

Where Learning Meets Production

Building a Sustainable Apprenticeship Cohort



Industrial Maintenance Technician, ECC ARM program

Meeting local employer needs as the maintenance workforce ages

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The challenge behind the design

CLASS SCHEDULE

Classes did not consistently fit employer work schedules.

COHORT SIZE

Employers could not, or chose not to, fill a cohort on their own.

Our design

Multiple employers. One shared cohort.
A set schedule across the full 15 months.

How do you get all the ships going the same way?

- Employer
- Employee
- Apprenticeship
- Training Provider/ Community College
- DOL Occupations

We needed to stop all the ships and start a new.

The cohort design equation

Employer needs

Specific days and times, consistently offered for 15 months

+

Faculty and college requirements

Academic excellence and contractual minimum seat counts

+

Local funding and resources

Tuition support and resources for participation

=

**A successful, sustainable
apprenticeship cohort**

What employers needed

Industrial maintenance talent

Specific class days and times

Continuity across semesters

Work schedules they could maintain



What the college needed



Academic excellence

Faculty preserved the program's academic standards.

Contractual seat requirements

The shared cohort met minimum enrollment obligations.

The existing ARM program, with no added courses

Multiple employers, one cohort

Each employer could contribute one or two apprentices

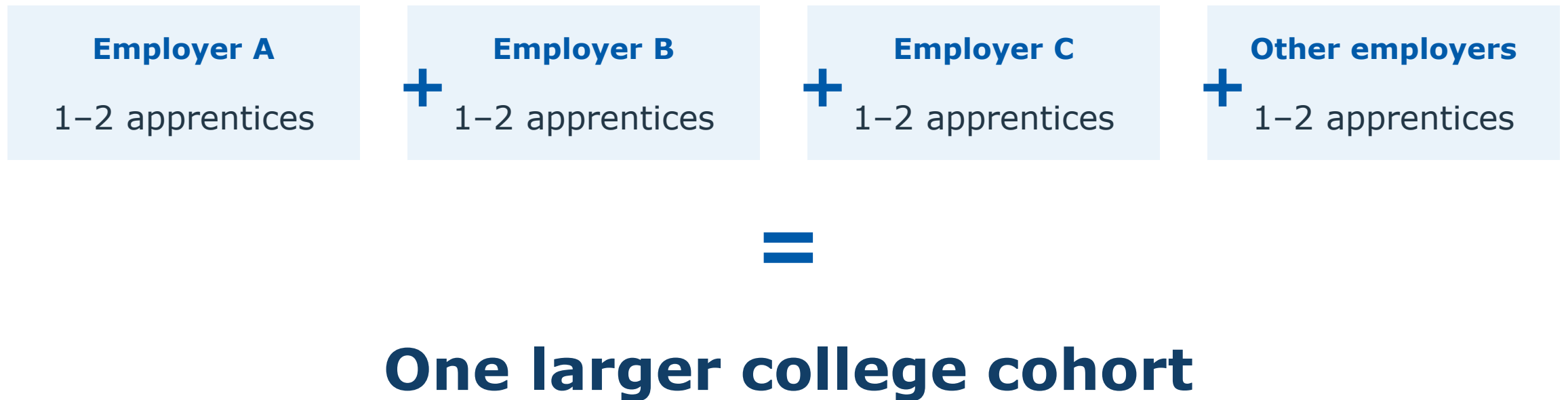


Illustration of the model, not actual employer or apprentice counts

One schedule for 15 months

The same class days and times throughout the sequence

Months 1–3

Same schedule

Months 4–6

Same schedule

Months 7–9

Same schedule

Months 10–12

Same schedule

Months 13–15

Same schedule

Continuous training

Stable work schedules

Workforce Development coordinated the commitment across semesters.

The coordination behind the commitment

Academic leadership and faculty

Program quality and the course sequence

Workforce Development

Employer needs, scheduling and partner coordination

Advising, registration and financial services

Enrollment, navigation and funding processes

Building the talent pipeline

- | | | |
|-----------|----------------------------|--|
| 01 | Recruitment | Unemployed and underemployed residents |
| 02 | Pre-apprenticeship | Preparation for the next step |
| 03 | Employer interviews | Connections with local employers |
| 04 | Apprenticeship | Selection and participation |

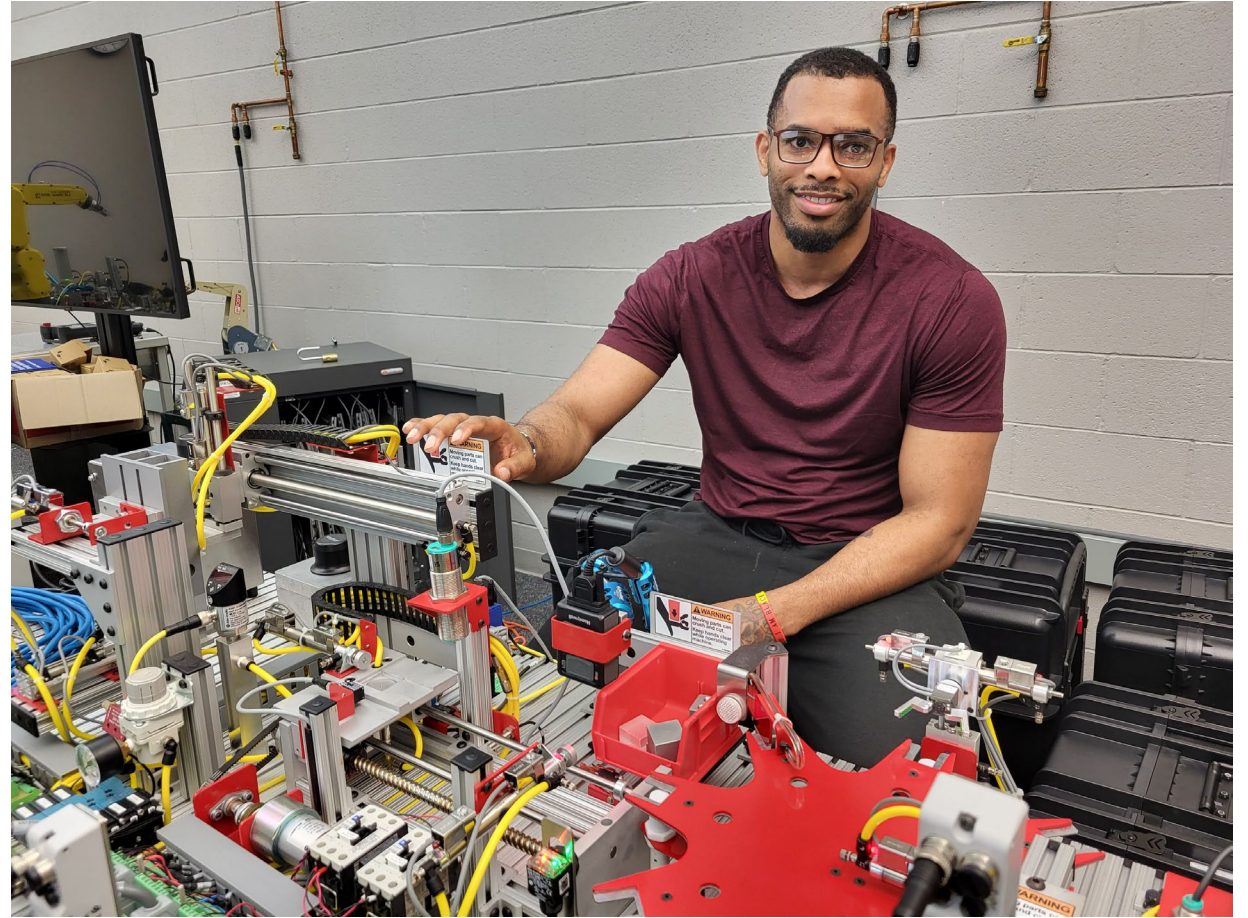
Local Workforce Investment Board partnership

Funding made participation possible

Tuition covered

Local funding and resources supported access to the existing college pathway.

Funding coordination is part of the cohort design.



Benefits for students and employers

STUDENTS

- Predictable 15-month schedule
- Covered tuition
- Two basic vocational certificates
- Industry-recognized credentials
- Journeyman certification*

EMPLOYERS

- Manageable apprentice groups
- Predictable training schedule
- Connections to potential talent
- ECC support around employees
- Tax credit where eligible

*Upon meeting all program completion requirements

The ECC ecosystem around the apprentice

College instruction

Workplace learning

**Advising and
registration**

APPRENTICE

Tuition resources

Barrier support

Workforce partnerships

Education and employment supported together

A model other communities can reproduce

Existing college program

Academic excellence and contractual seat requirements

Multiple participating employers

One or two apprentices each in a shared cohort

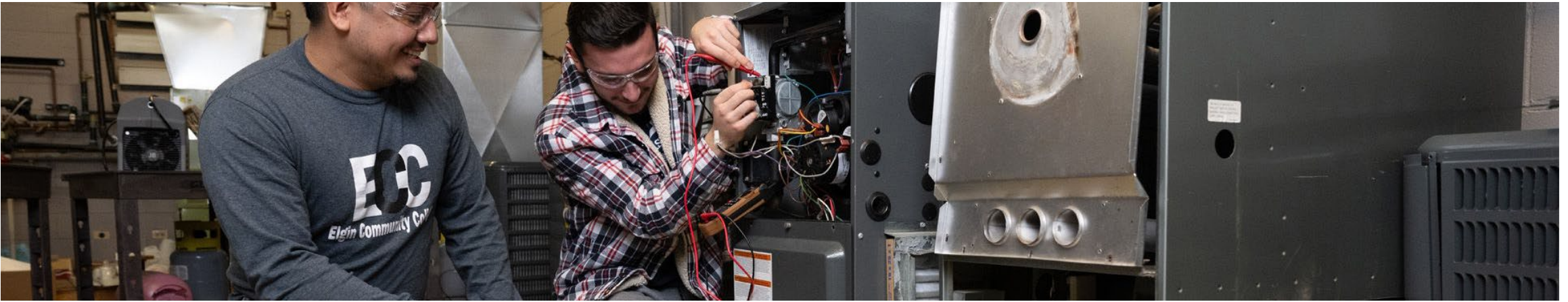
A consistent calendar

Specific days and times across the full sequence

Funding and support

Tuition resources and help with participation barriers

Coming to the table together



Employers

What skills and schedule do you need?

Community college

What program and cohort can we sustain?

Workforce Board

Who can we recruit and support?

What could we build if we made the commitments together?

Any questions?

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