

# **APPRENTICESHIP PROGRAMS AT HCC**

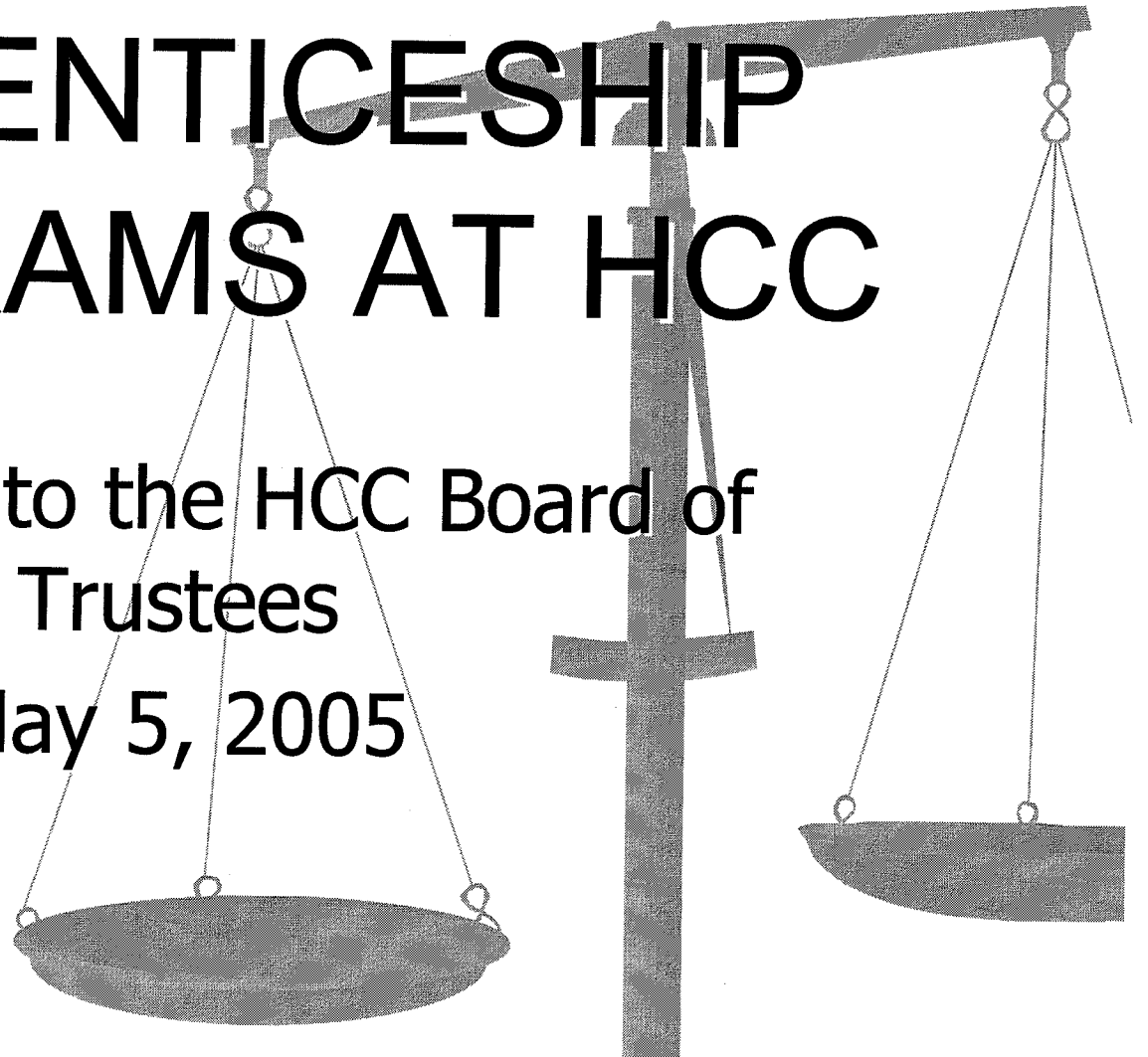
# **HILLSBOROUGH**

Community College

## **APPRENTICESHIP PROGRAMS AT HCC**

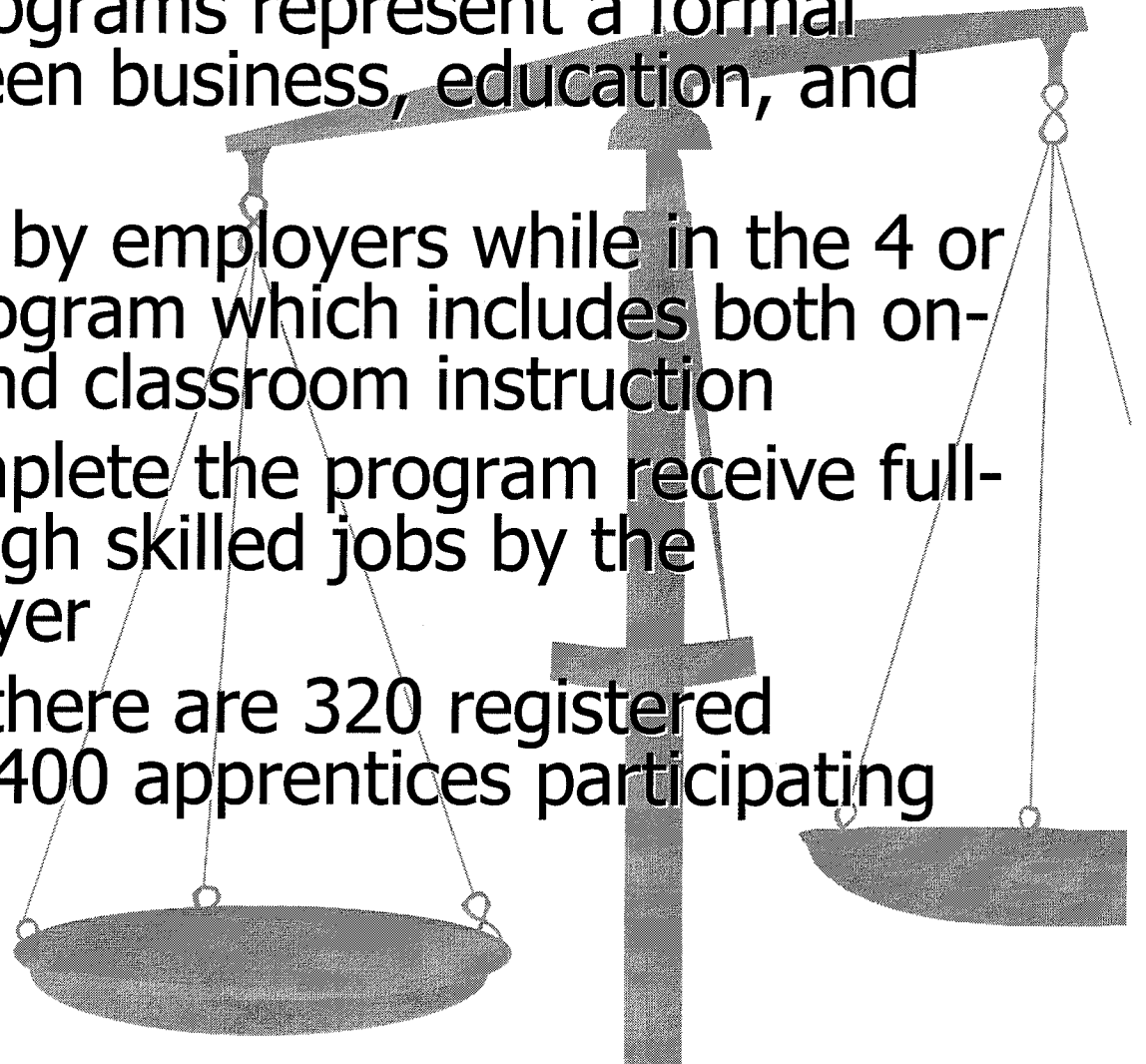
Presented to the HCC Board of  
Trustees

May 5, 2005



# Apprenticeship Programs

- Apprenticeship programs represent a formal partnership between business, education, and government
- Students are paid by employers while in the 4 or 5 year training program which includes both on-the-job training and classroom instruction
- Students that complete the program receive full-time high wage/high skilled jobs by the sponsoring employer
- Today in Florida, there are 320 registered programs and 10,400 apprentices participating



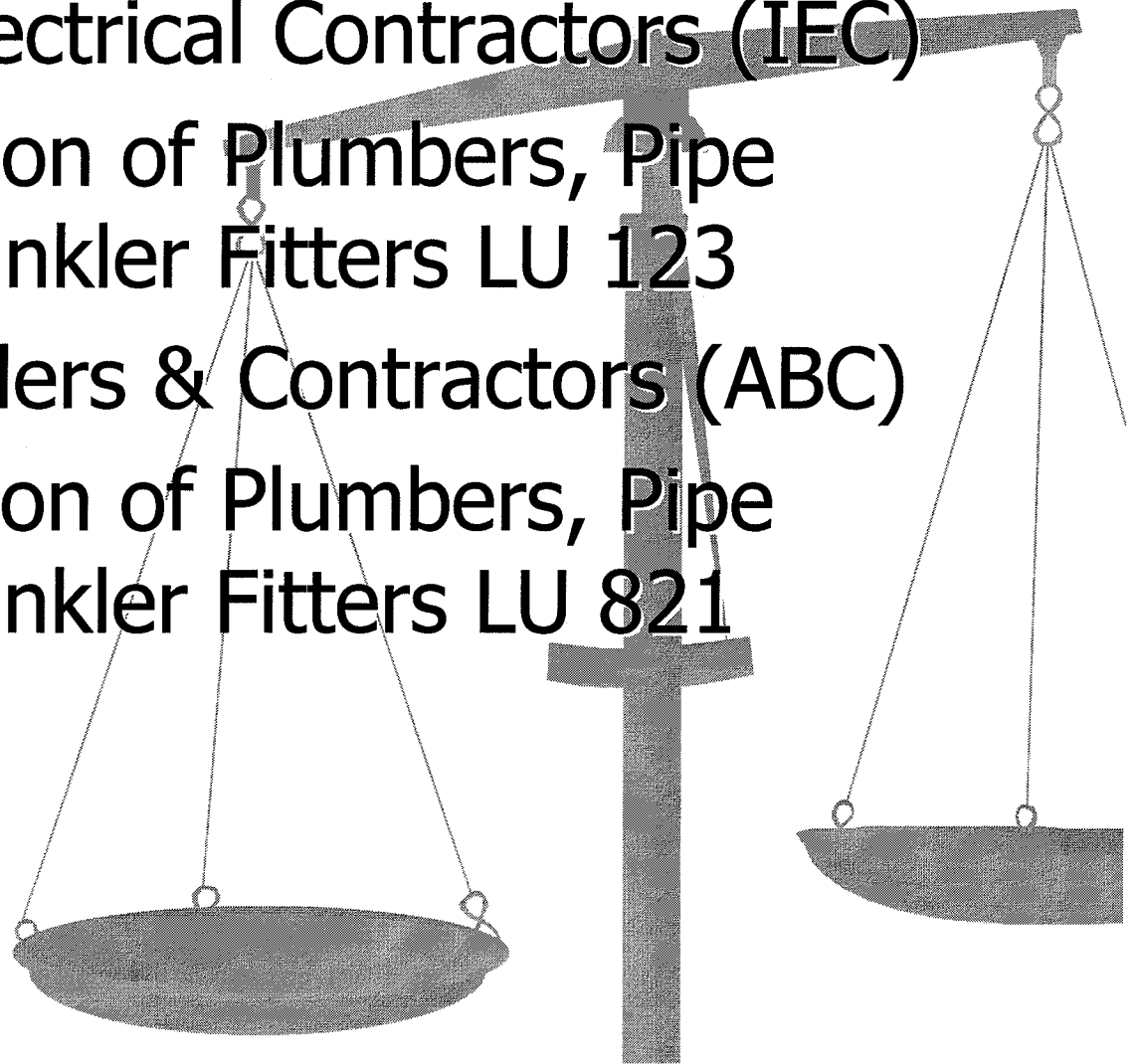
# Overview & Background

- Legislature encouraged the expansion of workforce development throughout the State (1997 HB1688)
- HCC expands mission to increase workforce offerings (2000)
- BOT approved 2 Apprenticeship Programs at Dale Mabry and Plant City (2000)
- BOT approves two additional Apprenticeship Programs (2001)



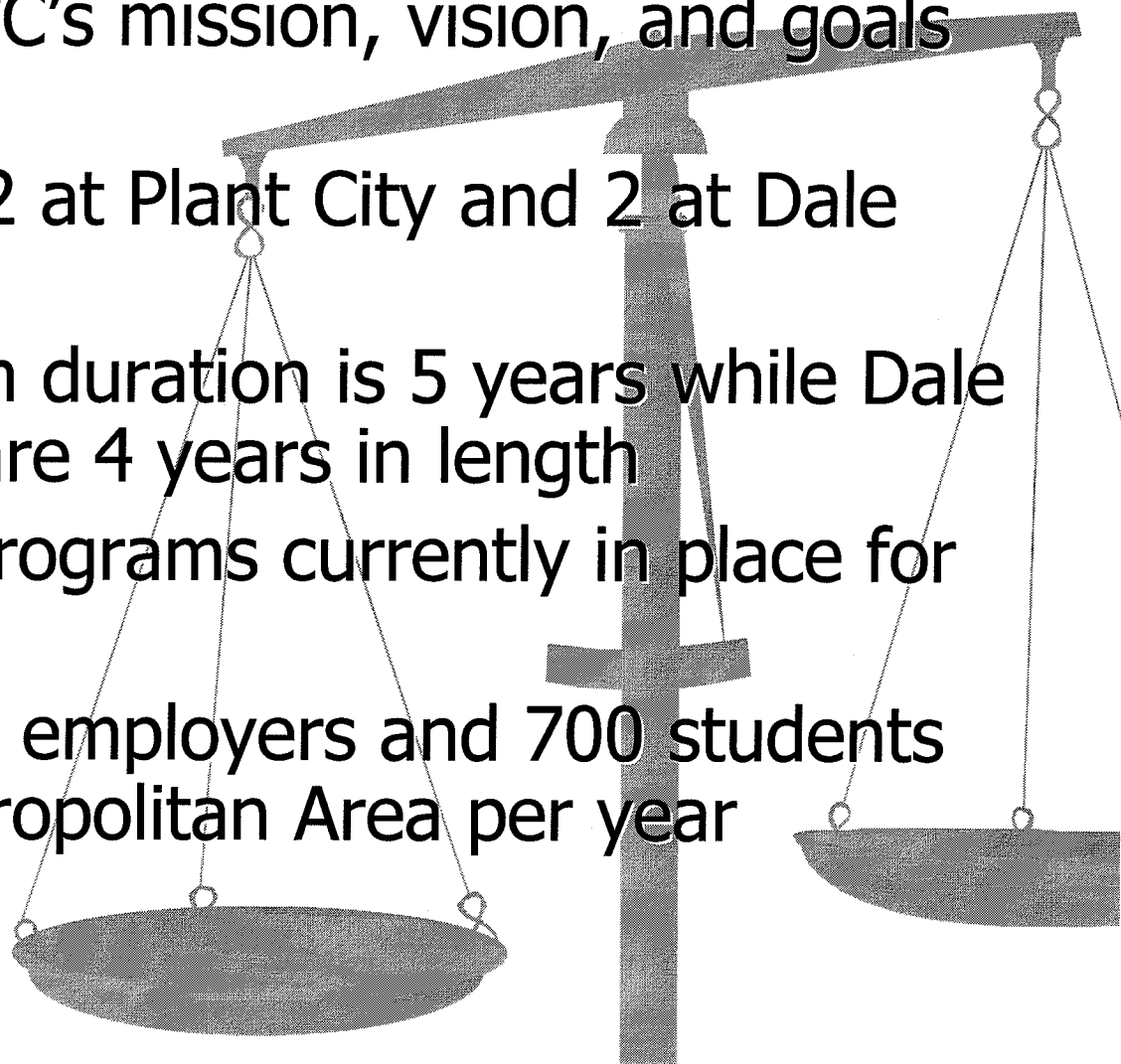
# HCC Apprenticeship Partners

- Independent Electrical Contractors (IEC)
- United Association of Plumbers, Pipe Fitters, and Sprinkler Fitters LU 123
- Associated Builders & Contractors (ABC)
- United Association of Plumbers, Pipe Fitters, and Sprinkler Fitters LU 821



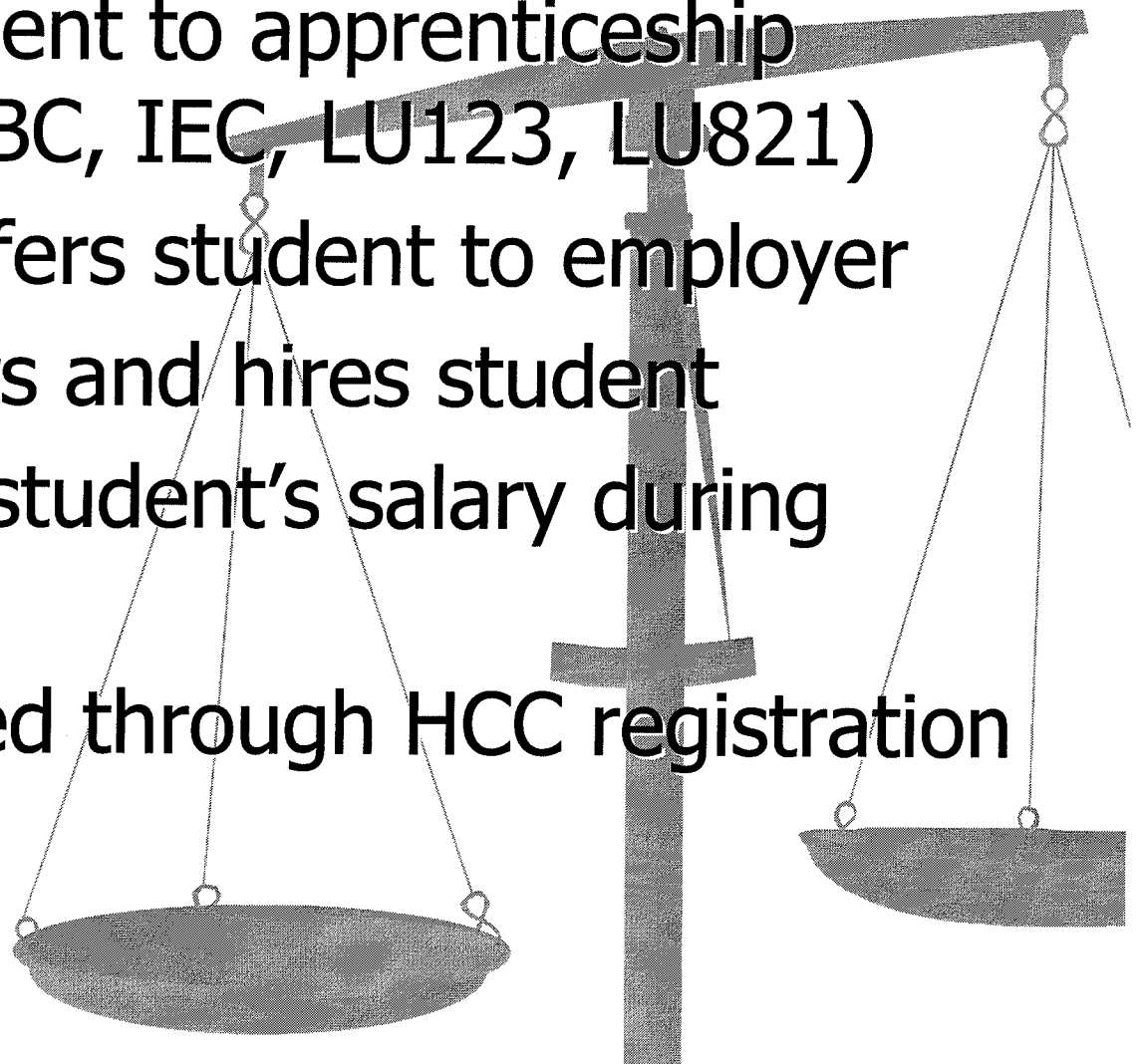
# Apprenticeships Today

- Align well with HCC's mission, vision, and goals 1,2,3,4
- Four programs – 2 at Plant City and 2 at Dale Mabry
- Plant City program duration is 5 years while Dale Mabry programs are 4 years in length
- Contracts for all programs currently in place for next three years
- Serves Nearly 200 employers and 700 students in the Tampa Metropolitan Area per year



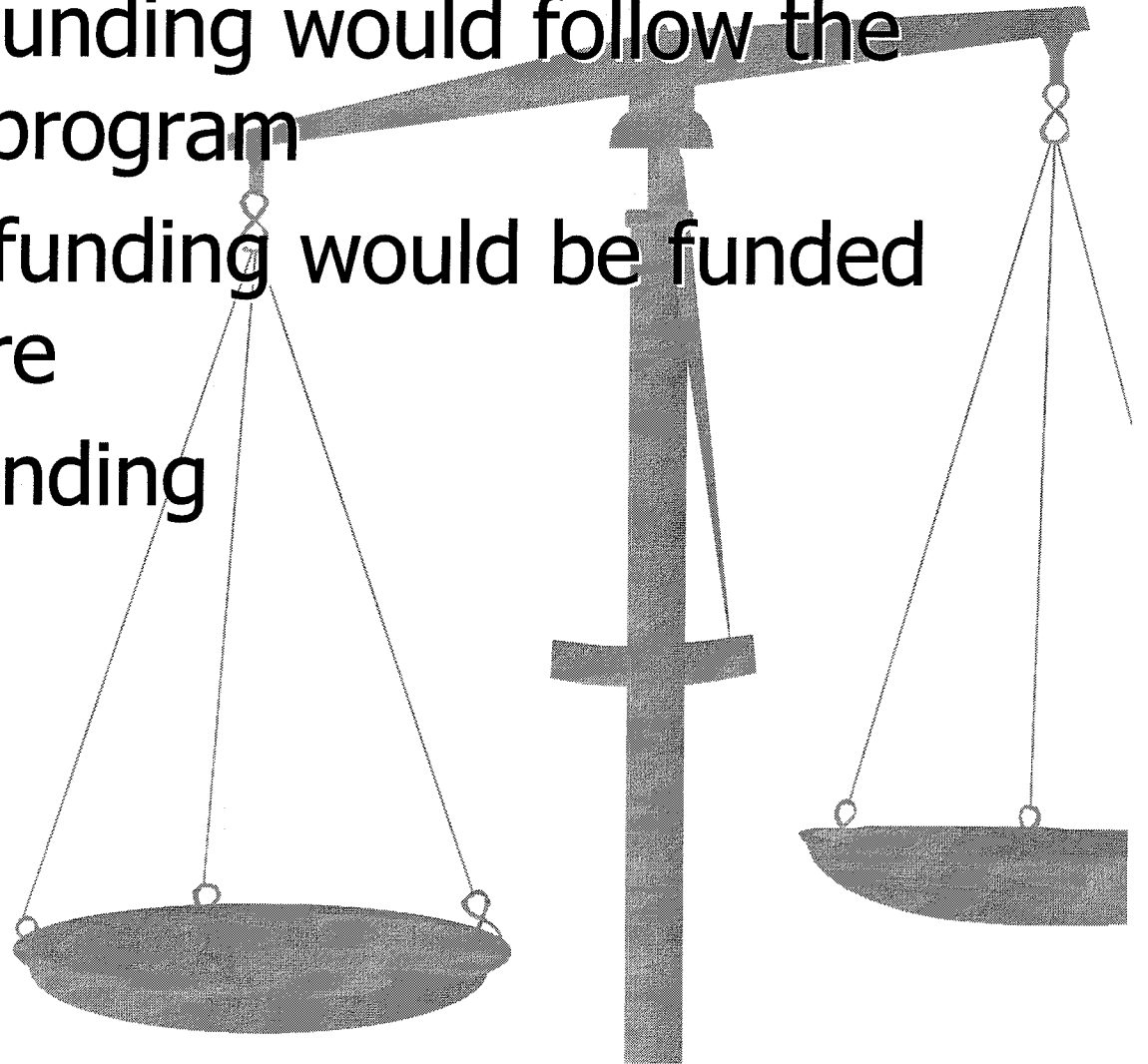
# Apprentice Selection Process

- HCC refers student to apprenticeship organization (ABC, IEC, LU123, LU821)
- Organization refers student to employer
- Employer selects and hires student
- Employer pays student's salary during training
- Student admitted through HCC registration process



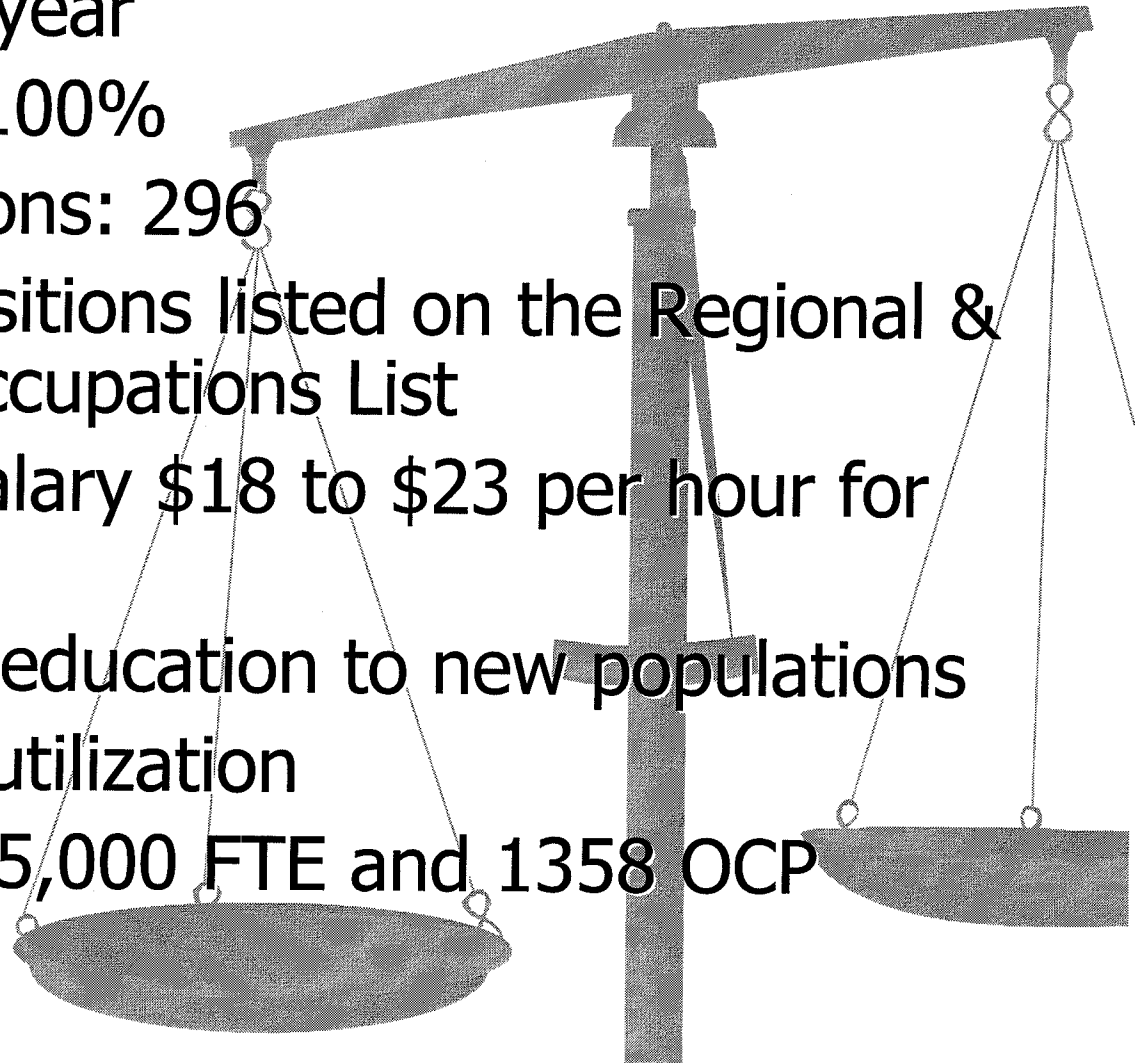
# Historical Funding Assumptions

- School District funding would follow the apprenticeship program
- Apprenticeship funding would be funded by the legislature
- Performance Funding



# Return on Investment

- Community Served: 200 local employers and 700 students per year
- Placement Rate: 100%
- Student Completions: 296
- Job Status: All positions listed on the Regional & State Targeted Occupations List
- Salary: Starting salary \$18 to \$23 per hour for completers
- Introduce college education to new populations
- Increased facility utilization
- Generated nearly 5,000 FTE and 1358 OCP

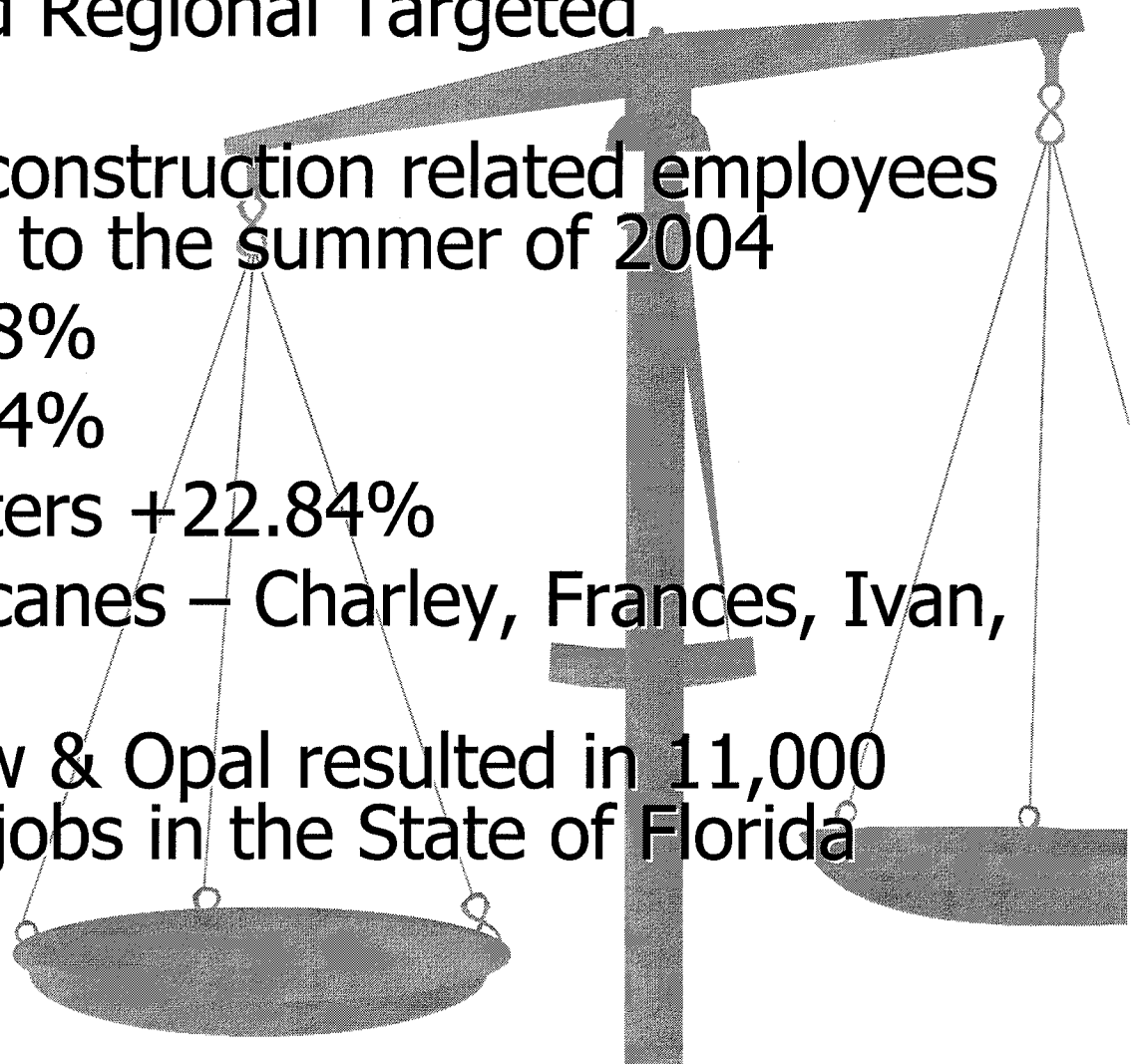


# Enrollment & Compensation History

Year	Headcount	FTE	Compensation Paid by HCC
2000-01	N/A	565	\$252,576
2001-02	719	1522	\$749,355
2002-03	713	1452	\$876,880
2003-04	633	1362	\$861,337
2004-05	587* incomplete data	1450* incomplete data	Not to exceed \$1,059,457*
<b>TOTAL</b>	<b>2,065</b>	<b>4,901</b>	<b>\$2,740,148</b>
*Numbers not included in Total to avoid computation and comparison errors			

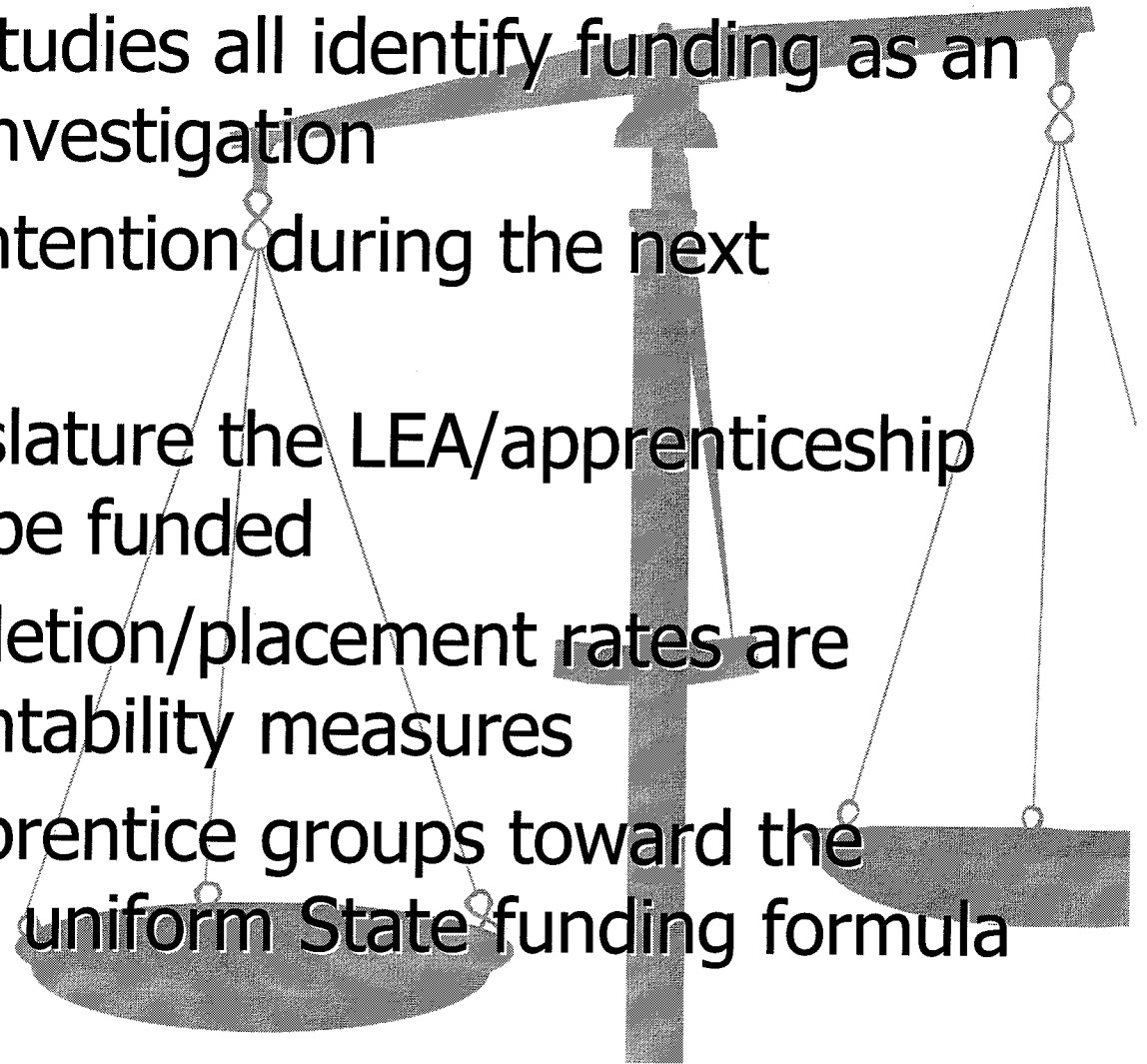
# Need for Apprentices

- 2003-04 State and Regional Targeted Occupations List
- Highest need for construction related employees in 2 decades prior to the summer of 2004
- Carpenters +19.28%
- Electricians +40.14%
- Plumbers/Pipe Fitters +22.84%
- Devastating Hurricanes – Charley, Frances, Ivan, and Jeanne
- Hurricanes Andrew & Opal resulted in 11,000 new construction jobs in the State of Florida



# Issues and Strategy

- Statewide confusion regarding funding
- State mandated studies all identify funding as an issue for further investigation
- Likely point of contention during the next legislative session
- Convince the legislature the LEA/apprenticeship programs should be funded
- Ensure that completion/placement rates are included in accountability measures
- Work with the apprentice groups toward the common goal of a uniform State funding formula



# DISCUSSION & QUESTIONS

