

Partnering for a Successful Apprenticeship Program

JAY SIMMONS, MACHINE SPECIALTIES



MACHINE SPECIALTIES

- Advanced Manufacturing:
Contract CNC Machine Shop
- 55 Years in Service
- Aerospace & Space, Military & Commercial,
Medical & High Precision Customers
- 9th Year in Apprenticeship (Alamance,
Guilford, Rockingham)



APPRENTICESHIP

For the Apprentice

- Hands-on Training
- Related Instruction
- Application of Classroom Material
- Mentorship from Experts

Youth or Adult Apprentices work in their related field with expert mentors while receiving related instruction at a local community college or other educational provider.



For the Company

- Motivated Workforce
- Increased Retention Rates
- Engaged Employees

Companies take the time to invest in the long-term development of their workforce by selecting, training, and promoting apprentices as they progress through their program.



For the Community

- Employer Relationships
- Skilled Community Members
- Diverse Employment Opportunities
- High School and Community College Engagement

Local High Schools, Community Colleges, City and County Chambers, and business consortiums all participate and benefit from the development of a highly skilled, local workforce.



MSI'S APPRENTICESHIP BUSINESS PARTNERS:

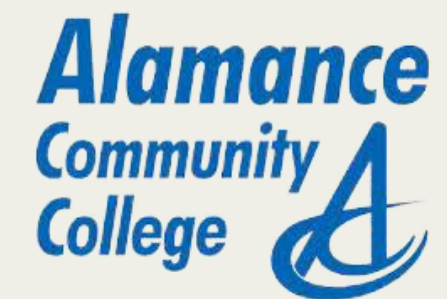
Guilford Apprentice Partners



RockATOP



CAP Apprenticeship



RECRUITMENT TIMELINE

●

Presentations
September

Businesses present in school auditoriums, classrooms, and media centers, helping students understand manufacturing and apprenticeship.

●

Open Houses
December

Business open house events for students and parents, aiding parents and students in making the best decision.

●

Invitational
February

Community hosted 3-night interview for both students and companies with student selections on the final night.

●

Pre-Apprentice
June

Business bring selected students in for 6-week pre-apprenticeship to see if it is a fit.

●

Signing Ceremony
August

Community hosted celebration of pre-apprentices signing on with their company as a 4-year apprentice.



MSI'S APPRENTICESHIP

Occupation Tracks

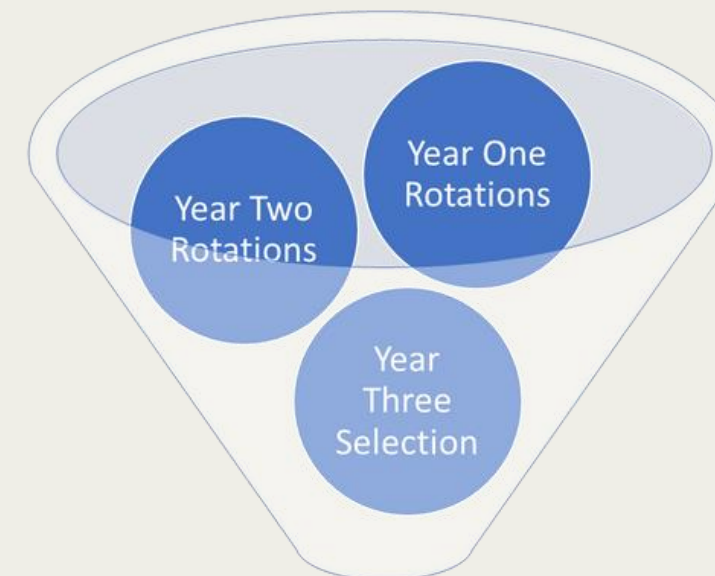
- CNC Machinist
- Metrologist
- Maintenance Mechanic
- IT
- Welder
- Industrial Technician
- Assembly Technician
- Accountant



Yearly Structure

Pre Apprenticeship: 6-Week Summer Program

1st Year: 12 Departmental Rotations
2nd Year: 4 Departmental Rotations
3rd Year: 1 Department Selection
4th Year: 1 Department Specialization



Specialization Leading to Journeyman's
Certificate and Completion of
Apprenticeship at MSI

INTERNAL PARTNERSHIPS

Deliberate Focus on:

Stakeholder Buy-in

Business Focus

Targeted Training

Intentional Mentorship

Talent & Career Development



SUCCESSFUL PROGRAM INGREDIENTS



Internal Partnership **Stakeholder Engagement**

- Working to identify and stay within business needs
- Collaborating with leadership and technical leads

External Partnerships **Community Involvement**

- Maintaining relationships with local school systems and community college system
- Collaboration with Business Consortium groups

Commitment **Program and People**

- Understanding your program needs and communicating that to students and parents
- Having the structure in place to support your commitments

Long-Term Vision **Company Development**

- Collaboration with company leadership to set and maintain focus on program vision
- Managing ongoing program to create outcomes



Thank you

MACHINE SPECIALTIES, APPRENTICESHIP PROGRAM

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