

Report on the 2005 Apprenticeship and Training Sponsors Survey

SURVEY HIGHLIGHTS

1. Unlike previous surveys in 2002 and 2003, the 2005 Apprenticeship and Training Sponsors Survey was web-based which permitted our sponsors to go on-line to complete. The overall response rate was 33%.
2. The survey indicated that most sponsors are satisfied or very satisfied with each of the services offered by the NC Apprenticeship and Training Bureau. Overall, 75% of our sponsors are either “satisfied” or “very satisfied with our services while 5% are “dissatisfied” or “very dissatisfied.”
3. When asked how we can improve our services, many sponsors indicated they would like more contact, information, and better servicing (including processing paperwork and certificates); some sponsors also indicated a need to make improvements to strengthen the high school apprenticeship program.
4. On average, sponsors rated our consultants as “Very Good” on all personal characteristics such as “courteous,” “professional manner,” “competent” and “knowledgeable about apprenticeship.”
5. Written comments regarding our consultants were overwhelming positive in nature.
6. Approximately 58% of our sponsors said that their apprenticeship program was “very important” or “critically important” to their company’s goals.
7. The top three benefits to our sponsors of an apprenticeship program are that it improves the skills of their employees, it improves the quality of their workmanship and, it improves their ability to promote from within the company.
8. If NC employers received an income tax credit for each registered apprentice, 38.5% of our sponsors said they would be “more likely” to increase their number of apprentices by hiring more workers, while 1.1% said they would be less likely.
9. The top two training opportunities sponsors said they would like to see the Apprenticeship and Training Bureau offer is “Train the Trainer” and “Mentoring.”
10. Although some of our sponsors offered constructive criticism when asked if they had any final comments or suggestions, most of the written comments were positive regarding our services and our consultants.

Report on the 2005 Apprenticeship and Training Sponsors Survey

STATISTICAL SURVEY RESULTS

SURVEY DEMOGRAPHICS

Number of Employees:

0-9	10-24	25-49	50-99	100-249	250-499	500-999	1,000+
9.5%	7.5%	9.5%	16.5%	17.5%	19.0%	10.0%	10.5%

Industry Type (Rank Order):

Government, State	28.0%
Manufacturing	27.0%
Construction	12.0%
Government, Local	10.0%
Services	6.0%
Health Care	5.0%
Public Utility	4.0%
Retail	3.0%
Military	1.5%
Transportation	1.5%
Agriculture, Forestry and Fishing	1.0%
Finance, Insurance and Real Estate	.5%
Mining	.5%
Telecommunications	0

Number of Apprentices:

0	1	2-5	6-10	11-25	26-50	51-75	76-99	100-199	200+
11.0%	15.5%	24.0%	13.5%	12.0%	0	10.0%	5.5%	2.5%	6.0%

Program Type:

High School Apprentices Only	15.5%
Adult Apprentices Only	57.5%
Trainees Only	5.5%
High School and Adult Apprentices Only	13.5%
High School Apprentices, Adult Apprentices and Trainees	3.5%
Program Inactive	4.5%

Report on the 2005 Apprenticeship and Training Sponsors Survey

SATISFACTION AND IMPROVEMENT

Level of *satisfaction* with services where VD = Very Dissatisfied, D = Dissatisfied, N = Neither, S = Satisfied, VS = Very Satisfied, and N/A = Not Applicable.

Satisfaction with Services	VD	D	N	S	VS	N/A
Promoting apprenticeship benefits	2.5%	3.0%	17.5%	44.0%	26.5%	6.5%
Assistance in assessing training needs	2.0%	5.0%	18.0%	36.5%	25.5%	13.0%
Customizing work processes	1.5%	5.0%	17.0%	36.5%	20.5%	19.5%
Customizing competency checklists	1.5%	3.5%	23.0%	27.5%	25.5%	19.0%
Coordinating related instruction	2.5%	3.5%	18.5%	32.5%	21.5%	21.5%
Assistance in developing wage schedules	2.5%	3.0%	19.5%	25.0%	13.5%	36.5%
Assistance in documenting training	3.0%	3.5%	16.5%	32.0%	29.0%	16.0%
Registering agreements in timely fashion	2.5%	3.5%	11.0%	36.5%	40.5%	6.0%
Servicing, including program revisions	2.5%	1.0%	21.5%	36.0%	29.5%	9.5%
Completing paperwork in timely fashion	2.5%	2.5%	16.0%	39.5%	34.5%	5.0%
Overall, how satisfied are you with our services?	2.5%	2.5%	16.0%	42.0%	33.0%	4.0%

Satisfaction with Services (Rank Order)	Mean Response
Coordinating related instruction	4.34
Completing paperwork in timely fashion	4.33
Servicing, including program revisions	4.31
Registering agreements in timely fashion	4.29
Assistance in developing wage schedules	4.28
Customizing competency checklists	4.27
Promoting apprenticeship benefits	4.26
Assistance in assessing training needs	4.22
Customizing work processes	4.18
Assistance in documenting training	4.17
Overall, how satisfied are you with our services?	4.29

Report on the 2005 Apprenticeship and Training Sponsors Survey

Level of *importance* for each of the services where VU = Very Unimportant, U = Unimportant, N = Neither, I = Important, VI = Very Important, and N/A = Not Applicable.

Importance of Services	VU	U	N	I	VI	N/A
Promoting apprenticeship benefits	2.0%	2.0%	10.5%	45.0%	35.0%	5.5%
Assistance in assessing training needs	2.0%	2.0%	16.0%	42.5%	27.5%	10.0%
Customizing work processes	2.0%	2.0%	19.0%	40.5%	24.0%	12.0%
Customizing competency checklists	2.5%	1.5%	18.0%	37.0%	26.5%	14.5%
Coordinating related instruction	2.0%	1.0%	17.0%	38.0%	25.5%	16.5%
Assistance in developing wage schedules	4.0%	5.0%	19.0%	30.0%	15.0%	27.0%
Assistance in documenting training	2.0%	2.0%	16.0%	47.5%	22.5%	10.0%
Registering agreements in timely fashion	1.5%	1.0%	13.0%	40.5%	40.0%	4.0%
Servicing, including program revisions	1.5%	0	12.0%	45.0%	36.0%	5.5%
Completing paperwork in timely fashion	1.5%	0	10.0%	44.5%	40.5%	3.5%

Importance of Services (Rank Order)	Mean Response
Assistance in developing wage schedules	4.54
Coordinating related instruction	4.32
Customizing competency checklists	4.29
Assistance in documenting training	4.29
Customizing work processes	4.28
Registering agreements in timely fashion	4.27
Assistance in assessing training needs	4.18
Servicing, including program revisions	4.18
Completing paperwork in timely fashion	4.16
Promoting apprenticeship benefits	4.09

Report on the 2005 Apprenticeship and Training Sponsors Survey

Level of satisfaction with each service compared to importance placed on each service.

Satisfaction/Importance	Satisfaction	Importance
Promoting apprenticeship benefits	4.26	4.09
Assistance in assessing training needs	4.22	4.18
Customizing work processes	4.18	4.28
Customizing competency checklists	4.27	4.29
Coordinating related instruction	4.34	4.32
Assistance in developing wage schedules	4.28	4.54
Assistance in documenting training	4.17	4.29
Registering agreements in timely fashion	4.29	4.27
Servicing, including program revisions	4.31	4.18
Completing paperwork in timely fashion	4.33	4.16
Overall, how satisfied are you with our services?	4.29	

Rate your apprenticeship consultant where U = Unsatisfactory, B = Below Good, G = Good, VG = Very Good, O = Outstanding, and N/A Not Applicable.

Characteristics	U	BG	G	VG	O	N/A
Courteous	1.0%	.5%	3.7%	28.8%	61.8%	4.2%
Helpful	1.6%	.5%	9.4%	34.0%	50.8%	3.7%
Good Listener	1.0%	1.6%	7.9%	36.1%	49.2%	4.2%
Competent	1.0%	7.9%	0	31.4%	55.0%	4.7%
Professional manner	1.0%	0	6.5%	27.2%	61.3%	3.7%
Reliable/Dependable	1.6%	2.1%	11.0%	29.3%	52.4%	3.7%
Working with people	1.0%	1.0%	9.9%	31.4%	51.8%	4.7%
Flexible	1.0%	.5%	9.4%	34.6%	49.2%	5.2%
Resourceful	1.0%	.5%	12.6%	35.1%	45.0%	5.8%
Knowledgeable about apprenticeship	1.0%	0	8.4%	31.4%	55.0%	4.2%
Knowledgeable about your industry	1.6%	3.1%	19.4%	34.6%	35.6%	5.8%
Overall, how would you rate your consultant?	1.6%	0	11.0%	33.0%	50.3%	4.2%

Characteristics (Rank Order)	Mean Response
Courteous	4.62
Professional manner	4.59
Competent	4.53
Knowledgeable about apprenticeship	4.52
Working with people	4.46
Flexible	4.46
Helpful	4.43
Good Listener	4.43
Reliable/Dependable	4.40
Resourceful	4.40
Knowledgeable about your industry	4.17
Overall, how would you rate your consultant?	4.43

Report on the 2005 Apprenticeship and Training Sponsors Survey

Importance of apprenticeship program relative to company's goals.

Not Important	Only Slightly Important	Somewhat Important	Very Important	Critically Important
4.8%	9.6%	27.8%	42.8%	15.0%

Benefits in having a registered apprenticeship program.

Benefit (Rank Order of Percentage)	%
Improved the skills of our employees	59.5
Improved the quality of our workmanship	52.0
Improved ability to promote from within the company	49.5
Improved productivity	46.0
Improved the versatility of our workers	44.5
Improved recruitment of highly qualified applicants	42.0
Reduced turnover of employees	41.5
Improved the problem-solving ability of our employees	38.0
G.I. Bill Benefits for eligible veterans	35.5
Reduced number of accidents	22.5
Other	11.0

Likelihood of employers hiring more workers if allowed to receive an income tax credit for each registered apprentice.

More Likely	Less Likely	No Change	Don't Know
38.5%	1.1%	44.9%	15.5%

Training opportunities like to see offered to sponsors.

Training (Rank Order of Percentage)	%
Train the Trainer	60%
Mentoring	46%
Master Craftsman	38%
New Sponsor Training	28%
G.I. Bill Benefits for Eligible Veterans	26%
Task Analysis	23%
Other	08%

WRITTEN COMMENTS

How we can improve our services (see “Code Values” on page 20 to interpret the four-digit code for each written comment).

Explain Benefits to Employees

'Employees do not understand any benefit from program.' 6 5 9 2

'It would be helpful to have a handout that outlines what people get from being registered as an apprentice.' 7 6 6 4

High School

'Trades need to be addressed more at the High School level. From what I understand High Schools provide almost no information towards the trades. Shop classes have been removed from the schools and the staff has little understanding of the Trades available. State Local and Federal governments have got to start getting more involved or we are going to be in great trouble.' 2 7 3 4

'Check in on students more often' 2 12 3 1

'Talk to local area high schools about the apprenticeship program. Help promote and recruit apprentices.' 5 2 5 4

'I believe that there should be more dialogue in the area promoting apprentice programs. This can be done through the high school systems through the community college system through work force development and through business organizations.' 7 7 4 4

'It would be beneficial to have some established check and balance reports that could be fed directly back to the DOL and later used to track progress to the state and to the school districts.' 2 7 3 4

'Work with and educate students @ the high school level how an apprenticeship would benefit them. That it s not just a job but quite possibly a career choice.' 4 7 1 4

Keep Informed

'We have been pleased with the services that you have provided; periodically as you make changes to the program forward to us update information.' 7 7 1 4

'I am new to the programs in the City and as such have not very involved in many of the aspects of the programs. Currently we have programs in Police Fire and Public Works. I would like to work more w/ your agency to learn about my responsibilities regarding the programs.' 8 4 4 2

Report on the 2005 Apprenticeship and Training Sponsors Survey

'Keeping employers informed of the services you do offer.' 1 7 1 6

'Please keep us informed about updates and changes.' 5 4 3 2

More information to the field.' 3 5 2 2

'More details on requirements per industry. More information on programs.' 1 12 3 1

Servicing

'Follow through' 4 2 4 2

Servicing/Certificates

'We need to get diplomas faster. The apprentices look forward to getting them after graduation.' 8 6 4 2

'We never received our certificates. We should have been grandfathered in. I have received no information.' 3 4 5 2

'I have had a lot of difficulty getting the correct certificate from Raleigh when requested. Wrong name or title has been the major deficiency. However I do appreciate the effort they have all tried to rectify mistakes.' 2 7 4 2

'Faster Federal certificates. Takes a long time to get Feds after the State certificate comes.' 5 6 7 2

Servicing/Feedback

'Provide occasional unsolicited feedback to facility representatives as to how well/poor the facility is doing in complying with this program.' 5 5 9 2

Servicing/More Contact

'Would like to have a scheduled visit and or communication with our program advisor. If there is ever any contact it begins with us.' 6 7 4 2

'More on site visits from the department personnel.' 7 7 4 4

'Representative is too far away. Communication has been difficult but not necessarily the fault of the representative.' 8 5 3 2

'My representative in this area needs more help.' 2 2 3 2

'More consultation with sponsoring companies' 1 12 2 5

'Take more one on one time/' 1 12 1 2

Report on the 2005 Apprenticeship and Training Sponsors Survey

We could have more apprenticeship consultants. We do not have anyone locally they have to travel several miles and cover a lot of area. They do not have the time to spend a lot of time with you.' 7 7 3 4

Servicing/Paperwork

'Return paper work submitted to you in a timely manner.' 6 10 5 2

'timeliness seems to be a small problem-getting forms signed and getting them back to initially start/stop/amend programs takes time--most understand that however.' 6 4 8 2

Servicing/Related Instruction

'Help with coordination of the courses with community college.' 5 7 3 2

VA Awareness

'Increase benefits awareness. Have VA provide a representative to discuss our issues. Face to Face. Main area of suggested improvement is helping us understand the benefits better.' 8 8 20 2

Web-based Programming

'Do everything web-based' 5 2 6 4

Additional Services Needed.

Apprenticeship Development

'Help with developing apprenticeship programs for more job descriptions.' 5 7 1 2

Assistance and Contact

'More assistance form apprenticeship coord.' 5 2 5 4

'Do what they met and said that they would do.' 3 4 5 2

'More follow-up support. We always received timely responses to inquiries made but would like to have receive visits to review what we were doing and maybe to receive information regarding things that other districts were doing.' 8 5 20 2

'More interaction with companies' 4 2 4 2

Counseling

Report on the 2005 Apprenticeship and Training Sponsors Survey

'We have experienced a partial plant shutdown perhaps some counseling or preparation for this type of event would be helpful since it is getting to be a common scenario.' 2 7 4 2

Employee Awareness

'We would like posters and other types of marketing materials to better promote the Apprenticeship Program (in-house) to our employees.' 5 2 5 4

'A better incentive to get my people involved. Perhaps by linking your requirements with other state fire/ems requirements.' 3 8 3 2

Funding Assistance

'Help secure funding for ongoing training of apprentice trained employees i.e. new equipment methods etc.' 2 7 3 4

Help in Hiring

'The program needs to make it easier for the employer to receive a competent qualified apprentice with minimal input from the employer. The time required in trying to choose an apprentice can be prohibitive.' 2 12 2 1

'A website listing of apprenticeship openings that employers have at their place of business that interested parties could apply for.' 4 4 5 2

High School

'More High School involvement.' 2 7 3 4

'If privacy laws permit let us know a list of high school apprentices in our field. This could be a "win-win" for all parties.' 5 2 6 4

'I would like to see a visit from the apprentice consultant for the department of Labor once per year. Perhaps in addition to working with the high school apprentice program there could be a joint meeting with the community college s industry training advisory board to promote the adult apprentice program with area businesses. The Adult apprentice dept could be a sponsor to Futures 4 Kids about potential career paths. Also is there a steering committee for business participation on a regional as well as state wide basis?' 7 7 4 4

'We need better follow-up services from youth to adult etc.' 8 6 3 1

Public Awareness

'Public awareness infomercials lifting up the professionalism sponsors and NCDOL bring to the consumer s door.' 1 12 2 2

Report on the 2005 Apprenticeship and Training Sponsors Survey

'More info about the program' 2 12 3 1

Related Instruction

'Perhaps more training suited for Apprentices of a lower educational bracket that deal in management skills' 6 14 5 2

'Be involved in setting up classroom training for related instruction.' 7 2 6 4

Tax Credit

'Tax credit incentive for training our future trades 1 12 2 2

Training

'Training assessments training development.' 7 7 3 4

VA

'VA. assistance at all levels.' 3 5 6 2

Additional comments regarding consultants.

Servicing Problems

'When we first started the program Allen Sigmon was the consultant. Contact was frequent with him. Since he retired contact has been very infrequent and always prompted by us.' 6 7 4 2

'She was very helpful. There should've been more information a head of time to what this entailed and how it would affect/benefit staff.' 4 5 7 2

'Needs assistance.' 2 2 3 2

'I do not know who that is.' 2 12 2 1

'Will need more help in the near future so I hope the consultant is ready!' 3 5 6 2

'Not sure who is our consultant is.' 4 2 4 2

'Your employee was only interested in getting the employees registered. Once that was completed we have not seen or heard from him.' 4 4 7 2

'there is not much contact only when necessary sometimes requests aren't met in a timely manner at all I think she has too large a work load!' 8 4 5 2

Positive Comments

Report on the 2005 Apprenticeship and Training Sponsors Survey

'Very helpful always will to help out in all matters.' 1 2 2 1

'Pleasant to talk too and very knowledgeable.' 6 7 4 2

'he was always willing to come and meet with me when I had a question or concern.' 6 4
3 2

'She is a wonderful person and very professional. A joy to work with.' 4 7 7 5

'Our consultant works closely with our company and is always here when we call.' 8 9 9 2

'Very easy person to work with. Prompt to respond with requests.' 5 5 9 2

'My consultant has been extremely willing to work with my program and very attentive
when I call with questions.' 4 4 5 2

'very good ' 8 6 4 2

'Great To deal with' 5 7 4 4

'Graham County Schools' consultant was extremely helpful. He never failed to return my
calls very dependable. ' 5 5 3 2

'We had two consultants this year so this evaluation is a composite one. They both are
excellent and I enjoy working with them.' 5 2 6 4

'I feel the consultant does a great job when considering the area that needs to be covered.'
8 6 3 1

'Does a great job and very dedicated. ' 6 7 3 1

'Overall does an adequate job.' 7 4 4 2

'My consultant does everything I request of her.' 6 7 3 2

'he is super to work with and I appreciate his hard work fast return time on documents
and good communication' 6 5 6 2

'She is a pleasure to work with. I hope she keeps the enthusiasm. ' 3 5 6 2

'Very knowledgeable with this subject. This is a new area for the Dept. of Corrections
and she was helpful to explain this to us.' 3 5 5 2

'She has worked the program since I started & I enjoy working with her.' 5 7 3 2

'Very eager too help' 1 5 3 2

Report on the 2005 Apprenticeship and Training Sponsors Survey

'She is always willing to listen to our ideas. Together we come up with the best direction for our apprenticeship program.' 7 7 6 2

'Very positive and enjoyable to work with.' 3 10 3 2

'We just initiated this program but have been very pleased with the knowledge and assistance of our consultant.' 6 5 9 2

Positive Comments/Kelly Andrews

'Kelly Andrews is very responsive accommodating and pleasant to work with .' 8 6 4 1

'Kelly Andrews Greenville has been wonderful to work with. She has been very professional competent and accessible. She has made this whole project go very smoothly.' 5 4 9 3

'Kelly has done an outstanding job. She is always ready to answer any question I may have and responds to e-mails and phone call in a very timely manner. It is a pleasure working with her.' 5 5 8 2

Positive Comments/Danny Boykin

'Mr. Boykin has been very encouraging in helping me get started with the program. He has also maintained follow up calls to see how things are going.' 1 12 2 2

Positive Comments/Dennis Comstock

'Dennis Comstock goes beyond the normal expectations to provide all needed services.' 8 7 20 5

'Dennis Comstock is always the ultimate professional. I really appreciate all his knowledge and assistance.' 6 5 5 2

Positive Comments/Kathryn Costelloes

'Kathryn Castelleos does an excellent job but she has a lot of places to cover. I don t know how she does it all now.' 7 7 3 4

'Kathryn Castelloes has been an outstanding consultant to work with. I really have appreciated all the hard work and effort she has put into our program.' 2 7 4 2

'Kathryn P. Castelloes has been the absolute best Apprenticeship Consultant that we have ever had the privilege of working with at the Dept of Labor. She is very Professional and knows the duties of her job very well.' 5 10 4 3

Report on the 2005 Apprenticeship and Training Sponsors Survey

Positive Comments/Tim Eldridge and Carolyn Miliron

'She will be fine - she is new and Tim took some time to determine what we needed and how we operate. I expect to offer Carolyn the benefit of the doubt that she will become just as comfortable. She has been very responsive to date!' 6 14 5 2

Positive Comments/Pam Francis

'would like to keep her awhile! Pam Francis' 2 7 3 4

'You must hear this a lot - Pam Francis is a hard working professional and a pleasure to work with. She stays in touch follows up with every item and makes us aware of what is happening in apprenticeships and related plant layoffs/closing to help us recruit new employees.' 7 7 7 4

Positive Comments/Gary Hammer

'Gary Hammer is the best! He has consistently provided excellent service to me and to our Apprentices. He goes above and beyond to help us in any way possible and is very easy to work with. I don't know what we'd do without Gary!'

Positive Comments/Jimmy Kornegay

Mr. Jim Kornegay is helping complete job evaluations and has been most helpful and flexible with his schedule.' 6 4 8 2

Positive Comments/Robin Odom

'Robin Odom is a great help to me.' 6 2 8 2

'Robin has been a pleasure to work with. Always avail when I have a question or need.' 6 2 3 4

'My Rep is Robin Odom She has always gone above and beyond the "normal job". For example I was adding a contractor to my program. I had the paperwork signed and ready to mail in Robin called about the Apprenticeship Banquet. I mentioned that I had the signatures needed. She was in my office to pick up the paperwork 20 minutes later.' 1 2 5 2

'Robin Odom is one of the best consultants that I have had the opportunity to work with. She makes this program work and her energy and enthusiasm is contagious.' 7 7 20 2

Positive Comments/Angie Waldorf

'I appreciate Angela Waldorf so much- she makes this process manageable and successful for us. She is a great asset to the program' 8 5 6 2

Report on the 2005 Apprenticeship and Training Sponsors Survey

I think Ms. Waldorf is doing a tremendous job of assisting us in any way she can. 6 4 8
2

Other benefits to having an apprenticeship program.

National certification. 6 5 20 2

Company support of school system program. 5 7 2 1

High quality teacher assistants. 5 5 3 2

Professionalism of our teacher assistants. 8 5 6 2

Training recognition. 7 6 6 4

Other training opportunities like to see offered.

Training in math and literacy for teacher assistants. 8 5 3 2

Education compensation for non-veterans. 4 5 6 2

Selection process. 2 12 2 1

Final comments and suggestions

Positive Comments

'The program overall is excellent and a pleasure to be a part of. The employees we have enrolled and the company are benefiting greatly from being a part of it.' 6 7 4 2

'Excellent Program' 5 7 5 2

'Thank you for your hard work!' 8 8 20 2

'Great program' 6 3 1 1

'I believe it is a very worthwhile program. We have had very good success with it.' 5 7 1
6

'We are very grateful for the NC Apprenticeship Program. It has served our company and our employees well. We have had the program in effect for about 9 years and have had many graduating classes. Our employees view the Apprenticeship Program as a real value and a benefit to themselves and to their future employment opportunities. Thank you!' 5 2 5 4

'It s a great opportunity for Employees and Employers - WIN-WIN Thank you for your support!' 8 7 4 2

Report on the 2005 Apprenticeship and Training Sponsors Survey

'I have really enjoyed working with my consultant in developing and maintaining our program.' 4 4 5 2

'It has been a pleasure and a learning experience working with the different Apprenticeship representatives over the last ten years or so.' 6 7 3 2

'Do not let this jewel of a program falter. It s a win/win/win for everyone: Companies improve in professionalism; NC receives more revenue from higher qualified trade's people and consumers receive higher quality service for their money.' 1 12 2 2

'Thank you for your continued support' 8 7 20 5

Many of the above is what I might have added for beginner level and experienced managers. Thank you! ' 6 14 5 2

'an outstanding program for young adults getting started in life. a win/win situation for apprentices and the employer.' 8 6 4 2

'Very much needed in the industries it helps with assuring no stone is left unturned with training and it insures everyone receives the same proper training' 5 7 4 4

'Thanks for your support.' 4 7 3 1

'Excellent Program!' 5 5 3 2

We have all three levels of apprenticeship at our company and are certain this has positively impacted our success/improved productivity.' 5 2 6 4

'With the help of NCDOL and Progress Energy, I have gotten the Apprentice Program started. The town we work for does not share the same enthusiasm over this program as I but also does not hinder it. I am still trying to turn this around and show all the benefits of this program not only to the employers but also to the employees. I thank you for your help in every area.' 1 4 3 2

'Staff at DOL is the best we have ever worked with.' 1 12 2 5

'Very beneficial for our recruitment of new employees and in the end for those employees.' 7 4 4 2

'I think this is a great program and it gives the ladies a feeling of great accomplishments.' 3 5 3 2

'Thank you for responding to the need across the state to help school systems assist our teacher assistants meet the highly qualified criteria as mandated by federal No Child Left Behind Act.' 6 5 6 2

Report on the 2005 Apprenticeship and Training Sponsors Survey

'I appreciate the states desire to recognize the NC Electrical Lineman Apprenticeship Program.' 3 10 3 2

'This is a good tool for this Dept. to offer a new incentive for a higher qualified employee. The possibility for pay incentive for there training under the VA benefits. This is a good thing for staff. I hope it can grow to a higher level for state employees.' 3 5 6 2

'This is a very worthwhile program that works hand in hand with the community colleges and high schools to identify and train future employees and to promote job opportunities to fill technical jobs where advance training is needed.' 7 7 4 4

'We appreciate all the benefits the apprenticeship program has provided our employees and agency. ' 5 4 3 2

'It has been a pleasure expanding our current program through the NC DOL Apprenticeship Bureau. The staff and Chief are both knowledgeable and professional. We hope to continue soliciting grant funds via the NCDOL.' 8 4 8 2

'The apprenticeship program has made our work force stronger. It has also influenced the corporate decision to bring jobs to NC because we have a trained work force. We promote from within the company. Our employees know they can start taking the classes and as a job comes open they will be considered for promotion and be able to continue the apprenticeship program at no cost to them.' 7 7 6 2

'The Apprenticeship Program has been a valuable program to Plastic Ingenuity Inc and one we re always proud of mentioning to visitors whether they are customers educators or groups coming thru for a tour.' 4 7 1 4

'The NC Apprenticeship program has been a wonderful way to insure that the employees are well trained and capable of perform their task. Keep up the good work. David Overbey Plasti-form/Spotless Ent. Inc. Asheville Tooling Manager ' 6 7 2 2

'Thanks for your help in introducing our company to apprenticeships and all the help you have provided to help us get it started and to maintain the program' 7 7 7 4

'The NC Apprenticeship Program is very important to Blue Ridge Electric and we hoped that you will continue to provide this great service in the future. ' 5 10 4 3

I strongly support the program and encourage others to take advantage of the training opportunities to implement this type program.' 3 10 3 2

'Have an agreement with the VA that will make them more user friendly for sponsors.' 5 5 4 2

Suggested Improvements

Report on the 2005 Apprenticeship and Training Sponsors Survey

'Fostering and promoting Team Work among the apprentices and the training personnel needs to have a much higher emphasis put on in future. Businesses need people who have - besides all the required technical skills - the soft skills as well in order to work together. It can be observed that too many apprentice graduates work as independent "fighters"! 6 7 4 4

'This was presented to our organization as something we could do voluntarily for our employees to recognize the departmental training they had received and to award them a certificate for their accomplishments from the Dept. of Labor. The investment in time energy and manpower to have this done turned out to be more than we anticipated. It seems as though there s always one more step to complete and a great deal of pressure to keep going. I didn't feel our continued participation ended up being "voluntary" at all. 4 5 6 6

'Federal Prevailing Wage for Electricians needs to be raised. \$6.22 does not give employers on federal projects any incentive to have an apprentice classification just helpers and journeymen.' 2 2 3 2

seems to be dieing in the tool and die occupations. lot of work going overseas. the company is not going to hire any more trainees.' 1 7 1 6

'No I feel you need more staff.' 8 6 3 1

'It is a great program and we believe in it to the end. They are the future of our industry and we push it in all our area high schools. My question is why do the teachers not know about the programs and why are vocational program across the state getting cut? We build the new schools all of them want! College is great for a select group of kids but the ones that are not going to college have an opportunity for an education in a task! Why are they getting left behind?' 5 2 5 4

'As noted earlier this is new for us and whether it will benefit the majority of staff I am unsure of. right now I see little benefit outside of assistance for some veterans. Our Agency has not done a very good job of introducing the apprenticeship program. This has been left solely up to the consultant. I believe this feeling is shared by my peers. Dept of Correction' 4 5 6 2

'I only have a few in the program & have a hard time getting the employees through the classes because I do not have enough to have a class scheduled for them. ' 5 7 3 2

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Code Values

No. of Employees

1	0-9
2	10-24
3	25-49
4	50-99
5	100-249
6	250-499
7	500-999
8	1,000 or more

Industry Type

1	Agriculture, Forestry, Fishing
2	Construction
3	Finance, Insurance, Real Estate
4	Government, Local
5	Government, State
6	Health Care
7	Manufacturing
8	Military
9	Mining
10	Public Utilities
11	Retail
12	Services (lodging, personal, professional, repair, etc.)
13	Telecommunications
14	Transportation
15	Wholesale

Number of Apprentices

1	0
2	1
3	2-5
4	6-10
5	11-25
6	26-50
7	51-75
8	76-99
9	100-199
10	200 or more

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Program Type

- 1 High School Apprentices Only
- 2 Adult Apprentices Only
- 3 Trainees Only
- 4 High School and Adult Apprentices
- 5 High School Apprentices, Adult Apprentices and Trainees
- 6 Program is currently inactive