



2021 Annual Conference

**CONNECT AND BUILD YOUR WORKFORCE
WITH APPRENTICESHIPNC!**

Tuesday, April 27th

CONNECT AND BUILD YOUR WORKFORCE WITH APPRENTICESHIPNC!

Kathryn Castelloes



Director
ApprenticeshipNC

Kathryn Castelloes began working with the North Carolina Department of Labor in 1994 in the Pre-Apprenticeship Division. After working there for four years, Kathryn became an apprenticeship consultant with the Apprenticeship and Training Bureau. In 2006, she began working as the Western Field Supervisor and in 2008 she was promoted to the Bureau Chief for Apprenticeship and Training. In 2014, the agency was transferred to the North Carolina Department of Commerce and in 2017 the agency was transferred to the NC Community College System, where she serves as Director of ApprenticeshipNC.

In Memory of Brian Long



ApprenticeshipNC
Communications Director
July 1, 2019 – March 14, 2021

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Opening Remarks

Maureen Little



Vice-President of
Economic Development
North Carolina
Community Colleges

Maureen is Vice-President of Economic Development for the North Carolina Community Colleges. She is responsible for ApprenticeshipNC, BioNetwork, Customized Training, and the Small Business Center Network. Ms. Little serves on the NC Economic Development Association Board of Directors and the NC Works Commission Board. She understands the need for collaboration among all workforce partners and works tirelessly promoting our great state as the place for companies to locate, grow and remain globally competitive

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Thomas A. Stith III



President
NC Community College
System

Thomas A. Stith III became the 10th President of the NC Community College System on January 11, 2021. Prior to his selection he was district director of the U.S. Small Business Administration, where he led the federal agency's \$16 billion response to COVID-19 in North Carolina. Stith served as chief of staff to former Gov. Pat McCrory and was a three-term city council member in Durham. Stith has extensive experience in both private and public sector executive roles during his professional career. Stith holds a bachelor's degree in management and an MBA in marketing from North Carolina Central University. He has served on the boards of the Golden LEAF Foundation, the North Carolina Institute of Political Leadership, the United Way of the Greater Triangle, North Carolina Leadership Forum member and is a deacon at Union Baptist Church.

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Master of Ceremonies

Roger Collins



Apprenticeship Manager and
Technical Training Specialist
Siemens Energy, Inc.

He is the Apprenticeship Manager and Technical Training Specialist for Siemens Energy, Inc. in Charlotte, N.C. He manages Apprenticeship Siemens and the technical training of more than 1,400 employees at the advanced manufacturing facility. Roger is a graduate of The Apprentice School at Newport News Shipbuilding, a Journeyman Machinist and currently serves on the Charlotte Works Board of Directors. He is the Chairman of the North Carolina Apprenticeship Council and, recently was named co-chair of the State Apprenticeship Council Alliance, an advisory group to the U.S. Department of Labor Office of Apprenticeship.

2021 Annual Conference

**Learn How
ApprenticeshipNC
Can Help You Build
Your Workforce**



Day 1 Agenda

TIME	EVENT
8:25am	Conference Opens
8:30am	Welcome from NCCCS President Thomas A. Stith III
8:35am	Opening Speaker: John Ladd, Peyton Holland
9:20am	Outstanding Registered Apprentice recognition
9:25am	Demystifying Apprenticeship
10:25am	Special Recognition
10:30am	You have an Apprenticeship Program, Now What?
11:25am	Outstanding High School Apprentice recognition
11:30am	Tailor Made: Using Apprenticeship to Get the Right Fit
12:25pm	Day's Conclusion and Question and Discussion

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Opening Speaker

John Varian Ladd



Administrator of the Office
of Apprenticeship (OA)
U.S. Department of Labor

John Varian Ladd became Administrator of the Office of Apprenticeship (OA) in January 2008. As OA Administrator, John has responsibility for oversight of the National Registered Apprenticeship System. Prior to his appointment as Administrator, John served as the Deputy Administrator for the Office of National Response and the Director of Regional Management in the Office of Field Operations.

John has been in numerous leadership positions for major ETA initiatives including the Workforce Innovations in Regional Economic Development (WIRED), Innovation University InnovatETA, and ETA's Transformational Forums.

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Opening Speaker

Peyton Holland



Executive Director
National Technical Honor
Society

Peyton Holland is Executive Director of the National Technical Honor Society, a non-profit dedicated to celebrating and empowering students in all areas of career and technical education. Prior to that, he served as the Executive Director of SkillsUSA North Carolina, a non-profit that leads efforts to prepare students for the workforce through the development of personal, workplace and technical skills. Peyton grew up in rural North Carolina, learning the value of hard work and skill early in life.

From the lessons he learned on the farm and at the family sawmill, to the experiences Peyton gained traveling internationally and acquiring a Master's in Business Administration and Global Innovation Management. He brings a unique perspective to the conversation of education, workforce development and economic growth.



**AWARD FOR:
OUTSTANDING REGISTERED APPRENTICE**

Video here

Outstanding Registered Apprentice

**Caleb Baudoin,
Hubbell Industrial Controls, Inc.**





2021 ANNUAL CONFERENCE

DEMYSTIFYING APPRENTICESHIP

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Demystifying Apprenticeship

Antwan Pippen



Apprenticeship Consultant
ApprenticeshipNC

Workshop Moderator

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Demystifying Apprenticeship

Tony Marshall



President & CEO
Innovative Systems Group

Tony is President & CEO of Innovative Systems Group Inc. providing cybersecurity services. He previously worked in various IT-related positions from software developer to project management for Mobil Oil, Bell Atlantic, Discovery Communications and others. Under his leadership, the Raleigh-based ISG has developed one of the first Cybersecurity Apprenticeship Programs in the country, often working with transitioning veterans.

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Demystifying Apprenticeship

Danielle Martini



President
Three Way Plumbing Services

Danielle as President started Three Way Plumbing over 20 years ago with her husband. She is a big proponent of educating the public about how great plumbing and the trades are for a career. Three Way Plumbing is a registered apprentice program as well as GI Bill approved. She also works closely with the non-profit She Built This City pre-apprentice program. Apprenticeships are a great way to earn while you learn and start your life-long career path without incurring lots of debt from attending college for years without ever working in your chosen profession.

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Demystifying Apprenticeship

Cynthia Bailey



Sr. HR Consultant
Atrium Health

Cynthia is responsible for developing and executing strategy for Atrium Health Outside In, Inside Up economic mobility programs. These programs create career pathways for current teammates and connect community members with careers at Atrium Health. Each program aims to reduce poverty, a social determinant of health. She has worked for more than 20 years in HR, in government and health care industries, with specific experience in Workforce Development, Employee Wellness and Benefits, Learning Organizational Development, Labor Management and Employee Relations.



About Atrium Health

To improve health, elevate hope and advance healing for all



55,500+ Teammates

36 Hospitals

44 Urgent Care Locations

35 EDs

32 Cancer Care Locations

3,100+ Providers

15,000+ Nurses

Locations:

North Carolina, South Carolina, and Georgia

**Includes Joint Venture and Affiliated Enterprises*



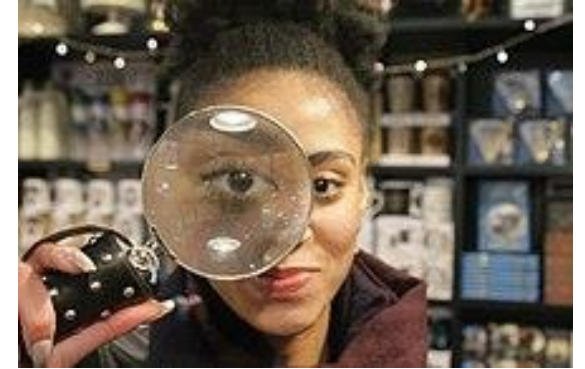
Demystifying Apprenticeship

- November 2020: Registered for Surgical Tech Apprenticeship
- Two additional apprenticeships coming soon
- January 2021: Three apprentices began related instruction at Central Piedmont Community College to earn Associate Degree in Surgical Technology



Demystifying Apprenticeship

- Why Surgical Technology
 - *In-demand* position
 - Establish pathway for entry level positions > Sterile Processing Tech > Surgical Technology
- Your ApprenticeshipNC Consultant is your best resource
 - Approval process and forms
 - Resources for Apprentices
- Apprenticeship Successes and Lessons learned
 - Funding
 - Engage the subject matter experts within your organization early and often
 - Know admissions and general education course requirements
 - Start small
 - Secure mentors as early as possible
 - Define expectations by creating a participant (apprentice) guide and leader guide

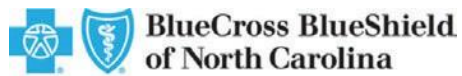




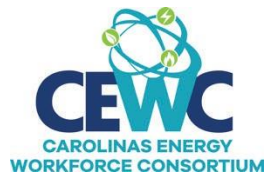
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DEMYSTIFYING APPRENTICESHIP

Five Minute Break



HealthyBlue





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**CONNECT AND BUILD YOUR WORKFORCE
WITH APPRENTICESHIPNC!**

Tuesday, April 27th



**AWARD FOR:
SPECIAL RECOGNITION**

Video here

Special Recognition

Rebecca Axford



- Rebecca Axford is the Director of the Raleigh-Durham Electrical JATC apprenticeship program, which was registered in Durham, NC in 1980. While the apprenticeship and employment program has been and remains very successful, there were growing concerns about diversifying the talent pool.
- In 2018, Ms. Axford registered a pre-apprenticeship program focusing on recruitment of minorities, women, veterans and youth – and partnered with the Durham Workforce Development to populate the first cohort. The JATC had great success in this partnership and partnered on an additional cohort in 2019, and a cohort in 2020 in partnership with Wake County. Ms. Axford believes in the long-term benefit of a mutually beneficial relationship with community organizations to solve industry issues of worker shortage and the skills gap.



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YOU HAVE AN APPRENTICESHIP, NOW WHAT?

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You Have an Apprenticeship, Now What?

Wanda Ramos-McPherson



Apprenticeship Consultant
ApprenticeshipNC

Workshop Moderator

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You Have an Apprenticeship, Now What?

Peter Shoun



Knowledge Transfer
Process Specialist
LC America, Inc.

Peter is the Knowledge Transfer Process Specialist at LC America, Inc, a food manufacturer in Colfax. Peter designs and delivers training, and promotes communication and information access across LC America's departments. He is active in the Guilford Apprenticeship Partners consortium and supervises a team of youth apprentices who are working to meet the unique challenges of extruded snack pellet manufacturing. Peter is a graduate of the University of Georgia's Terry College of Business.

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You Have an Apprenticeship, Now What?

Michael Holmes

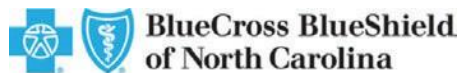


Corporate Training Manager
Egger Wood Products, LLC

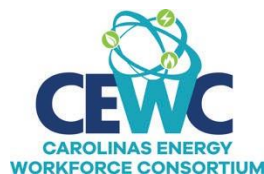
Michael oversees EGGER's Apprenticeship Training Program, a paid, four-year program offering students on-site training and a scholarship to earn an associate degree while carving a pathway for employment. As part of his role building the company's apprenticeship program in the U.S., Michael serves as co-chair of the Davidson-Davie Apprenticeship Consortia, which comprises six manufacturing companies in Davidson and Davie Counties.

Poll

Five Minute Break



HealthyBlue





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**AWARD FOR:
OUTSTANDING HIGH SCHOOL APPRENTICE**

Video here

Outstanding High School Apprentice

Perry Sharpe
High Point Fleet Services





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TAILOR MADE:

USING APPRENTICESHIP TO GET THE RIGHT FIT

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Tailor Made: Using Apprenticeship to Get the Right Fit

Dr. Pamela Howze



Executive Director Apprenticeship
Work Based Learning and
Customized Learning
Wake Technical Community College

Moderator

Dr. Pamela Howze leads Wake Technical Community College's efforts to expand apprenticeship and work based learning. Prior to joining Wake Tech, she served as Program Director for the National Fund for Workforce Solutions, where she expanded apprenticeship and work-based learning programs. She was the statewide director of Apprenticeship, Business, and Veterans Services for the North Carolina Department of Commerce/NC-Works.

Tailor Made: Using Apprenticeship to Get the Right Fit

What is Pre-Apprenticeship?

Pre-apprenticeship is a program or set of services designed to prepare individuals to enter and succeed in a Registered Apprenticeship program.

Pre apprenticeships help individuals meet the entry requirements for apprenticeship programs and ensure they are prepared to be successful in their apprenticeship

Tailor Made: Using Apprenticeship to Get the Right Fit

Pre-Apprenticeships

- Pre-apprenticeships prepare job seekers for a Registered Apprenticeship program or other job opportunities.
- Pre-apprenticeship programs may or may not be paid, and they are usually shorter than a Registered Apprenticeship program.

Tailor Made: Using Apprenticeship to Get the Right Fit

Apprenticeship

- Employer driven, apprentices are actual paid employees
- Connects education (related instruction) and work simultaneously
- Combines OJT and job-related instruction
- Results in industry recognized credentials

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Tailor Made: Using Apprenticeship to Get the Right Fit

Mark Bertoncino



Director of Customer Service
Bühler Aeroglode

Mark leads the customer service team for Bühler Aeroglode, providing parts, services and retrofits for industrial drying applications around the world. Aeroglode was founded in 1940 in Cary NC, and purchased by the Bühler Group in 2008. Founded in 1860, Bühler is a privately owned Swiss company with over 14,000 employees, working to create innovative solutions for safe and healthy food and feed, and ensure better mobility for the future through advanced materials.

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Dr. Frank Scuiletti



Senior Program Administrator
NC Community College System

Frank had worked over twenty years as an automotive and heavy truck technician before transitioning to teach automotive technology at our community colleges for nine years. He then became a community college program administrator for the NC Community College System where he's been employed for over fourteen years.

Tailor Made: Using Apprenticeship to Get the Right Fit

Pathway to Employment Course Outline

- Module 1: Safety
- Module 2: Communication Skills
- Module 3: Industry Overview
- Module 4: Computation and Financial Literacy
- Module 5: Employability Skills
- Module 6: Personal Health
- Module 7: Career Pathways including Apprenticeship
- Module 8: Job Preparation and Required Job Skills
- Module 9: Industry and Site Visits

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Cheryl Cox



Work-Based Learning
Consultant
NC Department of
Public Instruction

Cheryl has served in both the K-12 and post-secondary environments. Her former roles as a classroom teacher, Adjunct Professor, Career Development & Special Populations Coordinator, School-to-Career Coordinator and Academy Director helped lead her to her present position as the Work-based Learning Consultant for the NC Department of Public Instruction in Career and Technical Education.

Tailor Made: Using Apprenticeship to Get the Right Fit

CTE PRE-APPRENTICESHIP PATHWAY MODEL EXAMPLE

Apparel and Textile Production Career Pathway (ATPR)				
Middle Grades Exploration	Foundational Prerequisite	Prerequisite	Concentrator	Career Pathway Major
012YC Exploring Apparel and Interior Design CC582YA Exploring Personal Characteristics and Careers CC582YB Exploring Careers and Employment		FA31 Apparel and Textile Production I	FA32 Apparel and Textile Production II	Cooperative Education OR WB09 CTE Advanced Studies AAVC OR WB10 CTE Apprenticeship AAVC OR WB11 CTE Internship AAVC
	Supplemental Employability Skills Courses	BM10 Microsoft Word and PowerPoint CC45 Career Management OI00 IB Personal and Professional Skills		
	Supplemental Technical Courses	MI21 Fashion Merchandising ME11 Entrepreneurship I II31 Adobe Visual Design CS11 Project Management I		
	Career & College Promise	Approved Career & College Promise Career Technical Education Pathway		
Intracurricular Career and Technical Student Organizations: Family, Career and Community Leaders of America (FCCLA)				

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Tailor Made: Using Apprenticeship to Get the Right Fit

Danielle Rose



Apprenticeship Coordinator
Forsyth Technical
Community College

Danielle works as Apprenticeship Coordinator with Forsyth Technical Community College in Winston-Salem, NC. She oversees LEAP@ForsythTech (Learn and Earn Apprenticeship Program) and the Toyota TTEN statewide apprenticeship program. She serves as the Forsyth County Goodwill Business Advisory Council chair and was named a 2019 Winston-Salem Chamber of Commerce “Top Leader Under 40”.

Tailor Made: Using Apprenticeship to Get the Right Fit

Pre-Apprenticeship

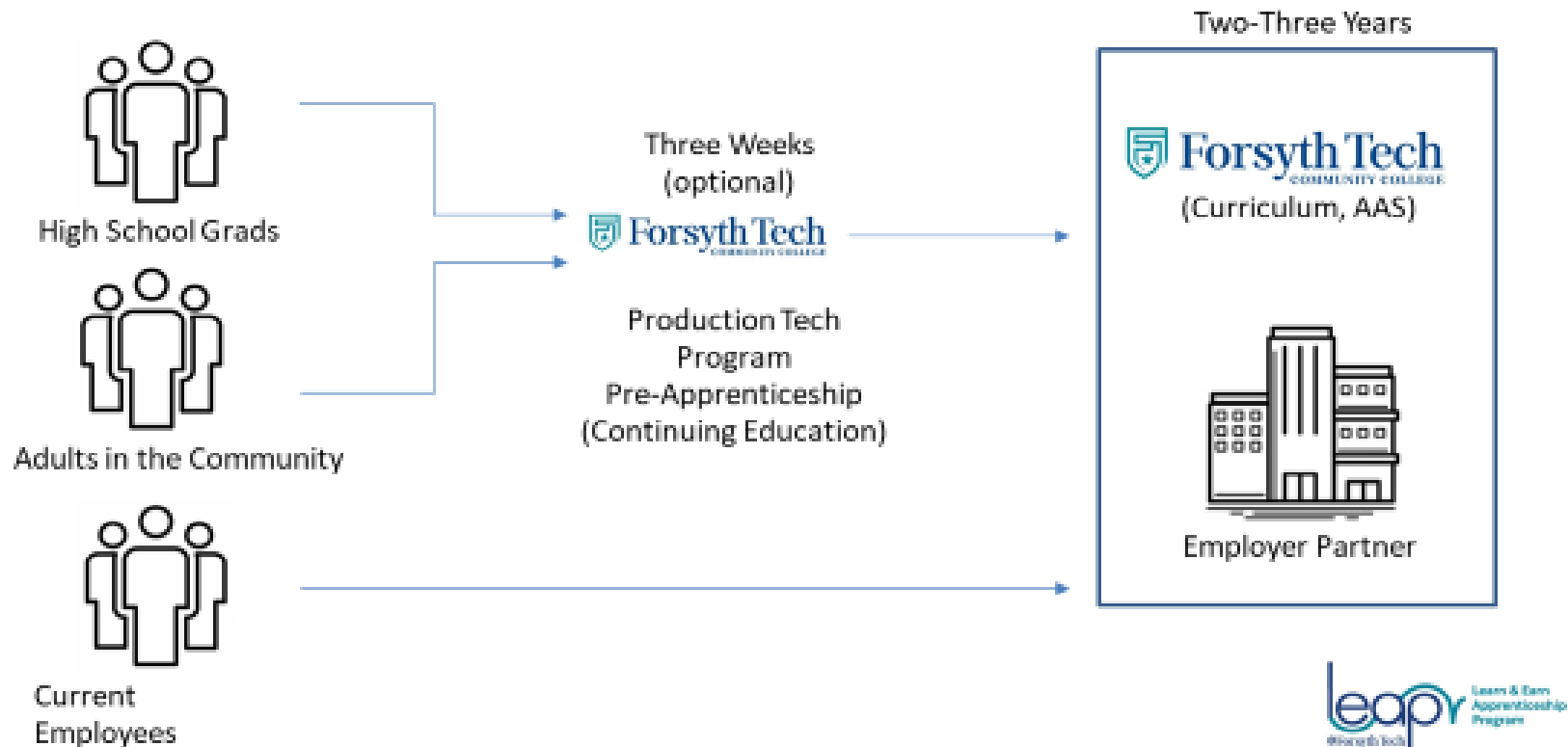
75 Hours / 3 Weeks Production Technician Program

- OSHA10
- LEAN / Six Sigma Yellow Belt
- Precision Measuring
- Blueprint Reading
- Lean Production Simulator
- Resume Assistance
- Forsyth Tech Advising
- Financial Management
- Employer Presentations
- Job and Apprenticeship Interviews



Tailor Made: Using Apprenticeship to Get the Right Fit

Current Program Structure:



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Tailor Made: Using Apprenticeship to Get the Right Fit

Cance A. Cardwell



Apprentice
Change Over Technician
Forsyth Technical
Community College
and Herbalife

Cance is currently a student / apprentice taking part in the LEAP program at Forsyth Tech. He is in the mechatronics program at Forsyth Tech and works as an Apprentice Change Over Technician at Herbalife.

Poll



CLOSING Q&A

**TOMORROW'S CONFERENCE
STARTS AT 8:30AM**

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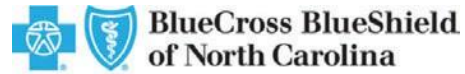
**Learn How
ApprenticeshipNC
Can Help You Build
Your Workforce**



Day 2 Agenda

TIME	EVENT
8:30am	Conference Opens
8:30am	Opening Speaker: Maureen Little
8:35am	Outstanding Registered Apprenticeship Employer recognition
8:40am	Skills Gap or Opportunity Gap?
9:20am	Outstanding Pre-Apprenticeship Program recognition
9:25am	Questions About Sustaining Your Future Workforce?
10:15am	Outstanding Consortium Member recognition
10:20am	Supporting Our Veterans in Apprenticeship
11:00am	Outstanding Apprenticeship Partner recognition
11:05am	Closing Session Tariq Bokhari

Thank You Sponsors



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