



apprenticeship
evolved

Registered **Youth Apprenticeship**

A Foundation for a Sustainable Workforce

Carla Whitlock / Mike Pearson

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Earn and Learn



Youth Apprenticeship provides South Carolina high school students a unique opportunity to earn while they learn. By combining high school and/or technical college curriculum with critical on-the-job training at a local business, students can pull in a pay check while earning a credential at the same time as their high school diploma.

Youth Apprenticeship **By the Numbers**



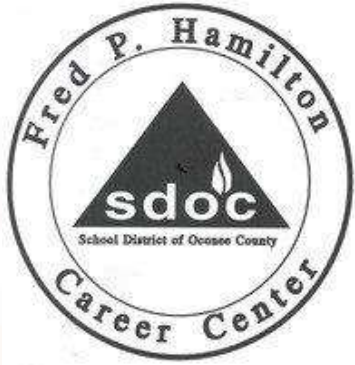
Sample of Current Occupations

- Accounting Technician
- Child Care Development Specialist
- Advanced Manufacturing: Industrial Maintenance Technician
- Advanced Manufacturing: Machine Tool Operator
- Advanced Manufacturing: CNC Operator
- Hospitality: Guest Services
- Hospitality: Culinary Arts
- IT: Computer Programmer
- IT: Help Desk Technician
- Health Care: Nurse Assistant
- Construction: Construction Craft Laborer
- Construction: Plumber
- Automotive: Automobile Body Repairer
- Photographer / Public Affairs
- Water and Waste Water Operator



Program Components

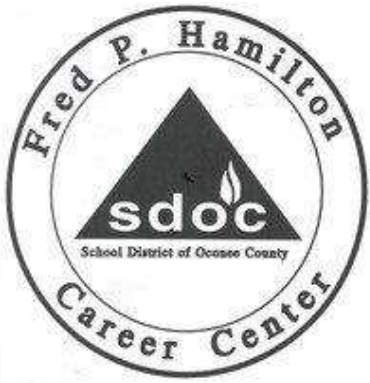




Making a Difference: Hamilton Career Center/Greenfield Industries Youth Apprenticeships



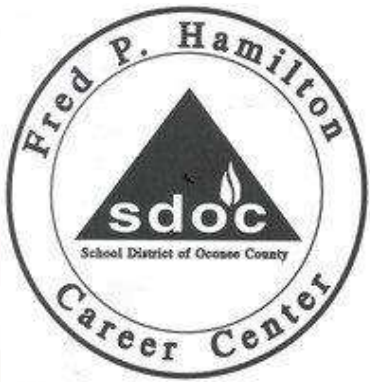
- For the past seven months, Greenfield Industries has partnered with Apprenticeship Carolina to support area youth with an “earn-while-you-learn”, on-the-job training and skills development.
- Working with the Hamilton Career Center in Seneca SC and Tri-County Technical College in Pendleton SC, Greenfield Industries established the first youth apprenticeship program in Oconee County.
- The program objective is for students to reach the proficient level of an occupation.



Making a Difference: Hamilton Career Center/Greenfield Industries Youth Apprenticeships



- Students at the “top of their class” were selected from the Hamilton Career Center to participate in the Apprenticeship Program.
- The hands-on training students receive compliments related education learned in class while giving students the best opportunity to obtain work experience to develop their knowledge, skills, and abilities.
- The program participants not only acquire hard to find skills, but they also become part of a succession plan to fill Greenfield’s pool of future employees.
- The apprenticed occupations are CNC Operator, Maintenance Technician, Machine Operator and Supervisory Leadership.

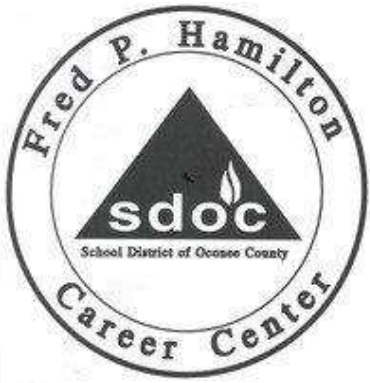


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The length of each program and education requirements are as follows:

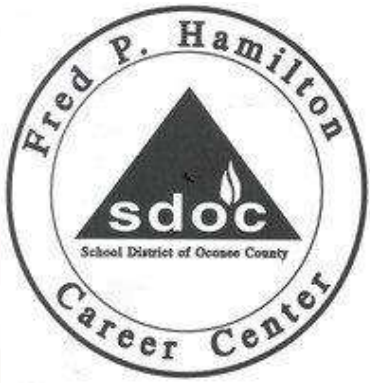
Program Hours	Education Requirements
CNC Operator <i>5000 hours</i>	Tri-County Technical College, CNC / Machining Classes
Maintenance Technician <i>7000 hours</i>	Tri-County Technical College, Mechatronics Certificate
Supervisory (Leadership) <i>2500 hours</i>	Tri-County Technical College , Leadership and Supervisory Certificates
Youth Apprenticeship (Machine Operator) <i>2000 hours</i>	Fred P Hamilton Career Center



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- To increase the development of student skills, Greenfield donated tools to Hamilton Career Center and the local vocational rehab center.
- As a value-added partner for the community of Oconee County, Greenfield provides area youth the opportunity to experience manufacturing for the “first time”, while instilling in students work ethics, social skills, professionalism, punctuality, in a real work environment.
- Greenfield’s partnership with Hamilton Career Center brings program awareness and recognition to the community as well as adding to the growth of South Carolina’s workforce.



Hamilton Career Center Future Youth Apprenticeship Plans

We are currently working with the following companies to expand our Youth Apprenticeships in Oconee County:

- U.S. Engine Valve
- Sandvik
- Koyo Bearings

The biggest pushback from industry is the reluctance to hire minors. However, the department of labor

Exemptions from Certain HOs for Apprentices and Student-Learners

Hazardous Occupations Orders Nos. 5, 8, 10, 12, 14, 16, and 17 contain exemptions for 16- and 17-year-old apprentices and student-learners provided they are employed under the following conditions:

Apprentices:

1. the apprentice is employed in a craft recognized as an apprenticeable trade;
2. the work of the apprentice in the occupations declared particularly hazardous is incidental to his or her training;
3. such work is intermittent and for short periods of time and is under the direct and close supervision of a journeyman as a necessary part of such apprentice training; and
4. the apprentice is registered by the Bureau of Apprenticeship and Training of the U. S. Department of Labor as employed in accordance with the standards established by that Bureau, or is registered by a state agency as employed in accordance with the standards of the state apprenticeship agency recognized by the Bureau of Apprenticeship and Training, or is employed under a written apprenticeship agreement and conditions which are found by the Secretary of Labor to conform substantially with such federal or state standards.

Student-Learners:

1. the student-learner is enrolled in a course of study and training in a cooperative vocational training program under a recognized state or local educational authority or in a course of study in a substantially similar program conducted by a private school; and
2. such student-learner is employed under a written agreement which provides:
 - a. that the work of the student-learner in the occupations declared particularly hazardous shall be incidental to the training,
 - b. that such work shall be intermittent and for short periods of time, and under the direct and close supervision of a qualified and experienced person,
 - c. that safety instruction shall be given by the school and correlated by the employer with on-the-job training, and
 - d. that a schedule of organized and progressive work processes to be performed on the job shall have been prepared.

Each such written agreement shall contain the name of the student-learner, and shall be signed by the employer and the school coordinator or principal. Copies of each agreement shall be kept on file by both the school and the employer. This exemption for the employment of student-learners may be revoked in any individual situation where it is found that reasonable precautions have not been observed for the safety of minors employed thereunder.

The Hazardous Occupations Orders (HOs) for Nonagricultural Employment

HO 1	Manufacturing and storing of explosives.
HO 2	Motor-vehicle driving and outside helper on a motor vehicle.
HO 3	Coal mining.
HO 4	Occupations in forest fire fighting, forest fire prevention, timber tract operations, forestry service, logging, and sawmilling.
HO 5*	<i>Power-driven woodworking machines.</i>
HO 6	Exposure to radioactive substances.
HO 7	Power-driven hoisting apparatus, including forklifts.
HO 8*	<i>Power-driven metal-forming, punching, and shearing machines.</i>
HO 9	Mining, other than coal mining.
HO 10*	<i>Operating power-driven meat processing equipment, including meat slicers and other food slicers, in retail establishments (such as grocery stores, restaurants kitchens and delis) and wholesale establishments, and most occupations in meat and poultry slaughtering, packing, processing, or rendering.</i>
HO 11	Power-driven bakery machines including vertical dough or batter mixers.
HO 12*	<i>Power-driven balers, compactors, and paper processing machines.</i>
HO 13	Manufacturing bricks, tile, and kindred products.
HO 14*	<i>Power-driven circular saws, bandsaws, chain saws, guillotine shears, wood chippers, and abrasive cutting discs.</i>
HO 15	Wrecking, demolition, and shipbreaking operations.
HO 16*	<i>Roofing operations and all work on or about a roof.</i>
HO 17*	<i>Excavation operations.</i>

Contact Information



Mike Pearson

Director, Fred P. Hamilton Career Center

864.886.4425 (o)

mjpearson@oconee.k12.sc.us

Carla Whitlock

Senior Apprenticeship Consultant

864.250.5559 (o)

803.397.0278 (c)

whitlockc@sctechsystem.edu