Science, Mathematics & Engineering

Apprenticeship & Internship Programs

By Chad R. Bridgman
SME - Apprenticeships & Internships
Today’s Overview

- Internship and Apprenticeships
- Work and Learn
- Registered Apprenticeship Program at Sinclair
- Talent Shortfall and New Economy
- New Initiatives
SME - Apprenticeships & Internships

**APPRENTICESHIPS + INTERNSHIPS**

- **Purpose:**
  - Apprenticeships: training
  - Internships: experience

- **For highly skilled jobs:** Apprenticeships
- **Long-term (1+ year):** Apprenticeships
- **Always paid:** Apprenticeships
- **Full-time:** Apprenticeships
- **Contracted:** Apprenticeships
- **Leave with a certificate:** Apprenticeships
- **Employer could receive state-based tax credits:** Apprenticeships
- **Employee status:** Apprenticeships

- **Purpose:**
  - Apprenticeships: general job training
  - Internships: short-term (few months-year)

- **Entry-level:** Apprenticeships
- **May end with full-time offer:** Apprenticeships
- **Hands-on experience:** Apprenticeships

- **Paid or unpaid:** Internships
- **Part-time or full-time:** Internships
- **Not contracted:** Internships
- **Leave with experience:** Internships

- **Employer could save money hiring interns:** Internships
- **Trainee or employee status:** Internships
SME - Apprenticeships & Internships

- Opportunity to learn on a job
- Feeling good about being paid to learn a trade
- Finding work despite the lack of experience
- Lower long-term costs
- A reliable next generation of workers
- Economic growth rate through building skill sets
SME - Apprenticeships & Internships
SME - Apprenticeships & Internships

THE BEST OF BOTH WORLDS

Learn

Work
SME Apprenticeship Program

- Department of Labor – ODJFS ApprenticeOhio Grant
- Sinclair College is 1 out of 10 Community Colleges allowed to operate a sponsored registered apprenticeship program
- Apprenticeship Program Launched – Spring of 2018
  - 18 Apprentices
    - HVAC, and Electrical Mechanical
  - 3 High School to Sinclair College Apprentices
- Direct coaching involvement from inquiry to completion
- SME Apprenticeship Program invited to showcase program by staffing a booth at the Ohio State Fair
SME Apprenticeship Programs

- Current Apprenticeship Programs
  - Industrial Maintenance (certificate)
    - Automation Control Technology with Robotics Degree
  - HVAC Light Commercial & Residential Service (certificate)
    - Heating, Ventilating, Air Conditioning & Refrigeration (HVACR) Engineering Technology Degree
- On The Horizon
  - Computer Aided Manufacturing Basic Machining Skills (certificate)
    - Computer Aided Manufacturing/CNC Technology Degree
  - Construction Technician (certificate)
    - Construction Management Degree
SME Registered Apprenticeship
Benefits for a Company

- Connection to High School Students
- Managed development of employee through the assistance of the Apprentices Office
- Progress measured through On The Job Training hours and Related Instruction Hours
  - Wages directly tied to progress
- **NO company audits** from ApprenticeOhio due to the program being registered to Sinclair College
- A solution to help rebuild a company’s workforce pipeline
- A great way to integrate college education and development
Job Projections from Harvard in 2015

- 33% 4-Year Degree
- 10% Unskilled
- 57% Skilled Training
New Initiatives

- Connecting Industry to Students, and Students to Industry with a Purpose
  - High School Internships to College Scholarships
  - Pre-Apprenticeships to College Internships & Apprenticeships
  - High School Virtual Students to College Internships & Apprenticeships
  - Montgomery County Ohio Means Jobs – WIOA Youth and Adult Programs
Build your business relationships, and you will build the trust needed to connect students to industry and launch their career journeys!
Chad R. Bridgman, M.S.M.
Internships & Apprenticeships | Science, Mathematics & Engineering Division
Conference Chair: Ohio Cooperative Education Association
Sinclair Community College | 444 West Third Street – Room 3134 | Dayton, OH 45402
937.512.2508 | 937.512.2608 (fax) | Chad.Bridgman@sinclair.edu