

Registered Apprenticeship Implementation And Engaging Community Colleges as Registered Apprenticeship Sponsors

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How Registered Apprenticeship Programs/Initiatives Add Value to Employers



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I have been asked
to address some questions
and topics regarding:

Our Registered Apprenticeship Programs and Consortium



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Eight Questions

1. What does it mean to be a program sponsor?
2. What is in it for the College and/or Employer?
3. How did you get started?
4. How does the consortium work?
5. How does the program work?
6. How do you work with the US DOL OAP?
7. What are the challenges?
8. What are the advantages?



1. What does it mean to be a program sponsor?

- Central Point of Contact for the Program
- Program Developer
- Coordinate & Submit US DOL Application
- Coordinate Meetings & Reporting Procedures
- Maintain Files on Apprentice
- Assist in Recruitment & Hiring



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2. What is in it for the college?



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3. How did you get started?

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RECRUITING

- Local High Schools & Tech Schools/Students/Counselors/Career Coaches
- Press Releases, Brochures, Radio, TV, Events & Personal Contacts
- Made In DeKalb and CEO Expo for High School Students
- Flyers for Business & Industry
- Annual DeKalb & Jackson County Fairs
- Press Releases in Tri-State Area News Papers
- Meet & Greet National Apprenticeship Week Event on Campus



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4. How does the consortium work?

- Industry-Led & College Facilitated
- Program Coordinator Central Point of Contact
- Agreement between Student, Employer & NACC
- Consist of Business & Industry and College
- Executive Committee: Chair, Secretary, Coordinator and 2 Journeymen



5. How does the program work?

- 4 Year Program with On-the-Job Training & Learning
- Attainment of 8000 hrs. On-the-Job Manufacturing Skills
- Minimum 144 hrs. Related Instruction
- US DOL Registered Apprenticeship Journeyman Certificate
- A.A.S. Degree from NACC in their Program of Study



Continue: 5. How does the program work?

- Company: Provides Journeyman to work with Apprentice
- Apprentice is Paid a Progressively Increased Wage Schedule
- Company pays for the Apprentice Tuition and Books
- Company Does Not Pay Class Time or Remedial Class Work
- Company pays Apprentice 30-32 hrs. per week to Work Side-by-Side with a Journeyman



Minimum Qualifications for Apprentice

- 18 Years of Age or Older
- High School Diploma or GED
- Enrolled in the Program of Study at NACC
- GPA 2.8
- Pass:
 - Physical
 - Drug Screen
 - Background Check
 - College Placement Test
 - Aptitude Test

Kuder Test



Employer's Responsibilities

- Employer Responsible for all Hiring Procedures:
 - Background Check
 - Drug Screen
 - Physical Fitness Test
 - Safety Test



Continue: Employer's Responsibilities

- Pays for Tuition and Books
- Does Not Pay for Class Time and/or Remedial Courses
- Provides a Journeyman to Work with Apprentice (1 to 1 ratio)
- Assures Apprentice Work 30-32 hrs per wk, 8-10 hrs Class
- Pay Apprentices a Progressively Increased Wage Schedule Based on a Percentage of the Current Journey Worker Wage Rate & Performance, for Hours Worked in their Facility



6. How do you work with the DOL OA?

- Navigating the Application Process
- Key Events
- Questions
- Advice
- Partnership



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7. What are the challenges?

- Unique Needs of Companies
 - Establishing a Common Curriculum
 - Common Policies/Procedures/Pay
 - Individual Company Wage Scale
 - Time/Labor Intensive
- Early in Process



8. What are the advantages?

- Industry-Driven
- Customized Program for Business & Industry
- Company Interviews & Chooses Student/Apprentice
Employer & Apprentice Committed to Work Together
- Highly Trained & Skilled & Certified Worker
- Ambassadors for: College & Program & Employer
- Win – Win For Company & Student & College
- US DOL Recognized Credential



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Continue: 8. What are the advantages?

- For the Student:
 - Paid Training - Earn Pay Check While You Learn
 - Highly Trained and Skilled After Completing 4 Yr program
 - College Academics & Hands-On-Training with Employer
 - Journeyman Certificate from US DOL Office of Apprenticeship
 - Portable Skills
 - Multiple Certificates: OSHA 10 Hr., NCRC, NCCER, NIMS
 - A.A.S. Degree



This is a photo of our first machinist apprenticeship cohort at their first anniversary celebration.



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Siemens is Sponsoring Two Apprentices



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Apprentice and his Journeyman at A.P. Plasman



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Apprentice Working at Dixie Machine Shop



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Apprentice and Journeyman Working Together at Siemens



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Apprentice and Journeyman Working Together at Siemens



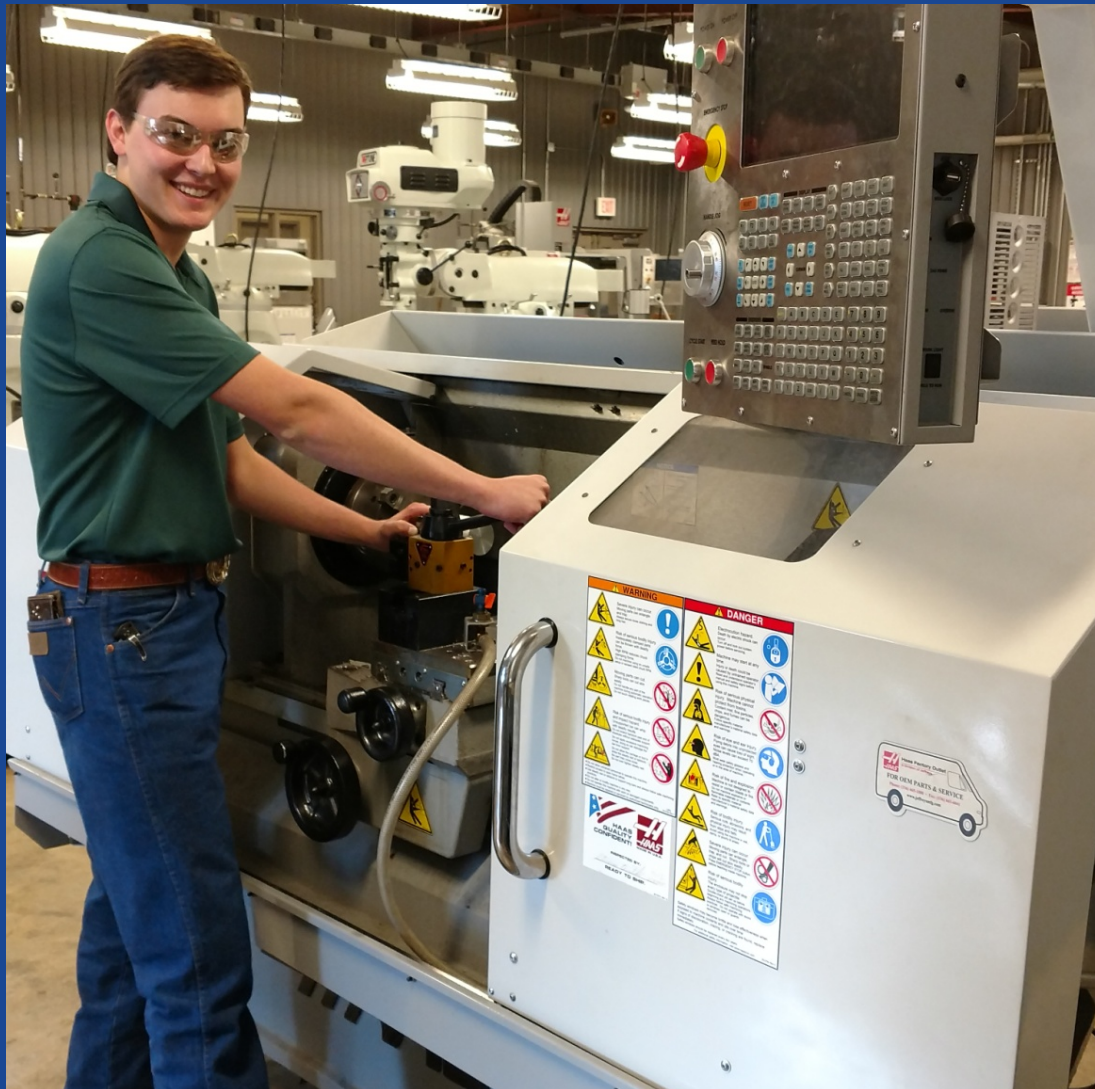
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Apprentice and his Journeyman Working at A.P. Plasman



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Apprentice Working in the Classroom Shop at NACC



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Dixie
Machine
Shop



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A.P. PLASMAN



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Apprenticeship Programs in the Works

- Multi-Skilled Maintenance Technician Apprenticeship program approved and goal is to have Apprentice chosen by May 2017
- Current Machinist Apprenticeship Program Started their 3rd Year October 1, 2016
- Second Machinist Apprentice Cohort Started March 2017



Specialized Apprenticeship programs in the works

- WestRock – Maintenance E & I
Apprenticeship
- High School – Apprenticeship program



For A Unionized Company An Individual Joint US DOL Apprenticeship Application Needs to be Developed

- A Specific Application will be submitted for the Company
- Use the Individual Joint Standards to apply for the US DOL Registered Apprenticeship Program



What is the Union's Role?

- Can be an Active or Non-Active Participant
- Required to Sign the Individual Joint “IJ” US DOL Registered Apprenticeship Standards Signature Page for the US DOL Registered Apprenticeship Application



Lessons Learned



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Lessons Learned

- Meet with Key Decision Making People
- Choose Active Members for Consortium
- Active Members are Key to Program Success
- Industry Led & Community College Facilitated
- Provide a Program Foundation & Curriculum
- Allow Flexibility for Consortium to Customize
- Start with Small Group of Companies/Apprentice



In Closing

- Apprenticeship Program Sponsor:
 - Community College Coordinator & Central Point of Contact
- Benefits for College:
 - Enrollment – Completion – Employment !!!
- Start with US DOL Office of Apprenticeship State Director



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Continue Closing

- Develop your Core Consortium -
Industry-Led & Community College Facilitated
- Challenges: Companies and Common Curriculum
- Advantages: Business & Industry Partnerships
Recognized Credential
Ambassadors for the College & Consortium
Skilled and Certified Labor



Employer Video



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Questions

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