WORKFORCE SOLUTIONS Capital Area
Connecting People to Jobs

WORKFORCE SOLUTIONS
Rural Capital Area
WHERE BUSINESS & CAREERS MEET!

ACUTRONIC
Aerospace Components

APPRENTICESHIP 2.0
WHAT HAPPENS AFTER YOU HAVE A REGISTERED PROGRAM

FOR TWC APPRENTICESHIP CONFERENCE

SEPTEMBER 2025

SPEAKERS

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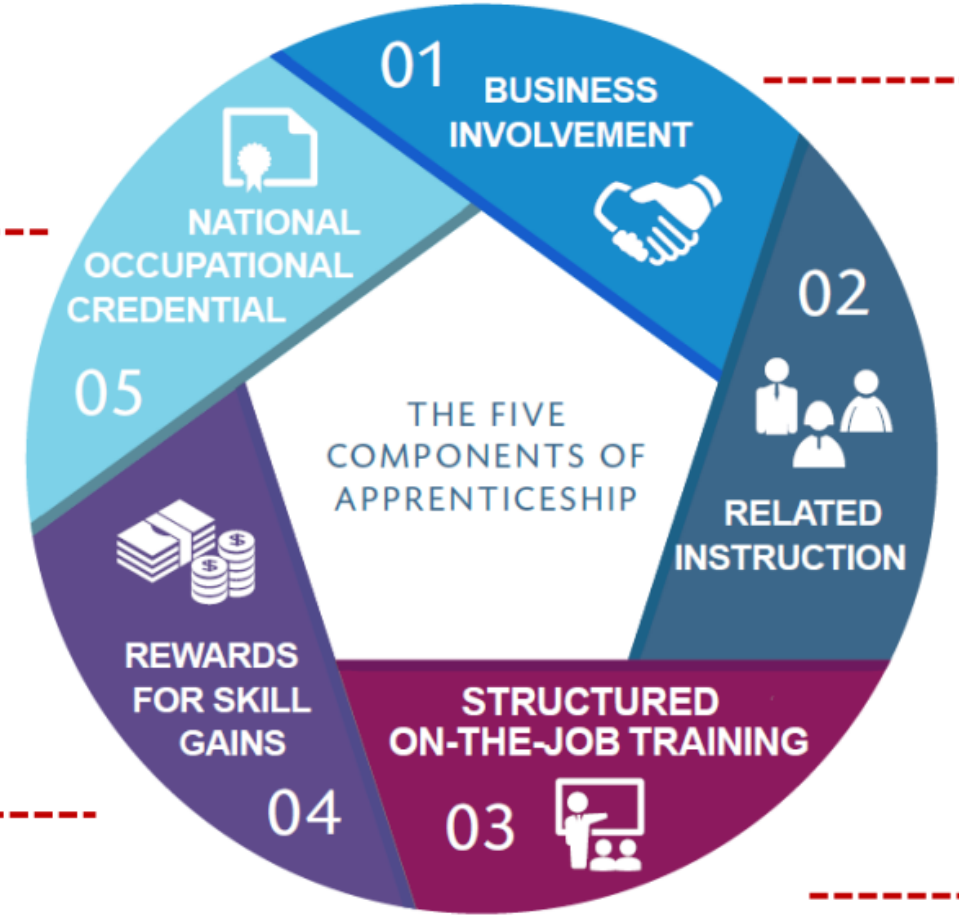
COMPONENTS OF APPRENTICESHIP



1) Business Involvement: Employers are the foundation of every program. They define skill requirements, recruit apprentices, provide on-the-job training and validate related instruction.

2) Related Instruction: Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, apprenticeship training schools, provided on-line or at the job site.

3) Structured On-the-Job-Training: Apprentices get hands-on training from an experienced mentor at the job site for typically not less than one year.

4) Rewards for Skill Gains: Apprentices receive increases in pay as their skills and knowledge increase. Progressive wage increases help reward and motivate apprentices as they advance through their training.

5) National Occupational Credential: Every graduate of a Registered Apprenticeship program receives a nationally-recognized credential.

APPRENTICESHIP NEXT STEPS IMPLEMENTING PROGRAMS

Registration Approval

- Budget development
- Funding identification

Creating Internal Policies

- Employer orientation (intermediary)
- Internal overview for company alignment

Develop Procedures

- Credit for previous experience
- Tracking forms

APPRENTICESHIP NEXT STEPS IMPLEMENTING PROGRAMS

- Mentor identification & orientation
- Matching apprentices with mentor

- Applicant process, job posting, interview and selection
- Apprentice orientation & onboarding

- Develop OJT work experience structure
- Track competencies (digital options)
- Employer communication

- Track attendance/ progress
- Align RTI to OJT
- Instructor communication

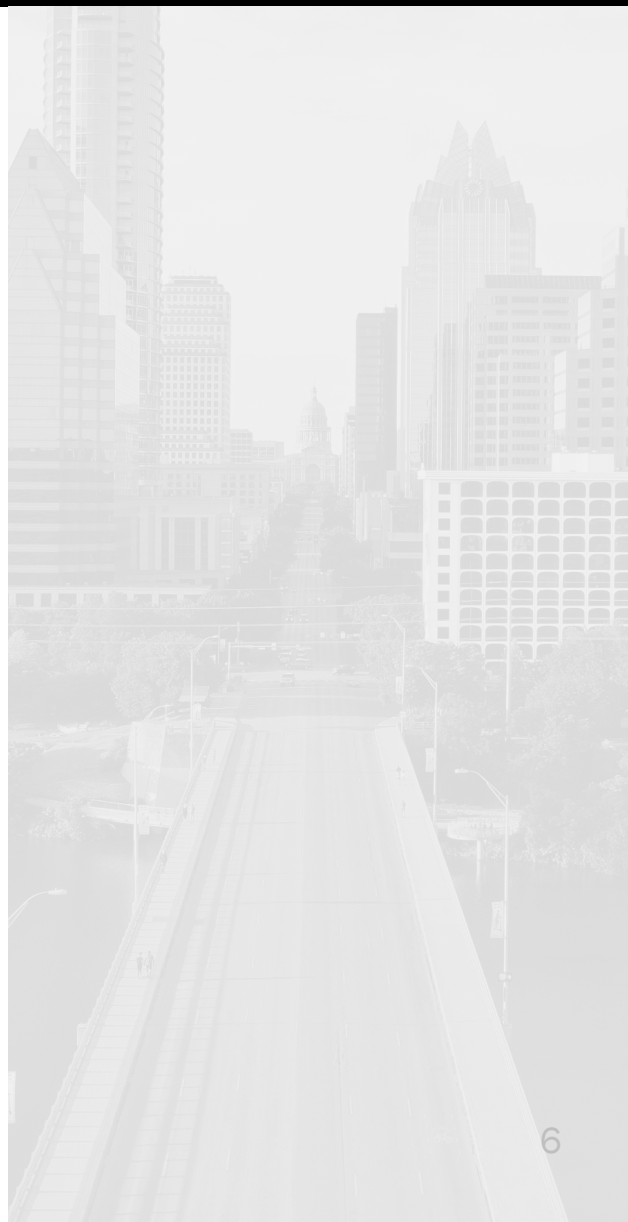
REGISTRATION APPROVAL

Budget Development

- Mentor cost/incentives
- Related Technical Instruction
  - Tuition, books, instructor, etc.
- Apprentice wages
- Digital applications/tools

Funding Identification

- Workforce Solutions
- Grants



MENTOR DEVELOPMENT EXPECTATIONS

- Subject matter expert in the field.
- Provide training on the tasks essential to learn the positions' competencies as outlined in the apprenticeship tracking.
- Provide supervision as needed.
- Assess apprentices' competency.
- Provide 1:1 guidance and support with apprentice as needed.
- Provide a safe and positive environment for apprentice to learn the skills required for position.

MENTOR DEVELOPMENT SELECTION

- Don’t reinvent the wheel
- Utilize the structure in place
  - Current Production Leads
  - Good role models
  - Current trainers
- If no structure exists, find the natural leaders and nudge them
- The response is overwhelming

MENTOR DEVELOPMENT INCENTIVES AND SUPPORT

Incentives

- Keep it simple
  - Acutronic chose cash bonuses
- Lean into the professional development

Support

- Biggest pushback
- Account for decreased throughput, change goals and expectations
- Focus on the mentor/mentee relationship as a Supervisor/FTE
- Utilize existing structures

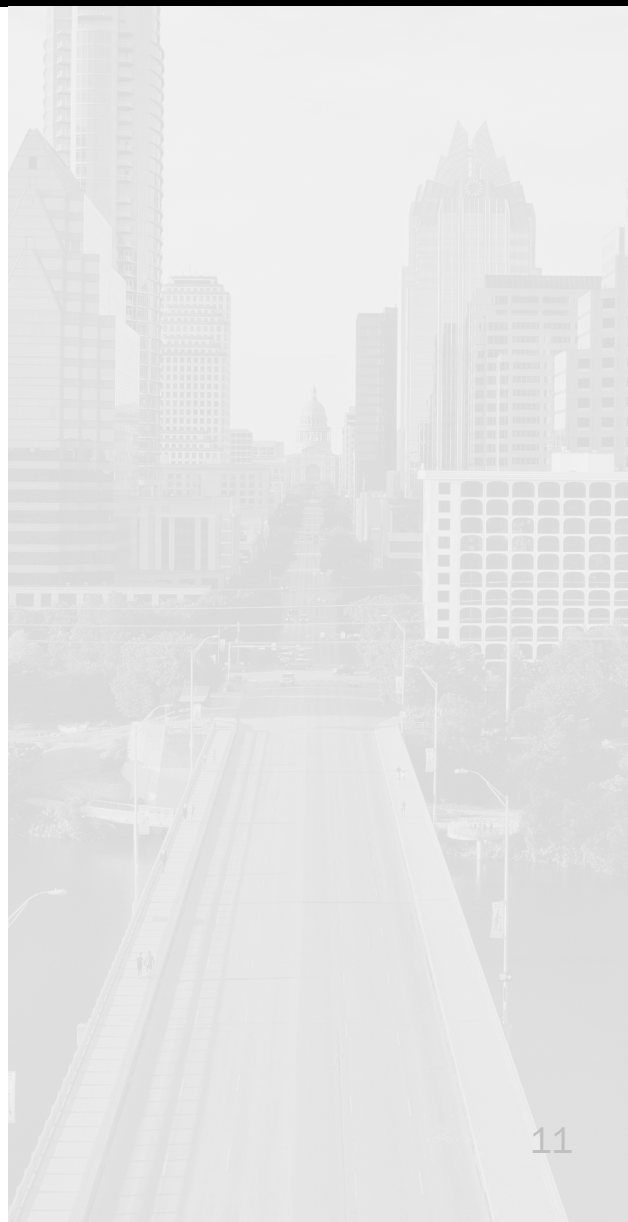
RECRUITING APPRENTICES

Apprentice Selection + Interview Process

- Don’t reinvent the wheel
- Utilize existing hiring processes
  - Treat the apprentices as FTEs from selection to conversion
- The response was more than expected
  - Know your numbers
  - Example: Acutronic had 11 apply; we wanted 3
- Pair apprentices with mentors before Day 1

RECRUITING APPRENTICES ON-BOARDING

- Don’t reinvent the wheel
- Utilize existing hiring processes
  - Treat the apprentices as FTEs from selection to conversion
- Curriculum matched Acutronic DOL submission
  - Pain point: Taking the DOL requirements and translating them into existing processes (multiple passes)
- Safety Exception
  - Examples: any apprentices under 18 cannot be within a certain distance of explosive devices



ON-THE-JOB TRAINING APPRENTICE EVALUATION

- Don’t reinvent the wheel
- Largest “struggle”
- Curriculum matched Acutronic DOL submission
  - Pain point 1: Taking the DOL requirements and translating them into existing processes (multiple passes)
  - Pain Point 2: Creating a grading system that matches proficiencies and pacing

DON'T OVERTHINK IT

Build a robust, reliable talent pipeline insulated from the market skillsets and rates.


Questions?