



NCWorks
COMMISSION

November 9, 2016



Dr. Pamela Howze



Skills Gap

- 45% of all jobs over the next decade will be in “middle skill” occupations, which require more than a high school diploma but less than a bachelor’s degree.

Problem

- Young people do not know what “work” looks like and what options they have other than a four year university degree.
- Only 33% of jobs in North Carolina require a four year degree.
- Governor McCrory set a goal in October 2015 that 67% of North Carolinians need a credential beyond high school, but not necessarily a four year degree.



Apprenticeship

- **OJT and related instruction.** The expert shows the apprentice how to do a task, watches as the apprentice practices portions of the task, and then turns over more and more responsibility until the apprentice is proficient enough to accomplish the task independently.



Apprenticeship Cost

- How much does it cost?
- Average Apprenticeships range from 4,000 to 8,000 hours which includes related instruction.
- Tuition for a two year Associates degree (around 60 semester hours) is \$5,250.00. These are contact hours.



Apprenticeship Cost

- Apprentices start at a low wage scale and as they make progress their wage is increased.
- Many are very productive in their second year of Apprenticeship.
- A 2009 Return on Investment Study says that for every dollar spent on Apprenticeship training, an employer receives a benefit, on average of \$1.47.



High School Youth

- Company Policy (Contract Agencies)
- Liability (Insurance)
- Safety (Built into the Apprenticeship)



Apprenticable Occupations

- There are 400K apprentices in the nation in more than 1,000 occupations
- Many in the Hospitality Industry



Benefits for the Apprentice



Apprenticeship Funding

- \$850,000 Recurring
- \$500,000 Non-Recurring
- \$200,000 Federal Grant
- \$350,000 Recurring Federal Dollars



Apprenticeship Funding

- Free Community College tuition for any high school youth that enters an Apprenticeship Program.
- Sector strategies in IT and Healthcare.



Apprenticeship Funding

- USDOL Apprenticeship Expansion Grant awarded October 21, 2016 in the amount of \$1,050,000.



Contact Information

Pamela.Howze@nccommerce.com

919-302-6184

