

Webinars for Employers Series

Session 2: *APPRENTICESHIP AS A HIRING STRATEGY*

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Presented by:
Vicki Thompson
Project Manager
Apprenticeship Network
vthompson@tpma-inc.com



Greater Oh-Penn Manufacturing Apprenticeship Network

*Ashtabula, Columbiana, Geauga, Mahoning, Portage and Trumbull Counties in Ohio
Clarion, Crawford, Erie, Forest, Lawrence, Mercer, Venango and Warren Counties in Pennsylvania*

Welcome & Introductions

AGENDA

- I. Webinars for Employers Purpose***
- II. Apprenticeship as a Recruiting Strategy**
 - a. SOA**
 - b. Best Practice**
- III. Sharing**
- IV. Pre-Apprenticeships & Youth Apprenticeships**
- V. Q & A**
- VI. Topics for future Webinars**



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Webinars for Employer

- Keep open lines of communication
- Learn from one another
- Share best practices
- Proactive DOL compliance record keeping
- Provide best opportunities for apprentice success

Standards of Apprenticeship

- Following your SOA
- Nominating apprentices
- Process for choosing apprentices

Competency Based MVMC Group Sponsored Model for Machinist Apprenticeship

- Standards of Apprenticeship
 - Nominating apprentices
 - Process for choosing apprentices
 - Page 4, OH
 - Page 5, PA



Best Practice: GROB Systems, Inc.

- A world class European manufacturer of high quality production systems and universal machining centers. The North American headquarters in Bluffton, Ohio specializes in the design and production of machines and automation for the automotive, aerospace, medical, and die/mold industries.
- Mike Hawk, Training Instructor
mhawk@grobsystems.com



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← → ↻ GROB-WERKE GmbH & Co. KG [DE] | https://www.grobgroup.com/en/news-media/detail/article/over-one-hundred-apprentices-for-the-first-time/ ☆ ⓘ @ |

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Over one hundred apprentices for the first time

09/01/2017

The number of apprenticeships has quadrupled within seven years, and new opportunities have been created in technical and industrial training. GROB has training the workforce of tomorrow in its sights more than ever in order to meet the increasing demand for skilled workers.



Training young people is vital at GROB to safeguard the further development of the company and to meet the demand for young, skilled workers in a wide range of disciplines. The GROB training center, which is equipped with state-of-the-art machinery and offers the best conditions for training, now offers training to around 100 young people every year in technical and commercial disciplines, preparing them for future

employment with the company. The number of training positions to be filled has been rising constantly for years. GROB's apprenticeship program has grown from a mere 26 places in 2010 to breaking through the 100-place barrier across the different career paths in 2017. This trend is not only due to the company's growth, but also to the increasing range of technical expertise, including in the apprenticeship careers.



Grob Activities

- 1990 started using apprenticeship as a hiring strategy year round
- Since 2017
 - Monthly Apprenticeship Open House
 - 30-minute tour
 - Current apprentices give the tour
 - Publicize
 - Billboards
 - Social media
 - Local movie theater



Grob Activities cont'd.

- Since 2017
 - HS students complete an application, submit application with transcript and resume, and must upload a questionnaire and submit answers related to how they heard about the apprenticeship program

Grob Activities cont'd.

- Since 2018
 - Full time personal to assist with High School Job Fair participation
- 2019
 - Interviewed 22 potential apprentices in 2 weeks



Stats and Pre-Employment Activity

- 80% of new hires are recent high school graduates
 - 90% of them are hired immediately upon graduation
- Pre-Employment Assessment
 - Math test
 - Dexterity assessed
 - Electrical test
 - Mechanical test
 - 3D Sketch Test



Sharing

- Additional ways to use apprenticeship as a hiring strategy



Pre-Apprenticeships

- Machinist and Welder-Fitter pre-apprenticeship
- CTCs in Mahoning, Trumbull, and Columbiana Counties
 - ODE
 - OSAC
- Meeting with Employers
 - March 6 or 7
 - Gage Interest
 - Commit to program



Youth Apprenticeships

Generally, a youth apprenticeship program meets the same four criteria of a Registered apprenticeship program, but is designed specifically for apprentices that at the start of the program are enrolled as high school students.

Youth Apprenticeship in America Today: Connecting High School Students to Apprenticeship

Brent Parton, Deputy Director of the Center on Education & Skills with the Education Policy program at New America



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Q & A





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Topic Suggestions for Future Webinars



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Thank You!

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