hours as well as school hours
- Same pay scale at all Partner Companies
- Possibility for pre-determined performance bonus with above average grades from school and evaluation at company
- Companies pay tuition at Community College
- Currently offering the following trades:
  - CNC Machinist
  - Welding Fabricator
  - Tool & Die Maker
  - Machine Technician
  - Mold/Plastics Technician
  - Quality Technician
  - Mechatronics Electrician
  - Mechatronics Technician

- Upon graduation:
  - AAS Degree in Mechatronics
  - Journeyman Certificate by Department of Labor
  - Guaranteed employment after successful graduation at sponsor company, current starting salary: \$34,000

#### The Partnership and its advantages

- Currently 5 companies spread over 4 counties
- All partner companies involved in manufacturing, but not competing with each other
- Partner companies range from small (less than 50 employees) to large (Siemens)
- Close cooperation with Community College (Central Piedmont Community College)
- Close cooperation with Apprenticeship and Training Bureau (NC DOC)
- Advantages of Partnership:
  - Together we provide a class size large enough for the Community College to adjust their schedule and classes for our needs (apprentices have to be able to take all of their required classes in one day otherwise they spend more time traveling between the school and the company than they spend learning)
  - Workload for administration of the program can be spread over all Partner Companies
  - Recruiting at High Schools as Apprenticeship 2000 Partnership, not as a single (small) company
  - If needed, share resources between Partner Companies
  - Recruiting, Graduation and Signing ceremonies are organized together
  - Promotional items
  - Website is controlled by Partnership
  - All logos, names and training documents are protected