



Mountain Area Workforce Development Board

Celebrating Apprenticeship in Western North Carolina

May 12, 2020

Virtual Apprenticeship Breakfast Meeting via Zoom

Welcome- Nathan Ramsey, MAWDB Director



Agenda



339 New Lancaster Hwy., Suite 140
Asheville, NC 28806
p: 828.251.6622 | 800.727.0557
f: 828.251.6353 | w: landofsky.org



Celebrating Apprenticeship in WNC
May 12, 2020

8:30 am – 10:00 am

Virtual Apprenticeship Breakfast Meeting via Zoom

Please join the Mountain Area Workforce Development Board's Virtual Apprenticeship Breakfast Meeting (coffee/juice and meal of your choice at your workspace) as we highlight a workforce strategy that benefits companies, employees, and career seekers. Take advantage of what Apprenticeship has to offer and see how it can help you grow your local workforce.

1. Welcome- Nathan Ramsey, Director, Mountain Area Workforce Development Board (MAWDB)
2. Apprenticeship Greetings from Apprenticeship NC- Kathryn Castelloes, Director
3. And the Winner Is- MB Haynes- Tamara Edwards and Shane Massey
4. Making it Happen- Brittany Brady- Henderson County Partnership for Economic Development-
5. PAYA-- Dr. Elizabeth Standafer- State-wide Youth Coordinator, Apprenticeship NC
6. H&T 4 Me- Charlie Milling- Regional Consultant, Apprenticeship NC
7. A Diamond in the Rough- Jonathan Szucs- Advanced Superabrasives
8. Innovative ideas and practices- Barbara Darby, Regional Business Services Coordinator, MAWDB
9. Questions and Answers for Speakers
10. Thank you

Zoom Information:

You are invited to a Zoom meeting.

When: May 12, 2020 08:30 AM Eastern Time (US and Canada)

Register in advance for this meeting:

<https://zoom.us/join/zoom/register/tYrd-Chp28tHNVaiWp2m8MJBzOZBODsy3Xa>

After registering, you will receive a confirmation email containing information about joining the meeting.

Resources for Apprenticeship

To learn more about Apprenticeship NC, please visit: <https://www.apprenticeshipnc.com/>

To learn more about PAYA, please visit: <https://www.nccommunitycolleges.edu/news-center/news/apprenticeship-awarded-grant-expand-youth-apprenticeship-pathways>

<https://www.newamerica.org/education-policy/partnership-advance-youth-apprenticeship/>

https://www.apprenticeshipnc.com/sites/default/files/file-uploads/apprenticeshipnc_regional_consultant_map_3-24-2020.pdf



Apprenticeship NC

Kathryn P. Castelloes

Apprenticeship Director

Apprenticeship NC

- Program Registered: 885
- Apprentices Registered: 11,727
- Grant Funds to assist in training: \$2.3 million
 - Over \$750,000 spent on education assistance
- Applying for 2 additional grants to provide assistance in training
- Currently: Legislation for tuition waiver with Pre-Apprenticeship/Registered Apprenticeship for high school students
 - 432 active youth apprentices
 - 89 employers



And the Winner is...



2018 – Apprentice of the Year

2019 – Apprentice of the Year

Outstanding Registered Apprenticeship
Employer

2020 – Outstanding Registered Apprenticeship
Program

State of North Carolina
Apprenticeship NC
North Carolina Community College System
Outstanding Registered Apprenticeship Program

MB Haynes

March 5th, 2020

In recognition for an outstanding leader in a Registered Apprenticeship that improves the skills, talent, and capabilities of your employees.

Shane Massey, Internal Operations Manager/Recruitment
HAYNES Electric

Tamera Edwards, PHR, Vice President - Human Resources
MB HAYNES Corporation



MB Haynes

<https://youtu.be/FqUgVUuxn34>



Our History with Apprenticeship

- 1951 – 1st Electrical Apprentices Registered through the NC Apprenticeship Program
- 1972 – Electrical Apprenticeship brought In-House at MB HAYNES
- 2014 – HVAC Service Apprenticeship Program Started
- 2015 – Overhead and Underground Electrical Distribution Program Started
- 2018 – Plumbing Program Started
- 2018 – Pipefitting & Pipewelding Program Started
- 2020 – Sheetmetal Program slated to start Fall 2020



Apprenticeship by the Numbers (pre-COVID-19)

HE – 156 – Field Employees
66 – Completed the Program
70 – Currently enrolled in the Program
20 – Office Employees (PMs, Estimators)
15 completed the program
9 – Warehouse Employees
3 Completed Program
2 Currently Enrolled

HEU – 102 Field Employees
21 – Currently in the Program
6 – Completed the Program

HH&C – 71 Field Employees(Service & Construction)
13 – Currently Enrolled
3 – Completed Program

HH&C – 71 Field Employees(Service & Construction)
13 – Currently Enrolled
3 – Completed Program

HP – 31 Field Employees
8 – Currently Enrolled

HMI – 48 Field Employees
3 – Currently Enrolled
2 – Completed Program as Journeymen to be Instructors

HAYNES WAY







Making it Happen

Brittany Brady

Henderson County Partnership for Economic Development

**APPRENTICESHIP
2020-2021
PARTNERS**



BYERS PRECISION

+GF+  **LINAMAR**



MERITOR



elkamet



WestRock



RAUMEDIC
— Lifeline to Health —

MECHATRONICS ENGINEERING TECHNOLOGY CERTIFICATE PROGRAM

CLASSROOM SCHEDULE



Blue Ridge Community College Mechatronics Engineering Technology
 Certificate Program (C40350)
 Industrial Manufacturing Production Technician (17-302909)
 Suggested Sequence: Apprenticeship 3000 hours

Semester	Summer 1	Fall 1	Schedule **Monday Only	Spring 1	Schedule **Monday Only	Summer 2	Fall 2	Schedule **Friday Only		
Technical Courses	Assessment Process and Hiring	MAC 171 Measurement / Material Safety (2/1)	8:00 am - 11:00 am	EGR 115 Intro to Technology (5/8)	8:00 am - 1:00 pm	Internship No Classes Scheduled	MNT 110 Intro to Maint Procedures (4/2)	8:00 am - 12:00 pm	T o t a l s	
	Pre-Hire 8 Hr		Lunch 11:00 am - 12:00 pm		Lunch 1:00 am - 2:00 pm			Lunch 12:00 pm - 1:00 pm		
		ISC 170 Problem-Solving Skills (3/3)	12:00 am - 3:00 PM	EGR 115A Intro to Tech Lab (8/1)	2:00 pm - 5:00 pm			ISC 220 Lean Manufacturing (4/3)		1:00 pm - 5:00 pm
		Study Lab - Instructor led	3:00 pm - 5:00 pm							
Mathematics	Developmental Math as needed									
Communications	Developmental Reading as needed									
Total Contact Hours	8	80		128			128		344	
Credit Hours		4		4			5		13	

Student Readiness Requirements:			
**50 Minutes with 10 minute breaks	DMA 010 through DMA 080	Developmental Math Skills	Basic Computer literacy skills (mouse, saving files, basic email, Moodle Online)
	DRE 098	Reading and English Skills	

APPRENTICESHIP SALARY SCALE

START OF PROGRAM	\$14.00/hour
END OF FALL SEMESTER 1	\$14.50/hour
END OF SPRING SEMESTER 2	\$15.50/hour
END OF PROGRAM	\$17.00/hour (minimum)

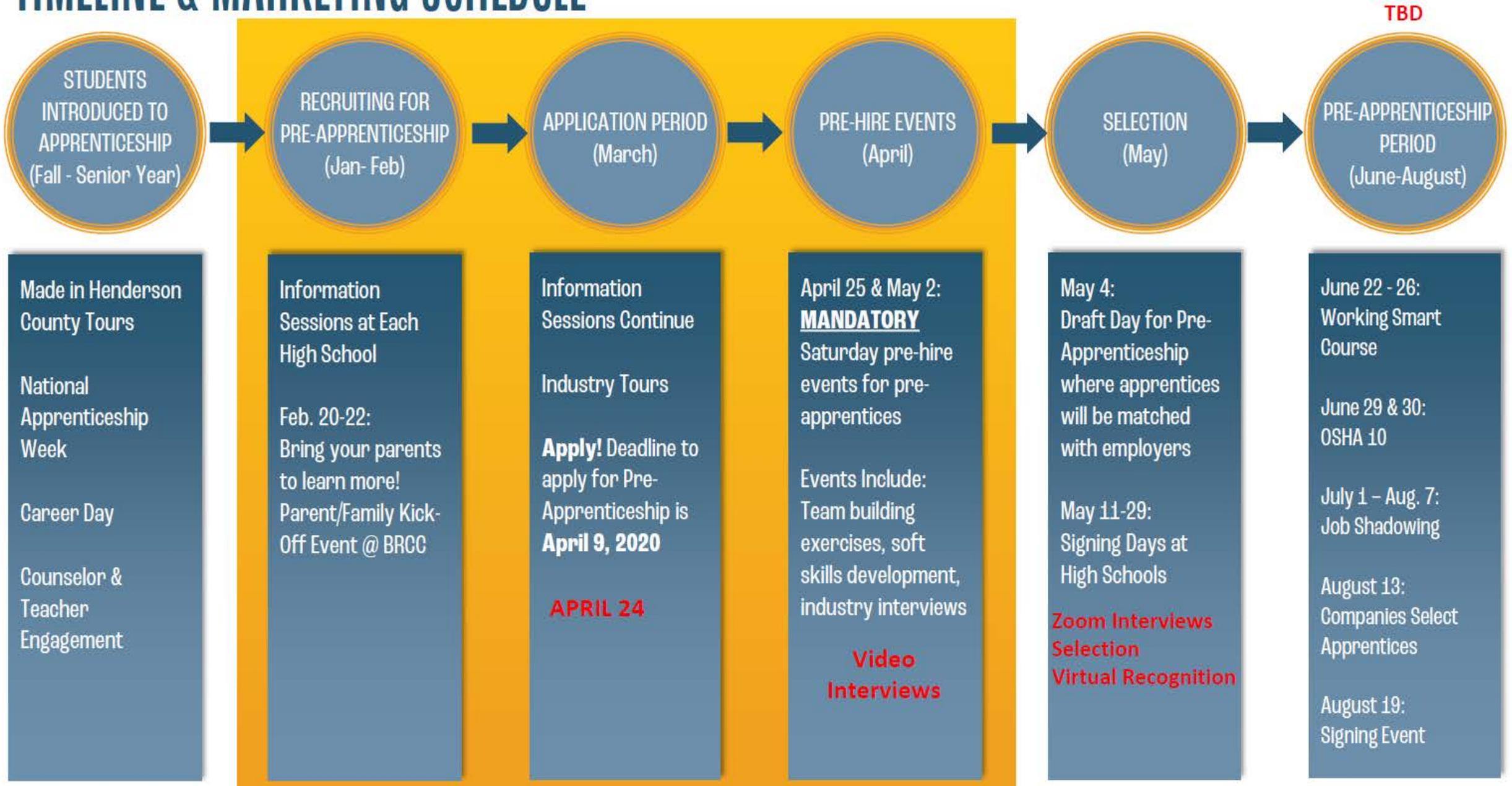
AVERAGE ANNUAL COST OF LIVING IN HENDERSON COUNTY, NC:

FOOD: \$2,986
MEDICAL: \$2,195
HOUSING: \$10,740
TRANSPORTATION: \$4,236
OTHER EXPENSES: \$2,656
ANNUAL TAXES: \$4,006
TOTAL = \$26,819

APPRENTICESHIP SALARY
AFTER PROGRAM COMPLETION=

\$35,360

TIMELINE & MARKETING SCHEDULE





Questions?

Brittany Brady
Henderson County Partnership for Economic Development
Brittany@hcped.org

828-692-6373



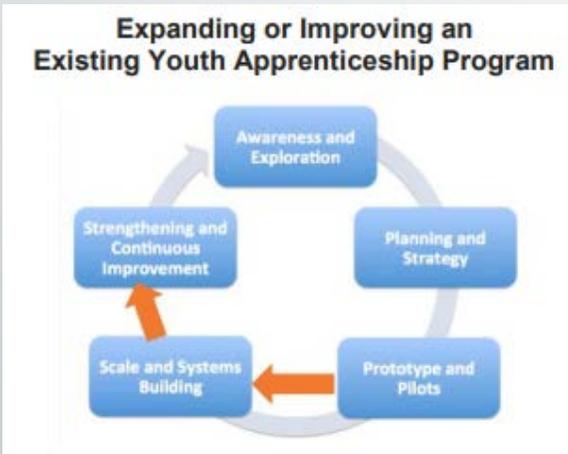
PAYA

Dr. Elizabeth Standafer

Apprenticeship NC



Goals for Expanding the Work



NORTH CAROLINA PARTNERS

- Charlotte Executive Leadership Council
- North Eastern NC Career Pathways, NC Commerce
- Western Region Apprenticeship Expansion and Collaboration

- Disability: IN
- Eastern Triad Workforce Initiative
- NC Business Committee for Education, Governor's Office
- NC Department of Public Instruction, Career & Technical Education
- NC Justice Center

Prototypes and Pilots

Figure 3.1: Partnership Aims

Region 	Type	Industry Sector(s)	Stage	Lead Organization	Project Development and Improvement	Vision and Strategy
MOUNTAIN 	Mixed	Hospitality and Tourism	Forming	Community Colleges Western Region Apprenticeship Expansion and Collaboration	Form and develop employer participation in the mountain region of NC. Seek industries in the Hospitality and Tourism Sector. Track participation with Navigator tool, CRM and NCRAN	Create sustainability through professional development: -public/private partnerships -youth recruitment models -equity -develop proof of concept
PIEDMONT 	Urban	Financial Services— “Fin-tech”	Expanding	Community Organization Charlotte Executive Leadership Council	Increase apprentice and employer participation in the Piedmont region of NC. Expand into a new sector in the Financial Service Sector - IT from the traditional Apprenticeship2000 model. Track participation with Navigator tool, CRM and NCRAN	Create sustainability through professional development: -public/private partnerships -youth recruitment models -equity -develop proof of concept
COASTAL PLAIN 	Rural	Agribusiness	New	Workforce Boards North Eastern North Carolina Pathways	Increase apprentice and employer participation in the coastal plain region of NC. Create new Agribusiness apprenticeship utilizing certified career pathways. Track participation with Navigator tool, CRM and NCRAN	Create sustainability through professional development: -public/private partnerships -youth recruitment models -equity -develop proof of concept



H&T₄ME

Charlie Milling

Apprenticeship NC

Hospitality and Tourism Apprenticeships

- Youth apprenticeship program initially involving Buncombe County High Schools, Asheville High School, Madison High School, and Brevard High, AB-Tech CC, Blue Ridge CC, area employers (Biltmore Estate, Biltmore Farms, Chestnut, Grove Park Inn, Virtelle Hospitality, Hotel Arras, The Greystone Inn, Hampton Inn), MAWDB, Transylvania County Tourism, and Transylvania County Educational Foundation
- Involve culinary arts, housekeeping, and hotel associate occupations
- Begin in high school and finish with a certificate or associates degree



A Diamond in the Rough

Jonathan Szucs

Advanced Superabrasives



Advanced Superabrasives Youth and Adult Apprenticeship Success

- Successful apprenticeships
- What works and what doesn't
- Mentors training young workers
- ASI is one of 2 companies in Madison and Buncombe that will allow youth on site for apprenticeships





Innovative Ideas and Practices

Barbara Darby

Regional Business Services Coordinator, MAWDB

Friday Services Apprenticeship in Industrial Maintenance

Roles of Partners

- Friday Services – Sponsor & Employer of Record for 5* of the 11 participants
- Demmel*, Arcadia Beverage*, AVL, Reich LLC, and Diamond Brand – Partner Employers (32 hrs/wk)
- Blue Ridge Community College – Education Provider-Coursework (8 hrs/wk)
- MAWDB – WIOA sponsored 5 apprentices in a 800 hr. OJT; Contract between MAWDB and Friday Service's

Responsibilities of Partners

- Friday's tracks work hours and handles payroll, monitors progress, and maintains apprenticeship paperwork
- BRCC conducts classroom and virtual education, tracks classroom hours & sends hours to Friday's; apprentices are paid for classroom hours
- MAWDB – processes 50% wage reimbursement to Friday Services for WIOA enrolled apprentices; monitors progress and WIOA compliance
- When apprentices reach 800 training hours, OJT contract ends and apprentices continue on-the-job learning
- MAWDB communicates with Friday Services and apprentices



- *Friday's is thrilled to be able to partner with our Employer Clients to organically grow the talent of the employees for the future of their organizations. When clients asked how we could help them in their Talent Shortage, fortunately we were able to become an Apprenticeship Sponsor. This allowed us to hand-select employees/potential students to present to our Employer Clients to interview and select for their specific businesses. Once the "RIGHT PERSON WAS SELECTED FOR THE RIGHT JOB" the magic began. The apprentices land a full-time position with competitive wages and planned increases and the Employer Partners train their apprentices for their specific manufacturing facilities and have a full-time hire at the end of the Apprenticeship. It is a WIN-WIN for both the employee and our customers in WNC Communities.*

*Deborah Pressley, CSP
Friday Services Vice President, COO*

- *I would just say that this program has given me confidence that I'm working towards a great future and it can only go up from here.*

Sam Frame, Apprentice

Tools & Ideas

- www.workhands.us – software that will track all apprenticeship activities
- Electrical Wiring Competition among companies with apprentices
- Modeled after competition held at NC State Fair
- Could be held at Mountain State Fair or Construction Career Day
- Building foundation for Construction/Skilled Trades Career Pathway
- Expand Work-Based Learning Opportunities & Apprenticeship



Questions and Answers

- We will take questions from our guest to our speakers and will respond to the ones in the chat as well.

<p>Brittany K. J. Brady President & CEO Henderson County Partnership For Economic Development 330 N. King Street, Hendersonville, NC 28792 P: 828.692.6373 M: 828.243.4399 <a href="mailto:BrittanyBrady<Brittany@hcped.org>">Brittany Brady <Brittany@hcped.org></p>	<p>Kathryn P. Castelloes Apprenticeship Director Office: 919.807.6991 Cell: 919.368.4280 castelloesk@nccommunitycolleges.edu</p>	<p>Barbara Darby Regional Business Services Coordinator Mountain Area Workforce Development Board Land of Sky Regional Council 339 New Leicester Highway, Suite 140 Asheville, NC 28806 Cell Phone: 828-231.6611 (primary) Phone: 828-251-6622, ext. 1142 (Land Of Sky) barbarad@landofsky.org www.landofsky.org www.mountainareaworks.org</p>
<p>Tamera Edwards, PHR Vice President- Human Resources/ EEO Officer MB HAYNES Corporation 187 Deaverview Road P.O. Box 16589 Asheville, NC 28816 Office: 828-254-6141 Direct: 828-225-5434 Mobile: 828-778-5434 tedwards@mbhaynes.com www.mbhaynes.com</p>	<p>Shane Massey Internal Operations Manager/Recruitment 187 Deaverview Road Asheville, NC 28806 Direct: 828-225-5326 Mobile: 828-778-1368 Office: 828-254-6141 smassey@mbhaynes.com www.mbhaynes.com</p>	<p>Charlie Milling, M.Ed., M.S., SHRM-CP Western Region Youth Apprenticeship Coordinator Apprenticeship NC North Carolina Community College System (W) 919-750-6061 millingc@nccommunitycolleges.edu</p>
<p>Shari Phelps Apprenticeship NC Consultant NC Community College System phelpss@nccommunitycolleges.edu office: 828.782.2247 cell: 828.244.9279</p>	<p>Nathan Ramsey MAWDB Director Mountain Area Workforce Development Board 828.251.6622 (x161) nathan@landofsky.org</p>	<p>Elizabeth K. Standafer, Ed.D. Statewide Youth Apprenticeship Manager Apprenticeship NC North Carolina Community College System Phone: 919-414-5948 Elizabeth Standafer standafere@nccommunitycolleges.edu</p>
<p>Jonathan Szucs President Advanced Superabrasives Inc. PO Box 1390 Mars Hill, NC 28754 828-689-3200 js@asiwheels.com</p>		

Resources for Apprenticeships

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https://www.apprenticeshipnc.com/sites/default/files/file-uploads/apprenticeshipnc_regional_consultant_map_3-24-2020.pdf

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<https://www.newamerica.org/education-policy/partnership-advance-youth-apprenticeship/>

To learn more about US Department of Labor Apprenticeships, please visit:

<https://www.dol.gov/apprenticeship/>



THANK YOU FOR ATTENDING

Thank you for attending this presentation. We hope you enjoyed your breakfast and that you can use something from this presentation.

Please contact any of our presenters and try this work-based learning strategy to build your local workforce.