





# Apprenticeship

---

- Apprentices:
  - Work Full-Time
  - Are Compensated
  - Take College Classes

“Earn While You Learn”



# What is an Apprenticeship?



---

## **On-the-Job Training (OJT)**

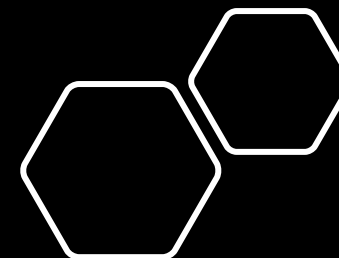
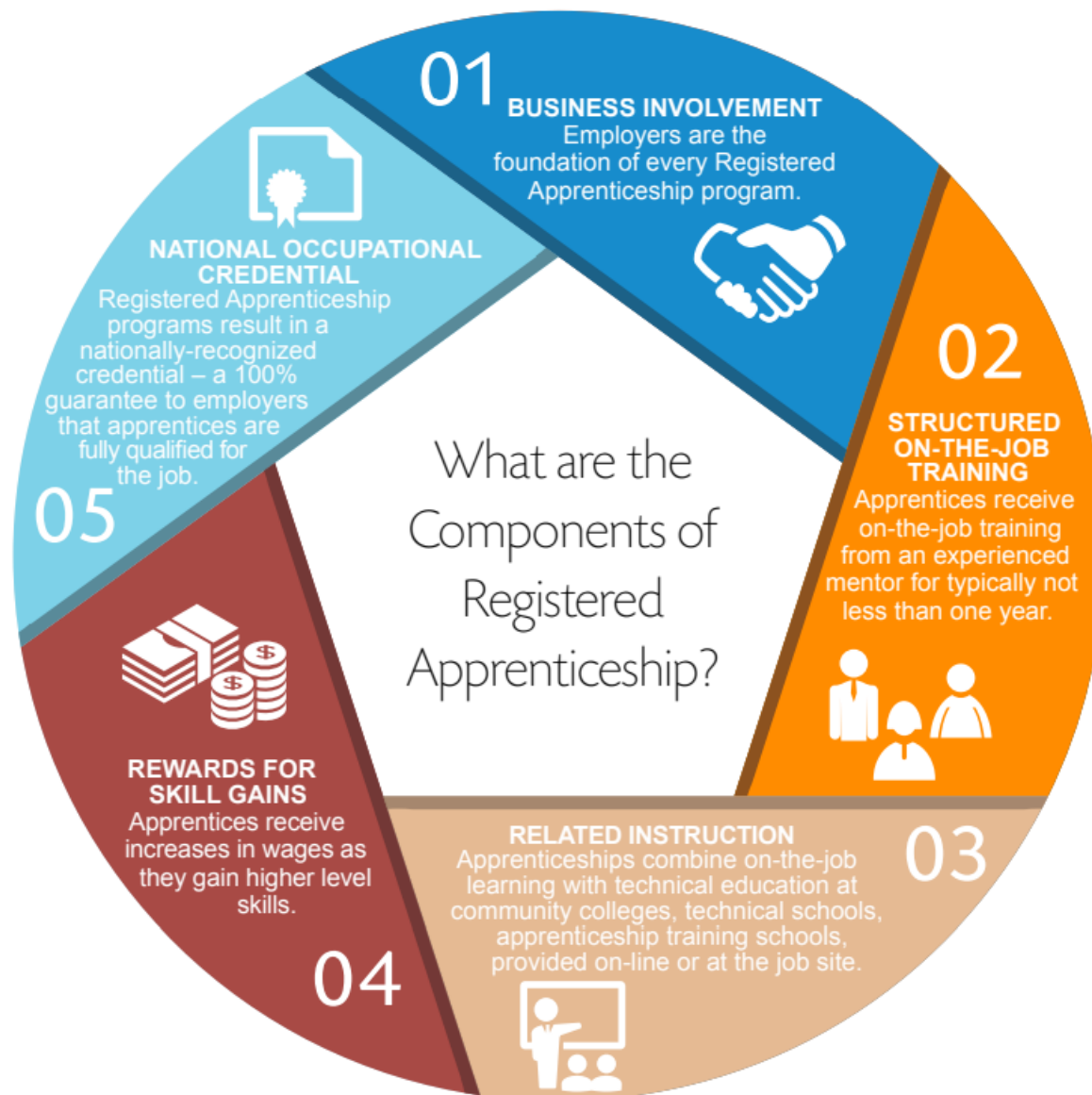
- Hired by the Partner Company
- OJT – specific to each company
- **Mentor**
- Minimum of 2,000 hours = One Year of Training

## **Related Instruction (RI)**

- Take classes related to occupation at CVCC. Minimum of 144 Contact Hours Per Year
- Tuition, Supplies, Fees and Books may be paid by the company, or the student may qualify for the NC Tuition Waiver

## **Rewards For Skill Gains**

- Paycheck
  - Company agrees to pay wage scale requirements
  - Progressive Wage Scale
-



# Catawba Apprenticeship Network Provides:

---

- Coordination with the Department of Labor & Apprenticeship NC for Apprenticeship Standards to be reviewed and approved
  - Management of the Apprenticeship Standards
  - Assistance with recruitment and connecting interested persons with employers
  - Monitoring of wage progression, OJT, and Related Instruction
  - Related Instruction – enroll students in courses
  - Advisors – to keep up with student's progress in classes
  - Management of tuition waivers and grant funds for eligible apprentices
- 



# Current Pre-Apprenticeship Pathways

---



- Public Safety
- SOFA Academy
- Construction Academy
- Manufacturing Academy
- Automotive



Pre-Apprentice Pathways are designed to prepare high school students to enter Registered Apprenticeship Programs upon graduation. High School students must meet specified criteria to enter a Pre-Apprenticeship Pathway.

---



# Current Registered Apprenticeship Pathways



- 
- Tool Maker Technician
  - Mechatronics Technician
  - Controls Technician
  - Police Recruit
  - Security Aid Specialist
  - Sewing Machine Operator
  - Cutter
  - Upholstery
  - Automotive
  - Industrial Services



There are over 1,000  
Apprenticeship Pathways!  
Catawba Apprenticeship  
Network would like to add  
your needed occupation  
as a pathway!



# Registered Apprenticeships: Trades and Industries



## Registered Apprenticeships: Industries / Trades



Healthcare



Manufacturing



Construction



Hospitality & Tourism



Information Technology



Energy



Trade & Logistics



There are over 1,000  
Apprenticeship Pathways!  
If we teach the course at  
Catawba Valley  
Community College, we  
can add it as an  
Apprenticeship Pathway!

Note: US Dept. of Labor has over 1,000 Apprenticeable Occupations

# Student Benefits of Apprenticeship



- Employment – 93% of Apprentices Retain Employment (Apprenticeship USA)
- “Earn While You Learn”
- Attend College and Earn a Certificate, Diploma or Degree
- Earn a Nationally Recognized Journeyworker Credential
- Base Training and Strong Foundation in Chosen Field
- Sense of Accomplishment

# Employer Benefits of Apprenticeship



- Tried-and-True Employer Driven Approach to Obtaining Skilled Workers - National Apprenticeship Act (Fitzgerald Act of 1937)
- Gain Workers with Customized Skills
- Increase Employee Morale and Productivity
- Creates a Sustainable Talent Pipeline
- Increased Applicant Base
- High Retention Rate
- 170% Return on Investment (Apprenticeship NC)



# Selection of Apprentices

---

- **Internal**
    - Company selects from current workforce (know employee history)
  - **External**
    - Pre-Apprentices
    - Local High Schools
    - Catawba Valley Community College Students
    - Speak to classes/invite for tours
  - **Combination of Internal & External**
-

# How To Get Started

- 1 Decide Pathway(s)
- 2 Review Wage Scale & Catawba Apprenticeship Network Standards
- 3 Select Your Mentors
- 4 Select Your Apprentice(s)



Christy Lefevers  
clefevers@cvcc.edu  
828-327-7000 x 4308