

# Apprenticeship Virtual Learning Community

September 11, 2024

Manufacturing

**Welcome!  
Please put  
your names  
and  
institution in  
chat.**

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Agenda

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National Apprenticeship Week

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Manufacturing Apprenticeships

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Questions and Discussion

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Nuts and Bolts Follow up  
Conversations

# National Apprenticeship Week



What have you done in the past for National Apprenticeship Week?

*Student facing? Employer facing? Community facing? College facing?  
Celebratory? Awareness building? Using themes?*

# National Apprenticeship Week



- Monday: **Youth and Young People Apprenticeship Day**
- Tuesday: **Registered Apprenticeship in New and Emerging Industries and Around the Globe**
- Wednesday: **Expanding Registered Apprenticeship to Underserved Populations**
- Thursday: **Women in Apprenticeship**
- Friday: **Federal Apprenticeship and Veterans in Apprenticeship**

# Please complete this brief poll!

Located in the Chat You will find the following survey:

[https://cod.zoom.us/survey/4K6HKjdMcUe\\_BkppbDR8OjiFUkiGDUX7dWI4MUcBzs-Xj6J-IX8.NThBLIoIVFwH67X8/view?id=I5lOg6e5R4eSZkZxIO3tUA#/sharePreview](https://cod.zoom.us/survey/4K6HKjdMcUe_BkppbDR8OjiFUkiGDUX7dWI4MUcBzs-Xj6J-IX8.NThBLIoIVFwH67X8/view?id=I5lOg6e5R4eSZkZxIO3tUA#/sharePreview)



# ICC Active Apprenticeship Programs

**Department of Labor (DOL) Registered Apprenticeship Programs (RAP):**

Industrial Maintenance, Industrial Electrical, CNC Precision Machinist, Mechanical Maintenance Tech, Automotive Technician

**Department of Labor (DOL) Registered Apprenticeship Programs (RAP) IN PROCESS:** Welding, HVAC Technology, HVAC Technician, Customized: Electrical, Mechanical, Electro-Mechanical

Apprenticeship Program	Employer	# of Current Apprentices	Length	DOL Registered
Industrial Electrical Technology Machine Tool Technology Industrial Maintenance Certificate	Liberty Steel	14 2 4	2.5 years 2.5 years 1 year	Yes Yes Yes
Industrial Maintenance Technology	Caterpillar - Mapleton, IL	34	2.5 years	Yes
Customized Industrial Maintenance Customized Machine Tool Technology	Eaton	6 6	2.5 years 2.5 years	Yes Yes
Customized Electro-Mechanical	Nestle	1	1.5 years	Yes
Customized Industrial Maintenance Customized Industrial Electrical	Caterpillar - Mossville, IL	3 3	1 year 1 year	No No

# Illinois Central College

- Schedule varies based on employer needs (e.g. half-day, 8 week, semester)
  - Students are integrated into sections w/ non-apprentices unless employers select to fill/buy out the section
- Employers pay training costs - some receive LWIA incumbent worker funding
- Employers pay FT wages or a stipend while apprentice is engaging in RTI
- Employer pays ICC concierge fee for services

# ICC Apprenticeship Concierge Services

## STUDENT SUPPORT

### Orientation (individualized)

- Instruction for accessing email, student accounts, Canvas (LMS)
- Review campus map and classroom locations
- Order books/tools/supplies - deliver first day of classes each semester
- Schedule explanation (Go over classes days/times/room location)
- Obtaining Student IDs

### Selection/Recruitment/Enrollment Efforts

- Resolve student account issues to allow enrollment including Holds, required documentation, and required consent and other “to do” tasks
- Placement testing (including prep)
- Review financial aid opportunities
- Coordinate schedules and enroll to maximize a “cohort” methodology when possible – work with Academic department schedulers/program leads

### Ongoing Apprentice Case Management

- Weekly meetings/check in with apprentice
- GPEAK/Essential Employability Badging
- Instructor communication
- Advocate for apprentice to remove academic barriers
- Internally - referral to tutoring, notifying dean/instructor of concerns, counseling
- Externally – referral to community resources

## EMPLOYER SUPPORT

- Weekly update to employer with attendance concerns or issues
- Notify employer when apprentices express concern regarding on-the-job learning
- Attend employer informational sessions to support selection and recruitment
- Coordinate scheduling solutions to provide OJL opportunities
- Provide classroom presentation opportunities to source for apprenticeships
- Recruit apprentices at community events – direct them to partner employers
- Apprenticeship Mentor training
- Apprenticeship paperwork
- DOL/RAPIDS Support



# Heartland

We've identified the following pillars for our RA programs:

- ★ Employer guarantees payment up front for cost of instruction
- ★ Employer allows release time for the apprentice to attend classes on campus
- ★ Employer pays apprentice for instruction time, wage/stipend
- ★ Employer pays 15% Administrative Fee on total cost for each semester

An MOU is established between each employer and HCC

# Heartland

## Our Concierge Services

- ★ Accommodate employers release time for Related Training Instruction (RTI)
- ★ Use of FLITE Lab (Flexible Learning for Industrial Education)
- ★ Coordinate Tutoring Services
- ★ Apprentice Study Communities
- ★ Attendance: Check-in/Check-out

# Heartland

The following occupations are registered with the Department of Labor:

- Industrial Maintenance Mechanic: 4 Employers - 42 apprentices
  - Tool and Die Maker: 1 Employer - 4 Apprentices
  - Building Maintenance Repairer: 1 Employer - 1 Apprentice
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- Majority of apprentices are incumbent workers - upskilling
  - Apprentices are enrolled in sections with general population - Section buyout is an option
  - Manufacturing RA programs typically take 2-3 years to complete - 6 to 12 credit hours per semester

# College of DuPage

## Manufacturing apprenticeships are DOL Registered Programs

- Apprentices are enrolled in sections with general population
- Employers pay training costs - some use alternate funding sources: LWIA funding, regional foundation, Federal - DOE grants, industry association sources, etc.
- Wrapped around Certificate - taking 2-3 courses a term for 2 years
- More employers that are small-to-medium sized manufacturers
- Serve as both sponsor to apprentices and RTI provider to employer-led apprenticeships

# College of DuPage

The following occupations are registered with the Department of Labor:

Apprenticeship Program	# of Employer	# of Apprentices
CNC Operator and Programmer	5	7
Electromechanical Equipment Assembler / Precision Assembler	1	1
Electrical Technician	2	7
Electromechanical Technician	3	6
Industrial Maintenance Mechanic	9	21
Welder	1	1



# College of DuPage Program Components

- Housed in Academic Affairs - supporting WBL similar to internships
- No additional fees are charged to the employer beyond the cost of tuition
- Helps employers recruit potential candidates
- Provided direct case management support
- Implementing a Financial Literacy component
- Staffing to support functional area

# Manufacturing Apprenticeship Questions

What are you seeing?  
Do you do something different  
than these models?  
What barriers have you seen?  
What challenges are you  
facing?  
Where have you seen success?  
What questions do you have?



# Nuts and Bolts Follow-up

Please complete the poll on Manufacturing Apprenticeships:

<https://www.menti.com/al5vtof92jgs>

**\*\*NEW\*\***

Drop-in Session: Wednesday, September 25, 2024, at 9am

*Looking for some riveting conversation to go with your morning coffee?*

*Drop in to share thoughts, ask questions, and exchange ideas about Manufacturing Apprenticeships.*

*(Look for calendar appointment with Zoom link)*

# Upcoming Learning Communities

Next Industry Highlight: Healthcare on October 9, 2024

Information Technology in December

# Thank You

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