THE MODERN APPRENTICE: A HANDS-ON TRAINING APPROACH FOR ASPIRING MANUFACTURERS

SPEAKER: Carla Whitlock, Senior Apprentice Consultant, Apprenticeship Carolina
The New Evolution of Apprenticeship

Creating a Sustainable Workforce through Apprenticeship and Education

Carla Whitlock
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SC Technical College System
Organizational Structure
South Carolina Comprehensive Solution
Our Mission

Making certain all employers in South Carolina have access to information and consultative services, at no charge, regarding sponsorship of a demand-driven registered apprenticeship program.
Program Components

- Supervised On-the-job learning
- Job-related Education
- Scalable Wage
Targeted Industry Clusters

1. Advanced Manufacturing
2. Construction Technologies
3. Energy
4. Healthcare
5. Information Technology
6. Tourism and Service Industries
7. Transportation, Distribution & Logistics
Apprenticeship Benefits
The combination of customized job-related education and supervised on-the-job learning provides a number of benefits for participating employers.

- Highly-Skilled Workforce
- State Tax Credit
- Standardized Skills
- Reduced Turnover
- Increased Productivity
State Tax Credit

$1,000 per apprentice per year for up to four (4) years
Apprenticeship Carolina By the Numbers

- Number of Programs
  - 2007: 90
  - Today: 788
  - Increase: 8x

- Number of Apprentices
  - 2007: 777
  - Today: 15,578
  - Increase: 19x
Apprenticeship Carolina By the Numbers

Averaging more than 120 NEW APPRENTICES each month

1 in 3 participating employers offers programs in more than one occupation

All 16 colleges are participating and each county is represented
Apprenticeship Carolina By the Numbers

WOMEN IN APPRENTICESHIP
South Carolina vs. United States Averages

- South Carolina: 29%
- United States: 6%

MINORITIES IN APPRENTICESHIP
South Carolina vs. United States Averages

- South Carolina: 34%
- United States: 21%
Technical colleges play integral role in apprenticeship

Over 60% of South Carolina’s registered programs use the local technical college as their primary education provider.

This works to boost enrollment and engagement as well as build a sustainable workforce.
A Sampling of **Participating Companies**
Earn and Learn

Youth Apprenticeship provides South Carolina high school students the unique opportunity to earn while they learn. By combining high school and/or technical college curriculum with critical on the job training at a local business, students can pull in a pay check while earning a national credential at the same time as their high school diploma.
Youth Apprenticeship By the Numbers

Sample of Current Occupations
- Accounting Technician
- Child Care Development Specialist
- Advanced Manufacturing: Industrial Maintenance Technician
- Advanced Manufacturing: Machine Tool Operator
- Advanced Manufacturing: CNC Operator
- Hospitality: Guest Services
- Hospitality: Culinary Arts
- IT: Computer Programmer
- IT: Help Desk Technician
- Health Care: Nurse Assistant
- Construction: Construction Craft Laborer
- Construction: Plumber
- Automotive: Automobile Body Repairer
- Photographer / Public Affairs
- Water and Waste Water Operator
Youth Apprenticeship By the Numbers

109 Companies with a registered youth program

24 counties have a registered youth apprenticeship program
Apprenticeship Replicability

- Support from business community
- Legislative support
- Cooperation with technical / community colleges
- Incentives
- Promotion
- Qualified staff
Contact Information

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Dr. Jimmie Williamson & Carla Whitlock
April 11, 2016
Job-Related Education

- 144 hours of job-related education per year
- Education reinforces skills learned on-the-job
- Education provided by local technical college, company, vendor or combination
Supervised On-the-Job Learning

- 2,000 hours per year of supervised on-the-job learning
- Length of program dependent on occupation
- Customized by the employer
- Provided at the employer’s designated job site
Scalable Wage Progression

Wages incrementally increase throughout the program