

# N.C. Department of Labor Apprenticeship and Training Bureau



## FY 2007 Annual Report

**Cherie Berry**  
Commissioner of Labor

**Brenda Saunders**  
Bureau Chief

**Charles Vaughan**  
Assistant Bureau Chief

## **1. HIGHLIGHTS FROM 2006-2007**

- The number of completions (5,618) in 2006-2007 rose 22 percent compared to the number of completions (4,399) in 2005-2006.
- Overall completion rate from September 2000 through September 2007 was 73 percent of apprentices completing requirements of both on-the-job training and classroom training.
- The overall completion wage rate for all completers in 2006-2007 was \$15.40. The average completion wage rate for an 8,000-hour program was \$16.61 and \$17.76 for completion of a 6,000-hour program.
- The top industry categories for active apprentices 2006-2007 were protective service occupations (4,191), installation, maintenance, and repair occupations (2,392), construction and extraction occupations (1,660), production occupations (1,228), and education, training, and library occupations (308).
- The top occupations among all new registrations in 2006-2007 were correctional officer (1,206), fire fighter (368), powerline technician (293), detention officer (276), and electrician (165).
- The total number served (19,974) in 2006-2007 was within 6 percent of the previous year (21,108) in 2005-2006.

## 2. 2006-2007 PERFORMANCE AND ACHIEVEMENTS

### A. Registrations, Cancellations, Completions and Total Served

1. The number of new registrations (4,794) in 2006-2007 decreased by 25 percent from the number of new registrations (5,994) in 2005-2006.
2. The number of completions increased from (4,399) in 2005-2006 to (5,618) in 2006-2007. (Completions are apprentices that have completed their apprenticeship training program that includes the on-the-job training and related instruction components and that earn their journey-worker certificate as well as receive the journey-worker level of wages.)
3. The number of cancellations (3,034) in 2006-2007 increased compared to the number cancelled (1,568) in 2005-2006. This was due to a major review and update for all programs (Cancellations are registrants who exit their program before earning a journey-worker certificate.)
4. Chart 1 provides an 8-year trend line of the number of new registrations, cancellations, completions, active apprentices, and total served.
5. Chart 2 shows a breakdown of the new registrations and continuing apprentices that make up the total number of active apprentices.

### B. Registrations and Completions by Standard Occupational Classification

1. Categorizing registrations and completions by Standard Occupational Classification (SOC) help to demonstrate the diversity of apprenticeship and training in North Carolina.
2. In Charts 3 through 7, the SOC categories were used to show the data through pie charts for active apprentices, registrations, cancellations and completions.

### C. Top Occupations Registrations

The diversity of apprenticeship and training in North Carolina is further demonstrated by the top occupations registered for 2006-2007. The top occupations among active apprentices, new registrations and completions are shown in Tables 1, 2 and 3 respectively.

**Top Occupations among Active Apprentices across North Carolina**

Correctional Officer
Detention Officer
Powerline Technician
Fire Fighter
Electrician
Police Officer
Teacher Assistant
Elevator Constructor Mechanic
State Trooper
Health Care Technician
Machinist

**Top Occupations Across North Carolina Among Apprentices Who  
Were Registered Between July 1, 2006 and June 30, 2007**

Correctional Officer
Fire Fighter
Powerline Technician
Detention Officer
Electrician
State Trooper
Certified Nursing Assistant
Chemical Operator Technician
Machinist
Machine Assembler

**Top Occupations Across North Carolina Among Apprentices Who  
Completed Between July 1, 2006 and June 30, 2007**

Correctional Officer
Detention Officer
Police Officer I
Certified Nursing Assistant
Teacher Assistant
Electrician
Fire Fighter
Ironworker
Police Officer
Maintenance Mechanic
Health Care Technician

**Top Occupations Across North Carolina Among Apprentices Who  
Were Cancelled Between July 1, 2006 and June 30, 2007**

Correctional Officer
Teacher Assistant
Electrician
Automobile Mechanic
Child Care Development Specialist
Carpenter
Maintenance Mechanical/Electrical Tech II
Elevator Constructor Mechanic
Enviromental Control System Installer/Service
HV/AC-R Installer

**D. Program Sponsors**

The number of active programs registered with the NCDOL Apprenticeship and Training Bureau decreased from 1,827 in 2005-2006 to 1,510 in 2006-2007 due to a major update of the system. Inactive programs for more than two years without an apprentice registered were cancelled. The goal of this initiative was to make sure all programs were current.

## **E. Statewide Program Development**

Statewide programs are more efficient in terms of establishing standards, servicing, and more efficient for sponsors to operate. Working with other state agencies, business and industry, a number of new statewide programs were either in development or established in 2006-2007. These initiatives include:

- Warner Trucking
- Lens Crafters
- N.C. State Highway Patrol
- State Bureau of Investigation
- N.C. Air National Guard

## **F. Master Craftsmen**

1. The bureau continues to register Master Craftsman programs. The program is designed specifically for the journey-worker-level employees that would like to enhance their overall education and on-the-job training to become a master at their occupation.
2. The advantage to the company would be the continuation of higher skills from employees that are dedicated to the continuous process of life long learning. Master Craftsman programs have been registered in manufacturing and construction industries.

## **G. State Approving Agency (SAA) for the Veterans Administration**

1. The Apprenticeship and Training Bureau contracted with the Veterans Administration in October 2004 to become the State Approving Agency for GI Bill benefits to eligible veterans training in OJT and apprenticeship.
2. During the 2006-2007 fiscal year, the bureau approved 35 new apprenticeship programs and eight new OJT programs. The bureau has submitted 58 new occupations to the VA for approval.
3. This fiscal year, the bureau registered 412 apprentices that are potentially eligible for and applying for GI Bill benefits. Eligible veterans in North Carolina have received over \$4,000,000 in GI Bill benefits through apprenticeship and on-the-job training. These benefits are tax-free dollars that go directly to the veterans through their participation in apprenticeship training programs. Chart 8 shows the details on when this funding was acquired.
4. In May 2006, the Apprenticeship and Training Bureau added two new positions, VA apprenticeship specialists, through the State Approving Agency. The two employees in these positions are solely dedicated to expanding the bureau's outreach capabilities to the veteran population, as well as promoting and developing new training programs for veterans with business and industry across the state.
5. Our apprenticeship program sponsors state that having the capability through apprenticeship for employees that are eligible veterans to use their GI Bill benefits is a great recruiting tool.
6. A VA Handbook has been developed to assist sponsors in the process required obtain VA approval and to provide completed examples of forms that need to be submitted to VA for the veteran to apply for benefits. This handbook will be available online and in hard copy.

## **H. Employer Toolkit**

1. An Employer Toolkit has been developed to provide information online to potential employers regarding the benefits of the program and how to register a program.
2. Employers, especially new sponsors and potential new sponsors, have asked for this information as a guide on how to begin the apprenticeship program.
3. The toolkit is available online and in hard copy. The online version can be found at [http://www.nclabor.com/appren/Employer percent20toolkit/employer\\_toolkit.htm](http://www.nclabor.com/appren/Employer%20toolkit/employer_toolkit.htm).

## **I. Competency-Based Programs**

1. Two job profiling specialists assist business and industry in developing task analysis and competency checklist development; the two job profiling specialists have aided current and prospective apprenticeship sponsors to develop more competency-based training programs.
2. This information is developed with subject matter experts in sponsoring companies and enables our sponsors the potential to move from a time-based apprenticeship program to a competency-based apprenticeship program.
3. Sponsors report the assistance provided to them as a valuable tool in identifying the tasks required in the occupation. This in-depth analysis enables the company to develop more customized related instruction and provides structure for the on-the-job learning that takes place in apprenticeship. Many sponsors find the profiling exercise identifies process issues that can be addressed, facilitating continuous improvement and improving productivity for the company.

## **J. High School**

1. We continue our registration of apprentices at the high school level and are now in the process of reviewing the overall registration process for high school students to make it more readily available for the students.
2. For those schools that have chosen to participate, this has resulted in a timelier and proficient process for registering high school apprentices and programs that is initiated by the high school coordinators.

## **K. Transition to Trainer**

1. Two Transition-to-Trainer workshops were completed this year. Twenty-four participants were trained.
2. Our apprenticeship sponsors requested a desire to provide training beyond the journeyman level, either to new supervisors or training for new journeymen, to facilitate the transfer of learning to new apprentices who are now training apprentices.
3. The job profiling specialists developed a Transition-to-Trainer workshop designed for journey workers who are responsible for training apprentices. Benefits of the workshop include:
  - Ø Better trainers for supervised on-the-job training
  - Ø Earlier productivity from apprentices
  - Ø More well-trained apprentices
  - Ø Increased confidence and the ability to train both journey workers and apprentices
  - Ø Improve image of trades training which will attract top-notch candidates
4. This workshop was originally offered across the state at four regional locations. This year the workshops have been conducted on-site when requested by the sponsor on an as need basis.

## **L. Occupational Course of Study**

1. The NCDOL Apprenticeship and Training Bureau continues to provide recognition of training for students participating in the Occupational Course of Study. Our purpose is to provide those students a credential for the skill set work-based training received.
2. This recognition of training certificates continues to be issued each year upon request from the sponsoring school system.

## **M. Incarcerated Apprentices**

1. Developing a program for inmates that are receiving training in apprenticeship occupations continues to grow as the need to provide this type of training and credential becomes more apparent.
2. Statewide efforts are underway through a joint partnership with N.C. Department of Correction

and N.C. Department of Labor to enhance and grow this opportunity to those facilities involved with apprenticeship type training or on-the-job training.

3. We have registered 990 inmates in 11 different facilities over the course of time since inmate apprenticeship programs began in North Carolina. Out of the 990 inmate apprentices registered, 362 have completed, 378 have cancelled out of the program before completing all requirements, and 250 are still active.
4. Statewide meetings and planning sessions are occurring at this time to roll out a statewide initiative in many of the correction facilities. The goal of this program is to bridge the gap from incarceration to employment and provide credentialing of skills obtained while incarcerated that would provide job opportunities upon release.
5. A new apprenticeship consultant has been hired whose major responsibilities will be to work with all correction facilities to enhance the inmate program.

## N. Completion Rate

The completion rate for those apprentices that began their apprenticeships after Sept. 13, 2000, and completed the program prior to Sept. 14, 2007, is 73 percent. This completion rate is determined by apprentices entering the program that completed both the on-the-job training and related classroom training. The terms of apprenticeship ranges from 2,000 hours to 10,000 hours depending on the occupation. For example, an apprenticeship electrician that is registered in an 8,000-hour apprenticeship must complete the 8,000 on-the-job learning hours as well a minimum of 576 required classroom hours in order to be counted as a completion. Exiting from the program prior to satisfactory completion of both the on-the-job learning as well as required related classroom hours will result in the apprentice being counted as a cancellation. During this period, we had 20,133 apprentices that completed all requirements of the program and 7,601 that cancelled out of the program prior to successful completion of the program.

Status	#
Cancelled	7,601
Completed	20,133
Total	27,734
	<b>73 percent</b>

## O. Wage Rate Upon Completion

The overall completion wage rate for all completers in 2006-2007 was \$15.40. This includes completion of apprenticeship programs from 2,000 hours through programs that require 10,000 hours. When these wage rates are broken out by the term of training, the 6,000-hour, and 8,000-hour and 10,000-hour apprenticeship programs have a higher average wage rate for completers. The average completion wage rate for an 8,000-hour program was \$16.61 and \$17.76 for completion of a 6,000-hour program. The average wage rate between these two most typical apprenticeship term lengths is \$17.18. It should be noted that most of the related instruction required for successful completion of the program is paid for by a majority of sponsors. So, the apprentice in most instances does not incur any educational expenses during the term of apprenticeship including the required related instruction component.

Term	Completion Wage Rate
10,000	\$20.55
8,000	\$16.61
6,000	\$17.76
4,000	\$13.44

## Average Completion Wages by Industry Group (SIC)

### 10,000-Hour Average Completion Wages

Sequence	Average Completion Wage Rate	Industry
1	\$21.46	Transportation, Communications, Electric, Gas, and Sanitary Services
2	\$20.25	Construction

### 8,000-Hour Average Completion Wages

Sequence	Average Completion Wage Rate	Industry
1	\$20.09	Transportation, Communications, Electric, Gas, and Sanitary Services
2	\$19.40	Finance, Insurance, and Real Estate
3	\$19.24	Public Administration
4	\$18.45	Services
5	\$17.62	Manufacturing
6	\$15.82	Construction

### 6,000-Hour Average Completion Wages

Sequence	Average Completion Wage Rate	Industry
1	\$25.52	Transportation, Communications, Electric, Gas, and Sanitary Services
2	\$21.42	Mining
3	\$17.95	Manufacturing
4	\$17.05	Services
5	\$15.50	Public Administration
6	\$15.00	Retail Trade
7	\$13.38	Construction

## Average Completion Wages by Occupational Group (SOC)

### 10,000-Hour Average Completion Wages

SOC Major Group	SOC Category	Average Completion Wage Rate
49-0000	Installation, Maintenance, and Repair Occupations	\$20.86
47-0000	Construction and Extraction Occupations	\$20.25

### 8,000-Hour Average Completion Wages

SOC Major Group	SOC Category	Average Completion Wage Rate
49-0000	Installation, Maintenance, and Repair Occupations	\$18.29
17-0000	Architecture and Engineering Occupations	\$17.05
51-0000	Production Occupations	\$16.25
47-0000	Construction and Extraction Occupations	\$16.05
29-0000	Healthcare Practitioners and Technical Occupations	\$14.85

### 6,000-Hour Average Completion Wages

SOC Major Group	SOC Category	Average Completion Wage Rate
17-0000	Architecture and Engineering Occupations	\$26.67
33-0000	Protective Service Occupations	\$17.85
49-0000	Installation, Maintenance, and Repair Occupations	\$17.27
47-0000	Construction and Extraction Occupations	\$16.93
51-0000	Production Occupations	\$15.48
35-0000	Food Preparation and Serving Related Occupations	\$13.41

## **P. Construction Apprenticeship Contests at State Fair**

Apprenticeship contests in bricklaying, electrician, carpenter, plumbing and HV/AC-R were held at the N.C. State Fair. Registered apprentices from across the state competed with other apprentices in the contests. Each contest has an apprenticeship committee that is made up of apprenticeship sponsors who assist in the development of the contests and assist in recruiting other sponsors to participate along with recruiting the materials needed for the contests.

### **2006 Apprenticeship Contest Winners**

#### **Masonry Contest First Place Winner**



Marcus Guy Hefner  
McGee Brothers Company Inc., Monroe

#### **Carpentry Contest First Place Winner**



Charlotte E. Dietrich  
Lewis Building Company Inc.

#### **Electrical Contest First Place Winner**



Jonathan F. Spargo  
Watson Electrical Construction Co. LLC, Wilson

#### **HV/AC-R Contest First Place Winner**



Tim R. DeStasio  
AC Corp., Greensboro

#### **Plumbing Contest First Place Winner**



David Stemp  
C.L. Warters LLC, Greenville

**Chart 1: Total New Registrations, Cancellations, Completions, and Total Served by Fiscal Year**

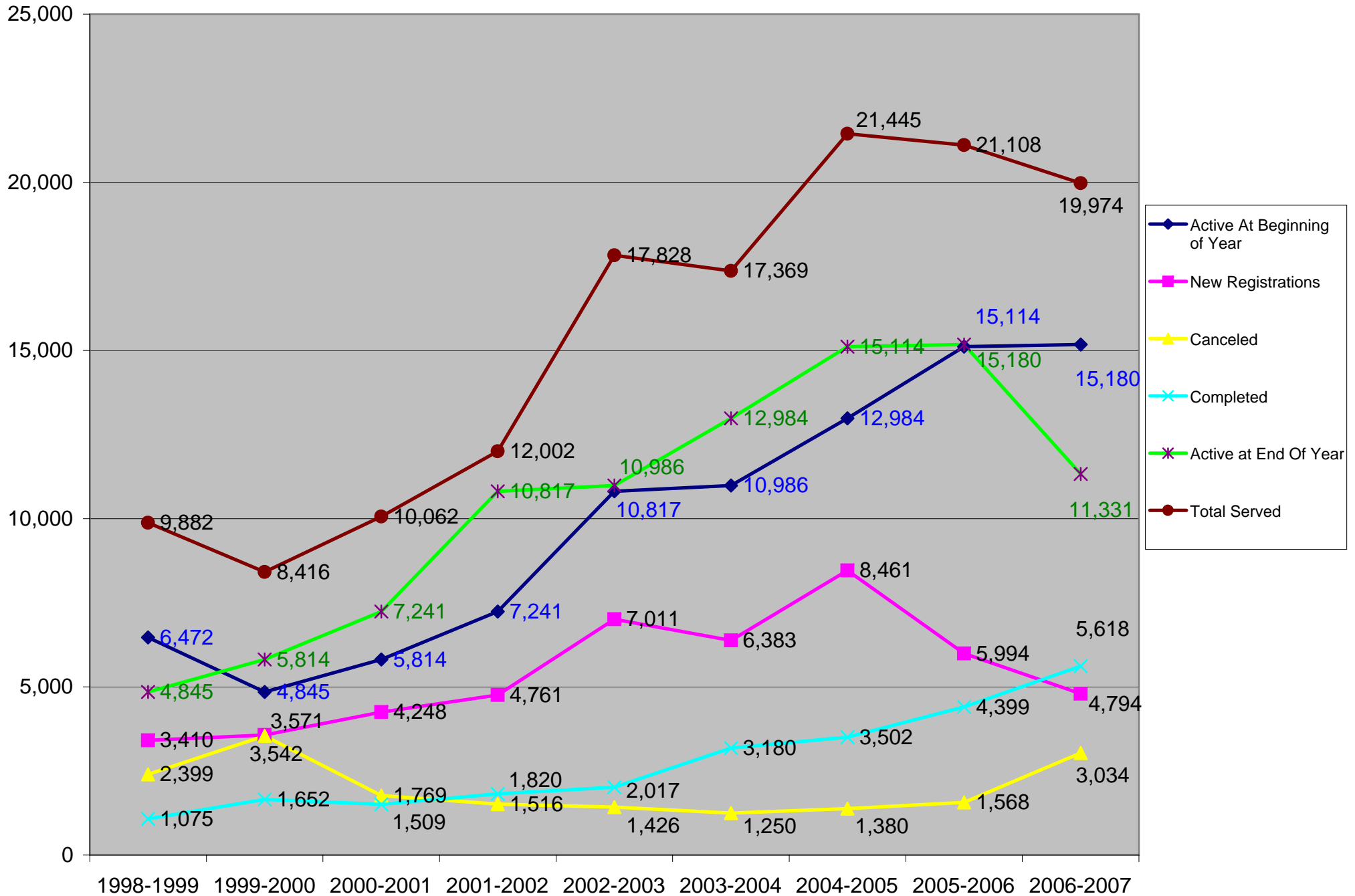
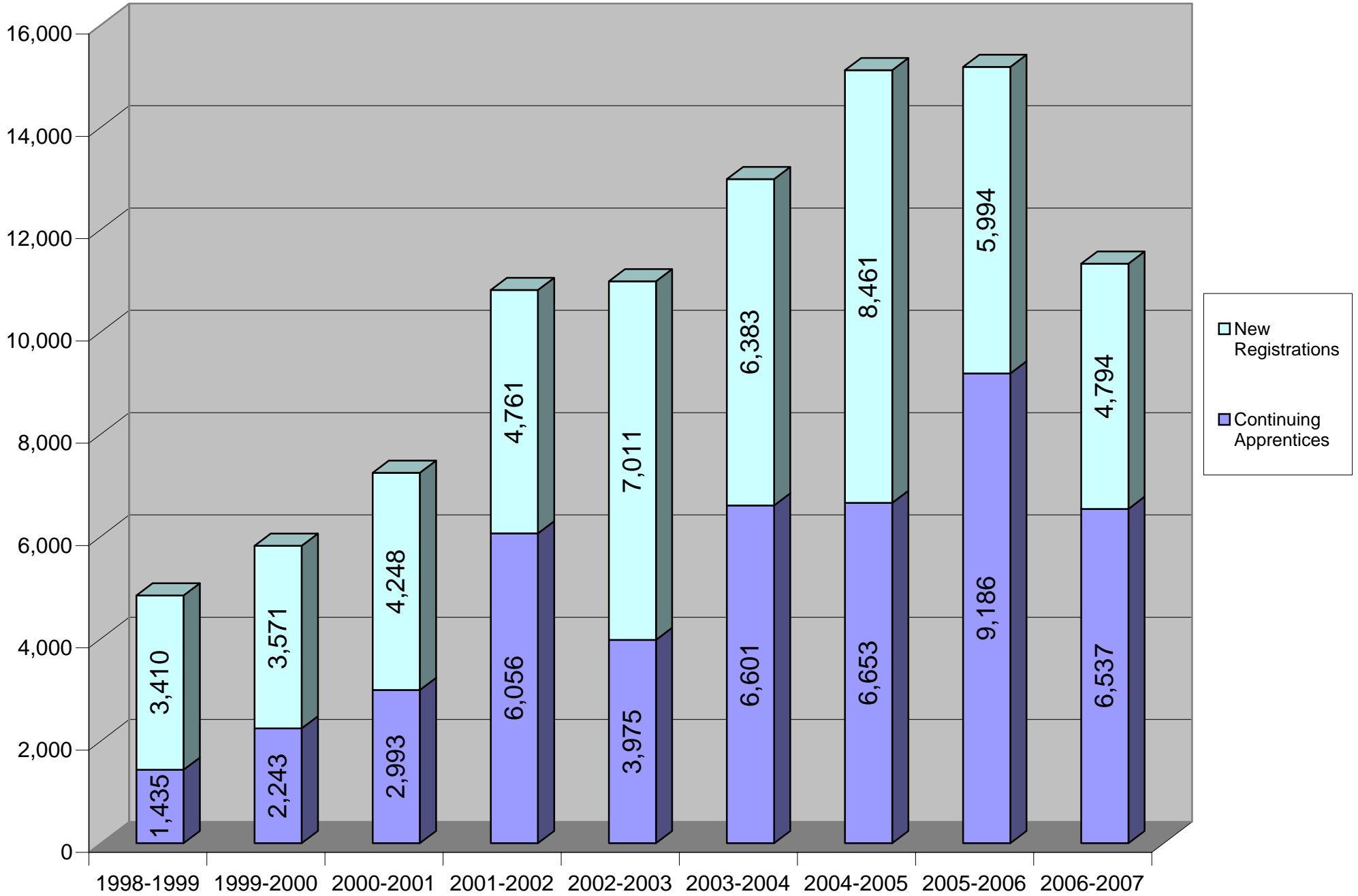
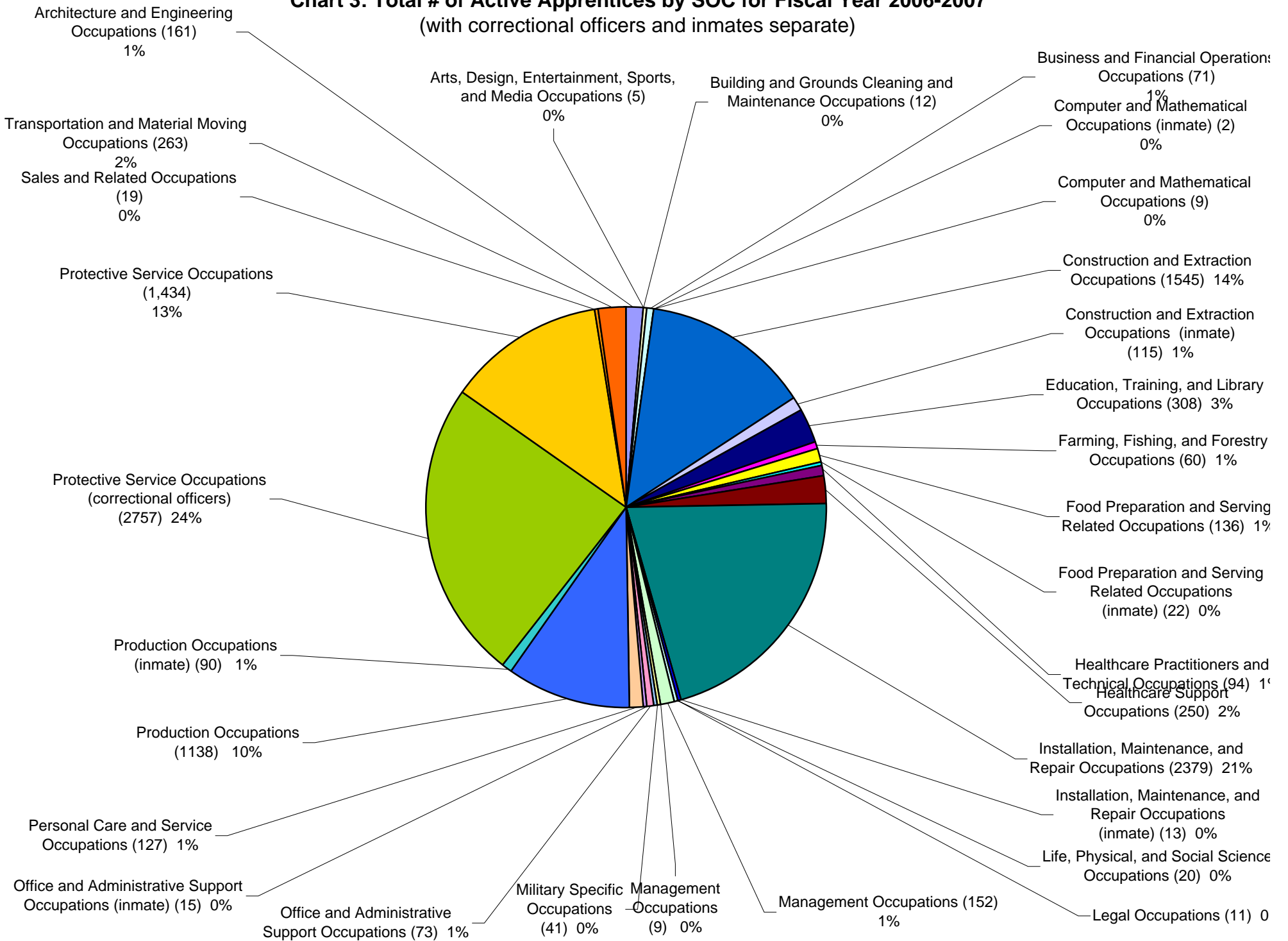


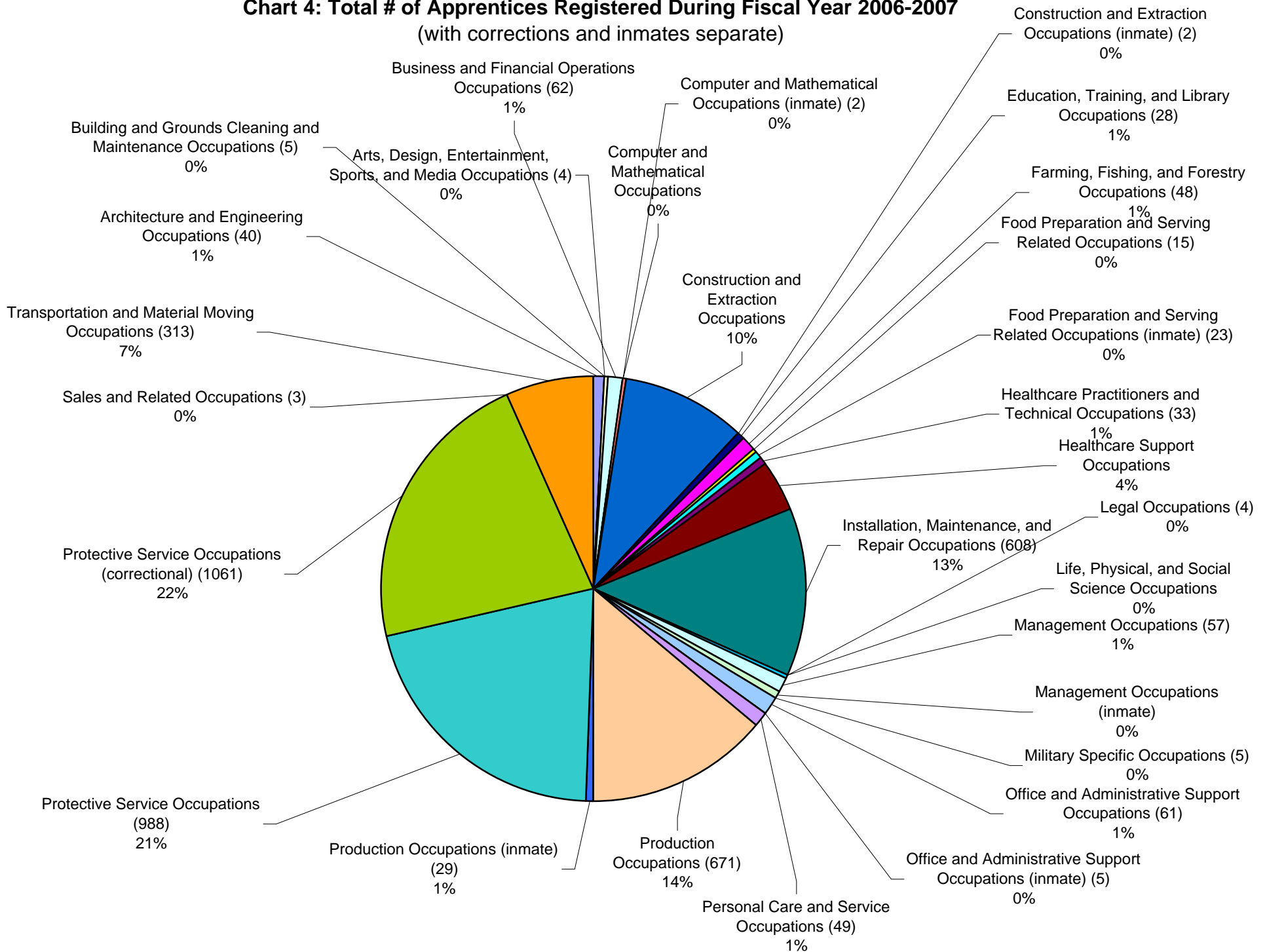
Chart 2: New Registrations Compared to Continuing Apprentices by Fiscal Year



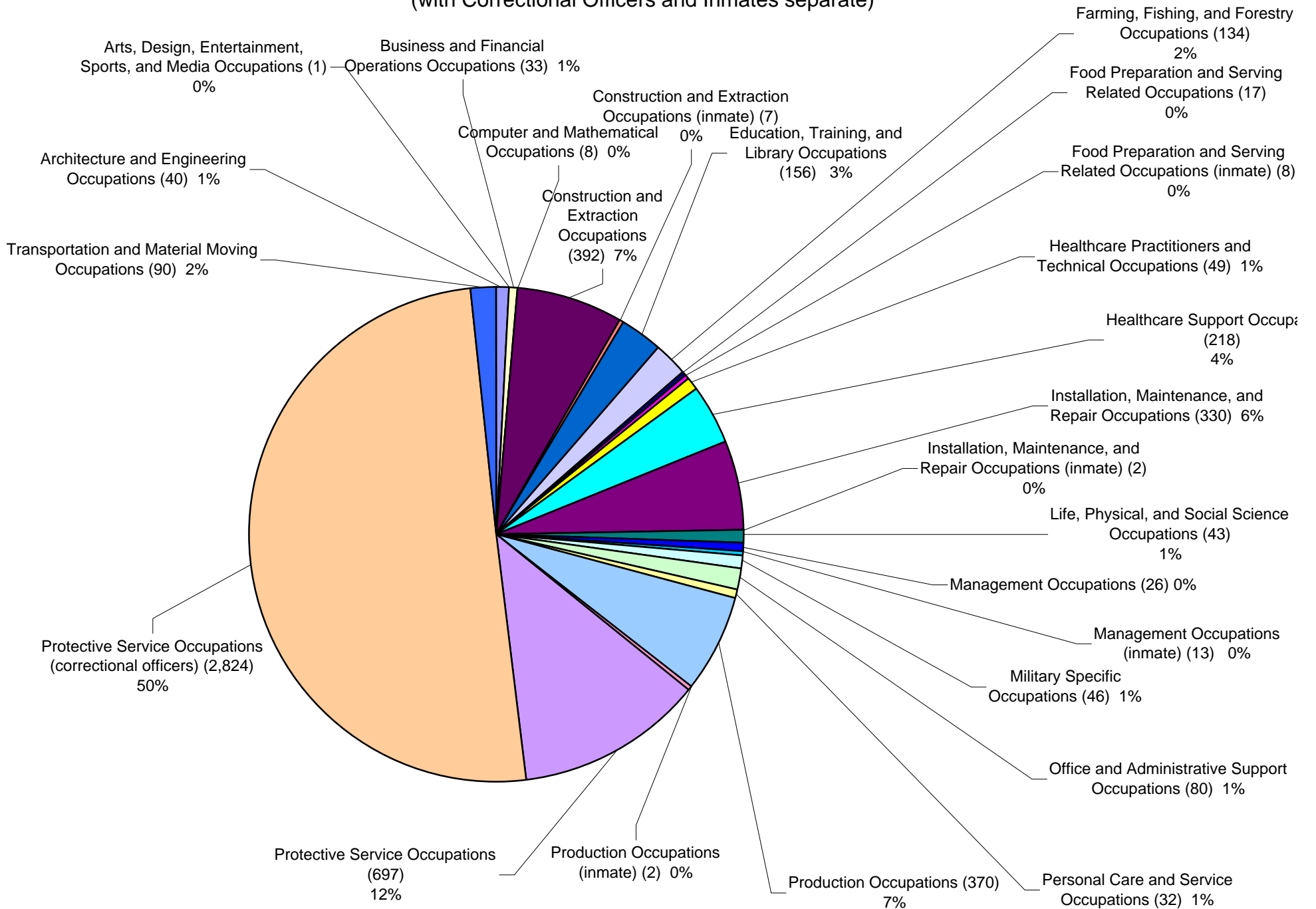
**Chart 3: Total # of Active Apprentices by SOC for Fiscal Year 2006-2007**  
 (with correctional officers and inmates separate)



**Chart 4: Total # of Apprentices Registered During Fiscal Year 2006-2007**  
 (with corrections and inmates separate)

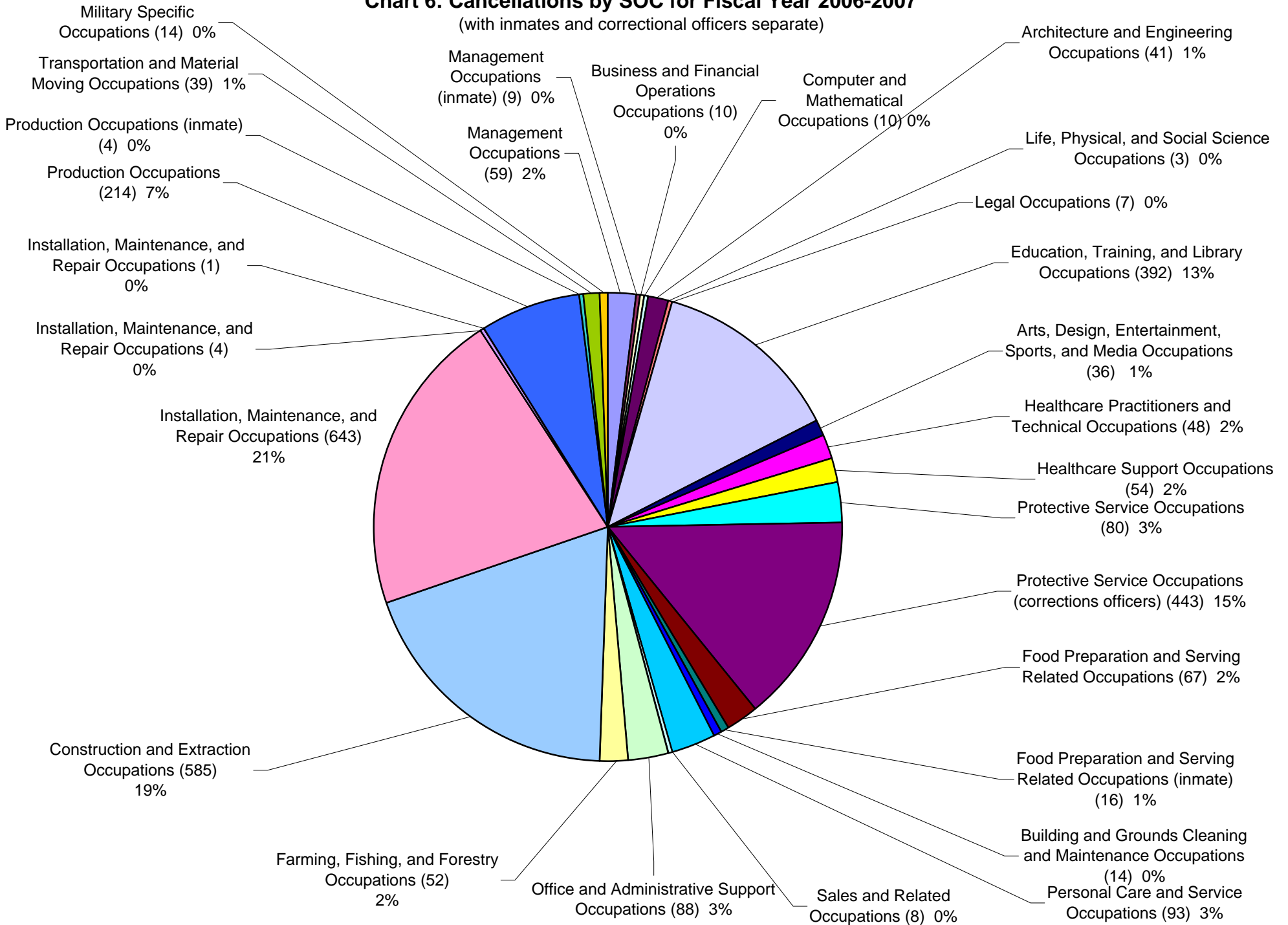


**Chart 5: Completions by SOC for Fiscal Year 2006-2007**  
 (with Correctional Officers and Inmates separate)

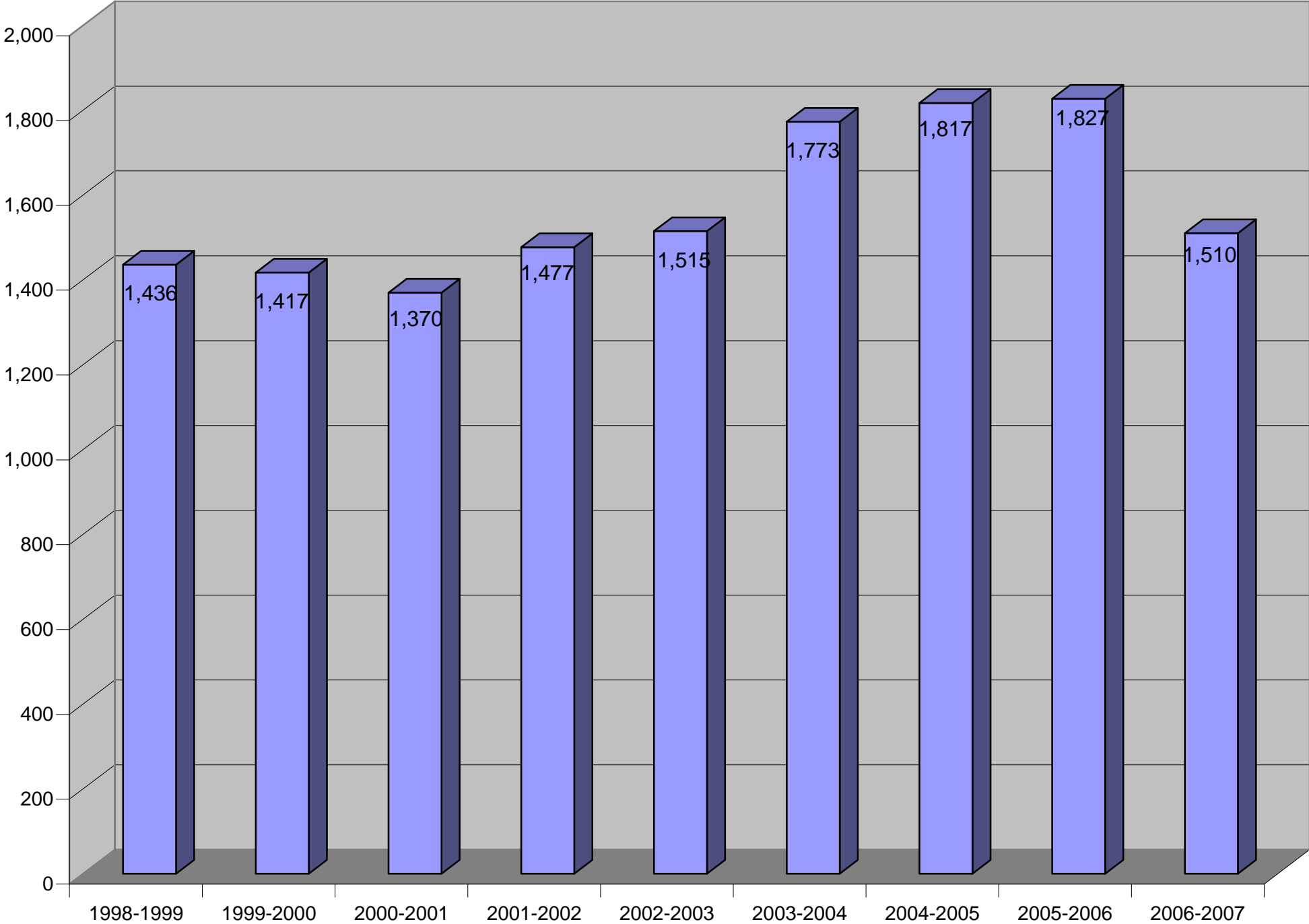


**Chart 6: Cancellations by SOC for Fiscal Year 2006-2007**

(with inmates and correctional officers separate)



**Chart 7: Total # of Active Programs at End of Fiscal Year**



**Chart 8: Cumulative Total of Benefits Received by Apprentice Veterans in NC**

Chapter 30 and Chapter 1606 Combined

