

# Apprenticeship North Carolina

*Also known as  
"THE OTHER FOUR YEAR DEGREE"*

# Apprenticeship Components

- ▶ On the Job Training (OJT)
  - ▶ Skills to be learned on the job
- ▶ Job Related Education (JRE)
  - ▶ Classroom instruction
- ▶ Standards of Apprenticeship
  - ▶ Operational Procedures
- ▶ Progressive Wage Scale
  - ▶ Wages increase as Apprentice Gains Skills

# Apprentice Qualifications

- ▶ Be a high school completer/ passed an equivalency examination, or be a high school student
- ▶ Be 16 years of age
- ▶ Be an employee of the sponsor



# Veterans – State Approving Agency for Apprenticeship and OJT Training

**Approves training programs for eligible veterans to receive GI Bill education benefits during training in company**



# What is Pre-Apprenticeship?

- ▶ Short term training to prepare individuals for entry into registered apprenticeship
- ▶ May be on-the-job training or job related education or both

# Pre-Apprenticeship Components

- ▶ OJT or JRE or both for occupations leading to registered apprenticeship
- ▶ Standards of Pre-Apprenticeship
- ▶ Program Goals and Purpose
- ▶ Formalized Evaluation of Pre-Apprentice

# Pre-Apprentice Qualifications

- ▶ Be at least 16 years of age or older
- ▶ Have a HS Diploma or GED (or obtain to receive certificate of participation)
- ▶ Meet minimum program qualifications

# So Why Pre Apprenticeship or Apprenticeship?

## Pre Apprentice

- ▶ Pre Screen occupation/employer
- ▶ Confirms career objective
- ▶ Receives a credential
- ▶ Begins Career Pathway

## Apprentice

- ▶ Receives a Nationally Recognized Credential
- ▶ Provides sense of accomplishment
- ▶ Promotes life long learning/Career Pathway
- ▶ “Earn While You Learn” program

# So Why Pre Apprenticeship/ Apprenticeship for the Employer?

## Pre Apprentice

- ▶ Pre-assessment of future apprentices
- ▶ Reduces recruitment/training costs
- ▶ Less time to train apprentices
- ▶ Input on pre-apprentice training design

## Apprentice

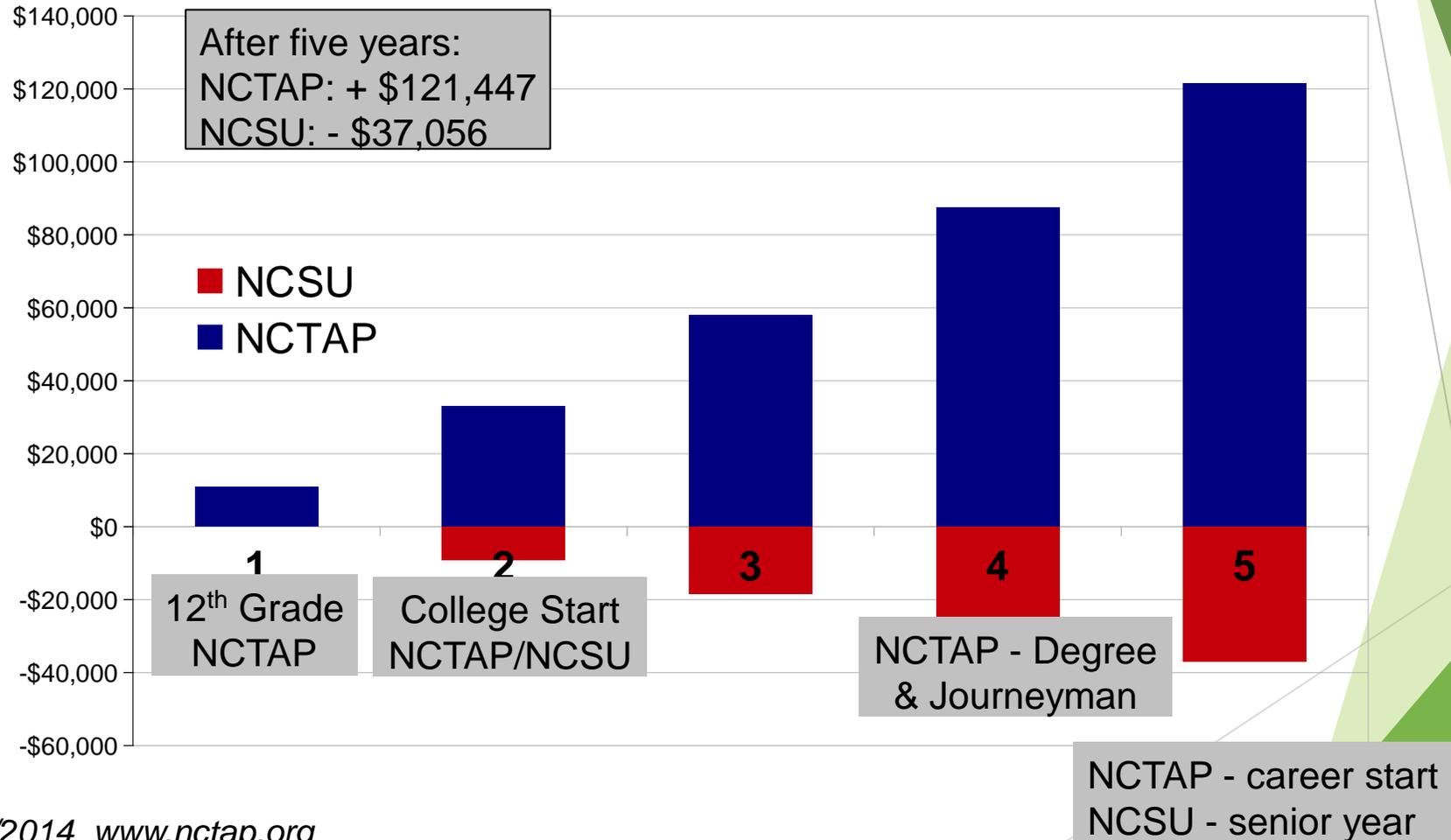
- ▶ Structured systematic method of employee training
- ▶ Cost effective and efficient mechanism for producing highly skilled workers
- ▶ Practical way to assess performance
- ▶ Improves the Employers bottom line



# 5-Year Cumulative Cash Flow Comparison

## NCTAP Apprentice - vs - NCSU Engineering Student

(see assumptions & outcomes on next pages)



# Thank You

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