

# Serving the State through Community College Registered Apprenticeship Programs

**3:10 p.m. – 4:00 p.m.**

- **Jill Hendrix** - Director of Apprenticeships and Work-Based Learning, Gaston Community College
- **John Downing** - Vice President of Continuing Education, Cape Fear Community College

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APPRENTICESHIP NC  
ANNUAL CONFERENCE

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Director of Apprenticeships and Work-Based Learning  
Gaston Community College

**Jill Hendrix**

*Jill Hendrix serves as the director of apprenticeships and work-based learning at Gaston Community College. Her background includes nearly 27 years in various Human Resources positions including training and development and apprenticeships and three years in the Community College leading the apprenticeship program.*

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**GASTON**  
COLLEGE

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Apprenticeship 321

Recipient of 2021  
Outstanding Apprenticeship Partner of the Year  
from ApprenticeshipNC

Jill Hendrix, Director – Apprenticeships & Work-Based Learning  
Tanya Osbia, Success Coach

# What is an Apprenticeship? Earn While You Learn

## On the Job Training (OJT)

- Hired by Partner Company
- Paycheck
- Specific to your company on the job training
- Mentor
- Company agrees to pay wage scale requirements

## Related Instruction (RI)

- Take classes related to occupation at Gaston College
- Company pays for Tuition, Supplies, Fees & Books
- Success Coach

## Apprenticeship Standards

All registered apprenticeship programs are governed by standards. This document establishes the expectations for the Employer, Apprentice, Mentor and Sponsor.

# Current Pathways

## Advanced Manufacturing

- Accounting Technician
- Chemical Operator
- HVAC
- Industrial Electrician
- Industrial Maintenance Mechanic
- IT Support Technician
- Machine Operator I - Textile
- Machine Set-up Operator
- Mechatronics Technician
- Shift Supervisor
- Shift Supervisor - Textile
- Tool & Die Maker
- Welding

## Medical

- CNAI
- CNAII
- Paramedic Medicine
  - Con Ed
  - Curriculum

### **Fun Fact!**

There are over 1,200  
Apprenticeship Pathways!

If we teach it at Gaston College &  
can make a class out of it, we can  
add it as an Apprenticeship  
pathway!

Example: Pharm Tech, Welding,  
Phlebotomy, Medical Assisting

## Why Can the Community College be a Registered Sponsor?

- In 2017, ApprenticeshipNC moved to the Community College System
- Able to leverage “on the ground” connections that the Community Colleges have
- Educational component of Apprenticeship
- Because of this move, Community Colleges are allowed to hold the Standards

## Benefits to Use the Community College as a Registered Sponsor

- Relieve the companies of some of the Administrative responsibilities
- Evens the “playing field”
  - Small, medium and large companies have access
- Access to Grant funding
- Related Instruction
  - Advisory Board of partner companies give input on current and future RI needs
- Strengthens current and adds connections to our Community
- Additional Services
  - Success Coach, Priority Registration, WBL Faculty Visits to the Facility
- Flexibility
  - If we teach at the college and can make a class out of it, we can add it as an Apprenticiable pathway
  - Companies can use as needed

# Potential Challenges

- “It Takes a Village” (Determine Needs/Level of Support)
  - College (Faculty & Staff)
  - Employers
  - Community Partners
  - High Schools
- All Companies follow the same Standards
  - Union contract
  - May be best to use for RI only
- Service Areas Very Specific for Community Colleges
  - Multiple locations
  - Company wide initiatives



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Vice President of Continuing Education,  
Cape Fear Community College

**John Downing**

*John Downing is the vice president of continuing education at Cape Fear Community College. Downing oversees Economic and Workforce Development, Public Safety, Academic and Career Readiness, Career and Technical Education programs, and Business and Industry programs. Downing has served as the customized training director for Cape Fear Community College and Forsyth Technical Community College.*

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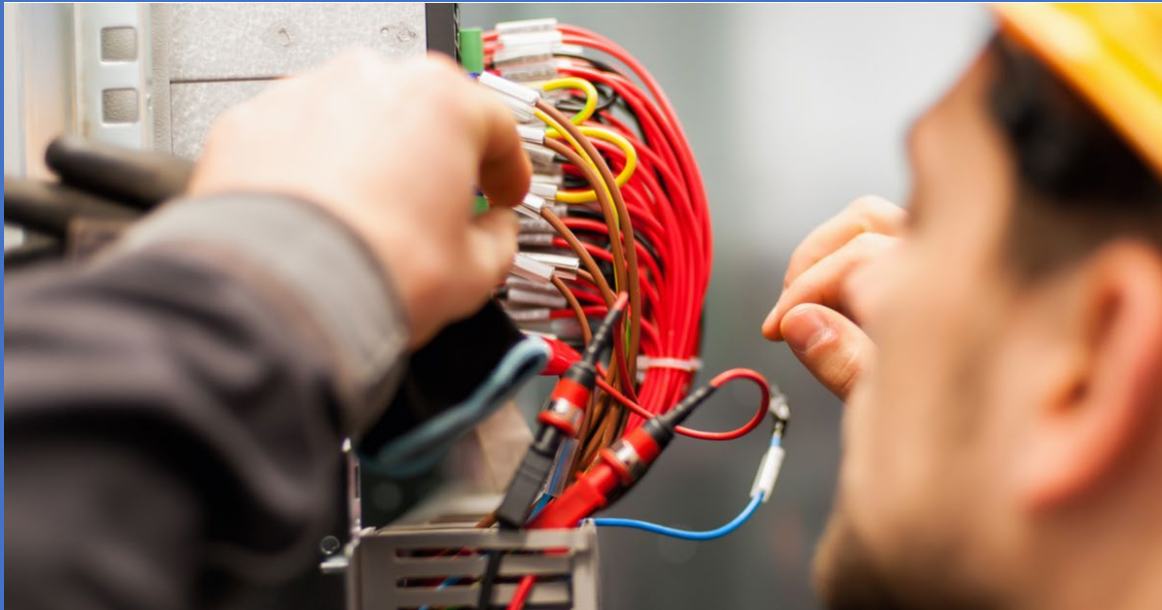
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CAPE FEAR  
COMMUNITY  
COLLEGE



# CFCC's Electricians Apprenticeship Program

## At a Glance



- Group Program
  - Level 1 = 63
  - Level 2 = 17
  - Level 3 = 8
  - Level 4 = 5

Total = 93  
Students

# CFCC's Electricians Apprenticeship Program

## Participating Employers

- 26 Participating Employers
- Partners with Cape Fear Electrical Contractors association.



# Introduction of Apprentices



**Questions?**