

# Making the Connection

Thursday, December 12, 2019

Macomb Intermediate School District

## CAREER TECHNICAL EDUCATION



# Apprenticeships

**Registered apprenticeships are a proven approach for preparing workers for jobs while meeting the needs of business for a highly-skilled workforce.**

This model allows individuals to earn and learn, while receiving increases in wages as they gain higher level skills. According to Stephen Isherwood from the Institute of Student Employers, many high-profile companies now recruit apprentices. "Apprenticeships offer the opportunity to gain a degree-level qualification while working and not incurring student debt." Upon completion of these programs, students will receive a national, industry-recognized credential.

More than an alternative to a traditional university education, apprenticeships are a viable option that in many cases best correlates to a career in skilled trades and manufacturing. Chris Haslinger, United Association of Journeymen and Apprentices remarks "As apprentices become journeymen, they take pride in the hard work they've put in, and they understand the importance of passing the knowledge and skills they've developed on to the next generation of apprentices that come behind them. That's what Registered Apprenticeship is all about." Passing on the knowledge to younger generations is essential in rebuilding a pipeline that has a drought looming, considering 48 percent of workers in manufacturing are between the ages of 45-65 years of age<sup>1</sup>. Mass retirement is eminent, leaving significant openings in a critical industry. The significant lack in qualified workers to meet employer demand in these fields, further validates the need for training.

According to the US Bureau of Labor Statistics, "There's over 7 million job openings and 5.8 million available workers...First of all, there's not enough people to fill those 7 million jobs, but also people don't necessarily have the right skills," Pallavi Verma, senior managing director at Accenture. In response to this great need, "The U.S. Department of Labor has invested millions in expanding apprenticeships, including states' increasing funding for technical assistance, giving tax credits to employers and investing in career and technical training to prepare students for apprenticeships."<sup>2</sup>

Now the challenge is raising awareness of apprenticeship programs and other opportunities through strategic career development initiatives for students. While career development is not a one size-fits all, it is a fundamental part of a student's overall educational experience. Defining and redefining career-related pathways is a life-long process. Studies show that many workers will change jobs an average of 10-12 times in their career<sup>3</sup> and 65% of jobs will require some type of post-secondary credential by 2020<sup>4</sup>.

Educators in Macomb County are committed to providing the tools, knowledge and resources that young people need in order to make informed education and career-related decisions. Every year Macomb ISD partners with local organizations and Macomb Community College to both promote apprenticeship programs and prepare students to participate in them. A few are highlighted here.

To learn more about career development opportunities, families can visit <https://www.misd.net/careertech/DistrictPrograms.html> for your local career and technical education program offerings.

1 EMSI: <https://www.economicmodeling.com/2011/05/10/which-industries-have-the-oldest-workforces/>

2 CNBC Make It: Work: <https://www.cnbc.com/2019/10/31/apprenticeships-are-best-way-to-solve-skills-gap-says-accenture.html>

3 BLS. Bureau of Labor Statistics: <https://www.bls.gov/news.release/pdf/nlsoy.pdf>

4 Georgetown Center on Education and the Workforce: [https://cew.georgetown.edu/wp-content/uploads/2014/11/Recovery2020.ES\\_Web.pdf](https://cew.georgetown.edu/wp-content/uploads/2014/11/Recovery2020.ES_Web.pdf)



The Building Trades Apprenticeship Roadshow is hosted by Macomb Intermediate School District in partnership with Michigan Building & Construction Trades Council and M.U.S.T. Construction Careers. This annual event showcases several building trade apprenticeship programs in Macomb County. The annual event consists of:

- A professional day for counselors, career placement professionals and educators
- Activities designed to engage and inform through hands-on experiences
- Rotation through several trade union programs including sheet metal, electricians, plumbers, and pipefitters.

For more information, please contact:  
Shannon Williams  
swilliams@misd.net



The MAP+ program, (Michigan Apprenticeship Program Plus) is in partnership with Macomb Community College and Grand Rapids Community Colleges. MAP+ is a pre-apprenticeship program for students interested in the skilled trades. The tuition-free program allows students the opportunity to earn an industrial readiness certificate. Successful completers in the program will participate in an employer interview event.

For more information, please contact:  
Leslie Fletemier  
lfletemier@misd.net



In partnership with Michigan State University Extension and Macomb/St. Clair Michigan Works Agency, Macomb Intermediate School District has developed the Apprenticeship 101 toolkit. The Apprenticeship 101 toolkit was created in celebration of National Apprenticeship Week. It provides hands-on learning and activities highlighting apprenticeships as a career option, expanding awareness of this pathway to high wage high demand occupations in Michigan.

For more information, please contact:  
Kristie Kabacinski  
kkabacinski@macomb-stclairworks.org

Anchor Bay Schools  
Armada Area Schools  
Centerline Public Schools  
Chippewa Valley Schools  
Clintondale Community Schools  
Eastpointe Community Schools  
Fitzgerald Public Schools  
Fraser Public Schools  
Lake Shore Public Schools  
Lakeview Public Schools  
L'Anse Creuse Public Schools  
Mount Clemens Community Schools  
New Haven Community Schools

For more information about CTE, contact  
Shannon Williams at 586.228.3488 or swilliams@misd.net



**Macomb Intermediate School District**  
44001 Garfield Road  
Clinton Township, MI 48038  
586.228.3300

For more information about  
the MISD and the 21 school districts, go to  
**www.misd.net**

Richmond Community Schools  
Romeo Community Schools  
Roseville Community Schools  
South Lake Community Schools  
Utica Community Schools  
Van Dyke Public Schools  
Warren Consolidated Schools  
Warren Woods Public Schools

It is the policy of the MISD that no person on the basis of race, creed, color, religion, national origin, age, sex, height, weight, marital status, or disability shall be discriminated against, excluded from participation in, denied the benefits of, or otherwise be subjected to discrimination in any program or activity for which the MISD is responsible.