

Core Team Notes Barre 4/14/2021

Jeff Norway

- Electrician work for larger construction sites
- Brief description of how apprenticeships work from the employer perspective
 - o Four year apprenticeship program (8,000 hours) that allows the apprentice to then study for their journeyman's license. Entry level positions make \$16.00/hour after a few months. After four years, apprentices can expect to make \$23/hour and a few dollars more after the license is obtained.

Q&A with Jeff

- What are the age requirements?
 - o 18 is ideal but there is some work for 17 year-olds.
- What are the characteristics make up an ideal apprentice? Are there specific things you want someone to come with?
 - o Good attendance is crucial for continuing the program and a lack of attendance is often the reason for termination.
 - o OSHA-10 card is helpful.
 - o Fit enough to be on their feet all day and climb ladders. Read/write and basic math. Show up on time and follow directions.
- How often do you hire new apprentices?
 - o Most years. Typically busy year round.
- Do apprenticeships allow for supported employment?
 - o Not often. Although
- What is the difference between jobs tasks of a laborer and an apprenticeship?
 - o Jeff hires laborer for three months or so and then decides if the employee is ready to be signed up for an apprenticeship.
 - o Laborers start working closely with another person until they gain comfort with completing basic tasks like outlet boxes and lights.
- What advice would you give to a high school student who wants to become an electrician? Any advice for a young adult?
 - o Feel comfortable with basic math. Good attitude and show up on time every day. Most people who show up can be trained to do the work.
- What do apprentices tend to find most challenging?
 - o Math can be challenging if someone is rusty on their math. Reading prints and learning how to scale can be challenging in the beginning.
 - o The apprenticeship programs has reading and math tutors available through the tech centers for those who need a little added support.
- Can you describe the classroom component of apprenticeships and connects to the hands-on component?
 - o The classroom component is focused on the information needed to pass the test and is relevant to what is learned on the job site.
 - o VTC contracts with local tech centers to provide the curriculum.
 - o Students in the electrical program at CVCC are able to take their first year's test after completing the program through school. This allow them to enter their next apprenticeship program with one year of experience.

- Do you sense that there are a lot of options for people who want to apply and become an apprentice in the electrical field? Or is the field competitive in that there are a log of applicants for only a few spots? Similarly, does it seem like people who want to complete their training can easily find jobs as an electrician afterward in our county or do they have to expand their search?
 - o Jeff reported that he is able to hire a handful of folks every year.
- How would you like people to apply to work for you?
 - o Fill out an application!
- Are their populations or groups that you feel are lacking in the electrical trade?
 - o Jeff reported that it is a men-dominated and white field. Jeff encourage all individuals to apply.

Questions about changes to VR Transition:

- With the split in schools, will the TCs have more capacity?
 - o We hope so! Young adult consumers tend to stay open and engaged with VR for years after graduating. This means that we might not have immediate capacity in fall. We appreciate the collaboration between schools and will continue to prioritize juniors/seniors and those who are “ready to go”.
- How can we support the AOE demand of VR involvement while also respecting that some student's aren't ready?
 - o Feel free to invite us to team meetings and provide info on if the student/family is ready to engage or if they're interested but it's not a priority.

Next Core Team meeting:

- 5/19 8:30-9:30
- Agenda topics
 - o Plan for next year
 - o How to help youth explore and plan for careers in the arts