APPRENTICESHIP PROGRAMS AT HCC
HILLSBOROUGH
Community College

APPRENTICESHIP
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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
<table>
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<th>Year</th>
<th>Headcount</th>
<th>FTE</th>
<th>Compensation Paid by HCC</th>
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<td>$252,576</td>
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<td>2004-05</td>
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<td>1450*</td>
<td>Not to exceed $1,059,457*</td>
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<tr>
<td>TOTAL</td>
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*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