



Making Apprenticeship WORK



METROPOLITAN COMMUNITY COLLEGE
APPRENTICESHIP

YOUR  **WORKFORCE
RESOURCE.**

Apprenticeship Department



Shonda Atwater
Apprenticeship Manager



Goldie Gildehaus
Apprenticeship Workforce Coordinator

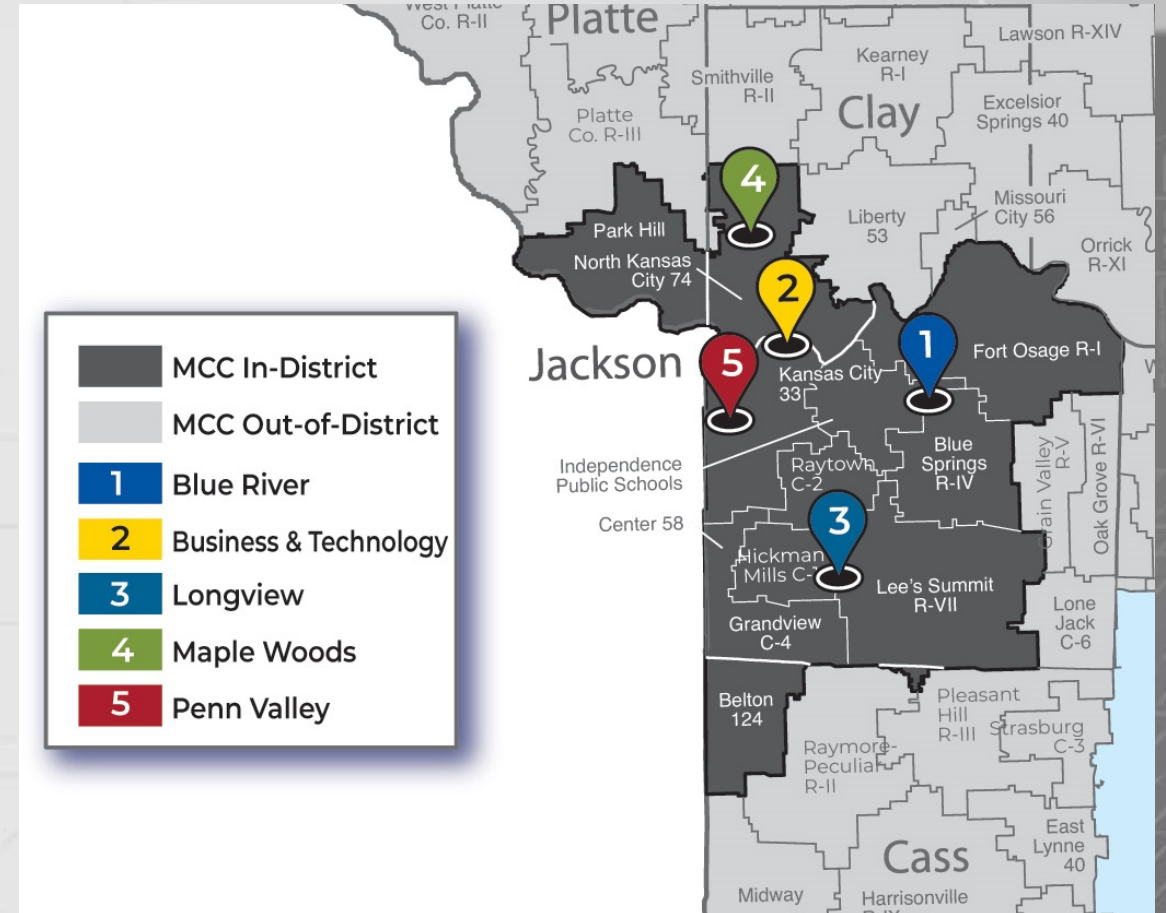


Courtenay Wills
Apprenticeship Workforce Coordinator

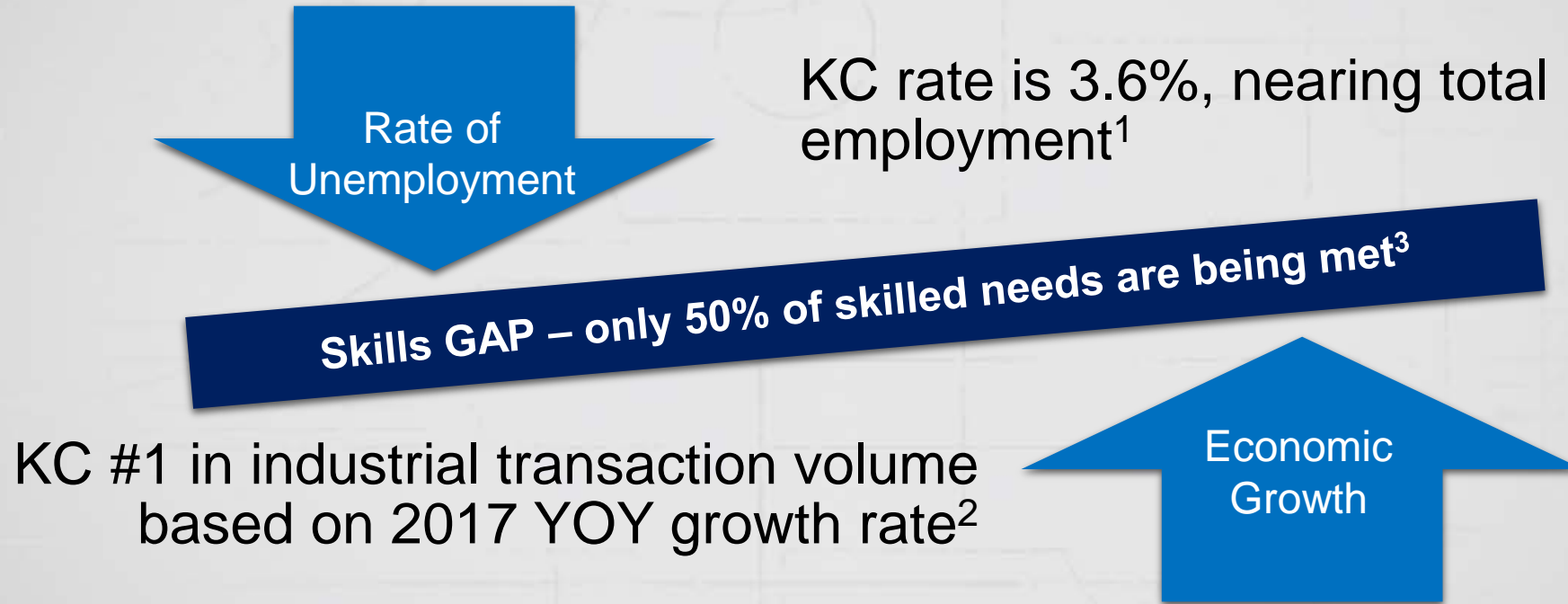
Debi Rice
Apprenticeship Workforce Specialist

MCC at a Glance

- Established in 1915
- 5 Campuses across the metro
- Serves more than 37,000 students
- Accredited by the Higher Learning Commission
- Hundreds of degreed and non-degreed programs



Colliding Economic Pressures



¹ US Bureau of Labor Statistics, May 2018

² Integra Realty Resources, Jan 2018

³Mid-America Regional Council, Feb 2017

The Skills Gap Fundamentals.....

- Construction
 - Total workforce is 28,405
 - 5-year retirement rate 20%
- Manufacturing
 - Total workforce is 28,005
 - 5-year retirement rate 20%

Percent of Current Workforce to be Replaced over the Next Five Years

Transportation and Material Moving — 62%



Production — 56%



Construction and Extraction — 52%



Installation, Maintenance and Repair — 48%



Skilled Trades Management — 36%

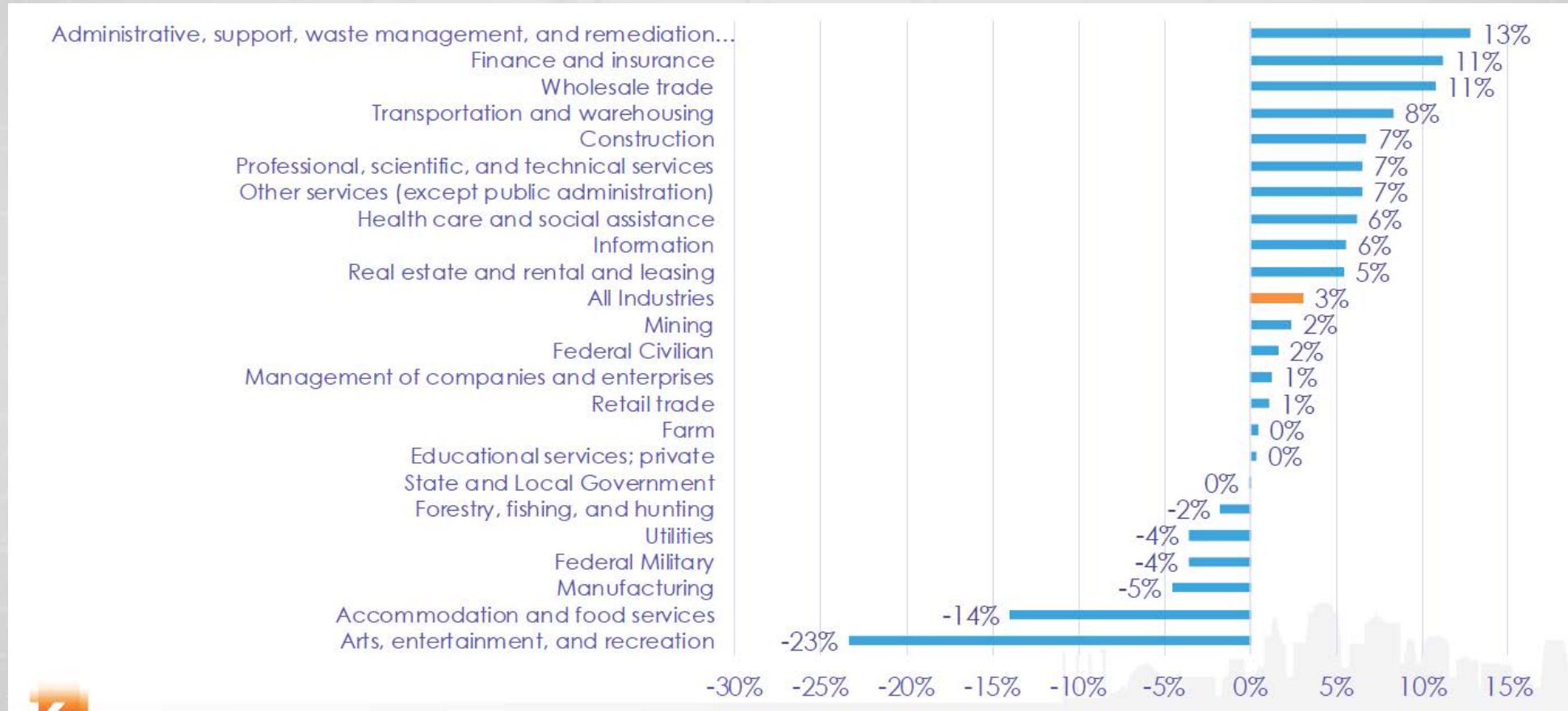


Source: Jobs EQ

Mid-American Regional Council, Skilled Trades TIE. January 2019

Strength of Recovery by Industry

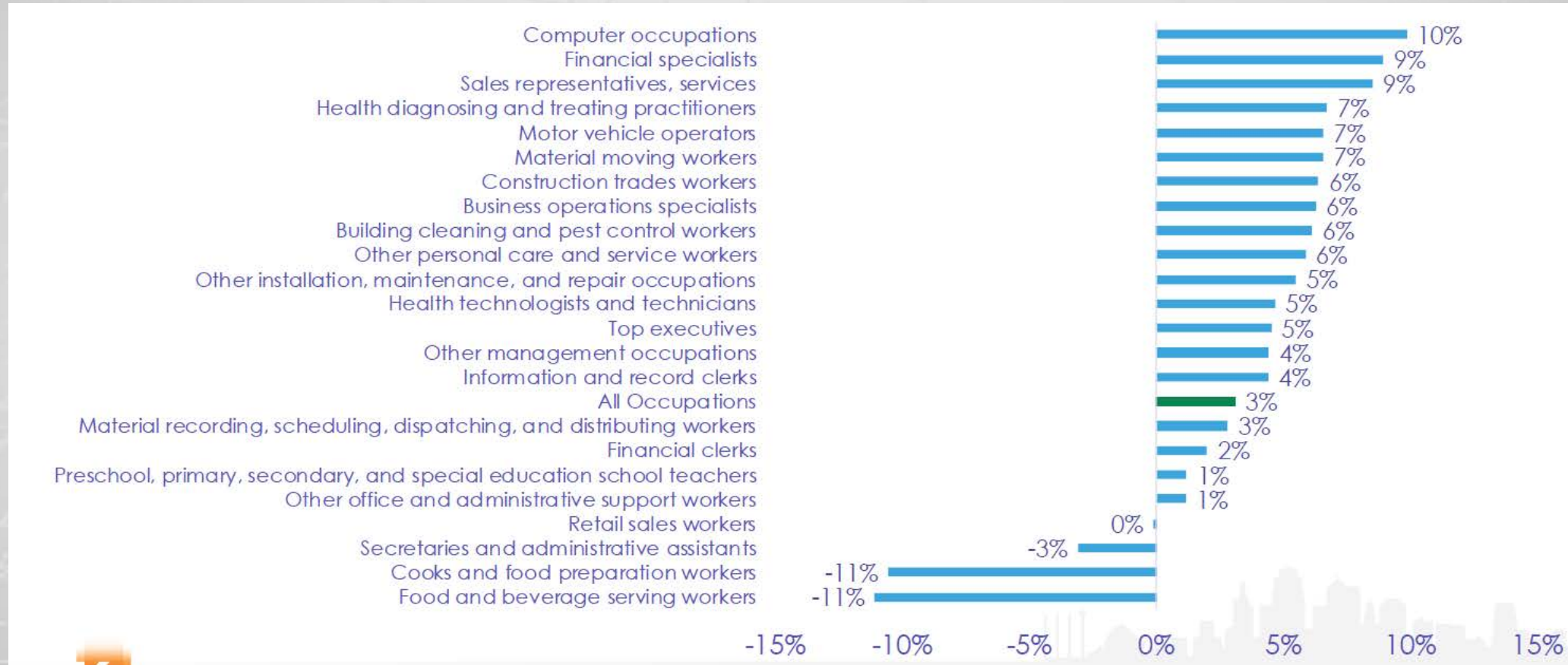
June Baseline, Percent change from 2020 Q1 to 2025 Q4



Greater KC Chamber webinar, MARC and KC Rising, 7/10/2020

Strength of Recovery by Occupation

Percent change in employment 2020 Q1 to 2025 Q4



Greater KC Chamber webinar, MARC and KC Rising, 7/10/2020

.....Likely Will Not Change

Construction

- Total workforce is 28,405
- 5-year retirement rate 20%

Manufacturing

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Win for Business!

Grow long-term talent with immediate results.

Win for Students!

Comprehensive program combining classroom and on-the-job training.

Win for the KC area!

Reduce the skills gap and help grow the economy.



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RESOURCE.

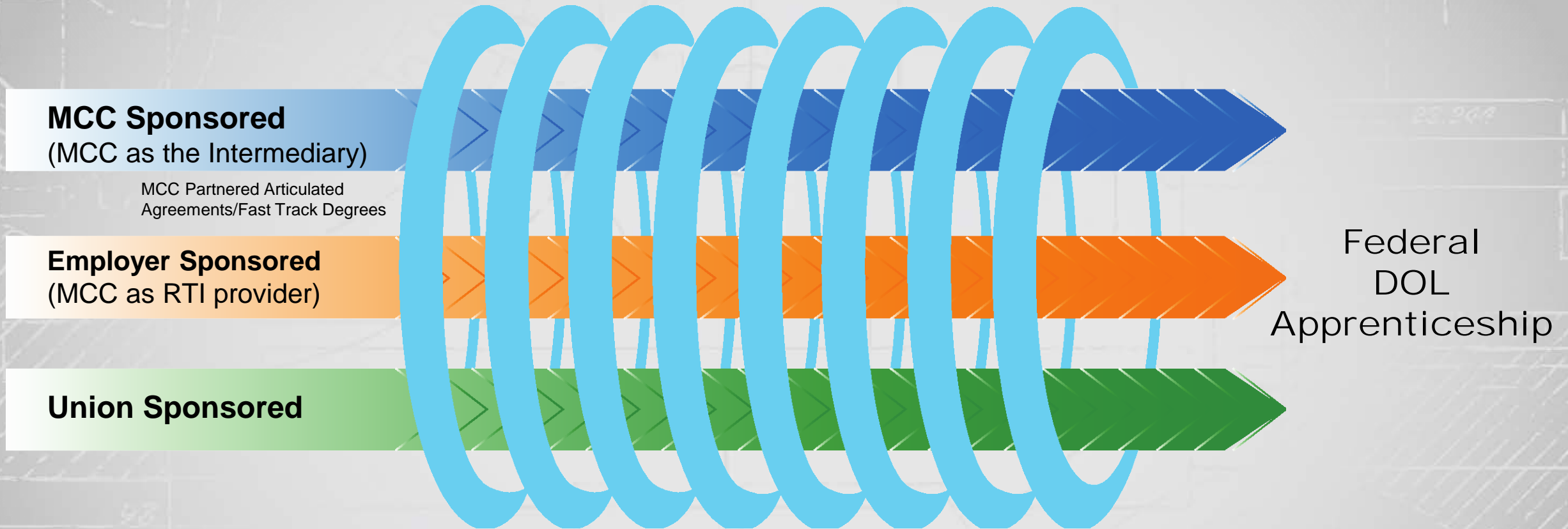
MCC Apprenticeship Numbers

- 2017 – started with 3 employers and 4 apprentices
- 2020
 - 64 MCC Sponsored Apprentices
 - 99 Ford/UAW Apprentices
 - 19 companies served
- Completion Numbers
 - Most apprenticeship programs are 3-4 years (defined by DOL)
 - Completed 2 journeyman, 14 expected to finish in 2020



YOUR COLLEGE. YOUR FUTURE.

Grant support + revenue generating tuition model = Long term sustainability



MO Dept. of Higher Ed. & Workforce Development

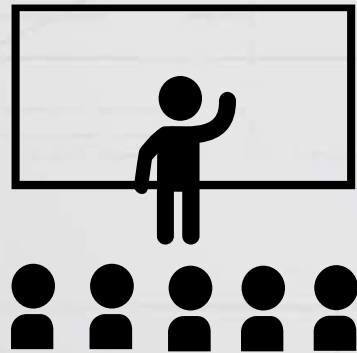
What is Apprenticeship?



Employer
Designed &
Driven



Structured
On-The-Job Learning



Job-Related
Education



Wage Progression



Mentorship



Valued Credentials

Long Term, **MASTERY-LEVEL** Training!

Apprenticeship is the **highest standard** of work-based learning with an emphasis on **rigor, mentorship, class-work** and **job training** while earning an **income**. This creates opportunities for diversity, filling the skills gap and more.



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FUTURE.

MCC Apprenticeship Community Resources

FOCUS ON THE BUSINESS

Always focus on the business! Ensure needs are consistently met.

DESIGN ON-THE-JOB TRAINING

Customize by facility, process or need. Tour facility - get internal buy-in. Make it trackable.

DESIGN The Related Technical Instruction

Choose credit offered at MCC, create a non-credit program at MCC or a combination of both.

Set up a COMMITTEE

Set up a committee for new apprenticeship selection, apprentices support, a room to study in - anything that will ensure success at your facility!

ASSIGN A Mentor

Choose a seasoned employee, manager, or someone interested to help "pass it on."

IDENTIFY Your Apprentices

Select from incumbent workers, veterans, MCC students, justice involved individuals, etc.

EXECUTE the Program

Work with MCC to apply, administration, OJT tracking and enroll.

Apprenticeship AAS Completion Degrees

- Twenty available “[Completion Degrees](#)”
- Working to create “articulated credit”
 - Easier transfer to a 4-year college degree
 - Greater transparency for earned credit
 - Offering “credit for prior learning” tends to increase adult completion¹
- Recruitment Activities
 - Increases exposure and recruitment
 - Increases perception for the skilled trades = college degree attainment
 - It’s the right thing to do!



¹56 percent of students 25 and older who earned prior learning assessment (PLA) credit graduated from a degree program compared with 21 percent of their peers without PLA credit. American Council on Education, 2015

Construction Carpentry Apprenticeship Degree Completion Program

201802 Revised 3/2020 (Fall 2019)

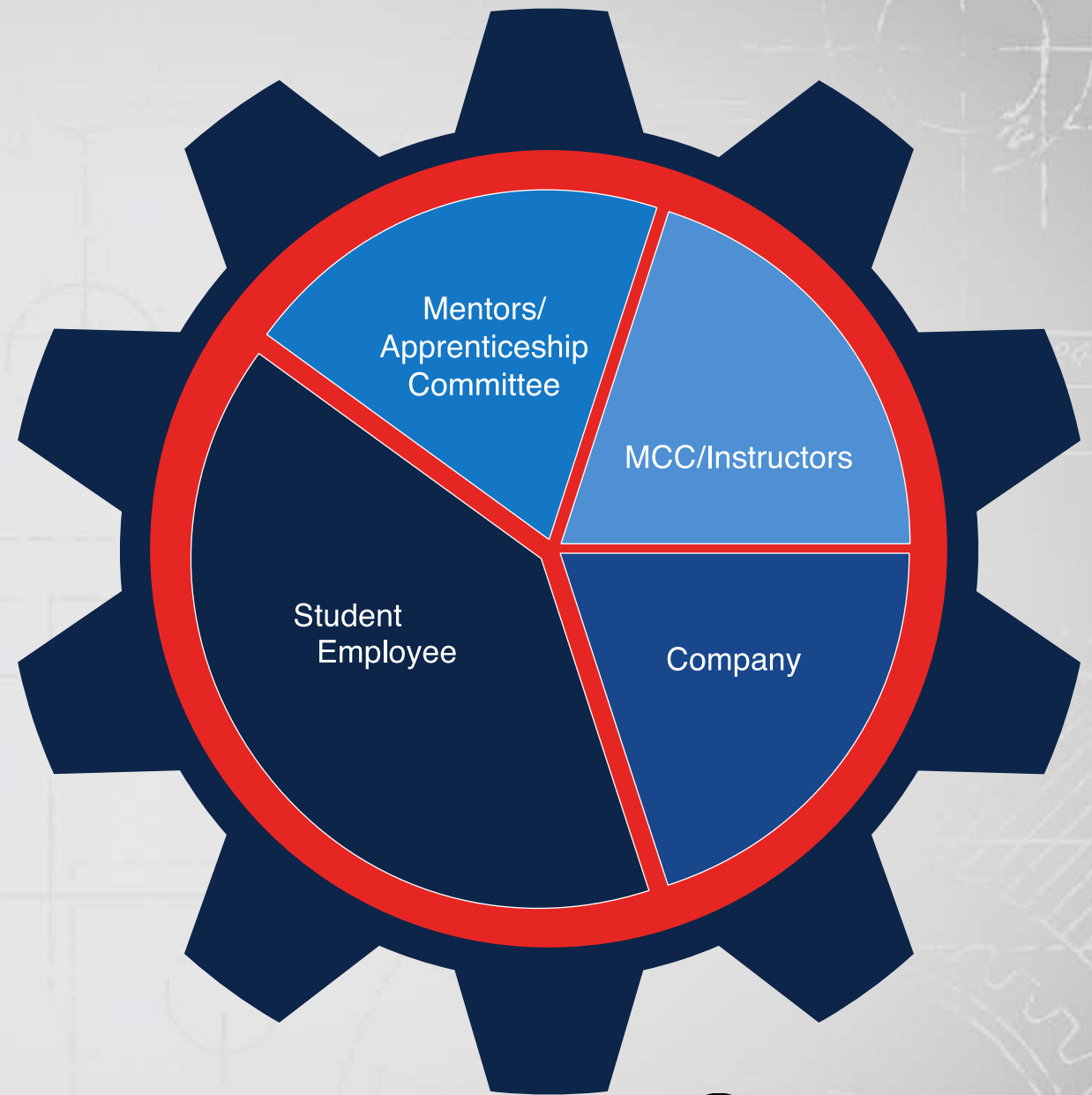
COLL 100	First Year Seminar	1		
General Education Requirements		Credits	Semester Taken	Prerequisites
ENGL 101	Composition and Reading I	3		ENGL 90 with a minimum grade of S or appropriate placement score
HIST 120 HIST 121 POLS 136	United States History to 1865 or United States History Since 1865 or Introduction to U.S. National Politics	3		
COMM 100	Fundamentals of Speech	3		ENGL 90 with a minimum grade of S or appropriate placement score.
Option 1: MATH 103 Technical Mathematics I or MATH 120 College Algebra and MATH 104 Technical Mathematics II or MATH 130 Trigonometry Option 2: MATH 150 PreCalculus or higher		5-6		MATH 31 with a grade of S or appropriate placement (MATH 103 and MATH 104) MATH 95 with a grade of C or appropriate placement (MATH 120 and MATH 150) MATH 120 or appropriate placement score (MATH 130)
Any course numbered 100 or higher from the following disciplines: ART, ANTH, COMM, ECON, ENGL, FOREIGN LANGUAGE, GEOG (Except 104, 110 or GIS Courses), HIST, HUMN, MUSI, PHIL, POLS, PSYC, SIGN, SOSOC, SOCI, THEA		3-5		
Minimum Total General Education Credit Hours		17-20		

Specific Program Requirements

BUSN 200	Business Management	3		
CSIS 100	Digital Literacy or	2-3		
CSIS 115	Computer Concepts and Applications			
EHSS 112	Introduction to Health and Safety for Construction	1		
INTE 151	Industrial Rigging	3		
Carpentry Apprenticeship (Credit by Certification*)		29		
General Electives		6		
Total Credit Hours		62-66		

* Federally approved carpentry apprenticeship program that contains a minimum 450 clock hours of classroom instruction and 6000 clock hours of on-the-job training. Transcribed upon completion of 15 hours of MCC coursework and documentation of certificate and/or journeyman card for the appropriate craft.

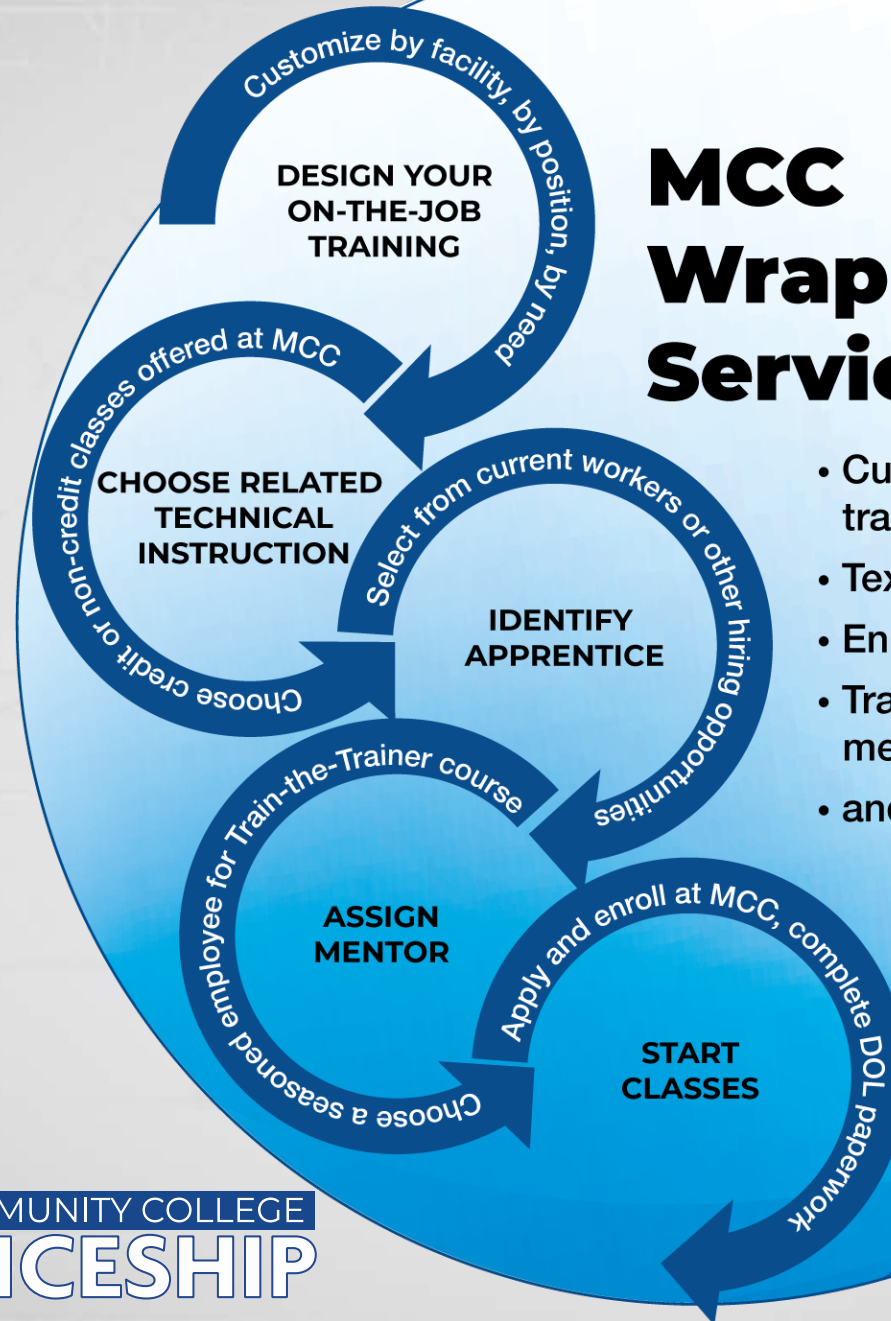
MCC as the Intermediary



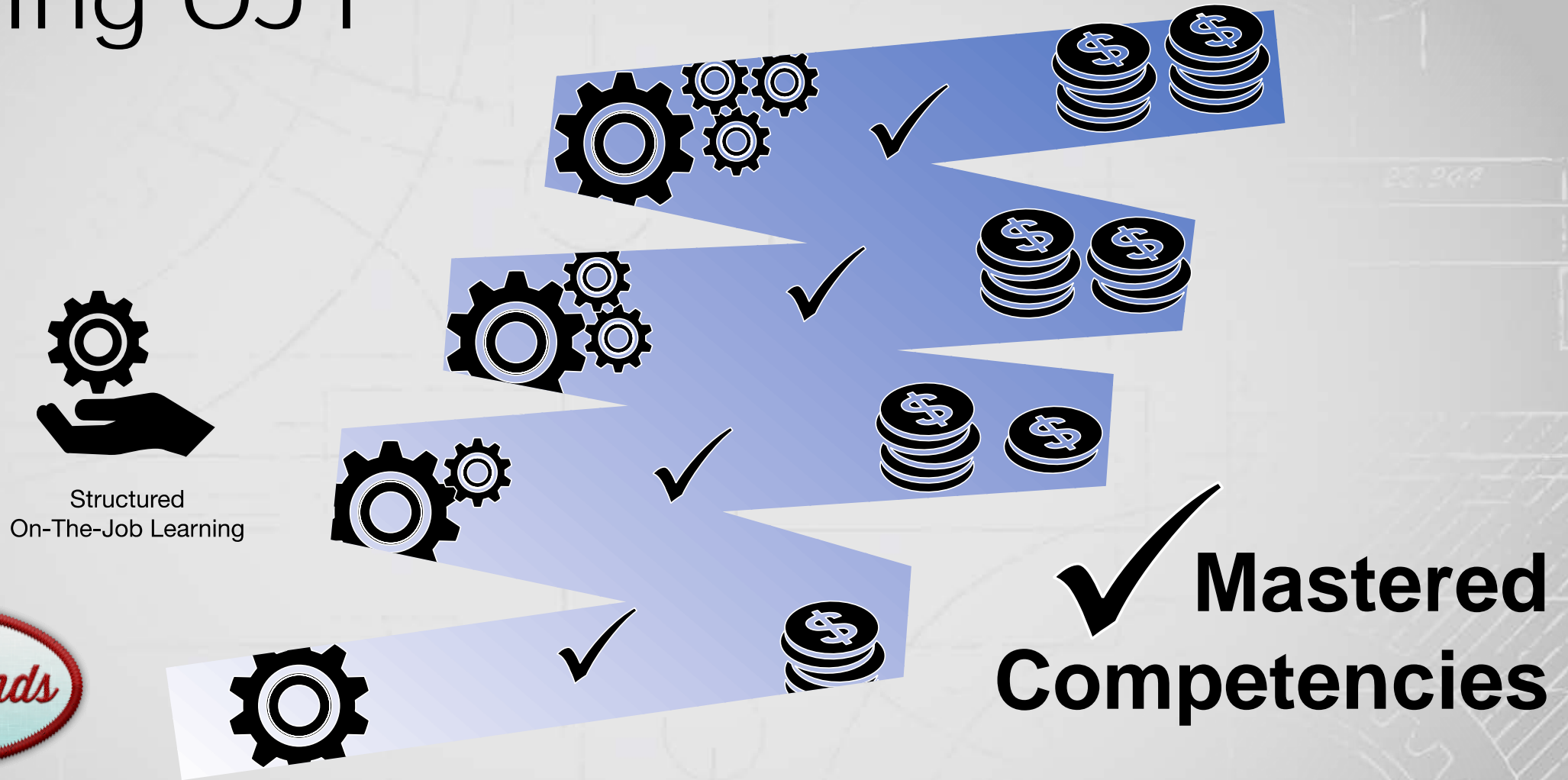
Fee includes: books,
fees, tuition,
program
management,
enrollment services,
and more.

MCC Wrap-Around Services

- Customized on-the-job training plans
- Textbooks delivered
- Enrollment support
- Train-the-trainer mentor training
- and more!



Building OJT





Job-Related Education

Related Technical Training



Employer Designed & Driven

- Courses are chosen to parallel with on the job training.
- Customized programs can be built using any of the classes that MCC currently offers
 - All necessary pre-requisites
 - Stackable credentials
 - Credit for prior learning
 - Flexible Apprenticeship Certificate



Mentoring & Training

- Mentor training expanded in 2020:
 - 4 training sessions – mixed online and in-person
 - LinkedIn portal to connect mentors
 - Provide additional mentor resources
 - “Non-credit” course with transcription





Apprentice Gains Stackable Credentials

Industrial Technologies

INTE – Apprenticeship Certificate

*Student must be in an approved DOL apprenticeship program to select this certificate

Program Requirements		
MATH 103 Technical Math I	3	
INTE 112 Industrial Electrical DC Principles	2	Concurrent enrollment or completion of MATH103R or higher
INTE 113 Industrial Electrical AC Principles	2	INTE 112 or equivalent
Electives: Any 100-level course from the following: AUTO, CIMM, INTE, EHSS, ETEC, HVAC or WELD	9	
Total Core Program Requirements	16	
Specific Program Electives: CIMM, INTE, EHSS, ETEC, HVAC or WELD	26	
Total Credit Hours Required for the INTE – Apprenticeship Certificate	42	



Want to Hire an MCC Student?

DO YOU HAVE A RÉSUMÉ?



YES

Career Services will review, modify and/or edit for appropriate information relevant to the position for which you are applying.



NO

You will work with Career Services to develop a résumé suitable for the position in which you are applying.



NEXT STEPS



You will sign a "Letter of Intent" agreeing to use the résumé and skills you learned moving forward with potential employees.

You will also learn more about the Apprenticeship program at MCC and identify the areas that you are interested in working in (must have skills and/or course work in those areas).



THE PROFESSIONALISM COURSE

You will work with Career Services to discuss professionalism and how to present yourself in the hiring process. You will discuss things like:

-  Email address
-  Voicemail
-  Responding to requests; check email daily
-  Preparing for possible pre-employment testing, etc.

NOW, WE WAIT...

You are now entered into a pool of applicants that employers can choose from when they are interested in hiring students with skills.

- If interested, the employer will contact you.
- Please be sure to check your email and voicemail regularly.
- There is no guarantee that you will be hired for an internship.



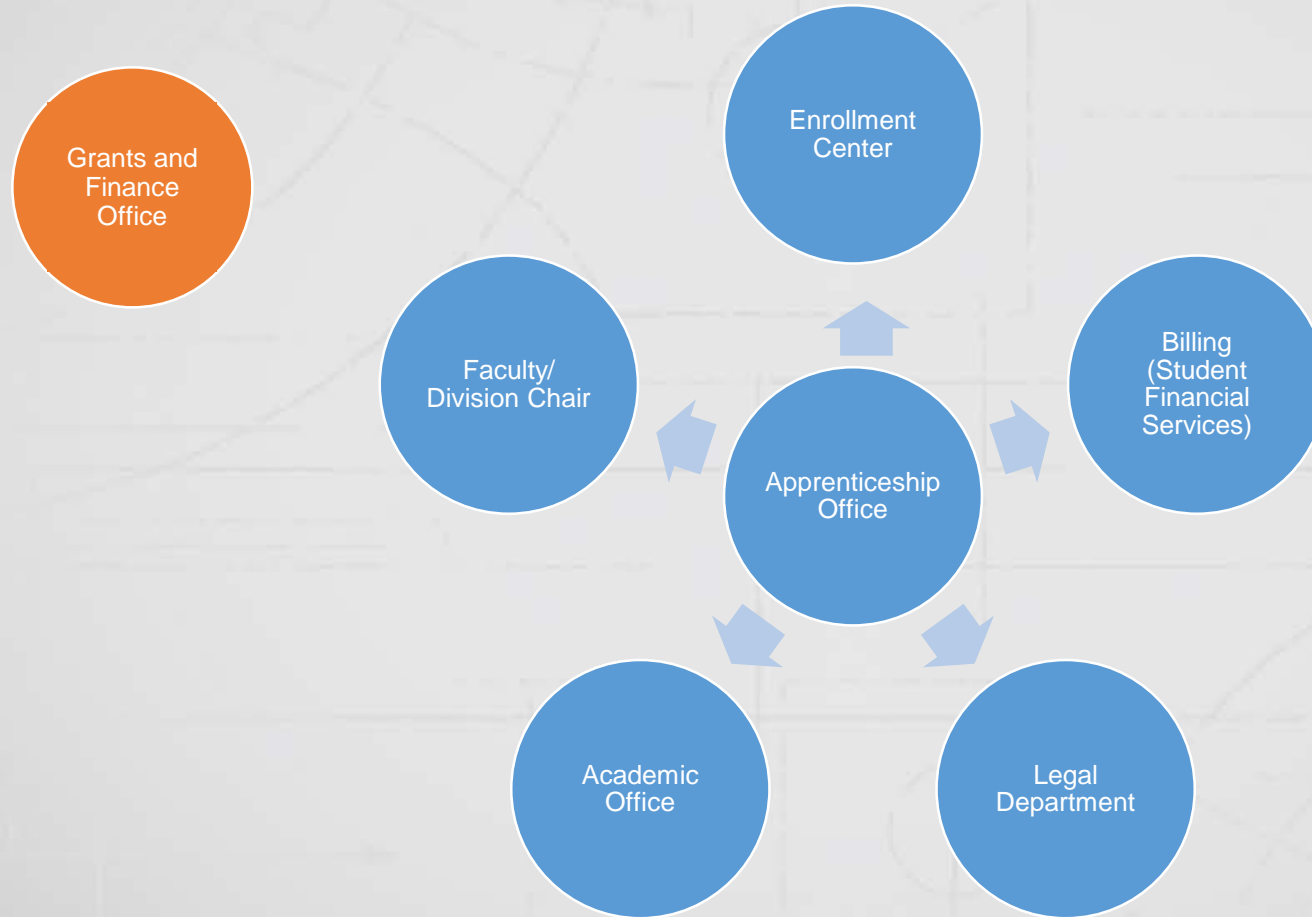
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Internal Apprenticeship Department

MCC Departments Involved



**Video Call with U.S. Navy Mechanics
Wednesday, November 20, 2019**

10:45 a.m.: Arrive (snacks and drinks available)

11 a.m.: Shonda Atwater will talk about her trip to the USS Dwight D. Eisenhower in October
11:20 a.m. to Noon: Video call - Students will have the chance to ask three Navy mechanics questions during this video call from their hangar in Norfolk, VA.



IN CELEBRATION OF NATIONAL APPRENTICESHIP WEEK

Current students at the MCC-Business & Technology Campus have the opportunity to learn first-hand how your skills can be put to use in unique environments such as a nuclear-powered aircraft carrier.

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@MCCKansasCity

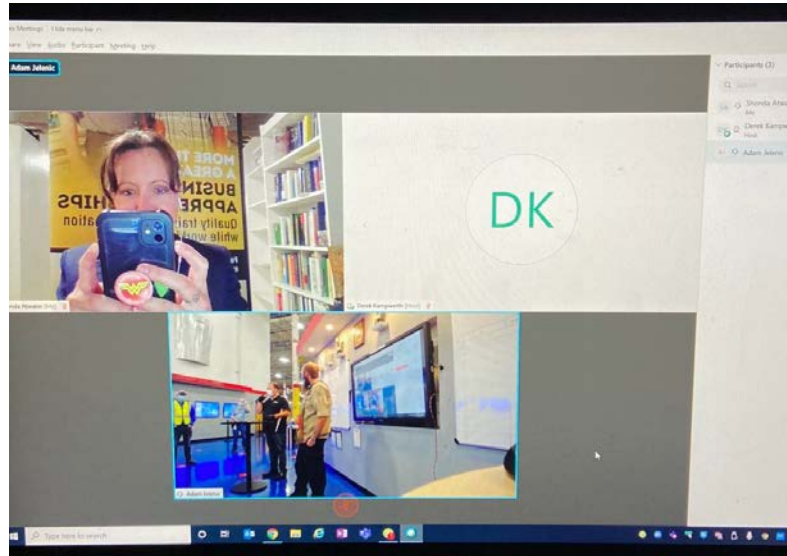
WF_MCC_438_3_NASAAppWk Navy Talk

Apprenticeship.Outreach@mccck.edu



Ingredion™

- Apprenticeship Finalized March 2020
- 11 Apprentices + 4/5 more
- Maintenance Mechanic
- Served a significant community need



- Apprenticeship Finalized March 2020
- 14 Apprentices
- Robotics Maintenance Mechanic
- Completed 2 Apprentices during COVID!

UAW Ford Registered Apprenticeship



UAW Apprentice Tracks

- Electrician
- Industrial Truck Mechanic
- Millwright
- Pipefitter
- Tool&Die Maker
- Tool Maker
- Welder


MCC is NOT the Apprenticeship Sponsor

- DOL Sponsor Number: MO729780001 – Ford Motor Co. Kansas City Assembly JATC

UAW Program includes:

- 44 courses
 - 7 Campus programs
 - 2 Campus locations
- 95% have B+ or higher
 - Completed 53 in 2020

Apprenticeship Offers Better Course Planning

- 
1. Better planning & course
2. S... are wo
3. Offer cou part
- It's A Con
GREAT d**
- Facul**

**It's A Conversation – Requires a
GREAT deal of back and forth –
Faculty, Campus, Business
Schedules**

[illegible]

Outreach During COVID

- LinkedIn Sales Navigator



- Partnering in Crises – Business Web Series



Goodwill Apprenticeship Program



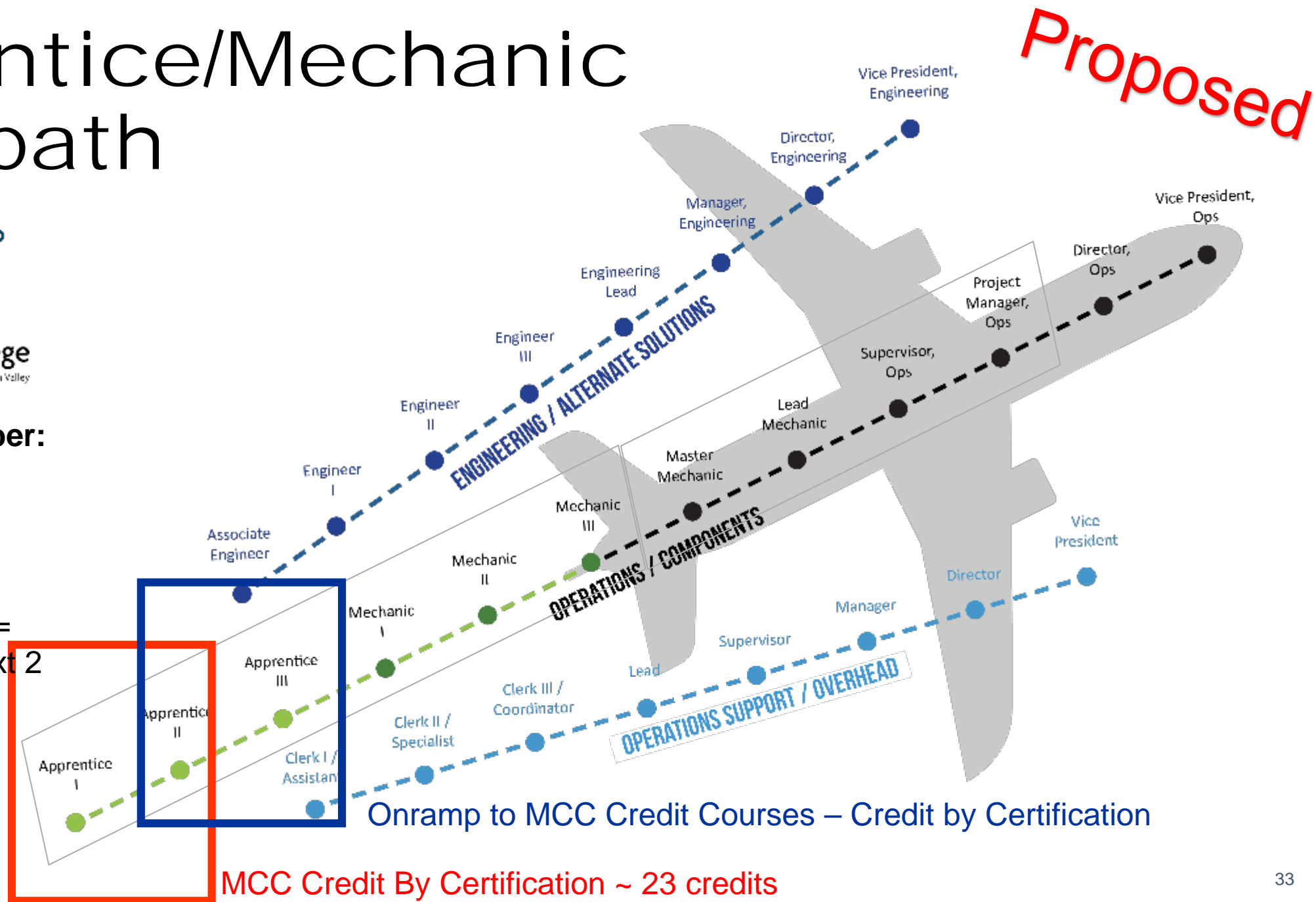
- Warehouse Tech Goodwill Industries (Dock Worker)
 - O*NET-SOC CODE: 53-7062.00 RAPIDS CODE: 2084HY
- Hybrid Program
 - 2000 minimum - 2690 maximum hours of On-the-Job Training (OJT)
 - 164 hours of related instruction
 - **OSHA 7005, EHSM 7941, EHSM 7950 and soft skills**
- Different Objective!
 - Apprentice could move UP within Goodwill
 - More likely to prove employment capability, training and future job opportunities

Apprentice/Mechanic Flightpath



DOL Sponsor Number:
2020-MO-74460 –
Aviation Technical
Services

Current Participants =
16, adding <30 in next 2
years



MCC Credit By Certification ~ 23 credits



Life Transformation Cycle

Breaking the cycle of poverty through hope, resources and a plan

Poverty/Crime Cycle



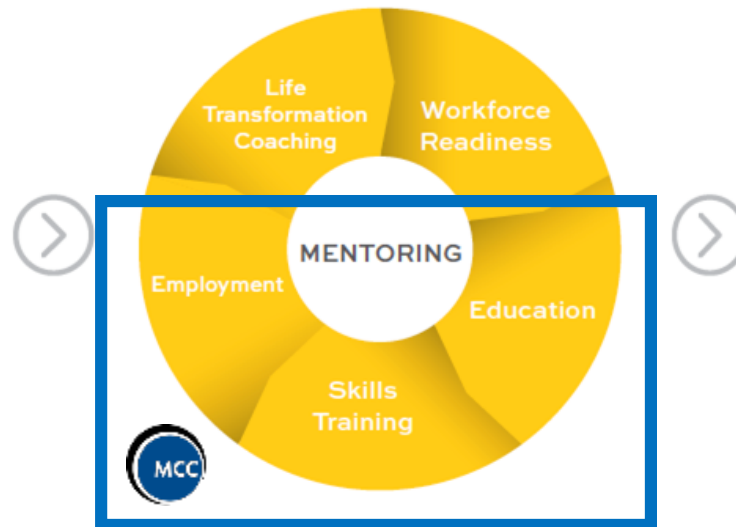
Before Connections to Success

Without intervention, the cycle of poverty continues because of:

- The high rate of adult unemployment and underemployment
- Living in impoverished areas with significant high school drop out rates
- Limited education and vocational skills
- The lack of guidance and mentorship offering hope and help

And the cycle continues....

Connections to Success Transition Cycle



While Attending the Program

Connections to Success program participants:

- Are mentored by staff and volunteers
- Acquire new and improved skill sets
- Build resumes and develop a life plan
- Can receive tutoring for literacy and/or GED
- Are counseled on health and wellness
- Learn life skills such as personal financial management
- Participate in transitional employment
- Are prepared for interviews and suited in interview attire
- Network with professionals for employment placement

Economic Independence Cycle



Participation Outcomes

Participants are now equipped to:

- Achieve economic independence at livable wages
- Purchase their own vehicles and homes
- Further their education
- Become role model parents and spouses
- Contribute to the local economy as taxpayers; purchase goods and services
- Break the cycle of generational poverty and incarceration, beginning with their children

Standard Operating Procedure



#MOApprentices

Missouri leads the way in Apprenticeship programming

Metropolitan Community College –Apprenticeship Program
named Missouri's "2019 Apprenticeship Provider of the Year"



Thank You

Shonda R. Atwater

Apprenticeship Director

Shonda.Atwater@mcckc.edu

Telephone: 816.604.1000

Business Technology Campus

1775 Universal Avenue

Kansas City, Missouri 64120-2429



"This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. Grant award # HR-33040-19-60-A-29. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it."

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