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)
• 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

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 11, 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