The New Evolution of Apprenticeship

Brad Neese
June 9, 2014
SC Technical College System

Organizational Structure
South Carolina A Comprehensive Solution

Knowledge Skills and Abilities

Entry Level Skills

The Colleges

Timeline

Hire date
Our Mission

Making certain all employers in South Carolina have access to information and consultative services, at no charge, regarding sponsorship of a demand-driven registered apprenticeship program.
Our Consultants

Apprenticeship Carolina™ consultants are available to answer your questions about registered apprenticeship and assist with the program development and registration process.

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Director
Fairfield, Lexington and Richland Counties

BRIAN RAUSCHENBACH
Youth Apprenticeship Consultant
Aiken, Allendale, Bamberg and Barnwell Counties

ROBERT CRENSHAW
Aiken, Allendale, Bamberg and Barnwell Counties

TERI LUTHER
Calhoun, Chesterfield, Darlington, Dillon, Florence, Georgetown, Horry, Marion, Marlboro, Orangeburg and Williamsburg Counties

CARLA WHITLOCK
Abbeville, Anderson, Cherokee, Chester, Edgefield, Greenville, Greenwood, Lancaster, Laurens, McCormick, Newberry, Oconee, Pickens, Saluda, Spartanburg, Union and York Counties

BRANDON SPENCE
Beaufort, Berkeley, Charleston, Chester, Clarendon, Colleton, Dorchester, Hampton, Jasper, Kershaw, Lancaster, Lee and Sumter Counties
South Carolina lagged behind neighboring states in the number of apprenticeships in 2007.

- TN: 18,000 apprentices
- NC: 16,000 apprentices
- GA: 13,000 apprentices
- FL: 800 apprentices
- SC: 800 apprentices
Apprenticeship Carolina By the Numbers

Number of Programs

- **2007:** 90
- **Today:** 658
- Increase: 7x

Number of Apprentices

- **2007:** 777
- **Today:** 10,002
- Increase: 13x
Apprenticeship Carolina By the Numbers

- Averaging more than 120 NEW APPRENTICES each month
- 1 in 3 participating employers offers programs in more than one occupation
- All 16 colleges are participating and each county is represented
Targeted Industry Clusters

1. Advanced Manufacturing
2. Construction Technologies
3. Energy
4. Healthcare
5. Information Technology
6. Tourism and Service Industries
7. Transportation, Distribution & Logistics
A Sampling of Participating Companies
State Tax Credit

$1,000 per apprentice per year for up to four (4) years
Apprenticeship Carolina™

3D Approach
Program Components

- Supervised On-the-job learning
- Scalable Wage
- Job-related Education
Apprenticeship Benefits

The combination of customized job-related education and supervised on-the-job learning provides a number of benefits for participating employers.

- Highly-Skilled Workforce
- State Tax Credit
- Standardized Skills
- Reduced Turnover
- Increased Productivity
Apprenticeship Carolina™ in the News

FT | FINANCIAL TIMES
PBS | THE WALL STREET JOURNAL
Forbes
Bloomberg
The New York Times
Inc.
The Huffington Post
USA Today
The Washington Post
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Job-Related Education

144 hours of job-related education per year

Education reinforces skills learned on-the-job

Education provided by local technical college, company, vendor or combination
Supervised On-the-Job Learning

- 2,000 hours per year of supervised on-the-job learning
- Length of program dependent on occupation
- Customized by the employer
- Provided at the employer’s designated job site
Scalable Wage Progression

Wages incrementally increase throughout the program