

DVR DIGEST

THE APPRENTICESHIP ADVANTAGE

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Credits:

<http://college-insight.org/#spotlight/go&h=7b7ab8a8d88a18319a3512832c1ebd69>

<https://www.forbes.com/sites/zackfriedman/2019/02/25/student-loan-debt-statistics-2019/#108ce645133f>

<https://icps.illinoisstate.edu/2017/07/illinois-essential-employability-skills-framework/>

<https://www.dol.gov/apprenticeship/>

<https://www.apprenticeship.gov/faqs>

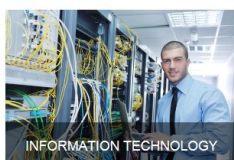


SKILLS GIVE YOU OPPORTUNITY

According to The U.S. Department of Labor, employers have hired over 466,000 Apprentices since January 1, 2017.

Apprenticeship Works for Multiple Industries

Your apprenticeship awaits.



Increasingly, advanced manufacturing companies are turning to apprenticeship to develop, grow, and retain a skilled workforce. Apprenticeship programs combine on-the-job learning with related instruction in technical areas to produce qualified, highly-productive employees for careers requiring precision skills. Apprenticeship training ensures workers have the knowledge and competencies companies need for today and tomorrow.

Apprenticeship spans more than 1,000 occupations including careers in health care, cybersecurity, information technology, and energy.

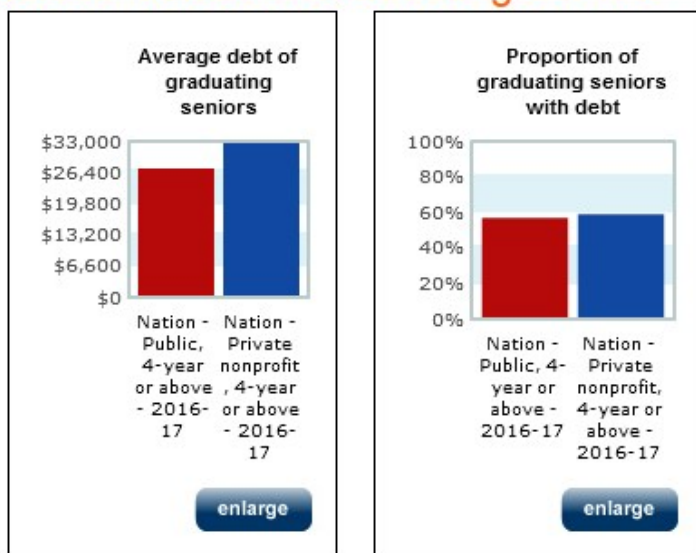
Apprenticeship Components include:

- Paid Work,
- Work-based Learning, Mentorship,
- Education & Instruction,
- Industry Credential.

THE PROBLEM OF STUDENT DEBT

According to College InSight, the average college debt of graduating seniors (FY17) in Illinois is \$29,214. In fact, 61% of college graduates carry student loan debt.

Student Debt of Graduating Seniors



According to a recent article in Forbes entitled **Student Loan Debt Statistics In 2019: A 1.5 Trillion Crisis**, “Student loan debt in 2019 is the highest ever.

The latest student loan debt statistics for 2019 show how serious the student loan debt crisis has become for borrowers across all demographics and age groups. There are more than 44 million borrowers who collectively owe \$1.5 trillion in student loan debt in the U.S. alone. Student loan debt is now the second highest consumer debt category - behind only mortgage debt - and higher than both credit cards and auto loans.” (by Zack Friedman, Senior Contributor, February 25, 2019)

GET PAID WHILE BEING TRAINED

So you may be wondering, how do apprenticeships work, compared to the training received through traditional colleges? According to the U.S. Department of Labor, Apprenticeship is a career pathway that includes a paid-work component and an educational or instructional component, where an individual can obtain workplace-relevant knowledge and skills.

A: Apprenticeship training is distinguished from other types of workplace training by several factors:

- (1) Apprentices earn wages from their employers during training;
- (2) Programs provide on-the-job learning and job-related technical instruction;
- (3) On-the-job learning is conducted in the work setting under the direction of one or more of the employer’s personnel;
- (4) Training results in an industry-recognized credential.

“Most apprenticeship opportunities include on-the-job training and classroom instruction provided by apprenticeship training centers, technical schools, community colleges, and four-year colleges and universities, sometimes through distance learning. Often apprenticeship sponsors work directly with community colleges that do provide college credit for apprenticeship experience.”

BASIC REQUIREMENTS

So you think you might want to consider applying for an Apprenticeship. And you are wondering, are there “entrance requirements” like colleges have? Well, yes, there are entrance requirements, but they are quite different than college entrance requirements. Here are a few things for which you need to be prepared:

- Each different Apprenticeship has minimum age requirements. 18 years is standard.
- Fill in an application for that specific program.
- There will be an application fee.
- Some programs require that you have found a future employer who verifies he will hire you if you are accepted into the training program.
- You need a drivers license and a working car.
- Some Apprenticeship programs require an aptitude test. Sharpen your math skills—they are very important in most of the Trades!
- All programs will require a drug test, usually hair follicle.

Is acceptance competitive, you may ask? Yes! Some programs have a backlog waiting list of over 1,000 applicants! So you need to handle your application on time and according to their rules. Contact the specific program for their detailed requirements so you don't overlook anything!

APPRENTICESHIP SUCCESS STORIES (DOL.GOV)

Corey A. Nadeau

General Labor, Precision Systems MFG, Inc.

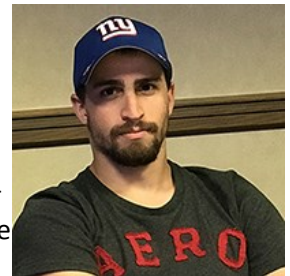
“After high school, I took a year off from school and did a semester at Onondaga Community College (OCC). During the second semester, I decided that the traditional school route was not for me. My brother got me into the Machine Operator Bootcamp class being offered at OCC. I got a job at Dannon Tool & Machine as an intern but decided to take a permanent job at Precision Systems. I was offered the apprenticeship after being there for just a few months.”

As a current apprentice with Precision Systems MFG, Inc., Corey's responsibilities include basic operations on manual mill and lathes, general assembly work, operating a balancing machine, and general labor in other departments as required.

“I made \$11/hour at McDonalds,” said Corey whose salary now as an apprentice will progress from \$12.50 to \$18.62 per hour with the program, with opportunities to earn over \$20 per hour in the future with advanced training.

Corey will earn his journey worker card in CNC Machining and his associate's degree after the apprenticeship. After completing his apprenticeship with Precision Systems MFG, Inc., he will be granted opportunities for additional advancement in the company by gaining experience, learning more advanced manufacturing methods, and developing leadership skills enabling him to train others for the future.

Corey would like to become a successful CNC Machinist and more informed about manufacturing in general. Both are forthcoming as he describes his approach for each opportunity is to learn as much as possible.



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EMPLOYABILITY SKILLS

Employers are concerned about more than a particular technical skill. They also want people with good employability skills, regardless of the job you are in. What are employability skills, you ask? “Essential employability skills are those general skills that are required to be successful in all sectors of the labor market and are separate from the technical skills attained in career pathways or academic skills such as math and reading.”

What do employers want? There are four major categories: Personal Ethic, Work Ethic, Teamwork, and Communication.

Let’s take a look at Personal Ethic. Personal ethic included integrity, respect, perseverance and positive attitude. Each one of these has descriptors of what the expectations are.

a. Integrity

- * Treats others with honesty, fairness, and respect
- * Demonstrates respect for company time and property
- * Is present and engaged in the workplace
- * Demonstrates appropriate use of technology in the workplace
- * Accepts responsibility for one’s decisions and actions

b. Respect

- * Works effectively with those who have diverse backgrounds, beliefs, and cultures
- * Exhibits respect for authority

c. Perseverance

- * Stays on task when provided with strategies for overcoming barriers

d. Positive Attitude

- * Cooperates in a pleasant and polite manner with clients, coworkers, and supervisors
- * Exhibits flexibility and adaptability
- * Takes direction and correction willingly

For more information on the Illinois Essential Employability Skills Framework, go to: <https://icsps.illinoisstate.edu/wp-content/uploads/2017/07/Essential-Handout-2.pdf>

