

N.C. Department of Labor Apprenticeship and Training Bureau



FY 2008 - 2009 Annual Report

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Commissioner of Labor



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I. Introduction

The North Carolina Department of Labor (NCDOL) Apprenticeship and Training Bureau administers an apprenticeship program that helps workers learn new specialized skills needed in today's workforce. The apprenticeship program combines on the job learning with invaluable classroom instruction. The Bureau helps community colleges, technical institutions, universities and individual employers come together to provide structured training that gives apprentices a competitive edge in the global economy. The program, created in 1937, is established by private employers or under the sponsorship of joint labor-management committees. Skilled consultants provide technical assistance, monitoring and consulting services to qualified employers willing to take on the responsibilities and obligations of program sponsorship.

II. Mission Statement

Promote the development, registration and completion of apprenticeship and on the job learning programs that provide North Carolina employers with quality trained and highly skilled workers.

III. Vision Statement

Expand the registered Apprenticeship Advantage.

IV. Dedication

The Apprenticeship Bureau has truly felt the effects of the slow economy this past year. Having our budget cut and charging fees for Apprenticeship has challenged and taken us in different directions stipulated in the past. However I believe that the Apprenticeship staff is strong and very capable to adapt to these changes and bring Apprenticeship forward to an even higher level than it has ever been before. I dedicate this Annual Report to the Apprenticeship Consultants that have worked so hard in the state of North Carolina in building the standards up to the level that it is today and who will continue to strive not only for maintaining that level but to persist in raising the bar of a standard of excellence. John F. Kennedy once said, "Change is the law of life and those who look only to the past or present are certain to miss the future."

V. Message from Chair of the Apprenticeship Council

The 2008/2009 year has been very difficult for everyone. The economic downturn also affected Apprenticeship Programs since many companies had to reduce their headcount. I personally feel that bringing young people through the Apprenticeship Program in economically difficult times is vital in order to have skilled labor to keep manufacturing and jobs in our state.

Walter Siegenthaler
Chairman of NC Apprenticeship Council

VI. Highlights from 2008-2009

- The total number of new registrations in 2008-2009 was 3990.
- The number of training completions from the apprenticeship program in 2008-2009 was 3813.
- The total number of apprentices served during 2008-2009 was 13,808.
- Overall completion rate is 70 percent.
- The overall average wage rate for completed Apprentices in 2008-2009 was \$16.48.
- Top five occupational categories for active registrations are protective service; installation, maintenance, and repair; construction and extraction; production; and food preparation and serving.
- Veterans in registered programs received over \$9,939,074.95 in GI Bill benefits to date.
- The Bureau is developing a new web-based computer application with updated features to allow sponsors to enter and review registration data online by December 2009.
- NC General Assembly 2009-2010 budget reduced funding by 25% and instituted annual fees for apprentice registrations.
- New initiatives being developed during the year include:
 - a. Development of a food service technician program for 9 Salem Senior Housing facilities from Wilmington to Cherryville.
 - b. Partnering with the UNC Institute on Aging and The Direct Care Workers Association of NC to develop a pilot program for Certified Nurse Assistants and Medical Technicians to credential workers in long term care facilities and create a career pathway for entry level workers.
 - c. Collaborating with Workforce Development Boards to develop pre-apprenticeship on-the-job training programs for dislocated workers, youth, or other Workforce Investment Act (WIA) eligible participants for apprenticeship opportunities.

VII. 2007-2008 PERFORMANCE AND ACHIEVEMENTS

A. Registrations and Completions by Standard Occupational Classification

- Categorizing registrations and completions by Standard Occupational Classification (SOC) help to demonstrate the diversity of apprenticeship and training in North Carolina.

SOC Major Group	Major Group Description	registered	completed	cancelled	active
17-0000	Architecture and Engineering Occupations	96	64	25	121
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1		2	3
37-0000	Building and Grounds Cleaning and Maintenance Occupations	11	7	8	6
13-0000	Business and Financial Operations Occupations	4	21	19	3
47-0000	Construction and Extraction Occupations	526	303	406	1401
21-0000	Community and Social Services Occupations		5	2	6
15-0000	Computer and Mathematical Occupations		1		2
25-0000	Education, Training, and Library Occupations	9	7	17	2
45-0000	Farming, Fishing, and Forestry Occupations	24	106	2	
35-0000	Food Preparation and Serving Related Occupations	102	54	10	172
29-0000	Healthcare Practitioners and Technical Occupations	9	6	11	11
31-0000	Healthcare Support Occupations	70	156	50	79
49-0000	Installation, Maintenance, and Repair Occupations	1153	792	374	1853
23-0000	Legal Occupations	1		2	4
19-0000	Life, Physical, and Social Science Occupations	10	5	5	21
11-0000	Management Occupations	52	43	48	48
55-0000	Military Specific Occupations		1		23
43-0000	Office and Administrative Support Occupations	48	157	53	76
39-0000	Personal Care and Service Occupations	53	55	29	79
51-0000	Production Occupations	349	571	318	653
33-0000	Protective Service Occupations	1431	1419	344	3536
41-0000	Sales and Related Occupations	7	5	10	8
53-0000	Transportation and Material Moving Occupations	34	35	21	68
		3990	3813	1756	8175

B. Top Occupations Data

- The diversity of apprenticeship and training in North Carolina is further demonstrated by the top occupations registered for 2008-2009. The top occupations among active registrants, new registrations and completions are shown in the tables below.

Top 10 Occupations Among Active Registrants	
# apprentices	OCCUPATIONAL TITLE
1674	CORRECTIONAL OFFICER
697	POLICE OFFICER
642	FIRE FIGHTER
507	BROADBAND TECHNICIAN
400	POWERLINE TECHNICIAN
378	ELECTRICIAN
343	STATE TROOPER
209	ELEVATOR CONSTRUCTOR MECHANIC
148	COOK
96	GRADING AND PAVING EQUIP. OPR.

Top 10 Occupations Among New Registrants	
# apprentices	OCCUPATIONAL TITLE
757	CORRECTIONAL OFFICER
313	DISTRIBUTION LINE AND SERVICE TECHNICIAN
305	BROADBAND TECHNICIAN
230	FIRE FIGHTER
213	POLICE OFFICER
176	ELECTRICIAN
115	STATE TROOPER
83	COOK
60	POWERLINE TECHNICIAN
57	MILLWRIGHT

Top 10 Occupations Among Completed Apprentices	
# apprentices	OCCUPATIONAL TITLE
875	CORRECTIONAL OFFICER
312	DISTRIBUTION LINE AND SERVICE TECHNICIAN
239	FIRE FIGHTER
123	MILLWRIGHT
111	HEALTH CARE TECHNICIAN
88	PRODUCTION EQUIPMENT OPERATOR - ASSEMBLY
80	POLICE OFFICER
78	PRODUCTION EQUIPMENT OPERATOR - MACHINING
66	ORDER PROCESSOR
58	BROADBAND TECHNICIAN

C. Completion Rate

Status	#
Cancelled	9,631
Completed	22,944
Total	32,575
Completion Rate	70%

- The completion rate for registrants that began their training after July 1, 2002, and completed the program prior to June 30, 2009 is 70 percent. This completion rate is determined by apprentices entering the program that completed both the on-the-job learning and related classroom instruction training.
- During this period, 22,944 registrants completed all requirements of the program while 9,631 cancelled out of the program prior to successful completion.

D. Wage Rate Upon Completion

Length of training (in hours)	Completion Wage Rate
10,000	\$ 23.53
8,000	\$ 23.41
6,000	\$ 15.85
4,000	\$ 15.31
2,000	\$ 12.81

- The overall completion wage rate for all completers in 2008-2009 was \$16.48.
- Because apprenticeship is an **earn-while-you-learn** opportunity, the apprentice receives a progressive wage rate through the term of the program.

E. Statewide Program Development

Statewide programs are more efficient in terms of establishing standards, servicing, and easier for sponsors to operate. Some of our state-wide programs include:

- **Time Warner Cable** - The Charlotte Division registered 7/24/06; Fayetteville, Wilmington, and Morrisville registered 11/1/2008 and Greensboro was registered 6/1/2009.
- **NC Correctional Programs**
Program began in Fall 2000 and includes separate programs for correctional officers and inmates.
- **NC Department of Transportation – OJT program**
Program began in April 2002 - 20 trainees currently registered and 309 have completed.

Group programs include more than one company with the same training plan and have apprentices working in all areas of the state. Some of our group programs include:

- **ABC of the Carolinas, Inc./Const. Institute**
Registration Effective: May 1, 1985
- **JATC Plumbers & Pipe Fitters Of The Carolinas**

Registration Effective: April 25, 1967

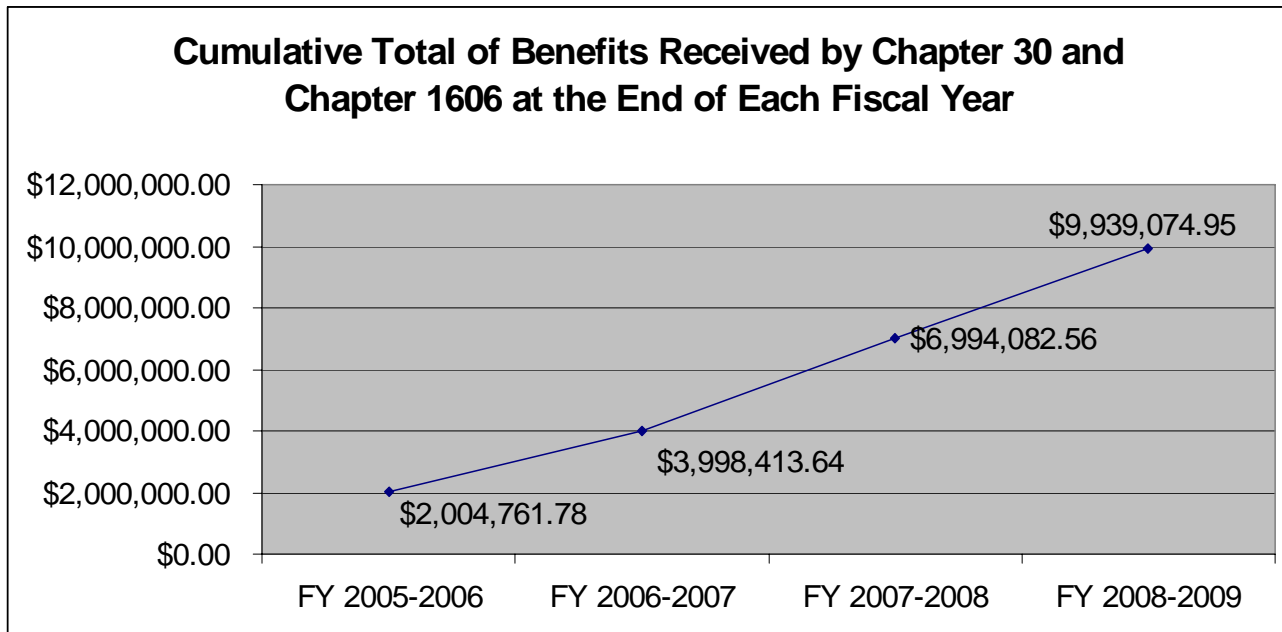
- **Local 80 Elevator Constructors JAC**
Registration Effective: October 18, 2002
- **Local 135 Elevator Constructors JAC**
Registration Effective: September 3, 2002

Programs that are individual company programs, but apprentices are working in all areas of the state include:

- **North Carolina Board Of Funeral Service**
Registration Effective: December 1, 2001
- **North Carolina State Highway Patrol**
Registration Effective: January 1, 2005
- **Electric Membership Corporation**
11 new programs registered in the spring of 1992 using standardized standards for all programs. 35 EMCs have been registered in the history of NC Apprenticeship.

F. State Approving Agency (SAA) for the Department of Veterans Affairs

- Approved 32 new apprenticeship programs and 3 new OJT programs, submitted 58 new occupations to the VA for approval, and registered 436 veterans seeking GI Bill benefits since October 2004.
- Eligible veterans in North Carolina have received \$9,939,074.95 tax-free GI Bill benefits through apprenticeship and on the job learning since October 2004. Chart D shows GI Bill benefits received.



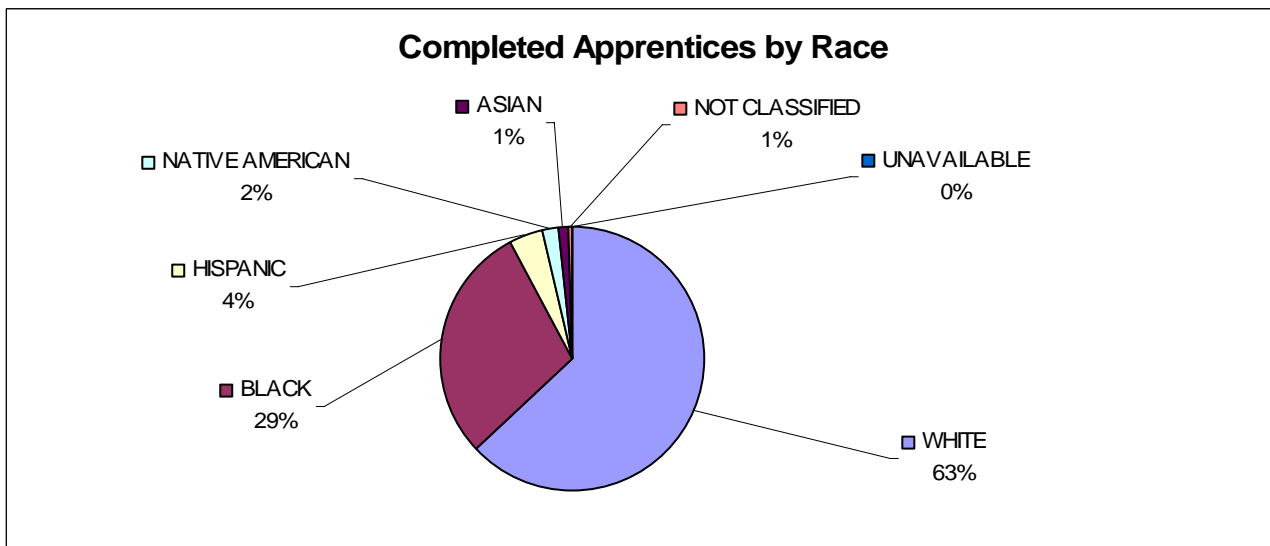
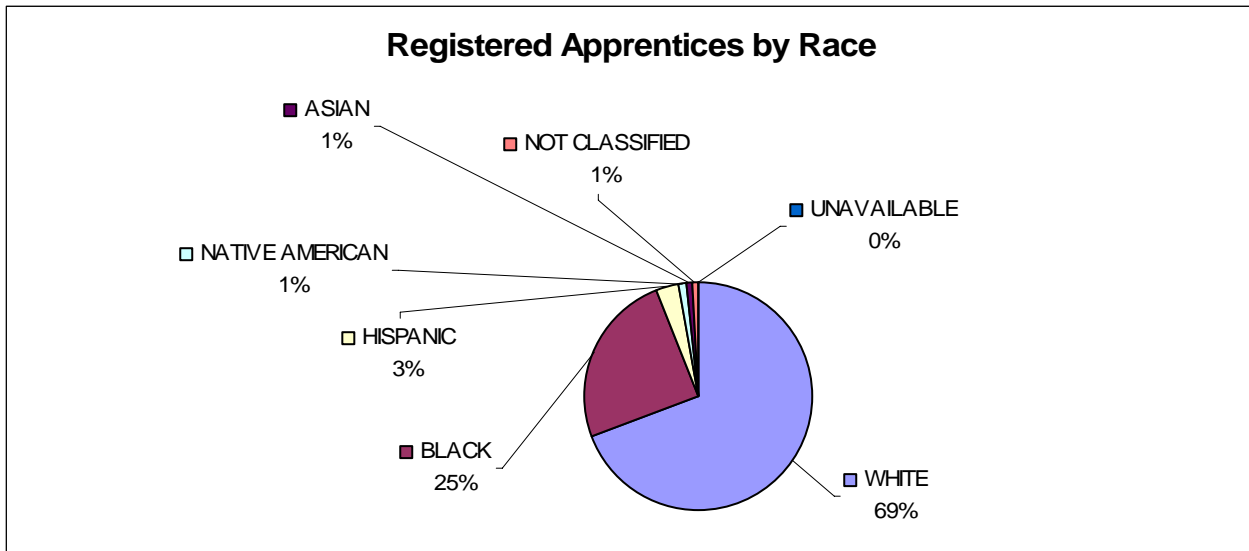
G. Women and Minorities

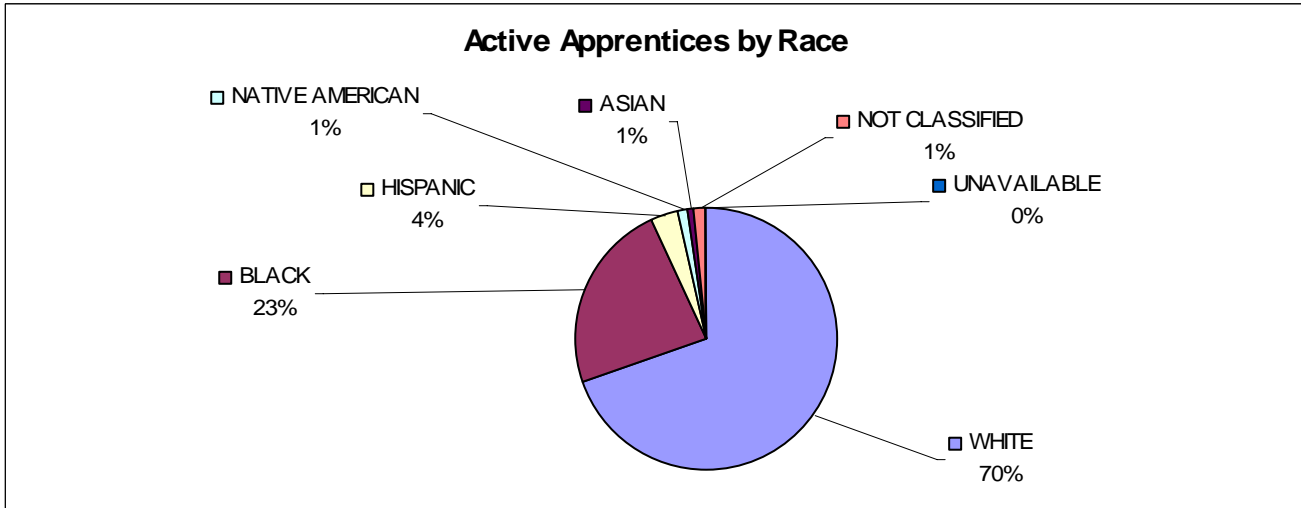
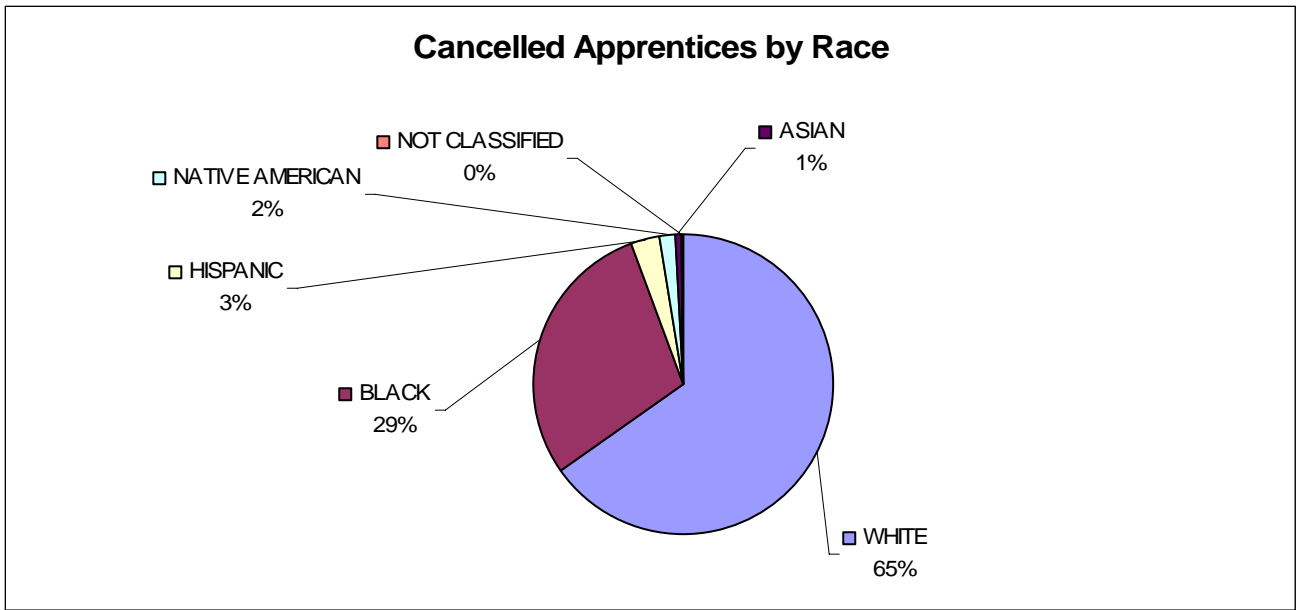
- 2008-2009 Data by Gender

Gender	Registered	Completed	Cancelled	Active
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Female	16%	20%	20%	15%
Male	84%	80%	80%	85%

- 2008-2009 Data by Race

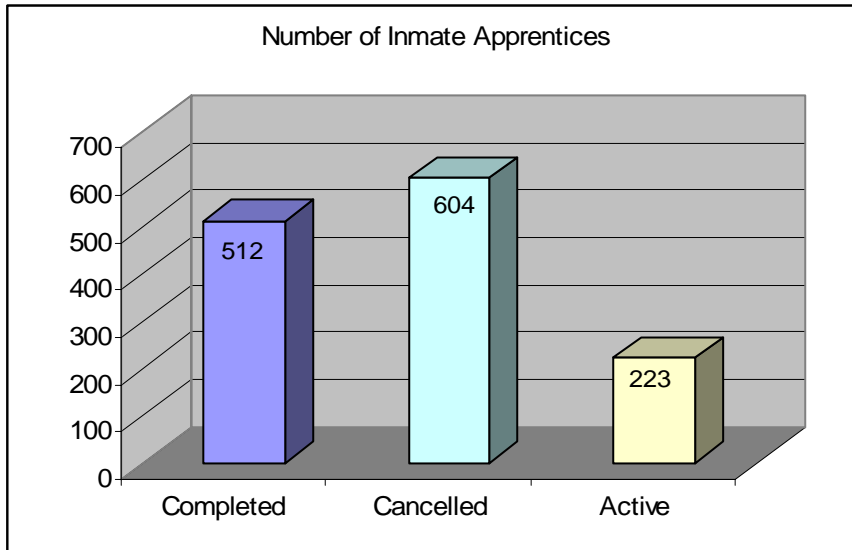




H. Benefits of Training Incarcerated Apprentices

- According to the N.C. Department of Corrections, one of the most important factors affecting the success of ex-offenders is their ability to get hired and hold a steady job. An ex-offender who is gainfully employed is three times less likely to commit another crime. 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 or on-the-job learning.
- Staff at institutions with apprenticeship programs often report improved relationships between inmates and staff working in an apprenticeship program and also a decrease in the number of infractions committed by inmates in the program.
- The Inmate Construction Program operated by the DOC Central Engineering and Divisions of Prisons trains inmates in the construction program. A consultant works with all corrections facilities to support the inmate training efforts.

- We have registered 1339 inmates in 17 different facilities since inmate apprenticeship programs began in North Carolina. This chart displays their status:



- Some of the occupations registered at the inmate facilities are:

OCCUPATIONS AT INMATE FACILITIES	
BINDERY TECHNICIAN PRINTING	FOOD SERVICE SUPERVISOR
BIOMEDICAL EQUIPMENT TECHNICIAN	FOODSERVICE SPECIALIST
CARPENTER	GRAPHIC ARTIST/ILLUSTRATOR
COMBINATION WELDER	HVAC TECHNICIAN
COMMERCIAL CARPENTRY TRADESMAN	LETTERPRESS OPERATOR
CONCRETE FINISHER	MASON
COOK	OFFICE MANAGER, ADMINISTRATIVE SERVICES
DATA ENTRY MACHINE OPERATOR	OFFSET PRESS OPERATOR
DENTAL LABORATORY TECHNICIAN	PAINTER
DOG TRAINER	PIPEFITTER
DRY WALL MECHANIC	PLUMBER
ELECTRICIAN	PRINTING ESTIMATOR
FACILITIES MAINTENANCE TECHNICIAN	SHIPPING CLERK
FOOD SERVICE MANAGER	TRAVEL AND TOURISM OPERATOR

I. State Fair Construction Apprenticeship Contests

- Apprenticeship contests in bricklaying, electrical, carpentry, plumbing, pipefitting, and HV/AC-R were held at the N.C. State Fair. Registered apprentices competed in the contests. Contest committees comprised of program sponsors implement the contests, recruit other sponsors to participate, and obtain contest materials.

2008 NC State Fair Contests 1st Place Winners

5th Annual HV/AC-R Contest
October 20, 2008
Mark Wyrick
AC Corporation



23rd Carpentry Contest
October 23, 2008
Matthew Sherrill
Innovative Cabinet Company



55th Annual Masonry Contest
October 20, 2008
David Gantt
Beam Construction



22nd Annual Plumber/Pipefitter Contest
October 24, 2008
Plumbing
Daniel Fallon
CL Warters



24th Electrical Contest
October 22, 2008
Christopher Januzys
Watson Electrical



Pipefitting
William Sanlin
JATC Plumbers & Pipefitters



J. Lineman's Demonstration



During the *Got to Be N.C.* Festival at the N.C. State Fairgrounds on May 30, 2009, the Bureau participated in the second annual lineman demonstration.

Apprentices and journey workers from Central EMC in Sanford and Piedmont EMC in Hillsborough changed a pole-mounted transformer using a bucket truck, rescued an injured lineman from a utility pole, and removed/replaced horizontal cross arms and bracing on a utility pole. The "live line" demonstration included a mylar balloon, personal protective equipment, animals, tree limbs, an aluminum ladder, and a kite string in live lines.

K. New USDOL Regulations to Align Apprenticeship with the 21st Century

The U.S. Department of Labor has put into effect as of December 30, 2008 revisions to the federal rules governing apprenticeship to align the national apprenticeship system with the tools and flexibility needed for the 21st century global economy. To review the new regulations visit:

www.nclabor.com/appren/appindex.htm

L. USDOL Implementation Grant

The NCDOL Apprenticeship Modernization and Dislocated Worker Assistance Project will:

- Update the state administrative code, policies, and procedures;
- Develop strong partnerships to integrate apprenticeship and pre-apprenticeship programs in emerging industries such as biotechnology, healthcare, logistics;
- Modify a new web-based application for new reporting requirements and changes resulting from implementing new federal regulations.

VIII. Apprenticeship Staff

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APPENDIX A – 2008-2009 Registration Data by County

NAME	Registered	Cancelled	Completed	Active on 6/30/09
ALAMANCE	1	38	3	8
ALEXANDER	28	13	23	76
ALLEGHANY				1
ANSON	14	5	16	74
ASHE	1			10
AVERY			2	1
BEAUFORT	103	30	180	200
BERTIE	59		116	108
BLADEN		1		4
BRUNSWICK	14	4	17	27
BUNCOMBE	165	46	27	242
BURKE	120	93	192	191
CABARRUS	33	8	10	146
CALDWELL	2	12	1	15
CAMDEN	1	1		1
CARTERET	2	1	6	2
CASWELL		11	14	5
CATAWBA	24	36	7	29
CHATHAM				5
CHEROKEE		36	7	11
CLEVELAND	11	2	6	23
COLUMBUS		1	1	
CRAVEN	129	17	219	207
CUMBERLAND	368	24	135	959
CURRITUCK				
DARE	1		3	4
DAVIDSON	21	10	9	25
DAVIE	9	5		29
DUPLIN	25	5	106	8
DURHAM	107	211	293	252
EDGECOMBE	7			19
FORSYTH	52	39	59	149
FRANKLIN	21	5	6	42
GASTON	15	15	37	66
GATES	5		1	5
GRANVILLE	28	12	46	95
GREENE	44		1	102
GUILFORD	111	53	280	390
HALIFAX	2	14	29	6
HARNETT	6	2		6
HAYWOOD	5	2	2	13
HENDERSON	65	21	24	52
HERTFORD	41	6	15	31
HOKE	3	7	19	12
HYDE	2			2
IREDELL	3	12		27
JOHNSTON	15	29	29	49
JONES		1		

NAME	Registered	Cancelled	Completed	Active on 6/30/09
LEE	2	2	3	12
LENIOR		1	1	19
LINCOLN	5	5	11	70
MACON		1		
MADISON	2	1		2
MARTIN	6	30		8
MCDOWELL	37	2	9	80
MECKLENBURG	412	134	264	1023
MITCHELL	18	5	18	43
MONTGOMERY		5	3	
NASH	128	90	198	227
NEW HANOVER	199	18	148	196
NORTHAMPTON	3		5	5
ONSLow	19	7	21	37
ORANGE	7	15	14	99
PAMLICO	18	2	8	19
PASQUOTANK	70	36	61	15
PENDER	3	6	4	5
PERQUIMANS		1		
PERSON		1		1
PITT	45	7	46	47
RANDOLPH	4		9	33
RICHMOND	43	21	42	44
ROBESON	33	9	62	56
ROCKINGHAM				
ROWAN	48	16	53	65
RUTHERFORD	4	5	8	15
SAMPSON				7
SCOTLAND	1	25	35	57
STANLY		2	1	1
STOKES	14			14
SURRY	63	179	11	410
SWAIN		1		
TRANSYLVANIA				1
TYRRELL	3	1	1	2
UNION	7	19	9	29
VANCE	18	2	16	
WAKE	1069	233	798	1619
WARREN	6			6
WASHINGTON		2		3
WAYNE	6	1	2	45
WILKES				22
WILSON	31	42	10	101
YADKIN	3	1	1	8
3990	1756	3813	8175	

The counties Chowan, Clay, Graham, Jackson, Moore, Polk, Watauga, and Yancey had no activity