THE NEW EVOLUTION OF APPRENTICESHIP

Enhanced Skills Development for a Better South Carolina
OUR MISSION: The System provides learning opportunities that advance workforce development, promote economic development and ensure attainment of student learning goals – effectively increasing the employability of all South Carolinians and, ultimately, enhancing the quality of life for all our state’s citizens.
SC TECHNICAL COLLEGE SYSTEM

Accessible. Affordable. Relevant.

SOUTH CAROLINA’S LARGEST HIGHER EDUCATION SECTOR
Each year the System educates over 112,000 South Carolinians through its credit programs.

GEOGRAPHICALLY ACCESSIBLE ACROSS THE STATE
Our colleges are strategically located across the state with nearly every South Carolinian within a 30-minute drive of one of our 16 main campuses or 64 satellite campuses.

FLEXIBILITY THROUGH BREADTH AND DEPTH OF PROGRAMS
Our colleges offer a variety programs in South Carolina’s high-demand, high-paying fields, including 77 degrees, 28 diplomas and nearly 1,100 certificate programs.

REFLECT THE COMMUNITIES WE SERVE
Our colleges provide one of the most accurate pictures of a community in terms of its population, its demographic makeup and its business and industry focus.

112K
SOUTH CAROLINA’S LARGEST HIGHER EDUCATION SECTOR
Each year the System educates over 112,000 South Carolinians through its credit programs.

<30 MIN
GEOGRAPHICALLY ACCESSIBLE ACROSS THE STATE
Our colleges are strategically located across the state with nearly every South Carolinian within a 30-minute drive of one of our 16 main campuses or 64 satellite campuses.

1200+
FLEXIBILITY THROUGH BREADTH AND DEPTH OF PROGRAMS
Our colleges offer a variety programs in South Carolina’s high-demand, high-paying fields, including 77 degrees, 28 diplomas and nearly 1,100 certificate programs.

61%
61%
FEMALE
FEMALE

39%
39%
MALE
MALE

43%
43%
MINORITY
MINORITY

REFLECT THE COMMUNITIES WE SERVE
Our colleges provide one of the most accurate pictures of a community in terms of its population, its demographic makeup and its business and industry focus.
South Carolina

Comprehensive Solution
OUR MISSION

Making certain all employers in South Carolina have access to information and consultative services, at no charge, regarding sponsorship of a demand-driven registered apprenticeship program.
**PROGRAM HISTORY**

**2002 STUDY CONDUCTED**
Study by the SC Chamber of Commerce found that “[a] systematic structure should be created for encouraging the development of apprenticeship training opportunities statewide.”

**2007 APPRENTICESHIP CAROLINA FORMED**
A program of the SC Technical College System designed to ensure all employers in South Carolina have access to the information and technical assistance they need to create registered apprenticeship programs.

**2008 APPRENTICESHIP CAROLINA Registers First Nationally Recognized Program**
Apprenticeship Carolina registers its first nationally recognized program in the state.

**2008**

**2011 APPRENTICESHIP CAROLINA Nationally Recognized as an Innovator and Trailblazer**
Apprenticeship Carolina nationally recognized as an Innovator and Trailblazer by the U.S. Department of Labor and held as a national model for innovative growth.

**2011**

**2014 Hits 10,000 Milestone**
Apprenticeship Carolina federally registers its 10,000th apprentice.

**2014**

**2017 Hits 20,000 Milestone**
Apprenticeship Carolina federally registers its 20,000th apprentice.

**2017**

**THE GROWTH OF APPRENTICESHIP IN SOUTH CAROLINA**
South Carolina lagged behind neighboring states.
APPRENTICESHIP CAROLINA: PHENOMENAL GROWTH

28,304 apprentices
36x growth

965 programs
11x growth

211 programs
42x growth
APPRENTICESHIP CAROLINA: BY THE NUMBERS

01

CONSISTENT GROWTH
Each month 120 new apprentices are added.

120

02

VALUE REALIZED
One in three participating companies register more than one occupation.

1/3

03

STATEWIDE AVAILABILITY
All 16 of our colleges across the state are participating and each county is represented with a program.

100%
$600,000
Apprenticeship Carolina is state funded at less than $600,000 per year
Funds only dedicated to staffing

$7,000,000
Approximately $7 million in USDOL/ARC grant dollars (Complete by 2020)

$0
Zero funding for youth apprenticeship
MEET THE TEAM

Apprenticeship Carolina™ consultants are available to answer your questions about registered apprenticeship and assist with the program development and registration process.

CARLA WHITLOCK
Sr. Apprenticeship Consultant
Anderson, Clarendon, Greenville, Oconee and Pickens counties

ROBERT CRENSHAW
Apprenticeship Consultant
Aiken, Allendale, Bamberg, Barnwell, Beaufort, Calhoun, Colleton, Hampton, Jasper, and Orangeburg counties

FEARN GUPTON
Apprenticeship Consultant
Berkeley, Charleston, Dorchester, Georgetown, Horry and Williamsburg counties

AMANDA LUCAS
Apprenticeship Consultant
Chester, Fairfield, Lancaster, Lexington, Richland and York

VACANT
Apprenticeship Consultant

AMANDA RICHARDSON
Apprenticeship Consultant
Abbeville, Cherokee, Edgefield, Greenwood, Laurens, McCormick, Newberry, Saluda, Spartanburg and Union counties
Over 1,000 occupations can be part of an apprenticeship program. Innovative outreach into targeted industry clusters has made South Carolina a national model for its broad range of programs.
PROGRAM COMPONENTS

- Job-Related Education
- Supervised On-the-Job Learning
- Scalable Wage Progression
Apprenticeship Benefits

The combination of customized job-related education and supervised on-the-job learning provides a number of benefits for participating employers.

- Highly-Skilled Workforce
- State Tax Credit
- Standardized Skills
- Reduced Turnover
- Succession Planning
State Tax Credit

$1,000 per apprentice per year for up to four (4) years
APPRENTICESHIP IS GOOD FOR THE STATE

Return on investment study conducted by the University of South Carolina as part of the SC Apprenticeship Initiative grant.

EARLY RESULTS

- Every $1 spent on apprenticeship training by a SC employer leads to a cumulative benefit of $1.34 for the firm by the fourth year of the apprentice’s employment.

- The net benefit for apprenticeship training was found to increase in each subsequent year, with a cumulative ROI growing from $1.34 in year 4 to $3.09 by year 7 of employment.

- South Carolina firms engaging in registered apprenticeship programs reported that the average tenure among employees who have completed a registered apprenticeship program is approximately 3.6 years longer than those who have not.

- SC firms use a variety of resources to offset education costs for registered apprenticeship programs including tax credits (34 percent of surveyed firms) and grant funding through Apprenticeship Carolina (25 percent of surveyed firms).
Earn and Learn

Youth Apprenticeship provides South Carolina high school students the unique opportunity to earn while they learn. By combining high school and/or technical college curriculum with critical on the job training at a local business, students can pull in a pay check while earning a national credential at the same time as their high school diploma.
WHY YOUTH APPRENTICESHIP?

— Our employers asked for it
— 3.4% Unemployment
— Greying of workforce-retirees outnumber school children
— Explosive economic development success
Companies with a registered youth program: 211

Counties with a registered youth apprenticeship program: 37
BENEFITS OF YOUTH APPRENTICESHIP

1. Create crucial pipelines while decreasing costly turnover
2. Influence, mold and shape future employees
3. Students bring in a paycheck while they learn
4. Students earn a national credential while also earning their high school diploma
5. Enhance employability by learning in-demand skills for good paying jobs in the state
LESSONS LEARNED

Ten (10) years of apprenticeship development experience

Development happens locally

College involvement is critical

Intermediaries are key

Youth apprenticeship development is very time intensive

Workers compensation and child labor law are perceived barriers

Business and industry must be central (Company can be a game changer)

Do not “pigeon hole” yourself

Reducing cost of apprenticeship programs encourages participation