

Starting Apprenticeship in High School and College



Reasons

- 30% Attrition rate Nationally from 1st -2nd
- 15% from 2nd-3rd
- Competition from Non Joint
- Economics



Getting Started

- Identify a high school
- Initial meeting
- Evaluate high school expectations and needs.



Memorandum of Understanding

- Template
- Credit for RTI
- Job placement preference
- Direct interview/Direct entry
- Instructor Policy Statement
- Schools should have initial control
 - They establish selection procedure(s)
 - Once opportunity was given, school was called Electrical Pre-Apprenticeship
- Representation
- Beneficial for both parties.
- Legal overview and approval
- Celebrate the achievement



Baker County High School - Florida



Implementation

- Preparation is key
- Supply books to high school
- Identify an Instructor
- Work with school administration
- Schedule facility attendance requirements in the MOU
- Evaluate students mid-way (Mid-year?)
- Require OSHA 10 prior to the end of the school year, before entering trade.
- Advise students and administration of OJT requirement



Accelerated Success

- Multiple interests from additional high schools, and colleges.
 - Signed MOU with local College. They replaced the NCCER with ETA Curriculum
- Discuss the success of the program in upcoming meetings.



1st Year Requirements

- Scheduling facility attendance
- Aptitude testing
- Gap teaching



Finishing the Year

- Award ceremony
- Establish a start time
- Advance placement for those who complete the year AND the Final Exam
- Preferred direct interview for attendance



Awards Ceremony

- CTE Awards given before graduation



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Entering and Succeeding 1st year

- Responsibility
- Time Management Skills
- Required funding for books
- Pact culture and assimilation



Changes Moving Forward

- Advertisement "Getting the word out" quicker
- OSHA 10 at high schools
- Meet with school administrators at the end of the school year



Initial Success

- 11 started in the 2017 class, 10 completed
 - Of those 10, 8 applied for apprenticeship
 - Of those 8, 6 started in 2nd year and are still in the program
- 15 started in the 2018 class, 11 completed
 - Of those 9, 11 applied for apprenticeship
 - Of those 11, 7 started apprenticeship and 4 advanced placed into the 2nd year



Moving Forward

- Signed Oak Leaf High School in Clay County, Florida



Moving Forward

- Signed Fernandina Beach High School in Nassau County, Florida



Electrical Training Alliance of Jacksonville
IBEW - NECA
Registered Apprenticeship Since 1945
Jacksonville Electrical Joint Apprenticeship and Training Committee

Daniel "Danny" R. Van Sickle III
Training Director

4951 Richard St.
Jacksonville, FL 32207
904.737.7533 Phone
904.737.7534 Fax

dvansickle@etajax.org
Master Electrician ME-666
Cell 904.521.7222
www.etajax.org


