

WHAT IS REGISTERED APPRENTICESHIP?

Apprenticeship is a unique, voluntary, industry-driven system that prepares individuals for occupations requiring a broad range of high-level skills and related technical knowledge. The apprentice learns the “how-to” as a wage-earning employee in on-the-job training under the direction of a highly skilled craftsperson. The “why” is learned through related technical instruction classes.

When a program is registered by the N.C. Department of Labor it also is registered nationally with the U.S. Department of Labor. When apprentices complete their training, they receive a journeyman certificates that are “nationally recognized” and portable anywhere in the United States.

A registered apprenticeship program ranges from 2,000 up to 10,000 hours of on-the-job training depending on the occupation. This on-the-job training is supplemented by a minimum of 144 hours related classroom instruction required for every 2,000 hours of on-the-job training.

Visit our website for more information on apprenticeship:

www.nclabor.com

WHAT SERVICES DOES THE APPRENTICESHIP AND TRAINING BUREAU PROVIDE?

In a recent survey, 93% of employers were satisfied or very satisfied with our services, which include:

- Job Profiling and Task Analysis
- Customizing standards and work processes to meet your company’s needs
- Assisting in development of computer-based training
- Coordinating related instruction with community colleges or other training provider
- Assisting in establishing record keeping systems.
- Assistance in developing qualifications and procedures for recruiting apprentice applicants
- Servicing programs, including registration and completions
- Issuing Nationally recognized certificate of completion to completers
- Coordinating VA approval for eligible veterans in registered programs to

“The apprenticeship program allows our technical employees to improve upon their problem solving abilities and apply this to specific applications within our plant. The combination of the community college education, our in-house classes and on-the-job training provides us with better employees for the future.”

*Tracy Jones
Leviton Southern Devices Division
Morganton, N.C.*



APPRENTICESHIP



APPRENTICESHIP ADVANTAGE

Apprenticeship and Training Bureau
N.C. Department of Labor
4 W. Edenton Street
Raleigh, N.C. 27601-1092
(919) 733-7533
1-800-NC-LABOR
(1-800-625-2267)
Cherie K. Berry
N.C. Commissioner of Labor

In a recent survey, North Carolina employers said their apprenticeship program:

- Improved the skills of their employees
- Improved the quality of their workmanship
- Improved their ability to promote from within the company
- Improved recruitment of highly qualified applicants
- Improved the versatility of their workers
- Reduced turnover of employees
- Improved the problem-solving ability of their workers
- Improved their productivity

“Apprenticeship training is a very valuable recruitment incentive. This training is a ‘Win Win’ situation. The employee receives the opportunity to work while being trained for advancement in his or her field as well as knowledge and skill which will provide the basis for a life long career. In turn, the employer receives a worker who is eager and interested in the work as well as both book and on the job training and.....a loyal employee.”

Stuart D. Laney Jr., President
Cape Fear Electric Inc.
Wilmington, N.C.

IS REGISTERED APPRENTICESHIP ONLY FOR THE TRADES?

The U.S. Department of Labor recognizes more than 800 occupations in all industries including:

- Construction
- Manufacturing
- Telecommunications
- Information technology/networking
- Service and retail
- Healthcare
- Education
- Public and private utilities

Visit www.nclabor.com for a list of occupations

“Due to the shortage of skilled craftspeople in our labor market we initiated the N.C. Apprenticeship Program. The program insures we have the skilled people essential for our continued growth, while affording our employees the opportunity to become skilled craftspeople.”

Wayne L. Simon Manager, Human Resources
Freightliner Corporation
Mount Holly, N.C.



WHAT IF SOME OR ALL OF MY JOBS ARE NOT APPRENTICEABLE?

The N.C. Apprenticeship and Training Bureau also register shorter-term training programs requiring as little as 1,000 hours of on-the-job training. Trainees upon completion also receive a nationally-recognized certificate that is portable anywhere in the United States.

WHAT IS AVAILABLE FOR THE JOURNEYMAN WHO WOULD LIKE TO REACH THE NEXT LEVEL?

The Apprenticeship and Training Bureau now has a program called Master Craftsman. The program is designed for the journeyman level employees who would like to enhance their overall education and training to become a master at their occupation.

COMMON MISCONCEPTIONS OF REGISTERED APPRENTICESHIP

- Apprenticeship means that we have to have a union.

Less than 5% of our 2,000 N.C. programs are with organized labor.

- Apprenticeship is just for entry level employees.

The Apprenticeship and Training Bureau has programs in over 62 high technology occupations.

- The Apprenticeship and Training Bureau will dictate my training program.

This is a voluntary system that we design together to meet your needs.

- Apprenticeship is for new employees?

Apprenticeship can be used to train new hires, to upgrade current employees from within the company and to review competencies of current employees.

