Internships and Apprenticeships

August 18, 2016

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Webinar Details

• For this webinar you will be in listen only mode using your computer or phone
• Please ask questions via the question window
• This webinar is being recorded – you will be sent a recording link

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The CCTA IS Led By

- National Center for Convergence Technology (CTC) at Collin College in Frisco, TX (lead)
- South Carolina ATE National Resource Center (SCATE) at Florence Darlington Technical College in Florence, SC
- Florida ATE Center (FLATE) at Hillsborough Community College in Tampa, FL
- Bio-Link Next Generation National ATE Center for Biotechnology and Life Sciences (Bio-Link) at City College of San Francisco in San Francisco, CA
- Networks Resource Center at the Maricopa Community College District in Phoenix, AZ
CCTA Purpose

• Respond to a request from the Department of Labor (DOL) to the NSF to have ATE Centers provide technical assistance services to DOL TAACCCT grantees
• Activities relevant for DOL grants, NSF grants and workforce-oriented programs of all kinds
• Deliverables
  – Topical webinars on existing and new solutions
  • Live/recorded with attendee Q&A
  – Identify and document best practices
  – Host convenings
Poll #1: Your Affiliation

A. I am involved with an NSF grant
B. I am involved with a TAACCCT grant
C. Both
D. Neither
Poll: How many people are listening with you?

A. None
B. 1
C. 2
D. 3 or more
TODAY’S PRESENTERS

Elaine Craft  
Executive Director & PI  
SC ATE Center  
CCTA Host

Ann Beheler  
Executive Director & PI  
Convergence Technology Center  
CCTA Webinar Moderator

Rick Roberts  
Assistant Director  
SC ATE Center  
Presenter: Internships

Barbara Murray  
Executive Director & PI  
SMART Center  
Presenter: Apprenticeships

Lois McIntosh  
LMcIntosh Career Workforce Consulting,  
Discussant
Internships

- Internship Elements
- The South Carolina ATE Model

Purpose
Design
Program Review/Feedback
Poll: Internship Participation

A. I am involved in maintaining an Internship Program
B. I am interested in beginning or expanding an internship program
C. I am not involved with an internship program at this time
Internship Elements

- Disciplines & Qualifications
- Time of Year & Duration
- Hours
- Paid/Unpaid
- Credit/Not-for-Credit
- Insurance/Benefits
- Monitoring/Evaluation
SC ATE Internship and Industry Consortium Model

Our Premise/Purpose:

• Makes learning relevant

• Promotes student employability

• Employers build their own future workforce

• Industry consortium bylaws level the playing field

• College provides flexibility to align with industry needs
Internship and Industry Consortium Model

Industry partnership elements:

• Employers within consortium define the program parameters (all day, year round, pay etc.)

• Starting pay for all Industry Consortium members is equal

• Participating companies agree not to hire prior to graduation from FDTC
Internship and Industry Consortium Model

Industry Collaboration:

• Essential

• Sustainable

• Flexible
Internship and Industry Consortium Model

ATE Student Intern Qualifications:

- Disciplines
  Computer Technology/Network Systems Management, Industrial Technology, or Engineering Technology

- GPA Requirements

- Hours-Work-Flexibility
Internship and Industry Consortium Model

How the SC ATE Center/FDTC Internship Works

• Paid internships – not tied to academic credit
• Course scheduling by college to accommodate T & Th full-day internship work
• Duration – can begin in 2nd semester & continue through graduation
• Hours limited to 20/wk. (exceptions only if GPA>3.0)
SC Internship and Industry Consortium Model

How the SC ATE Center/FDTC Internship Works

• Benefits/Insurance – depends on company & how student is paid
  • College student insurance covers work-based learning
  • Other benefits only if employer provides

• Payment methods
  • Industry hires/pays intern
  • Intern hired through an employment agency (1\textsuperscript{st} ~ 3 mo.)
  • Intern paid via stipend donation to FDTC Foundation
SC ATE Internship and Industry Consortium Model

FDTC Foundation Payment Option:
- Paid a stipend at hourly rate for hours worked
- Paid bi-weekly
- Students receive 1099 form at year end
- Foundation staff
  - Facilitate security background checks
  - Arrange for drug screening
  - Pay interns
  - Invoice employers for intern payments and service charge
- Service Charges go to the ATE account in the Foundation to support student recruitment, ATE student activities, and SC ATE Industry Consortium meeting expenses.
SC Internship and Industry Consortium Model

College Flexibility and Support:

• Managed by college staff in SC ATE Center
• Collaboration with faculty & employers
• Coordinated with other benefits for ATE Students

• Evaluation
Internship and Industry Consortium Model

- **Students**
  - Provides paid work experience in a related field
  - Provides better-than-minimum wage employment
  - Leads to employment after graduation

- **Employers**
  - Expanded access to engineering/industrial technicians
  - Opportunity to screen and select interns
  - Flexible-length internships
  - Opportunity to grow a future, job-ready workforce

Cost-effective public-private partnership that supports economic development
The SMART Center serves as a regional ATE center and is an economic model for developing a sustainable, globally prepared maritime and transportation workforce for the 21st century through partnership with vital industry and educational entities.
Apprentices

National Growth Chart

FY 13 Q4: 375,425
FY 14 Q2: 380,314
FY 14 Q4: 410,375
FY 15 Q2: 420,698
FY 15 Q4: 447,929
What is registered apprenticeship?

**Five Core Components of Registered Apprenticeship**

- Employer Involvement
- Structured On-the-Job Learning
- Related Training and Instruction
- Rewards for Skill Gains
- National Occupational Credential
Did You Know?

150,000
Employers and Labor Management Organizations Participate in Registered Apprenticeship.

400,000
Registered Apprenticeships Nationwide in More than 1,000 Occupations.

$50,000
Average Starting Salary of Apprentices Per Year While Earning a Credential Equivalent to a 2 or 4 Year College Degree

$300,000
Amount Workers Who Complete Registered Apprenticeship Programs Earn More Over a Lifetime Than Peers

$1.47 per $1.00
For Every $1 Spent on Registered Apprenticeship, Employers Get an Average of $1.47 Back in Increased Productivity
Registered Apprenticeship By the Numbers

456,989
Current Number of Apprentices

200,000
New Apprentices in 2015

50,000
Completed Apprentices in 2015

20,000
Active Programs in 2015
Regional and National Apprenticeship Partnerships

- Industry
- ATE Centers
- Colleges
- Government
- High Schools
Join RACC...
• Job Tasks – Developed with Industry/Employers
• Minimum of 2,000 Hours = One Year of Training
• Over 1,000 Apprenticeable Occupations
• Real World Environment
New "Make the SMART Choice" Video Shows how Maritime Offers Step t...

The SMART Center has released a new installment in its "Make the SMART Choice" video series showing how today's maritime industry employers are offering workers a great pathway into stable, great-paying careers. The video tells the story of how Auxiliary Syste...

Read more about this

SMART Center PI, US Department of Labor Office of...

Laura Ginsburg, Team Leader at the U.S. Department of Labor's Office of Apprenticeship, invited SMART Center P...

Virginia Business Recognizes SMART Center and TCC ...

Virginia Business, a leading publication profiling business-related news in the Commonwealth, has recognized t...

Virginia Maritime Association Releases Economic Im...

The Virginia Maritime Association recently released The Economic Impact of Virginia’s Maritime Industry - The ...

Why Smart?

The Southeast Maritime and Transportation (SMART) Center is the only National Science Foundation Advanced Technology Education (NSF ATE) Center solely focused on increasing the number of well-qualified, skilled technicians in the maritime and transportation industry.

Read more about SMART.

Featured Careers

Ship Pilot
1) Consult maps, charts, weather reports, and navigation equipment to determine and direct ship movements.2) D... read more

Second Mate
The second mate is responsible for maintaining the bridge navigational and communications equipment as well as
New "Make the SMART Choice" Website Update

Apprenticeship

the story of how Auxiliary System...

Read more about this
Videos available on our website.
Why registered apprenticeship?

Build a Competitive Workforce
Employers Facing Complex Workforce Challenges in Competitive Domestic and Global Markets

Time-Tested Model
Proven Strategy for Recruiting, Training and Retaining World-Class Talent Used by Industry for Decades (and longer!)

Adaptable and Flexible
Registered Apprenticeship is a Solution and Can Be Integrated into existing Training and Human Resources Development Strategies!!!
Registered Apprenticeship Credentials

**Employer Credentials**
- Nationally Recognized Certificate of Registration
- National Recognition as an ApprenticeshipUSA LEADER

**Apprenticeship Credentials**
- Nationally Recognized Certificate of Completion
- Interim Credentials
- Stackable Credentials
- Opportunity to Earn College Credits, Certificates, Diplomas & Degrees
SMART Maritime Career Pathways
With Registered Apprenticeship

Maritime Transportation Employers
- Shipbuilding and ship repair (shipyards)
- Marine Logistics and Shipping
- Ports/Intermodal Transportation
- Marinas/Pleasure Craft
- Seagoing/Engineers

Work full-time and take courses at a 4-year college to earn a MS/PhD degree in Applied Science, Engineering Technologies, or Leadership

Captain/Chief Engineer/Supervisor
15+ years
$120-190K/yearly

Work full-time and take courses at a 4-year college to earn a BA/BS/BAS degree in Applied Science, Engineering Technologies, Maritime Logistics or Leadership

Manager/Supervisor/Engineer/Inspector
5-20 years
$60-92K/yearly

Test to earn national industry credentials:
- DOL - Journeymen-Craftsmen Card
- AWS - Certified Welder
- ABYC - Certified Boat, Yacht, Marinas
- MSSC - Manufacturing Certificates

Work full-time and attend TCC part-time, earning additional craft certifications and credits to earn:
- A.A.S. Maritime Logistics
- A.A.S. Business
- A.A.S. Maritime Technologies

Technician/Journeyperson Specialist/Operator
2-6 years
$17 - $28/hr

Entry-Level Worker
0-2 yrs
$14 - $18/hr

Step 1: Consider Accelerated Training at Community College
Step 2: Choose Industry Segment
Step 3: Consider Applying for Apprenticeship Program
Step 4: Consider Attending a State or Federal Maritime Academy

Academic Pathway
Career Opportunities
Apprentices “earn and learn”, resulting in higher pay from the beginning and early graduation.

Most new apprentice graduates earn more than students graduating with a Bachelor’s degree.
## Education in Maritime and Transportation Pays

<table>
<thead>
<tr>
<th>Education/Experience</th>
<th>Maritime Jobs</th>
<th>Pay Range</th>
<th>Transportation Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master's Degree / Bachelor's Degree with Experience</td>
<td>• Industrial Engineer&lt;br&gt;</td>
<td>$75K - $100K</td>
<td>• Industrial Engineer&lt;br&gt;</td>
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<td></td>
<td>• Nuclear Engineer&lt;br&gt;</td>
<td></td>
<td>• Supply Chain Manager&lt;br&gt;</td>
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<td></td>
<td>• Project Supervisor&lt;br&gt;</td>
<td></td>
<td>• Electrical Engineer&lt;br&gt;</td>
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<td></td>
<td>• Electrical Engineer&lt;br&gt;</td>
<td></td>
<td>• Civil Engineer&lt;br&gt;</td>
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<tr>
<td></td>
<td>• Mechanical Engineer&lt;br&gt;</td>
<td></td>
<td>• Captain&lt;br&gt;</td>
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<tr>
<td>Bachelor's Degree</td>
<td>• Production Manager&lt;br&gt;</td>
<td>$60K - $90K</td>
<td>• Transportation Manager&lt;br&gt;</td>
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<td></td>
<td>• Health &amp; Safety Inspector&lt;br&gt;</td>
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<td>• Distribution Center Supervisor&lt;br&gt;</td>
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<td>• Logistics Manager&lt;br&gt;</td>
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<td>• Ports Logistician&lt;br&gt;</td>
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<tr>
<td>Registered Apprenticeship / Journeyman</td>
<td>• Marine Welder&lt;br&gt;</td>
<td>$41K - $68K</td>
<td>• Freight Forwarder&lt;br&gt;</td>
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<tr>
<td></td>
<td>• Inside/Outside Machinist&lt;br&gt;</td>
<td></td>
<td>• Marine Designer&lt;br&gt;</td>
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<td></td>
<td>• Shipfitter&lt;br&gt;</td>
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<td>• Longshoreman&lt;br&gt;</td>
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<td>• Rigger&lt;br&gt;</td>
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<td>• HVAC Technician&lt;br&gt;</td>
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<tr>
<td>Associate's Degree / Certifications or College Coursework &amp;1-2 Years Experience</td>
<td>• Electrical Technician&lt;br&gt;</td>
<td>$17 - $26 Hourly</td>
<td>• Production/Planning Clerk&lt;br&gt;</td>
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<tr>
<td></td>
<td>• Mecatronics Tech&lt;br&gt;</td>
<td></td>
<td>• Crane and Tower Operator&lt;br&gt;</td>
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<td></td>
<td>• CAD/Designer&lt;br&gt;</td>
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<tr>
<td></td>
<td>• Marine Maintenance&lt;br&gt;</td>
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<td></td>
<td>• Instrumentation&lt;br&gt;</td>
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<tr>
<td>Intensive Training Programs</td>
<td>• Certified Welder&lt;br&gt;</td>
<td>$15 - $25 Hourly</td>
<td>• Rail-Track Laying and Equipment Operator&lt;br&gt;</td>
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<tr>
<td></td>
<td>• Maritime Electrician&lt;br&gt;</td>
<td></td>
<td>• Heavy Vehicle Service Tech&lt;br&gt;</td>
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<td>• Mechanics&lt;br&gt;</td>
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<tr>
<td>High School Diploma or GED</td>
<td>• Welder&lt;br&gt;</td>
<td>$8 - $15 Hourly</td>
<td>• Freight, Stock and Material Mover&lt;br&gt;</td>
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<td></td>
<td>• Helper&lt;br&gt;</td>
<td></td>
<td>• Shipping, Receiving and Traffic Clerk&lt;br&gt;</td>
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<td>• Fire Watch&lt;br&gt;</td>
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Questions?
The Nuts & Bolts of Work-based Learning Opportunities

• When to place students?
• How to prepare employers as hosts?
• How to organize within your institution?
• How to prepare students for success?
• How do you facilitate good matches?
• What about evaluation?
September 15, 2016
Using Social Media to Promote and Achieve Grant Outcomes

Social media is used for informal communication by most and is used by companies for a host of activities including marketing. The session will cover the top tools used for social media and the broad usage by people of all ages. How people’s willingness to share openly about themselves through social media, turns social media into a tool for reaching a greater audience to promote a college program and to gather evidence to meet grant outcomes.

Presenters:
Ann Beheler PI, Executive Director of Emerging Technologies; Gordon Snyder Associate Director of National Center for Optics and Photonics Education (OP-TEC)

For Other Upcoming Webinars See: http://www.atecenters.org/ccta
WEBINAR SURVEY

Please take a moment to help us become better...
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