



Extrusions for Automobiles



Plastics for lighting applications

Rotomolding for vehicles

elkam

Fixing the skilled labour market

APPRENTICESHIP

Intro - Video



<https://www.youtube.com/watch?v=urGpWdAs3zA&t=7s>

Program overview



 **Apprenticeship**
Blue Ridge
Made in Henderson County
(Manufacturing)

Length of Program: Two Years.

Eligibility: Three Semesters of College and 3,000 hours at work.

Tuition: Recent high school graduates and adult learners.

Starting Pay: Free. Plus, you'll get PAID to attend class.

Starting Pay: \$16.00. Periodic increases, every 6 month.

Pay after completion: \$19.00 minimum.

6 College classes: 13 Credits total. Earn a Certificate in Mechatronics Engineering Technology and a Journeyman Certificate

Schedule: Class one day a week. Work four days a week at one of the partner companies.

Stackable: Want to keep learning after your Apprenticeship? These classes can count toward an associate degree at Blue Ridge.

Setup of an Apprenticeship program



- Find College-Partner for the educational part
- Find Industry Partners to form a consortium (grow momentum / classroom size)
- Create an agreeable class schedule to meet DOL / State requirements
- Decide on rules (pay structure, bonus payments, marketing, hiring, etc.
- Market within your local school system (especially middle and high school)
- Make it exciting to become part of the program (signing day, outfit, etc.)
- Create a new workforce legacy

Timeline of Apprenticeships in Henderson County

- 2019 1st class of Industrial Manufacturing Technicians
- 2020 2nd class of Industrial Manufacturing Technicians
1st class of Business and Banking Apprenticeship
- 2021 3rd class of Industrial Manufacturing Technicians
2nd class of Business and Banking Apprenticeship

Fast forward:

- 2024 16 different apprenticeship programs (mostly technical trades) are offered in Henderson County
14 programs are targeted to Highschool Graduates

Creating employment legacy at Elkamet



2019 – 2022 15 Highschool Graduates started the Apprenticeship program

8 graduated the program

6 are still employed at Elkamet

1 former Elkamet Apprentice went on to get his Bachelor degree

Retention rate of 75% with graduates

2023 3 apprentices started – 2 are still successfully in the program

2024 3 apprentices are already hired for the fall start – most likely we will employ:

3 to 6 Industrial Manufacturing Process Technicians

1 Electrician Apprentice

1 Business and Banking Apprentice

What are you waiting for?

Create your employment legacy with this European model transplant!