



**Putting Education to Work**

**2018-2019**

**ApprenticeshipNC Annual Report**



submitted to the:

**Joint Legislative Education Oversight Committee  
Joint Legislative Education Appropriations Committee**

**September 1, 2019**

**Mr. Peter Hans, President  
North Carolina Community College System**

# ApprenticeshipNC Annual Report: 2018-2019

ApprenticeshipNC is an employer-driven training model that combines on-the-job learning with related classroom instruction. This allows apprentices to learn practical skills while earning both state and national credentials.

Our goal is to expand registered apprenticeship in North Carolina by helping employers establish and grow their apprenticeship and pre-apprenticeship programs.

North Carolina's apprenticeship program is coordinated with the U.S. Department of Labor and is supported by industries, businesses, labor unions, community colleges and public schools. ApprenticeshipNC is housed under the NC Community College System's Division of Economic Development, with Maureen Little serving as Vice President.

## **Five Consecutive Years of Growth**

The number of North Carolinians served by ApprenticeshipNC increased 31% to 11,399 in fiscal year 2018-2019, marking the fifth consecutive year of growth. The program also experienced fiscal-year gains of 25% in the total number of active apprentices and 59% in the number of active youth apprentices.

Among industry sectors, Construction was the largest with 1,961 active apprentices, followed by Advanced Manufacturing (1,436) and Energy (1,382).

ApprenticeshipNC also registered 109 new apprenticeship and pre-apprenticeship programs during the fiscal year.

Growth is attributed to high demand from employers for solutions to their workforce needs.

## **Regional Community College Coordinators Join ApprenticeshipNC Team**

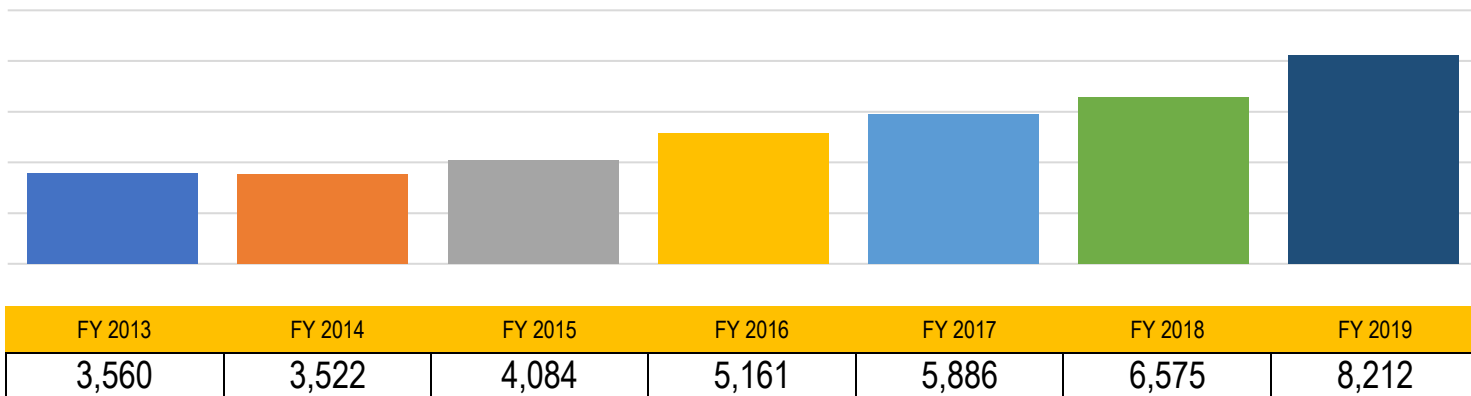
Seven consultants stationed in prosperity zones across the state act as liaisons between sponsors and the NC Community College System Office. The staff also includes an Active Duty Military Consultant, stationed at Fort Bragg, and a Statewide Youth Apprenticeship Coordinator. The recent USDOL State Expansion Grant allowed for the hiring of three Regional Community College Coordinators. These positions are focused on the following industry sectors: Advanced Manufacturing, Construction, Energy, Healthcare, Hospitality, Information Technology, Logistics and Public Safety.

## **About This Report**

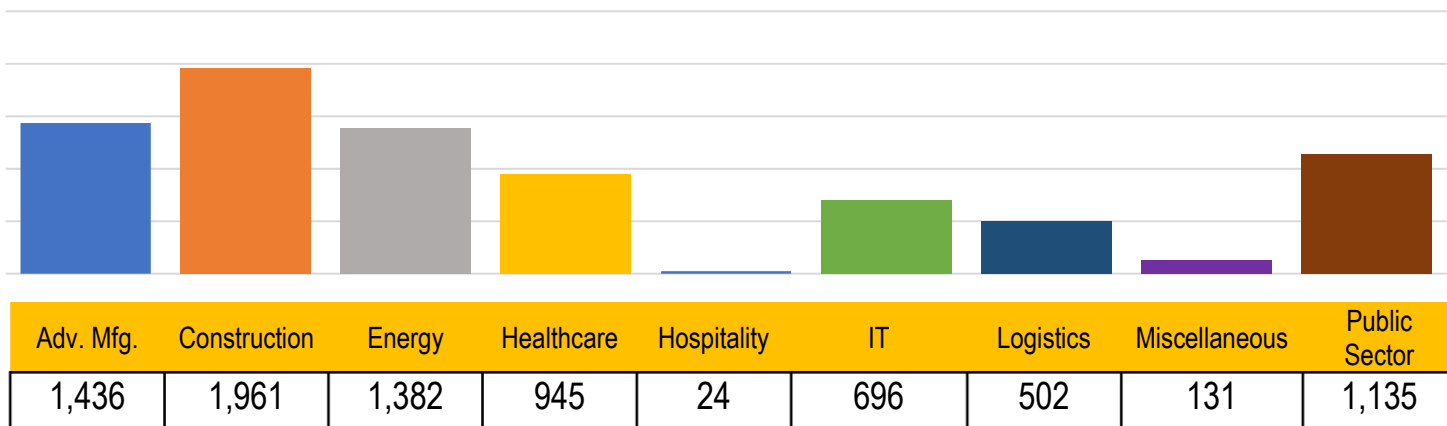
The data in this report reflects the number of active apprentices and active youth apprentices at year end, as well as the number served throughout the fiscal year. The term "active" refers to the number of apprentices, both youth and adult, that are participating in training. This also includes individuals enrolled in a pre-apprenticeship, on-the-job learning and master craftsworker programs. Number served includes those that participated in training and either completed or canceled during the fiscal year.

In compliance with NCGS 115D-11.6, this report is submitted as the annual report of the ApprenticeshipNC Program and includes activities for the reporting period July 1, 2018-June 30, 2019.

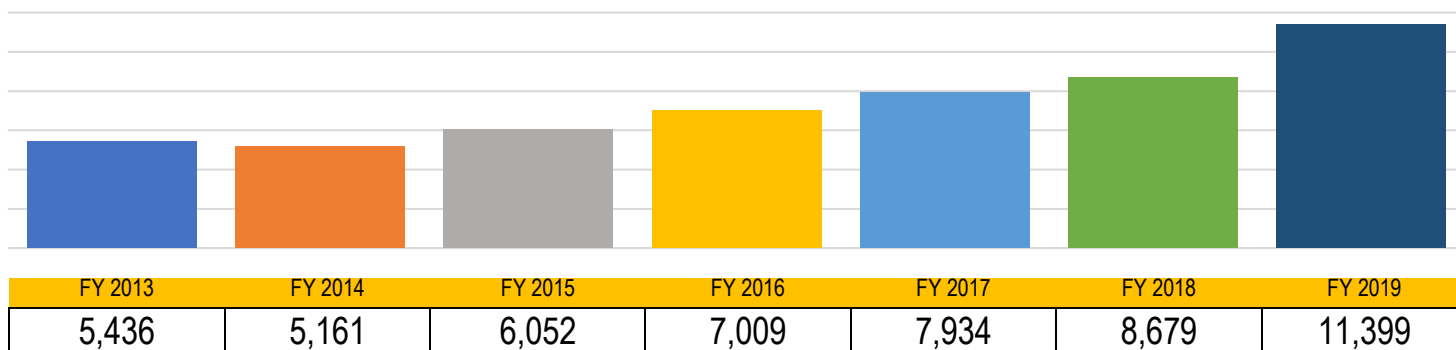
## Active Apprentices as of June 30 of Each Fiscal Year



## Industry Sectors Served as of June 30, 2019

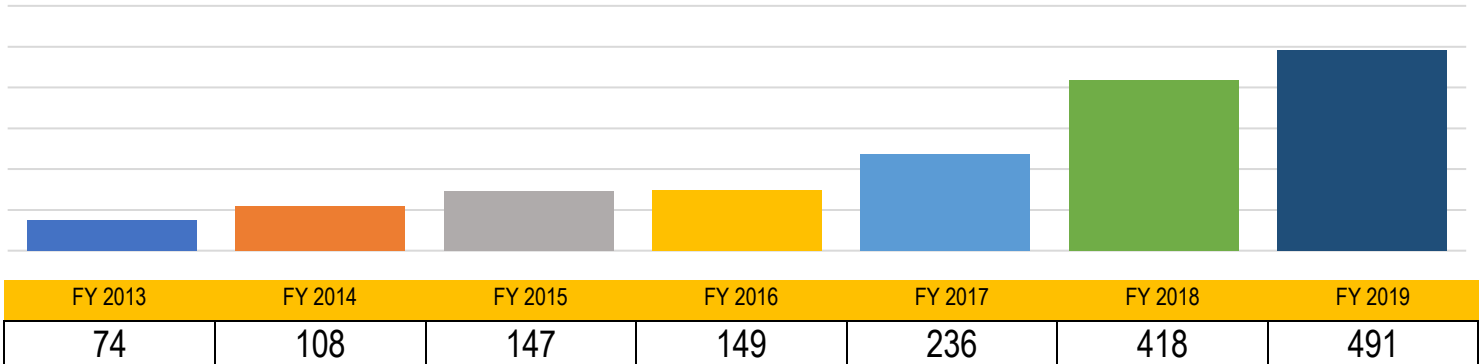


## Apprentices Served During Each Fiscal Year

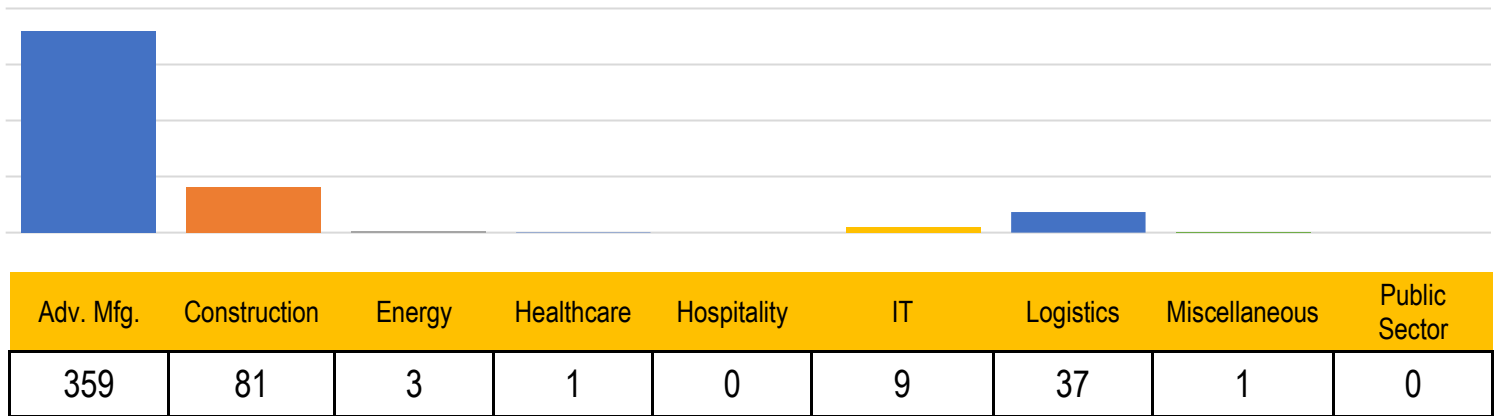


# Developing the Talent Pipeline Through Youth Apprenticeship

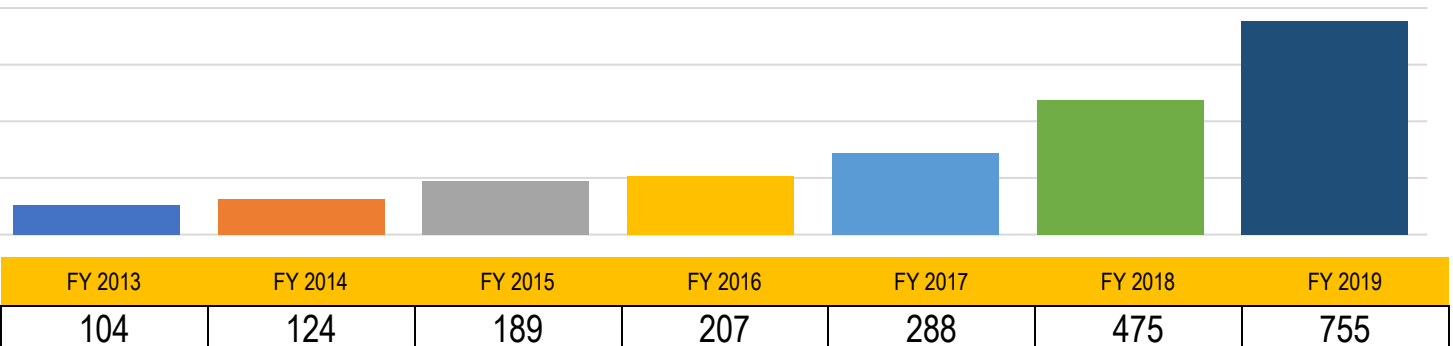
## Youth Apprentices as of June 30 of Each Fiscal Year



## Youth Apprentices by Industry Sector as of June 30, 2019



## Youth Apprenticeship Served During Each Fiscal Year



# Transitioning Our Military



## Armed Forces Program Participation

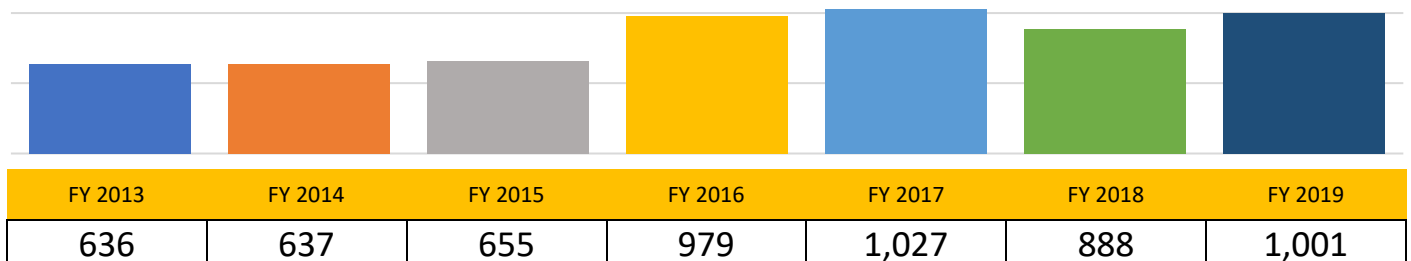
U.S. Army, Fort Bragg	1,336
U.S. Marine Corps, Camp Lejeune	48
◦ Veterans in Piping Welding Pre-Apprenticeship	
N.C. National Guard, Statewide	317
U.S. Navy, Coast Guard, Marines, Statewide	228
◦ United Services Military Apprenticeship Program	
Total Served	1,929

ApprenticeshipNC is highly valued by our active and transitioning military service members. The apprenticeship certificate is a direct way for service members to translate their experiences and skills as they transition back to civilian life.

In fiscal year 2018-2019, over 1,300 active duty service members participated in or completed their apprenticeship training at Fort Bragg. It is the only Army installation that offers an internal apprenticeship certification. This allows active duty soldiers to receive North Carolina and U.S. Department of Labor federal certification in their registered occupation. As of June 30, 2019, there were 80 approved occupations registered for the Fort Bragg Apprenticeship Program.

In addition, Mechanical Trades Carolina has a pre-apprenticeship program, “Veterans in Piping,” at Camp Lejeune, allowing service men and women to become certified welders. Upon completion of training, Marines will transition from active duty to welding careers throughout the country with an average beginning salary of \$60,000 a year.

## U.S. Army Fort Bragg Apprentices Served During Each Fiscal Year



# Events

## **Graduation and Signing Ceremonies, August 2018**

August marks the completion of pre-apprenticeship training and the beginning of registered apprenticeship for youth apprentices. Those registered in high school will qualify for a full tuition waiver as they continue their workplace training and complete their community college education. Consortia such as Guilford Apprenticeship Partners, North Carolina Triangle Apprenticeship Program and Apprenticeship 2000 conduct ceremonies annually. These events are well received by parents and employers as apprentices celebrate moving to the next stage of their careers. This model's success has expanded to include over 20 consortia partnerships that support almost 150 employers providing a pathway from pre-apprenticeship to apprenticeship careers. Out of 3,029 new registrations this past year, 142 were pre-apprentices that have found careers transitioning to an apprenticeship.

## **State Fair Apprenticeship Contests, Oct. 15-21, 2018**

For over 65 years, the highlight of October has been the NC State Fair Apprenticeship Contests in the construction trades. ApprenticeshipNC also partners with nationwide youth training leader SkillsUSA to host additional events in Firefighting and Mobile Robotics. Over 100 adult and youth apprentices complete projects directly related to their apprenticeship program.

## **National Apprenticeship Week, Nov. 12-18, 2018**

National Apprenticeship Week included 16 events from employers and colleges that opened their doors to the public. Events included a skills exhibition at Wayne Brothers Inc. using soil compacting equipment, job-shadowing opportunities for interested youth at Career Accelerator Program employer facilities, and various company open houses with tours. National Apprenticeship Week also included breakfast or lunch and public engagement events at various sponsor facilities, such as Capital Area Workforce Development, Fayetteville Tech, Apprenticeship 321, Mohawk Industries and the National Urban League.

## **Grant Awards**

ApprenticeshipNC applied for and was awarded grant funds in the amount of \$1,271,655 in May 2018. As of July 1, 2019, \$234,511.63 had been paid to cover education expenses. These funds assisted 508 apprentices with tuition, registration fees, books and supplies.

## **Marketing and Outreach, March 2019**

The first ApprenticeshipNC marketing campaign included commercials featuring employers and apprentices to promote the annual conference. The development of a new website and a social media outreach identified over 50 new employers.

## **Annual Apprenticeship Conference, April 2019**

The Annual Spring Conference drew 255 attendees. Notable speakers from current employers and national organizations donated their time to showcase their experiences with apprenticeship and joined us in celebrating the 80<sup>th</sup> anniversary of registered apprenticeship in North Carolina.

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