

TREES School To Apprenticeship

Building A Solid Foundation

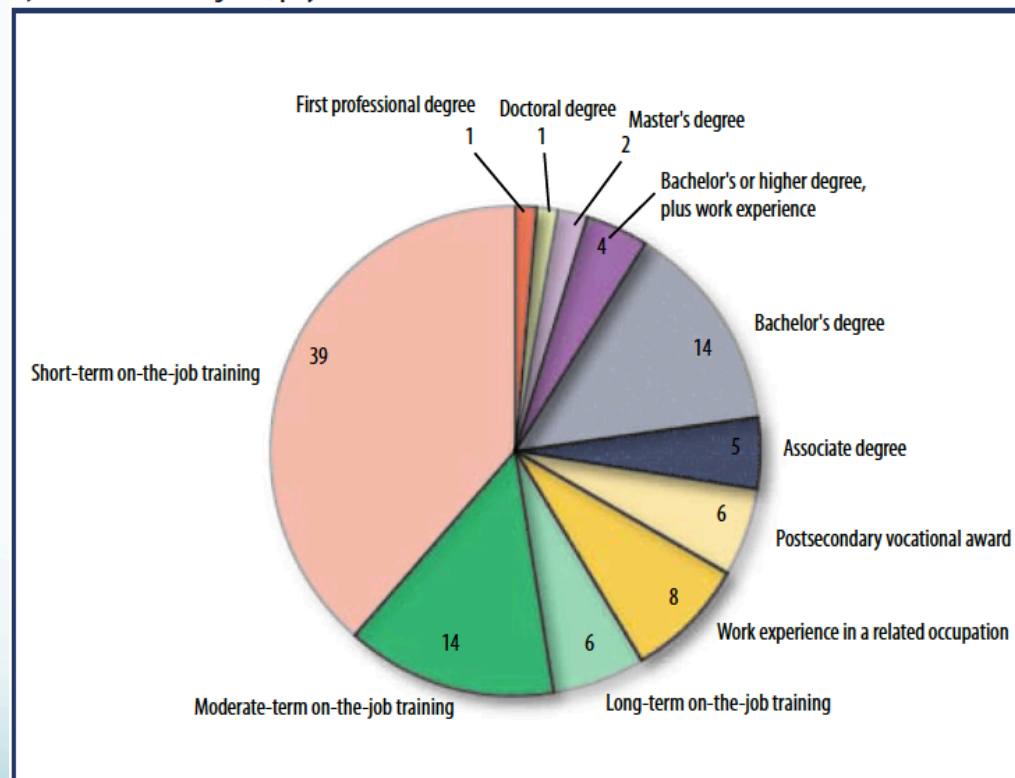
Neal Kauffman & Brian Gordon



Gold Collar “STEM” Jobs/Careers

- BLS estimates that nearly half (45%) of all job openings in the next ten years (**21 million openings**) will require middle level skill. (STEM technicians that are high skill, high wage and high demand in the workforce)
- Many potential STEM technicians may be in the **middle quartiles** of math and science achievement. These students are interested in math and science (applied) and are “hands on” or “**contextual/applied**” learners

Percent distribution of job openings due to growth and replacement needs
by education or training level, projected 2008–18



Most job openings over the projections decade will be in occupations that require short-term on-the-job training. Occupations requiring moderate-term on-the-job training and those requiring a bachelor's degree are also expected to have a large share of the projected job openings.

Source: Occupational Outlook Quarterly
U.S. Department of Labor
U.S. Bureau of Labor Statistics
Winter 2009-2010

Perceptions and Realities are way out of balance

Only 22% of our graduates will need a bachelors degree or higher.

Additionally, 5% of high school graduates will need an Associates Degree.

Our Current Educational Policies are inconsistent with this data

If our goal is to send 100% of our students to college, we are not serving all of our students realistically

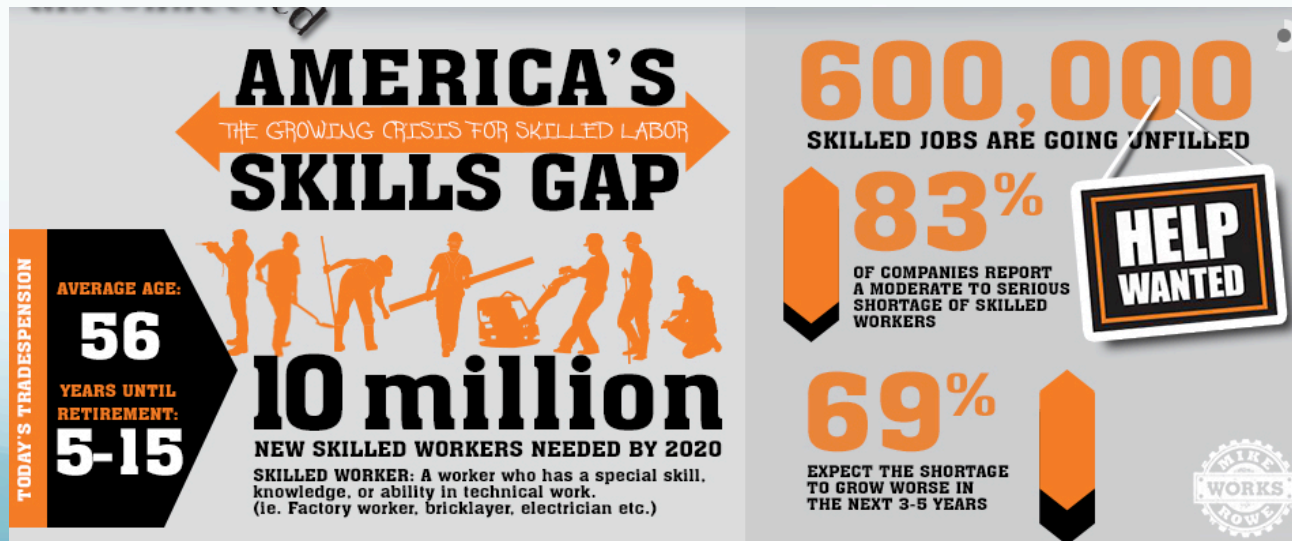
Data from a College Entrance Exam and sending 100% of our graduates to college should not be our measurement of school success

CTE Pathways That Educate/Train Americans For “Gold Collar” Jobs/Careers

- Associates Degree (AAS)
 - Post Secondary Certificates
 - Industry Based Certifications
 - **Apprenticeships (todays topic)**
-
- All the above are examples of employer-based training (employer tuition refund programs are plentiful)
 - At least some postsecondary education or training is becoming the entry-level requirement for many “gold collar” jobs.

Manufacturing Jobs

- 1 million new manufacturing jobs will open up in the next 10 years (PWC) - (The SME estimate says this may be up to 3,000,000 by the end of this year)
- 600,000 current manufacturing jobs open today around the U.S. (BLS)
- 30,000 new manufacturing jobs will be created each year in Illinois for the next ten years (IMA)



Gold Collar Employment/Industries

- Process Plants (Chemical, Oil, Gas etc.)
- Manufacturing (across the spectrum)
- Trades (Electricians, Boilermakers, Carpenters, Pipefitters, Welders, Machinists, HVAC etc.)
- Utilities (Nuclear, Coal, Gas, Renewables)
- Commercial Buildings (Hospitals, High Rises, Apartment Buildings, Physical Plants etc.)

What Is Registered Apprenticeship

- **It's a job/career** :Includes at least 2000 hours of on-the-job learning from a mentor.
- **It's an education**: Includes at least 144 hours of technical and/or classroom training per year.
- **It's a credential**: Receive a nationally recognized and industry valued credential.
- **It's industry driven**: Designed to meet industry's demand for highly skilled occupations

Registered Apprenticeship Advantages (1937)

- Employer Benefits
- Apprentice Benefits
- Workforce Development Benefits
- Community Benefits
- National Benefits

Employer Benefits

- Highly skilled employees
- Reduced turnover rates
- High productivity
- Lower recruitment investment
- More diverse workforce
- Creation of career pathways

Apprentice Benefits

- Nationally recognized
- Improved skills and competencies
- Higher wages as skills increase
- Career advancement
- Continuing training at local union training centers
- Excellent benefit packages (including pension)
- Job flexibility

Workforce Development/Community/National Advantages

- Align with workforce system goals and performance outcomes
- Industry-driven with 250,000 sponsors nationwide
- Nearly 400,000 apprentices nationwide
- Wages earned spent in local communities
- Projects built with skilled labor improve quality
- Veterans may use GI bill for OJT training (monthly VA benefits along with regular pay)

Are You Ready For An Apprenticeship????

- A rewarding but demanding choice
- Requires determination, commitment, attitude and physical conditioning to succeed
- Apprenticeship graduates average \$45,000 to \$60,000 per year depending on career and region of country
- The ability to “learn and earn” (no college debt)
- Many programs award AAS degrees upon completion
- Develop a skillset that is in demand by high tech industries
- A journey level worker receives excellent wages and benefits

Typical Apprenticeship Requirements

- High school diploma or G.E.D certificate
- Birth certificate (authorization to work in USA)
- Pass pre-employment aptitude testing (math/reading/writing/charts/graphs/assembly etc.)
- Pass alcohol/drug screen (remain fit for duty during training/employment)
- 18 years of age upon starting
- Valid drivers license and clean driving record (good transportation)
- If military record, a DD214 is required
- Good health and physically able to perform all phases of work
- Previous education and training may be able to be applied in the selected apprenticeship program (supply written work history/education transcripts)

What Is School-To-Apprentice (STA)

- Program for Juniors and Seniors
- Students interested in the construction trades
- Must meet academic and technical preparation in high school
- Meet established standards
- May be selected for a paid supervised work experience
- Usually during summer months between Jr and Sr year

For The Student

- Preparation for potential entry into a “Federally Registered Apprenticeship Program”
- Lead to a rewarding career in the construction industry
- Qualification improvement for future acceptance
- Obtain valuable, paid work experience in your chosen field
- Build a foundation for a long term relationship with a local employer

For The Employer

- Assist young people who have the potential to become valuable future employees
- Work with young people who have met rigorous standards and are preparing to enter a career in construction
- Help provide the industry with future trades people
- Support education to meet the realistic needs of students and the economy

Established STA Standards/Activities

- Successfully complete a qualifying CTE course as a Jr (grade of B)
- Overall GPA of “C”
- 95% of attendance
- Parental/guardian support
- Demonstrate good citizenship, workplace ethics and behaviors
- Complete OSHA 10 certification (Local 597 Pipefitters)
- Complete First Aid/CPR certification (Local 150 Operating Engineers)
- Receive positive teacher references and support

STA Standards Continued

- Reliable transportation/valid drivers license/ be insurable
- Interviewed by employer(s) and approved for the STA program
- Pass a physical exam (drug testing) & be able to perform tasks
- Fulfill all academic and vocational STA requirements
- Attend a parent/student/employer training recognition banquet
- Maintain a weekly log and obtain employer signature (work phase)

STA Implementation Activities

- Meetings every other month
- School Coordinators & Apprentice Coordinators (Local Union Training Directors)
- Approved timetable of all activities 2014-2015
- Update all STA forms
- Discuss business environment and apprenticeship class applications
- STA participants visit four Union Training Facilities during STA process (OSHA 10-Pipefitters, CPR-Operators, Banquet-Electricians, Interview Process-Plumbers)

Parents/Guardians Responsibilities

- Provide commitment to ensure student success
- Understand STA policies and actively monitor student progress
- Ensure student has a reliable means of transportation
- Sign and become an active participant in a written contract between student, employer, instructor, parent/guardian and STA coordinator

Employers Responsibilities

- Active role in students education
- Offer a wide range of skills related to their related career goal
- Monitor and report student progress
- Sign and become an active participant in a written contract
- Provide appropriate drug testing
- Provide paid work-based learning experiences
- Follow appropriate Federal Child Labor Laws and company insurance requirements

Local Union Websites

- Mechanics Local 701, Countryside, IL www.mech701.org
- IBEW Local 176, Joliet, IL www.ibewlocal176.org
- Carpenters Training Center, Elk Grove Village, IL www.chicap.org
- Roofers/Waterproofing Local 11, Indian Head Park, IL www.chicagoroofers.org
- Operating Engineers Local 150, Wilmington, IL www.asiplocal150.org
- Craft Laborers, Chicago, IL www.chicagolaborers.org
- Heat/Frost Insulators Local 17, Tinley park, IL
- Pipefitters Local 597, Mokena, IL www.pftf597.org
- Plumbers Local 130, Joliet, IL www.jac130.org
- Boilermakers Local 1, Chicago/Oak Lawn, IL www.bnap.com
- Bricklayers Training Center, Addison, IL www.bac2school.org

Questions?

- Neal Kauffman, TREES Project Coordinator, 815-727-2714, nkauffma@jjc.edu
- Brian Gordon, TREES Director, 815-727-2714, brian.gordon@jjc.edu
- TREES Web Site, www.cteintrees.wix.com/trees



What Employers Want You to Know



Mike Rowe on Skilled Trades

