

DISCOVERING WORKFORCE SOLUTIONS

AGENDA

APPRENTICESHIP BENEFITS

Discover some of the perks for incorporating an apprenticeship into your workforce and recruitment efforts.

CRAFT YOUR APPRENTICESHIP

Brief overview of apprenticeship components. Program offerings. What the apprenticeship journey is.

MARKETING APPRENTICESHIPS

Develop collateral. Your presence in the candidate's world.

APPRENTICESHIP CAROLINA INTRO

Get to know the team from Apprenticeship Carolina, their roles, and how they can help.

YOUR PARTNERS

Identifying local agencies, you can connect with to aid in your workforce development and recruitment efforts.

FUNDING & GRANTS

Using grants, scholarships, and tax incentives that help off set the financial burden of an apprenticeship

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



SUCCESSION
PLANNING



STANDARDIZED
SKILLS



REDUCED
TURNOVER



STATE TAX
CREDIT





STATE TAX CREDIT

\$1,000 per apprentice per year
for up to four (4) years

\$3,000 per apprentice who is formerly
incarcerated or veteran

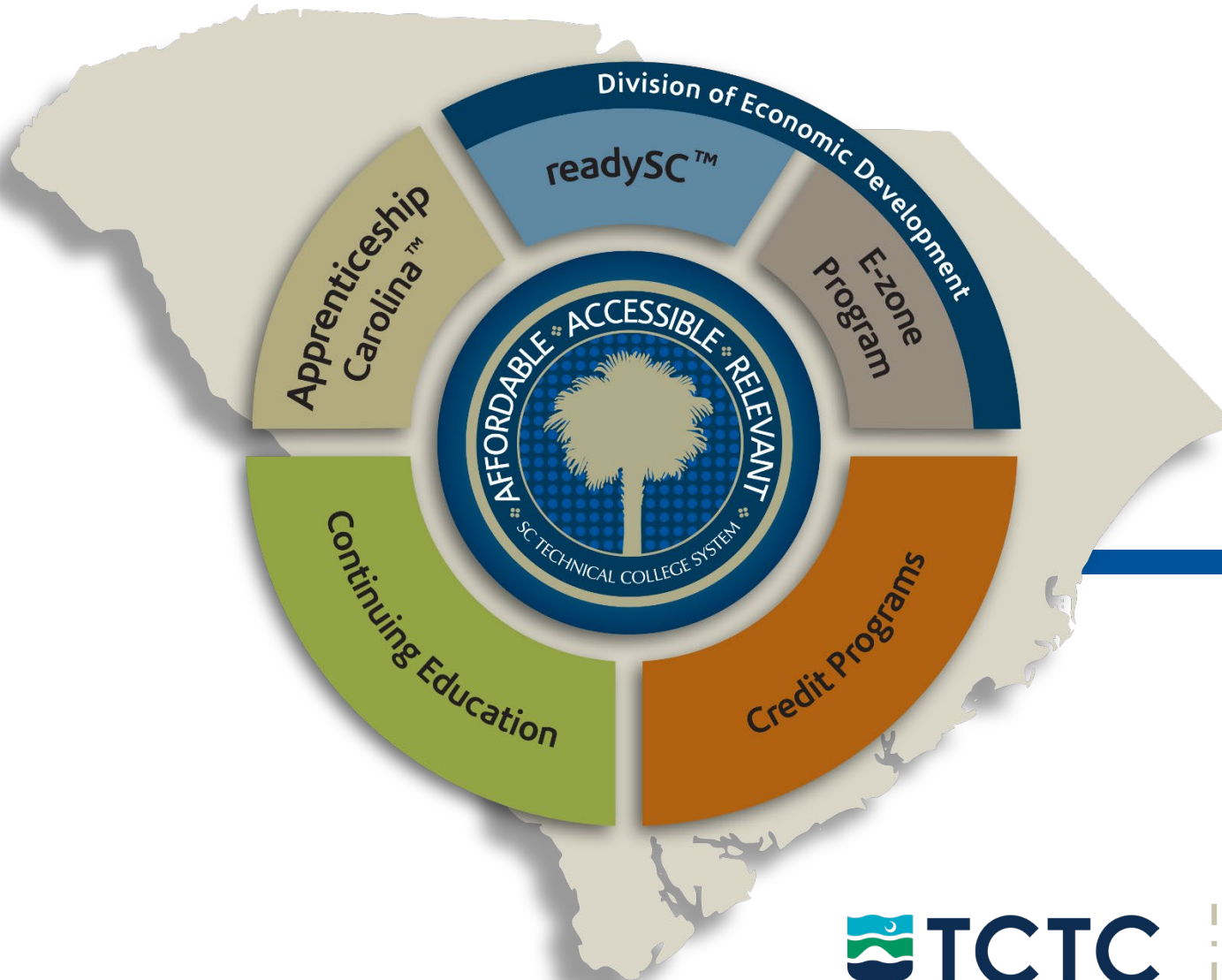
A SOLUTION TO YOUR WORKFORCE

is

APPRENTICESHIP

TRADITIONAL VS REGISTERED

GET TO KNOW SC TECHNICAL COLLEGE SYSTEM



Organizational Structure



SCTCS BENEFITS

PROGRAM OFFERINGS

Employers have the option to:

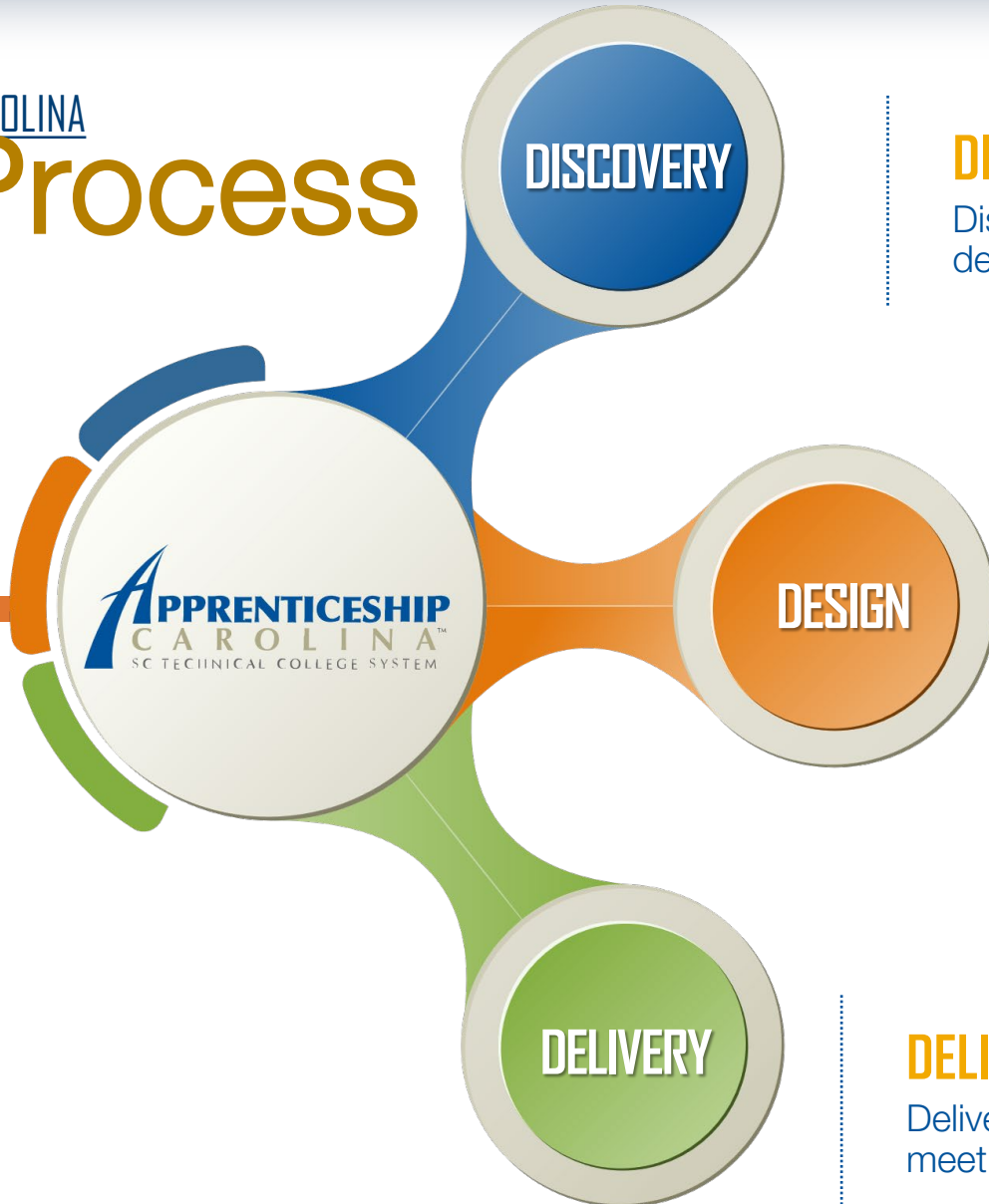
- Use funding in support for training, development or education of employees or individuals.
- Access a pipeline of workforce candidates

16 Technical Colleges throughout SC

Available industry related programs include:

- Civil Engineering Technology
- Commercial Truck Driving (CDL)
- Construction Science/Construction Management
- Diesel Mechanics/Technology
- Drafting/CAD
- Heavy Equipment Operation
- Leadership/Supervisory
- Maintenance Technology/Mechatronics
- OSHA Construction Standards
- Surveying
- Welding

The Process



DISCOVERY

DISCOVERY

Discover your organization's workforce development needs and goals

DESIGN

DESIGN

Design workforce solutions specifically customized for your organization

DELIVERY

DELIVERY

Deliver results that help your organization meet its workforce goals

APPRENTICESHIP PROGRAM COMPONENTS



**JOB-RELATED
EDUCATION**

**SUPERVISED
ON-THE-JOB LEARNING**

**SCALABLE
WAGE PROGRESSION**

**WORKER
CREDENTIAL**

THE APPRENTICESHIP JOURNEY

On-The-Job Training

The physical application of what is being taught on the educational side. Ranges from 2,000 hours to 8,000 hours.

3

4

Mentorship pairing the apprentice with a journeyworker or foreman.

2

Enrollment in or provide the educational source: I.e. NCCER, technical colleges, training centers, etc.

5

On going reviews and evaluations to track progress.

6

Successful competency testing.

7

Journey worker credential received.

Registering the candidate in RAPIDS.

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YOUR RECRUITMENT MARKETING MUST HAVES



Career Fairs



Collateral



Social Media

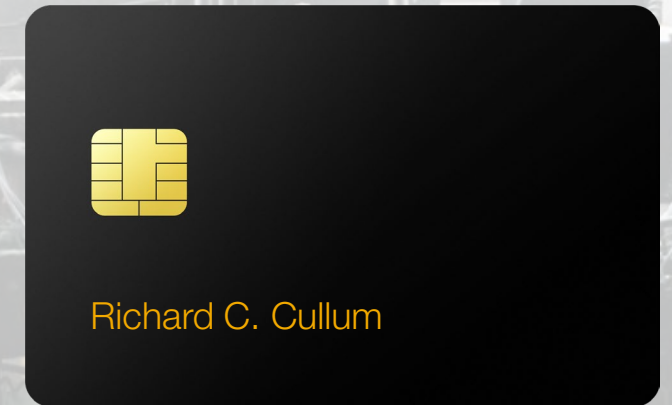


Website

CAREER FAIRS & CONSISTENCY

Seize as many opportunities as possible:

- Career Fairs
- Job Shadowing
- Symposiums
- Plant / Shop / Job Site Tours



UTILIZE COLLATERAL

- Career brochures
- Scholarships



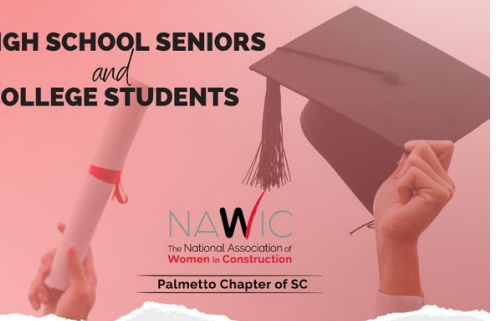
CarolinasAGC FOUNDATION



SCAA

NAWIC Palmetto Scholarship

HIGH SCHOOL SENIORS
and
COLLEGE STUDENTS



NAWIC
The National Association of
Women in Construction

Palmetto Chapter of SC

OPEN FOR SUBMISSIONS: APRIL 1, 2023

apply at www.nawicpalmetto.org/scholarship



JOHN DEERE



WIRTMEN
GROUP

INFLUENCE THEM ON SOCIAL MEDIA

Harper General Contractors
7,530 followers
5h •

Our environmental systems team had a fantastic opportunity to present on sustainability at Augusta Circle Elementary School. Students worked on an engaging hands-on project to learn how a water treatment plant operates. Thank you to all the #WomenInIndustry who were so grateful for the industry who support us. Thank you to Quinn B. Charleston's Women in Industry a fantastic evening and #ReputationisEverything

Choate Construction Company
48,427 followers
5d •

Just before the holidays, our Palmetto Logistics project team celebrated the safe and successful completion of 1.3M SF of TPO roof installation! Thank you to the Commercial Roofing Associates for knocking it out of the park with fall prices!

Harper General Contractors
7,530 followers
3w •

Our Tri-County Technical College Oconee Hall project team held a ladder safety stand down for our trade partners. We had a full turnout with over 60 people present for this session. Assistant Superintendent Juan Sierra covered a comprehensive...

Choate Construction Company
48,427 followers
1mo •

The Shepherd Center project team is ready for Advanced Rehabilitation in Atlanta scheduling between key stakeholders.

Harper General Contractors
7,530 followers
3w •

We are thrilled to announce the grand opening of our new HarperXS office in Greenville, marking a significant milestone in the division's growth. The division hosted a special grand opening celebration with Harper teammates and community members...

Choate Construction Company
48,427 followers
1w • Edited •

As we're nearing completion of the highly anticipated Interiors team hosted a trade partner appreciation who helped make this project a success!

Harper General Contractors
7,530 followers
6d • Edited •

After completing upgrades at the Wilson Creek WWTP, we have a lot to be proud of for Greenwood Metropolitan District.

EN
DEV

PARTNERSHIP

COMMUNITY ENGAGEMENT

RECOGNITION

WORK PRIDE

COMPANY CULTURE

HARPERXS
BUILD | SUPPORT | MAINTAIN

JOHN DEERE

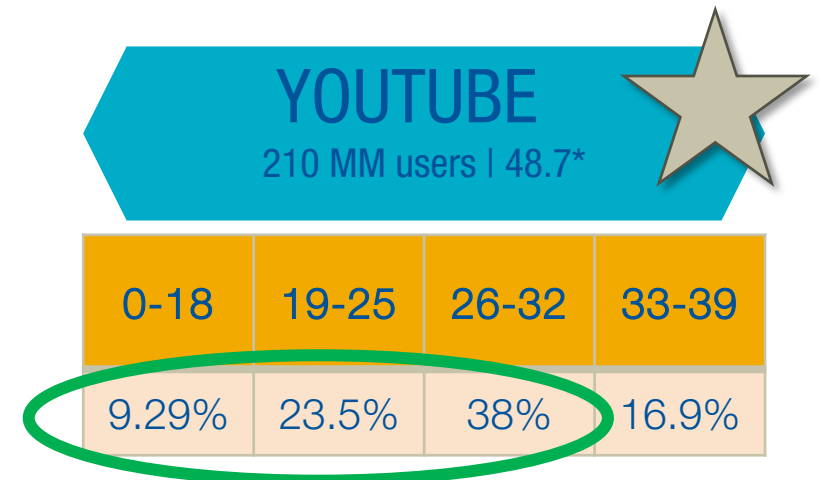
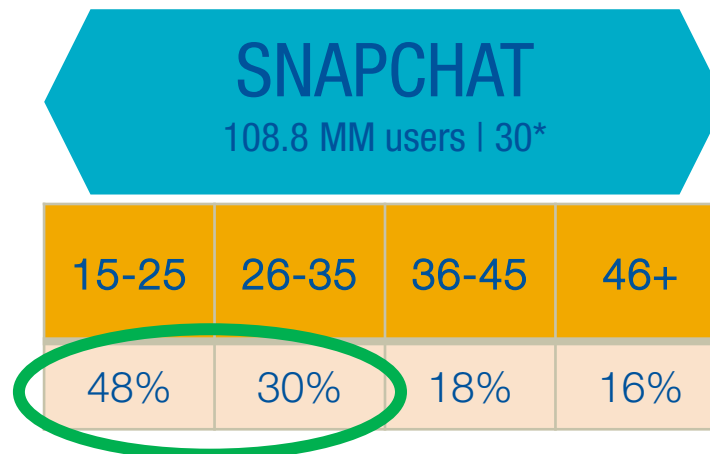
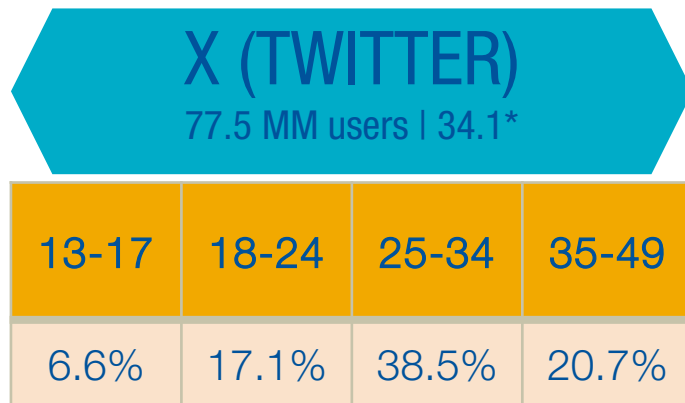
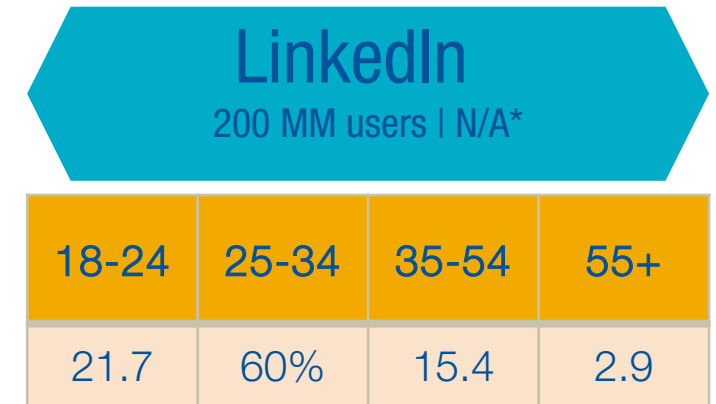
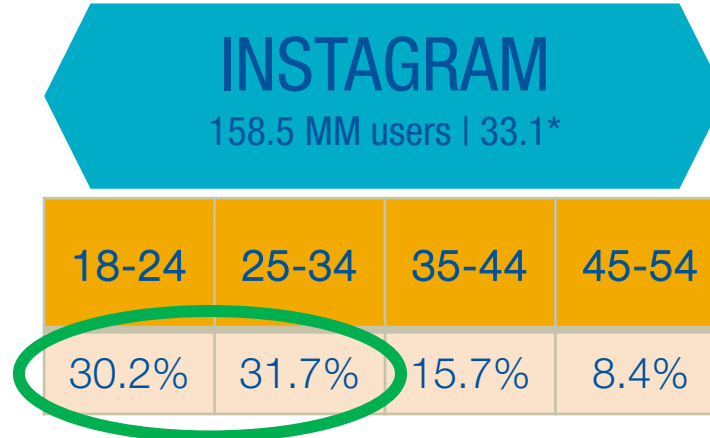
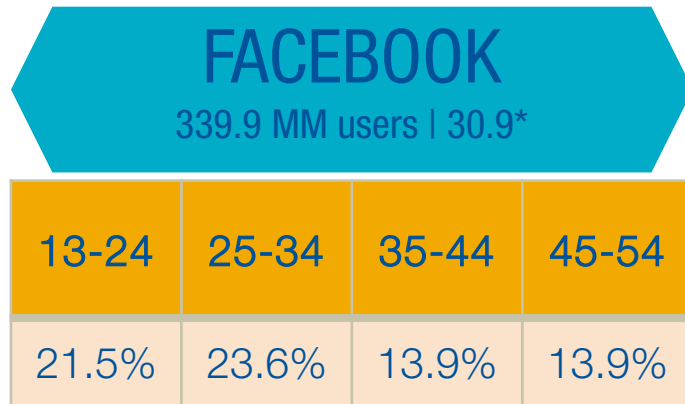
DOBBS
EQUIPMENT

W
WIRTGEN GROUP



FIND YOUR TARGET

According to Gallup* U.S. teens spend an average of 4.8 hours a day using social-media.



*is the average time (in minutes) consumed on platform daily



APPRENTICESHIP CAROLINA MISSION

Lead South Carolina in registered apprenticeship programs that help businesses and communities thrive economically. Through innovation, partnerships, and a spirit of excellence, Apprenticeship Carolina catalyzes the promotion of registered youth, adult, and pre-apprenticeships. Apprenticeship Carolina is also a resource to help employers create, maintain, and maximize the use of these programs. Apprenticeship Carolina is committed to creating and strengthening career pathways that enrich and enhance South Carolina's existing and future workforce.

APPRENTICESHIP CAROLINA: TEAM ROLES

AC

APPRENTICESHIP CONSULTANTS

Primarily interfaces with companies, colleges, USDOL, and workforce stakeholders

- Develop and register RAPs with companies; expand RAPs
- Promote programs and outreach with stakeholders
- Design and develop pre-apprenticeship programs
- Support youth apprenticeship councils, as needed

AIS

APPRENTICESHIP IMPLEMENTATION SPECIALISTS

Primary external customers include companies, colleges, USDOL, apprentices, pre-apprentices and workforce stakeholders

- Provide customer service support to companies after registration with USDOL
- Provide support to adult and youth apprentices when there is no YAC assigned to the area.

YAC

YOUTH APPRENTICESHIP COORDINATORS

Primary external customers include colleges, youth apprentices, youth pre-apprentices, K-12 stakeholders and workforce stakeholders

- Provide support to youth apprentices and pre-apprentices
- Provide support and direction to workforce stakeholders working with youth apprentices and pre-apprentices
- Support youth apprenticeship councils

PARTNER WITH YOUR WORKFORCE DEVELOPMENT AGENCIES

- Local SC Technical Colleges
- SC Department of Employment & Workforce (SCDEW)
- Goodwill
- SC Department of Social Services (SCDSS)
- SC Vocational Rehab Department (SCVRD)
- Local Non-Profits-i.e. Dream Center, Haven of Rest, etc.





- Ability to text message unemployed and or underemployed .
- Work through the Local Workforce Board.
- Posting openings for applicants.
- Generally Incumbent Workers Funds.
- Working relationship with job placement.
- Referrals to Education/Certification.



- Support unemployed with scholarships for classes.
- Individuals that are unemployed seeking jobs.
- Mentor individuals seeking help- (sometimes they provide other funding, transportation, clothing, training and coaching).



- Food Stamps/SNAP.
- SNAP 2 Work program can provide 47.5% training rebate to training providers for SNAP recipients.
- Large number of potential workers
- Some just got caught up in the free money and are looking for a change.

SC TECHNICAL COLLEGE SYSTEM: FUNDING OPPORTUNITIES



- Federal & State income-based financial aid
- Apprenticeship Grants
- Lottery Tuition Assistance
- SCWINS Scholarship

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