



MORE THAN A GREAT FUTURE. #BeMoreAtMCC

BUSINESS LED APPRENTICESHIPS

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Are We Already Behind?

- Employers Pickier About Job Applicants' Skills – NPR. Nov. 2010
- Stubborn Skills Gap in America's Work Force – The New York Times. Oct. 2013
- Skills Shortage Means Many Jobs Go Unfilled – The Wall Street Journal. Jan. 2014
- Employers Aren't Just Whining, the "Skills Gap" Is Real – Harvard Business Review. August, 2014
- Time to worry about the manufacturing-skills gap – CNBC. May, 2015
- The Skills Gap Is No Laughing Matter – The Wall Street Journal. October 2016.
- America Has to Close the Workforce Skills Gap – Bloomberg View. April, 2017



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Colliding Pressures

Skills Gap

KC unemployment rate is 4.3%, lowest in 16 years.

Forbes listed KC 4th in the US for manufacturing growth!

Economic Growth

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MCC-BT Has Skilled Employees, But....

- Our skilled trades students are in high demand!
- Many have gainful employment before graduating:
 - Tool and Die is 90%+
 - Welding is 95%
 - INTE is 95%
 - HVAC is 95%

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Skills gap is widening with 60% of the 3.4 million manufacturing jobs going unfilled by 2025.

The skills gap is widening
Over the next decade nearly 3 ½ million manufacturing jobs will likely be needed and

2015 2 Million 2025
are expected to go unfilled due to the skill gap

The implications are significant
Every job in manufacturing creates another 2.5 new jobs in local goods and services. For every \$1 invested in manufacturing, another \$1.37 in additional value is created in other sectors.

The Manufacturing Report, 2015

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How to Fix The Problem

To address the skills gap, manufacturers and agricultural not only have to find workers with the skills required to meet today's and tomorrow's advanced manufacturing requirements, **they must also develop and engage their existing workforces.**

Manufacturing Institute, 2015


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Apprenticeships Work!

- ROI for business is approximately \$1.50 for every \$1.00 invested in an apprenticeship.¹
- Nearly 9 out of 10 apprentices stay on as employees after completing their apprenticeships.¹
- 94% of employers would recommend registered apprenticeship as a strategy to other employers.²

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 1. U.S. Department of Labor. 2017
 2. Lerman, Eyster, Chambers. 2009

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Apprenticeship Programs

- Growing apprenticeship programs is a major initiative for the current administration
 - Previous investment of \$95 million in ApprenticeshipUSA
 - Additional \$200 million investment expected next year
 - Keystone initiative for the US Labor Secretary



Over 533,000 apprenticeships are available nationwide in more than 1,000 occupations.

#APPRENTICESHIPWORKS

 ApprenticeshipUSA™

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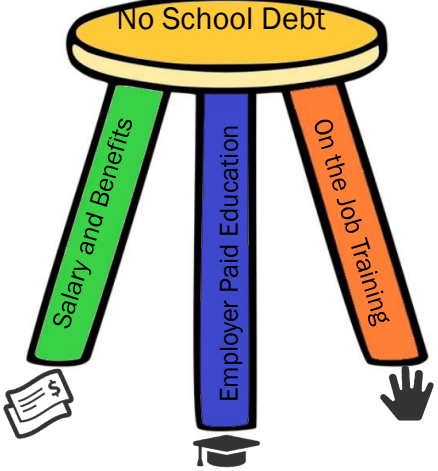
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What is An Apprenticeship Program

Foundation for Great Career & No School Debt



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How is an Apprenticeship sponsored?

Employer Sponsored
MCC Sponsored
Union Sponsored

Education at MCC
+ Regular W4 wages

DOL Apprenticeship

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How do Apprenticeships Work?

What are the Components of Registered Apprenticeship?

- 01 BUSINESS INVOLVEMENT**
Employers are the foundation of every Registered Apprenticeship program.
- 02 STRUCTURED ON-THE-JOB TRAINING**
Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.
- 03 RELATED INSTRUCTION**
Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, apprenticeship training schools, provided on-line or at the job site.
- 04 REWARDS FOR SKILL GAINS**
Apprentices receive increases in wages as they gain higher level skills.
- 05 NATIONAL OCCUPATIONAL CREDENTIAL**
Registered Apprenticeship programs result in a nationally-recognized credential - a 100% guarantee to employers that apprentices are fully qualified for the job.

U.S. Department of Labor

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Benefits for the Business

- Customized on the job training
- Accredited coursework taught by skilled instructors
- Quality, state of the art training facilities and labs
- Approved testing facilities and free tutoring
- Train The Trainer program
- Easy cost structure and program management



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Additional Business Benefits



- Investment in human capital
- Build employee relations
- Job posting marketability
- Standardized training for clients and customers
- Potential for OJT and tuition grant dollars

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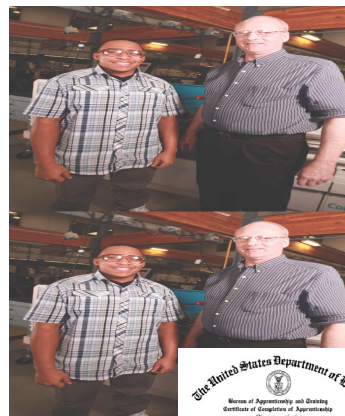
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Benefits for the Apprentice

- Certificate of a Federally Approved Apprenticeship
- Possibility of an Associates in Applied Science
- Industry related certifications and testing
- Minimum wage or better with wage increases as their skills increase



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Benefits for MCC-BT



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The MCC Program

- 2,000 hours of on the job training per year with a mentor
- Up to 16 credit hours of related instructional courses per year
- Probationary period equals 25% of program up to one year
- Incremental increase in paid wages
- Train-The-Trainer Program for seasoned mentors
- Yearly on the job site visits by an MCC instructor
- Easy flat fee* that includes books

*Must be US citizen, otherwise special rates apply.

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Program Sponsor – handles paperwork, DOL requirements, training, and job site visits.

Employer's apprentice, assigns seasoned mentor, approves OJT, pays tuition.

Tracks OJT, adheres to MCC, DOL, and employer requirements.

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Program	Years for Completion	AAS Degree	Certificate
Production Technician	16 months		
Machine System Technician	2 year		Level 1 Certificate
Welding	2 and 4 year program	4 year	AWS Level 1 & 2
Industrial Electrical	4 year program	*	Level 1 Maintenance, Level 2 Electrical
Maintenance Mechanic	4 year program	*	Level 1 & 2 Maintenance
Mechatronics	5 year program	Yes	
Building Maintenance	2 and 4 year program	4 year	
Tool & Die Program	4 year program	*	Mill/Lathe Certification, T&D Certificate
**Additional Programs upon request			

coursework completes AAS.

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Program Set-Up

- Appendix A – DOL paperwork outlining the program.
 - Wage progression schedule
 - On the Job Training
 - Instructional courses

Appendix A
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BUSINESS & TECHNOLOGY
ADVANCED MANUFACTURING GROUP

WORK PROCESS SCHEDULE
OCCUPATION TITLE OF
Tool and Die Maker
O*NET SOC CODE: 51-1111.00 RAPIDS CODE: 6586

- TYPE OF OCCUPATION**
 Time-based Competency-based Hybrid
- TERM OF APPRENTICESHIP**
 The term of the occupation is 4 years with an OIL attainment of 8000 hours, supplemented by the minimum required 576 hours of related instruction.
- RATIO OF APPRENTICES TO JOURNEYWORKERS**
 The apprentice to journey worker ratio is: **One (1) Apprentice(s) to One (1) journey worker(s).**
- APPRENTICE WAGE SCHEDULE**
 Apprentices shall be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journey worker wage rate, which is Minimum of **\$22**.

4 Year Term Example:


1st	0000-1000 hours=	\$13.20	5th	4001-5000 hours=	\$17.60
2nd	1001-2000 hours=	\$14.30	6th	5001-6000 hours=	\$18.70
3rd	2001-3000 hours=	\$15.40	7th	6001-7000 hours=	\$19.80
4th	3001-4000 hours=	\$16.50	8th	7001-8000 hours=	\$20.90
				Final Wages=	\$22.00
- WORK PROCESS SCHEDULE.** (See attached Work Process Schedule)
 The sponsor may modify the work processes to meet local needs prior to submitting these Standards to the appropriate Registration Agency for approval.
- RELATED INSTRUCTION OUTLINE.** (See attached Related Instruction Outline)


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MCC Sign Up Process

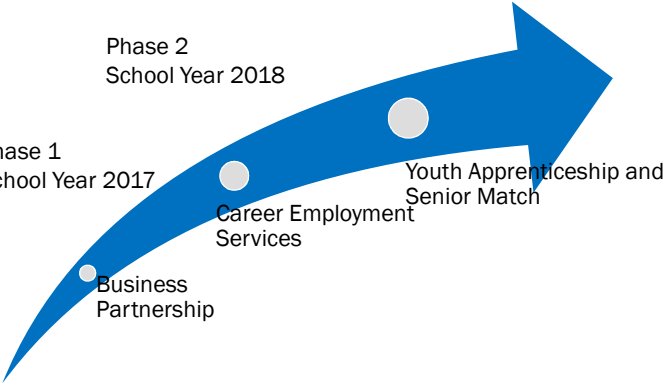
1. MCC Paperwork (one time paperwork)
 - 3rd party payer and MOU
 - DOL Appendix E
2. MCC Student Enrollment
3. Accuplacer test or ACT results
4. Enroll in classes and set up OJT tracking form



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Program Growth Plan




Phase 2
School Year 2018

Phase 1
School Year 2017

Business Partnership

Career Employment Services

Youth Apprenticeship and Senior Match

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Current Apprenticeship Pipeline


	Employed	Unemployed
Experience/ Coursework	<ul style="list-style-type: none"> • Skill Up Current Employees 	<ul style="list-style-type: none"> • K12 Dual Credit • Current MCC-BT Students • FEC Pipeline
No Experience	<ul style="list-style-type: none"> • K12 Youth Apprenticeship Program • Internship Program 	<ul style="list-style-type: none"> • K12 Student Pool • Career Employment Services • Apprenticeship Academy

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“It’s easy to forget that the dignity of work has little to do with the actual job, and everything to do with the skills needed to perform it. We simply have to get back to teaching those skills. And there’s no better way to do that than through an apprenticeship program.”

-Mike Rowe, Dirty Jobs – April, 2017



IN 1977, THIS POSTER WAS HANGING IN MY GUIDANCE COUNSELOR'S OFFICE. I THINK IT'S QUITE POSSIBLY THE WORST ADVICE I'VE EVER SEEN. I HATED IT SO MUCH, I CHANGED IT.

- Mike Rowe, Dirty Jobs

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