



2005 – 2006 Annual Report

North Carolina Department of Labor
Apprenticeship and Training Bureau

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1. Highlights From 2005-2006

- The number of completions (4399) in 2005-2006 rose 20% compared to the number of completions (3502) in 2004-2005.
- The total number served (21108) in 2005-2006 was within 2% of the previous year (21445) in 2004-2005 during which time we had a very large registration for a new occupation. It was an 18% increase over the total number served (17369) in 2002-2003.
- The top industry categories for active apprentices 2005-2006 were Correctional Officers (5062), Public Administration (2822), Construction (2616), Services (1932), and Manufacturing (1450).
- The top 5 trades among all new registrations in 2005-2006 were Correctional Officer (2382), followed by Nurse Aide (Medical Ser.) (222), Electrician (209), Teacher Assistant (162), and Powerline Technician (148).

2. 2005-2006 PERFORMANCE AND ACHIEVEMENTS

A. Registrations, Cancellations, Completions and Total Served

1. The number of new registrations (5994) in 2005-2006 decreased by 41% from the number of new registrations (8461) in 2004-2005. This decrease in new registrations is explained in part by the correctional programs which in 2004-2005 had 4374 apprentice registrations, and in 2005-2006 had 2382, a difference of 1992 registrations.
2. The increase in the number of completions from (3502) in 2004-2005 to (4399) in 2005-2006 is mostly due to the increase in number of Correctional Officer and Correctional Officer completions. (Completions are apprentices that have completed their apprenticeship training program that includes the on the job training and related instruction component and that earn their journey-worker certificate as well as receive the journey-worker level of wages.)
3. The number of cancellations (1568) in 2005-2006 rose 12% compared to the number cancelled (1380) in 2004-2005. The top three industries for cancellations remained Construction (386), Services (378), and Manufacturing (274). (Cancellations are registrants who exit their program before earning a Journey-worker Certificate.)
4. Chart 1 provides an 8-year trend line of the number of new registrations, cancellations, completions, active apprentices, and total served. (See Appendix A for a breakdown of registrations, cancellations, completions and active apprentices by county.)
5. Chart 2 shows a breakdown of the new registrations and continuing apprentices that make up the total number of active apprentices.

B. **Registrations and Completions by Standard Industrial Classification**

1. Categorizing registrations and completions by Standard Industrial Classification help to demonstrate the diversity of apprenticeship and training in North Carolina.

2. In Charts 3-7 the SIC categories were used to show the data through pie charts for active apprentices, registrations, cancellations, and completions.

C. Top Occupations Registrations

The diversity of apprenticeship and training in North Carolina is further demonstrated by the top occupations registered for 2005-2006. The top occupations among active apprentices, new registrations and completions are shown in Tables 1, 2 and 3 respectively.

Top Occupations among Active Apprentices across North Carolina
TITLE
CORRECTIONAL OFFICER
TEACHER ASSISTANT
POWERLINE TECHNICIAN
ELECTRICIAN
FIREFIGHTER (ANY IND.)
ELEVATOR CONSTRUCTOR MECHANIC
NURSE AIDE (MEDICAL SER.)
CARPENTER
POLICE OFFICER (GOV. SER.)
AUTOMOBILE MECHANIC (AUTO. SER.)
MAINTENANCE MECHANIC (ANY IND.)
COOK
COMMERCIAL HVAC SERVICE & INSTALLATION TECHNICIAN
LINE ERECTOR
BRICKLAYER
MECHANIC, INDUSTRIAL TRUCK (ANY IND.)
ENVIROMENTAL-CONTROL-SYSTEM-INSTALLER-SERVICER (ANY IND.)
CHILD CARE
PLUMBER
STRUCTURAL IRONWORKER
MACHINE SET-UP OPERATOR
MILLWRIGHT (ANY IND.)

Top Occupations Across North Carolina Among Apprentices Who Completed Between 7/1/05 and 6/30/06
TITLE
CORRECTIONAL OFFICER
TEACHER ASSISTANT
STRUCTURAL IRONWORKER
KNITTING-MACHINE OPERATOR (KNIT GOODS)
NURSE AIDE (MEDICAL SER.)
UTILITY OPERATOR
MAINTENANCE MECHANIC (ANY IND.)
FIREFIGHTER (ANY IND.)
ELECTRICIAN
KNITTING MACHINE MECHANIC
ELEVATOR CONSTRUCTOR MECHANIC
PSYCHIATRIC AIDE (MEDICAL SER.)
COOK
PRODUCTION EQUIPMENT OPERATOR (TORQUE CONVERTER)
COOK (ANY IND.)
POLICE OFFICER (GOV. SER.)

SCREW-MACHINE SET-UP OPERATOR, MULTIPLE SPINDLE (MACH. SHOP)
MECHANIC, INDUSTRIAL TRUCK (ANY IND.)
SHEET METAL WORKER
LINE ERECTOR
PARAMEDIC
NURSERY/FINISHING TECHNICIAN
ELECTRIC UNDERGROUND TECHNICIAN

Top Occupations Across North Carolina Among Apprentices Who Were Registered Between 7/1/05 and 6/30/06	
TITLE	
CORRECTIONAL OFFICER	
NURSE AIDE (MEDICAL SER.)	
ELECTRICIAN	
TEACHER ASSISTANT	
POWERLINE TECHNICIAN	
POLICE OFFICER (GOV. SER.)	
ELEVATOR CONSTRUCTOR MECHANIC	
FIREFIGHTER (ANY IND.)	
MACHINE SET-UP OPERATOR	
PROJECT MAINTENANCE (MAINTENANCE REPAIRER)	
COMMERCIAL HVAC SERVICE & INSTALLATION TECHNICIAN	
PSYCHIATRIC AIDE (MEDICAL SER.)	
MAINTENANCE MECHANIC (ANY IND.)	
BRICKLAYER	
MECHANIC, INDUSTRIAL TRUCK (ANY IND.)	
CARPENTER	
SCREW-MACHINE SET-UP OPERATOR, MULTIPLE SPINDLE (MACH. SHOP)	
TOOL AND DIE MAKER (MOLD MAKER)	
LOGISTIC MANAGEMENT SPECIALIST	
FUNERAL SERVICE LICENSEE	
LINE ERECTOR	
ASPHALT SCREEN OPERATOR	
POWER PLANT OPERATOR	

D. Program Sponsors

The number of active programs registered with NC Apprenticeship and Training stayed consistent with a slight increase in 2005-2006 even with the many plant closings and plant layoffs throughout the State.

E. Statewide Program Development

Statewide programs are more efficient in terms of establishing standards, servicing, and more efficient for sponsors to operate. Working with other state agencies, business and industry, a number of new statewide programs were either in development or established in 2005-2006. These initiatives include:

- NC Department of Corrections
- NC State Highway Patrol
- NC State Bureau of Investigation

F. Master Craftsmen

1. The Bureau continues to register Master Craftsman programs. The program is designed specifically for the journey-worker-level employee that would like to enhance their overall education and on-the-job training to become a master at their occupation.
2. The advantage to the company would be the continuation of higher skills from employees that are dedicated to the continuous process of life long learning. Master Craftsman programs have been registered in manufacturing and construction industries.

G. State Approval Agency (SAA) for the Veterans Administration

1. The Apprenticeship and Training Bureau contracted with the Veterans Administration in October of 2004 to become the State Approval Agency for GI Bill benefits to eligible veterans training in OJT and apprenticeship.
2. During the 2005-2006 fiscal year the bureau has approved 36 new apprenticeship programs and 9 new OJT programs. The bureau has submitted 74 new occupations to the VA for approval.
3. This fiscal year, the bureau has registered 238 apprentices that are eligible for GI Bill benefits. Veterans in North Carolina have received over \$2 Million Federal tax free dollars through their participation in apprenticeship and training programs. Charts 8 and 9 show the details on when this funding was acquired; however, this funding data is only through April 2006 when the last report was received from the Division of Veterans Affairs.
4. In May 2006 the Apprenticeship and Training Bureau added two new positions through the State Approving Agency entitled VA Apprenticeship Specialist. The two employees in these positions are solely dedicated to expanding the Bureau's outreach capabilities to the veteran population as well as promoting and developing new training programs for veterans with business and industry across the state.

H. Competency Based Programs

1. Two Job Profiling Specialists assist business and industry in developing task analysis and competency checklist development; the two Job Profiling Specialists have aided current and prospective apprenticeship sponsors to develop more competency-based training programs.
2. This information is developed with subject matter experts in sponsoring companies and enables our sponsors the potential to move from a time based apprenticeship program to a competency based apprenticeship program

I. High School

1. In addition to continuing our registration of apprentices at the high school level, we implemented training seminars to train high school coordinators in the basics of program/apprentice registration.
2. For those schools that have chosen to participate, this has resulted in a timelier and proficient process for registering high school apprentices and programs that is initiated by the high school coordinators.

J. Transition to Trainer

1. Our apprenticeship sponsors requested a need to provide training beyond the journeyman level either to new supervisors or training for new journeymen who are now training apprentices.

2. The job profiling specialists developed a Transition to Trainer workshop designed for journey workers who are responsible for training apprentices. Benefits of the workshop include:
 - Better trainers for supervised on-the-job training
 - Earlier productivity from apprentices
 - More well-trained apprentices
 - Increased confidence and the ability to train both journey workers and apprentices
 - Improve image of trades training which will attract top-notch candidates
3. This workshop was offered across the state in four different locations.

K. Occupational Course of Study

1. The North Carolina Department of Labor Apprenticeship and Training Bureau began a new initiative for students participating in the Occupational Course of Study. Our purpose is to provide those students a credential for the skill set work-based training received.
2. In the 2003-2004 school year we provided 175 certificates of Recognition of Occupational Training and in the 2004-2005 school year 180 certificates were issued, and in 2005-2006, 55 certificates were issued.

L. Incarcerated Apprentices

1. Developing a program for inmates that are receiving training in apprenticeship occupations continues to grow as the need to provide this type of training and credential becomes more apparent.
2. Statewide efforts are underway through a joint partnership with NC Department of Corrections and NC Department of Labor to enhance and grow this opportunity to those facilities involved with apprenticeship type training or on the job training.
3. We have registered over 900 inmates in eleven different facilities. Out of the 900 inmate apprentices registered, 330 have completed, 341 have cancelled out of the program before completing all requirements and 229 are still active.
4. Statewide meetings and planning sessions are occurring at this time to roll out a statewide initiative in many of the correction facilities. The goal of this program is to bridge the gap from incarceration to employment and provide credentialing of skills obtained while incarcerated that would provide job opportunities upon release.

Chart 1: Total New Registrations, Cancellations, Completions, and Total Served by Fiscal Year

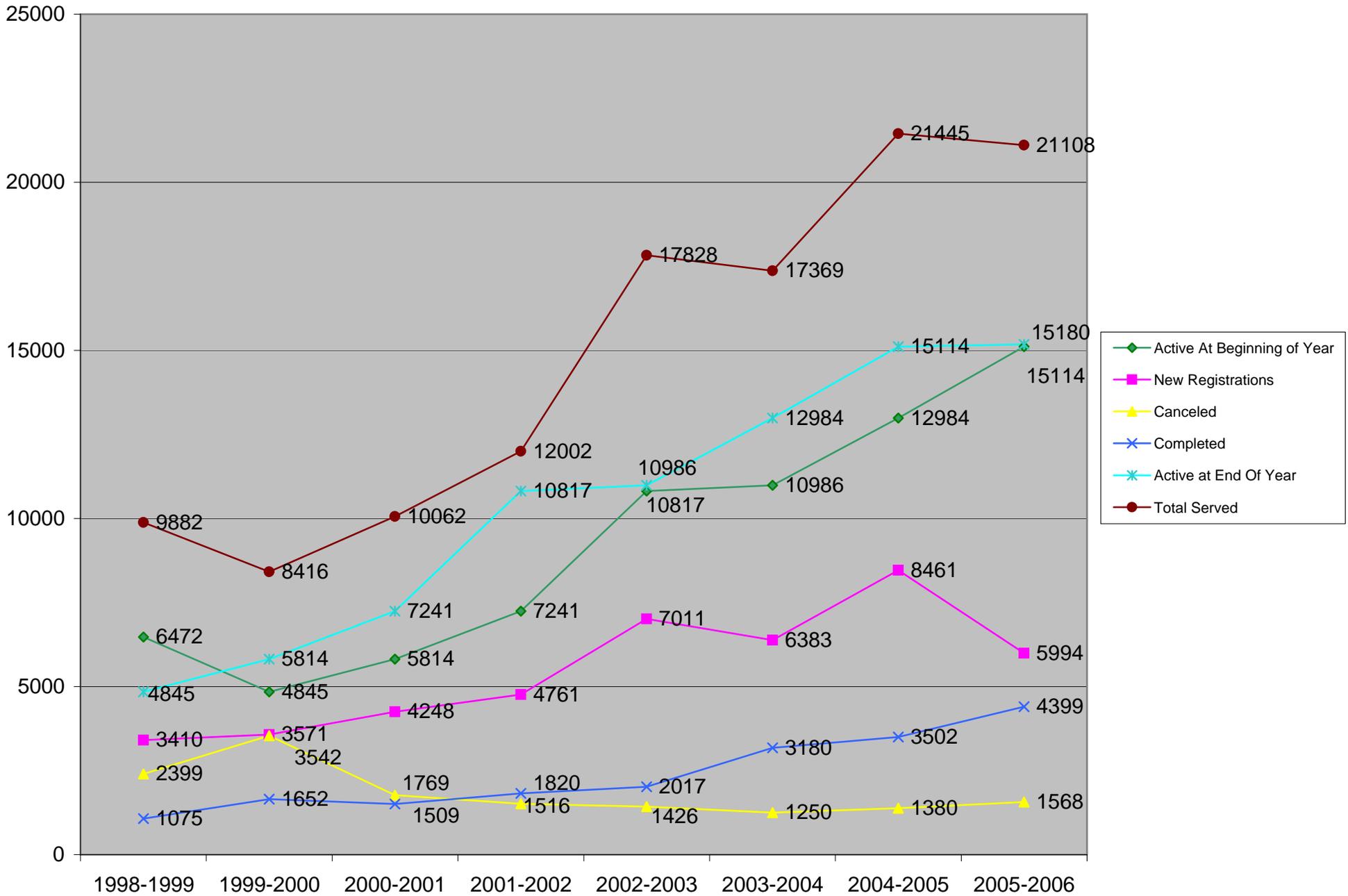


Chart 2: New Registrations Compared to Continuing Apprentices by Fiscal Year

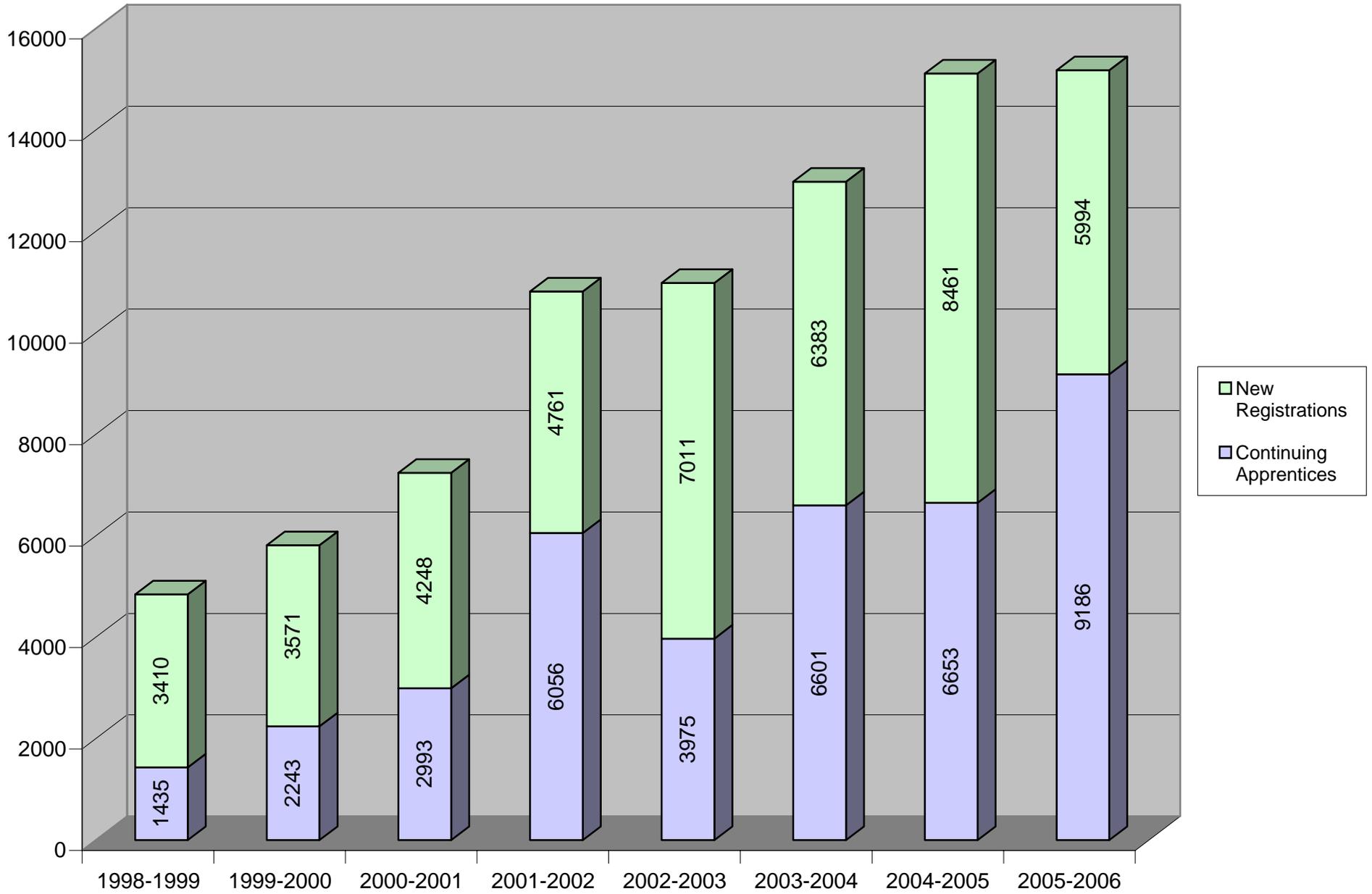


Chart 3: Active Apprentices By SIC Divisions for FY 2005-2006

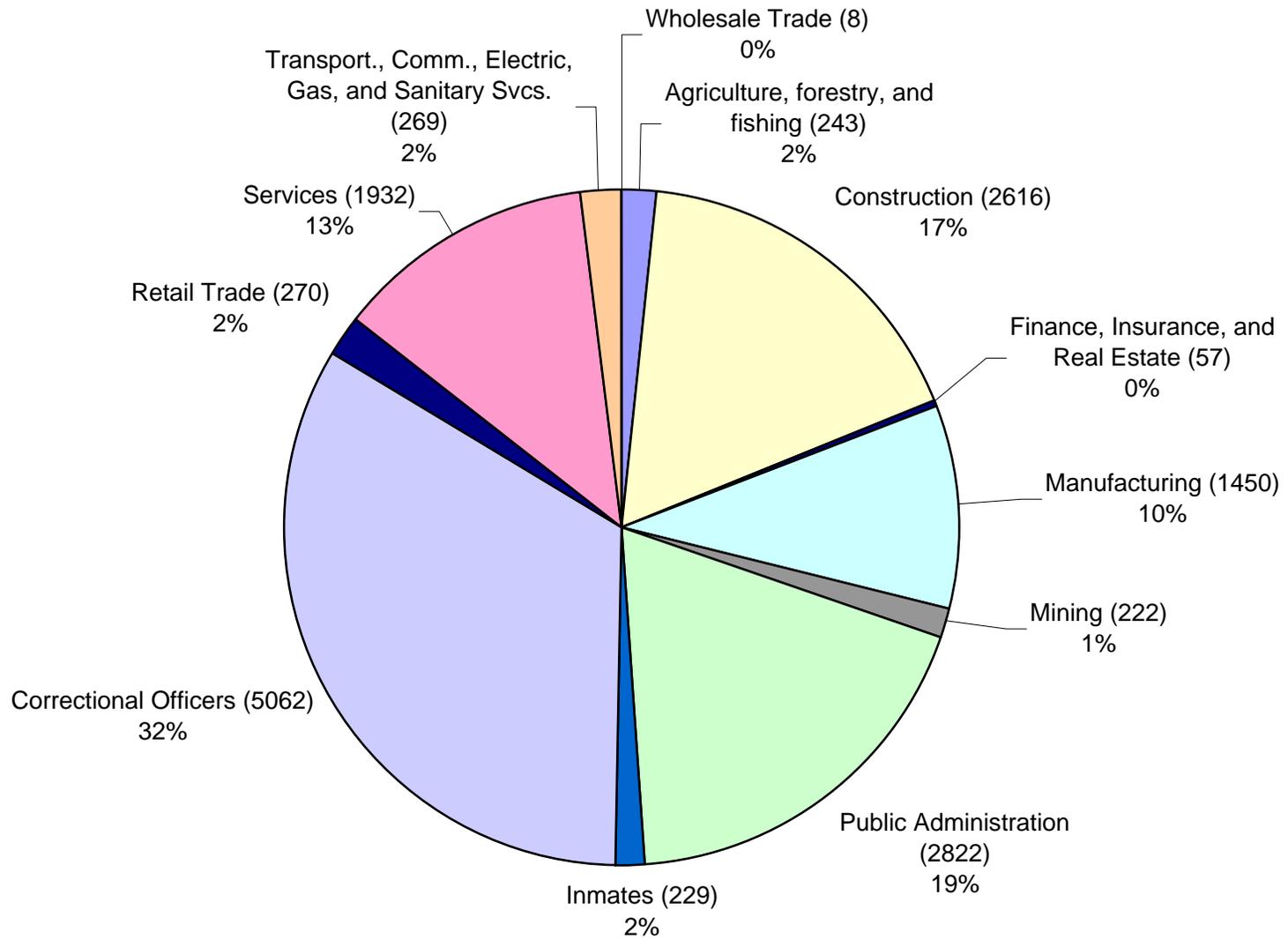


Chart 4: Registrations by SIC Divisions for FY 2005-2006

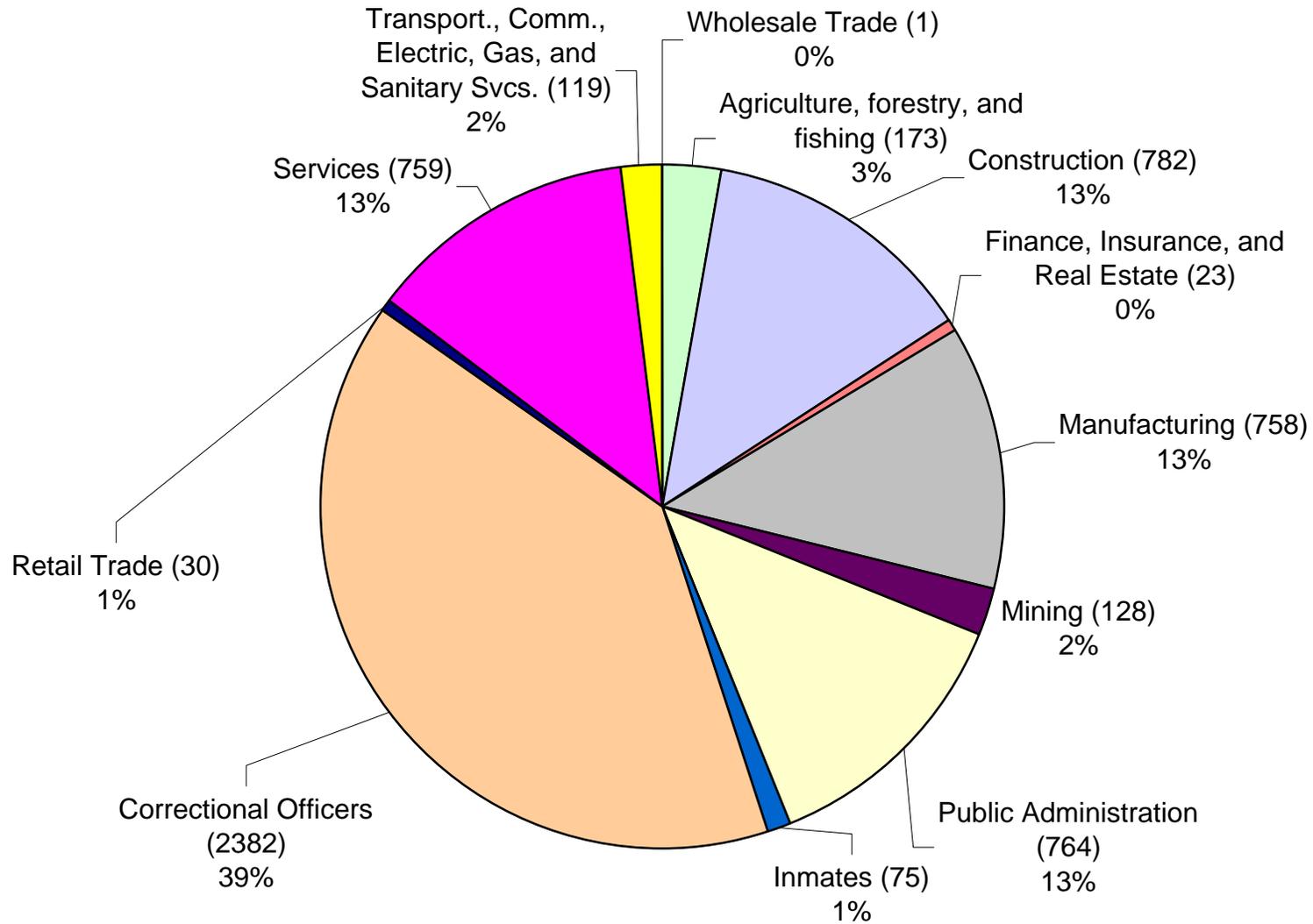


Chart 5: Cancellations by SIC Divisions for FY 2005-2006

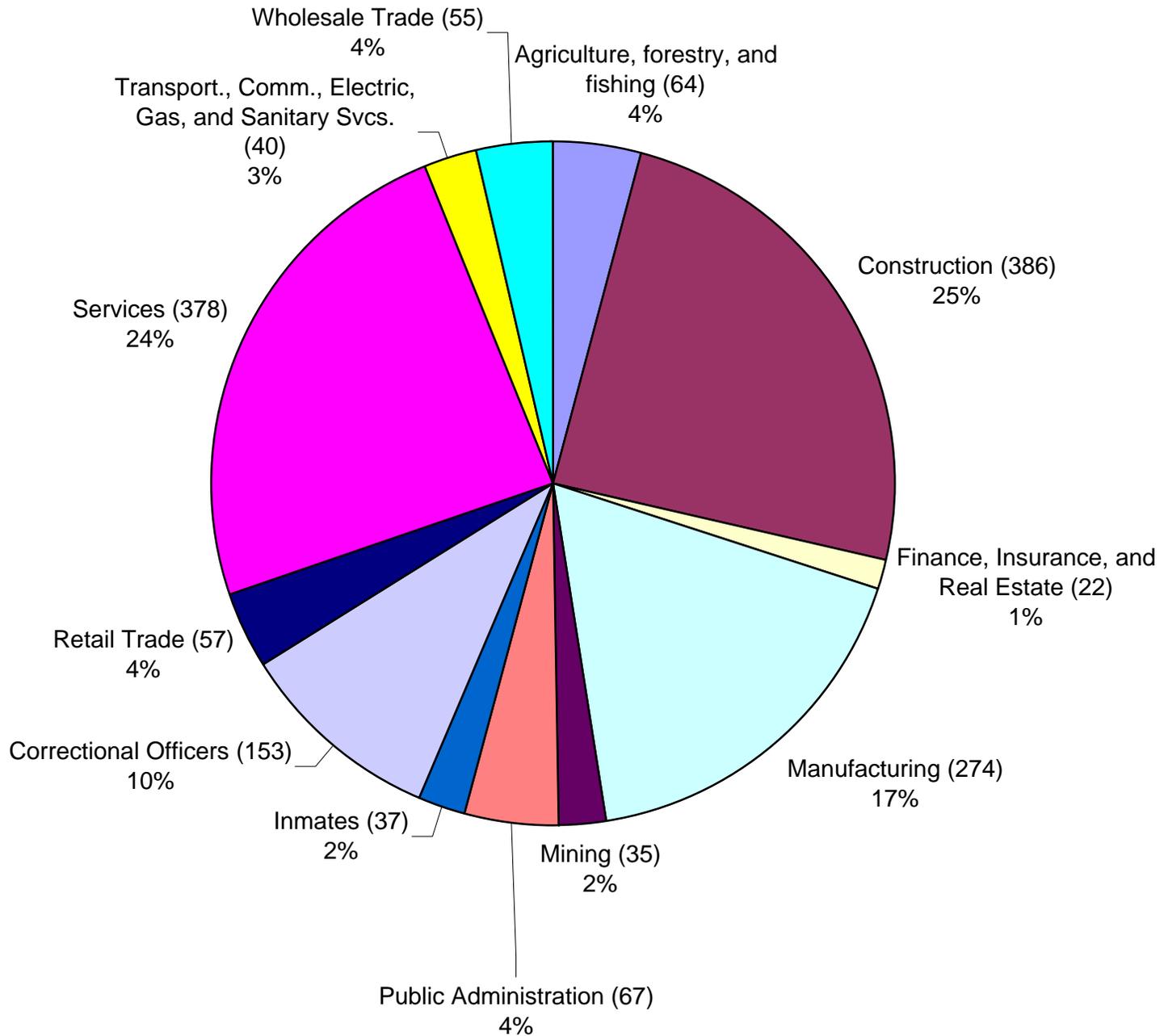


Chart 6: Completions by SIC Decision for FY 2005-2006

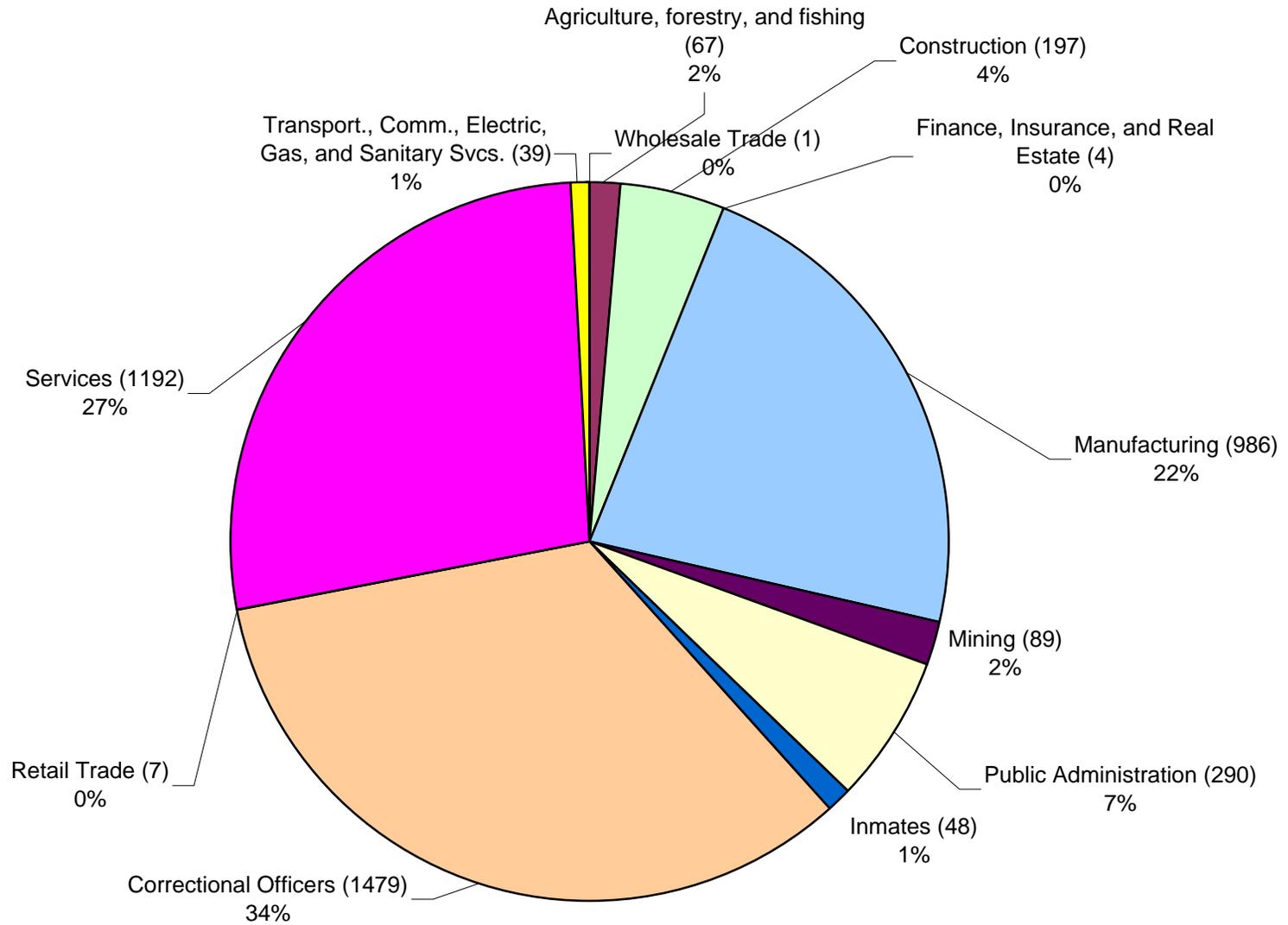
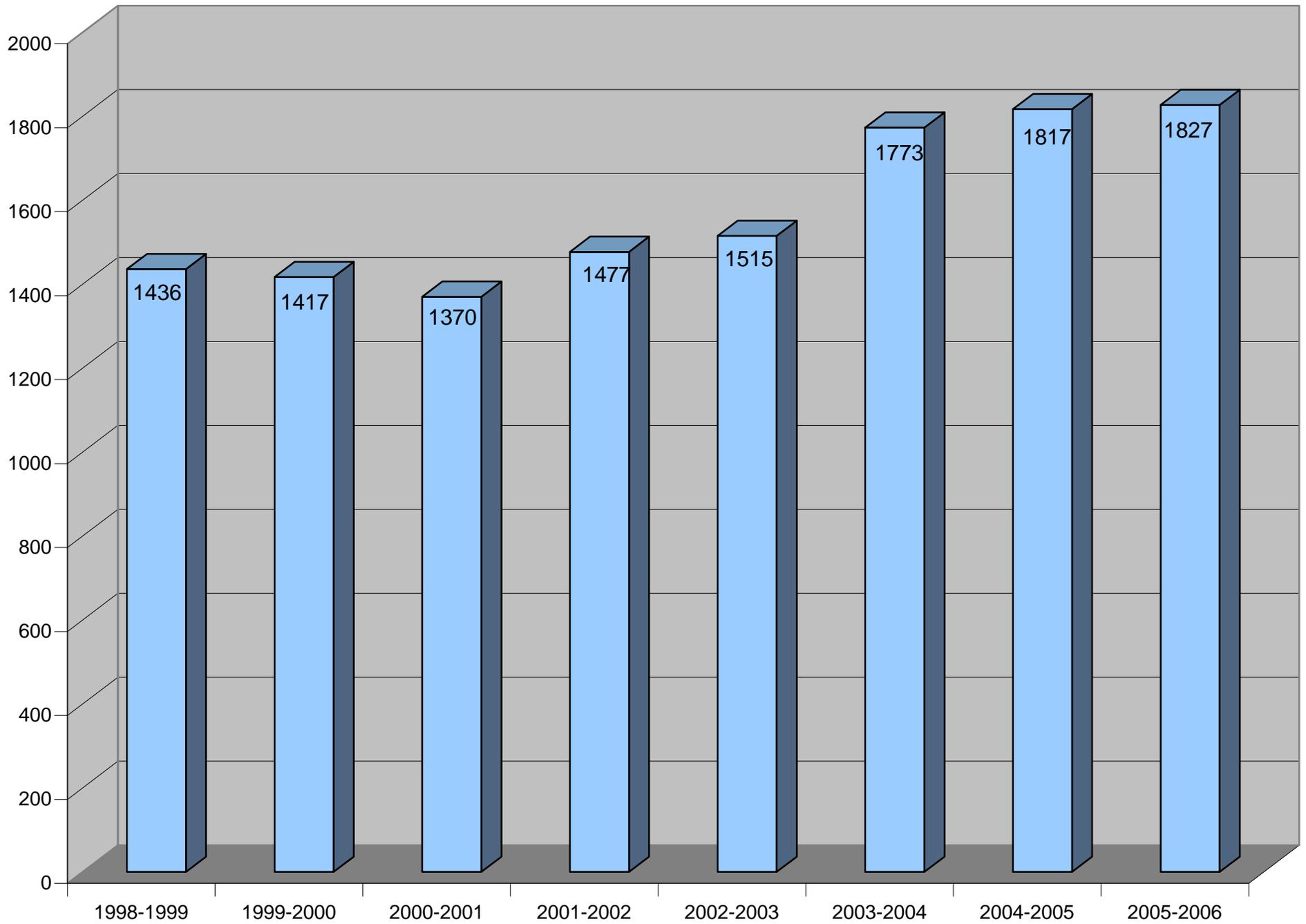


Chart 7: Active programs at end of fiscal year



**Chart 8: Cumulative Total of Benefits Received by Apprentice Veterans in NC
Chapter 30 and Chapter 1606 Combined**

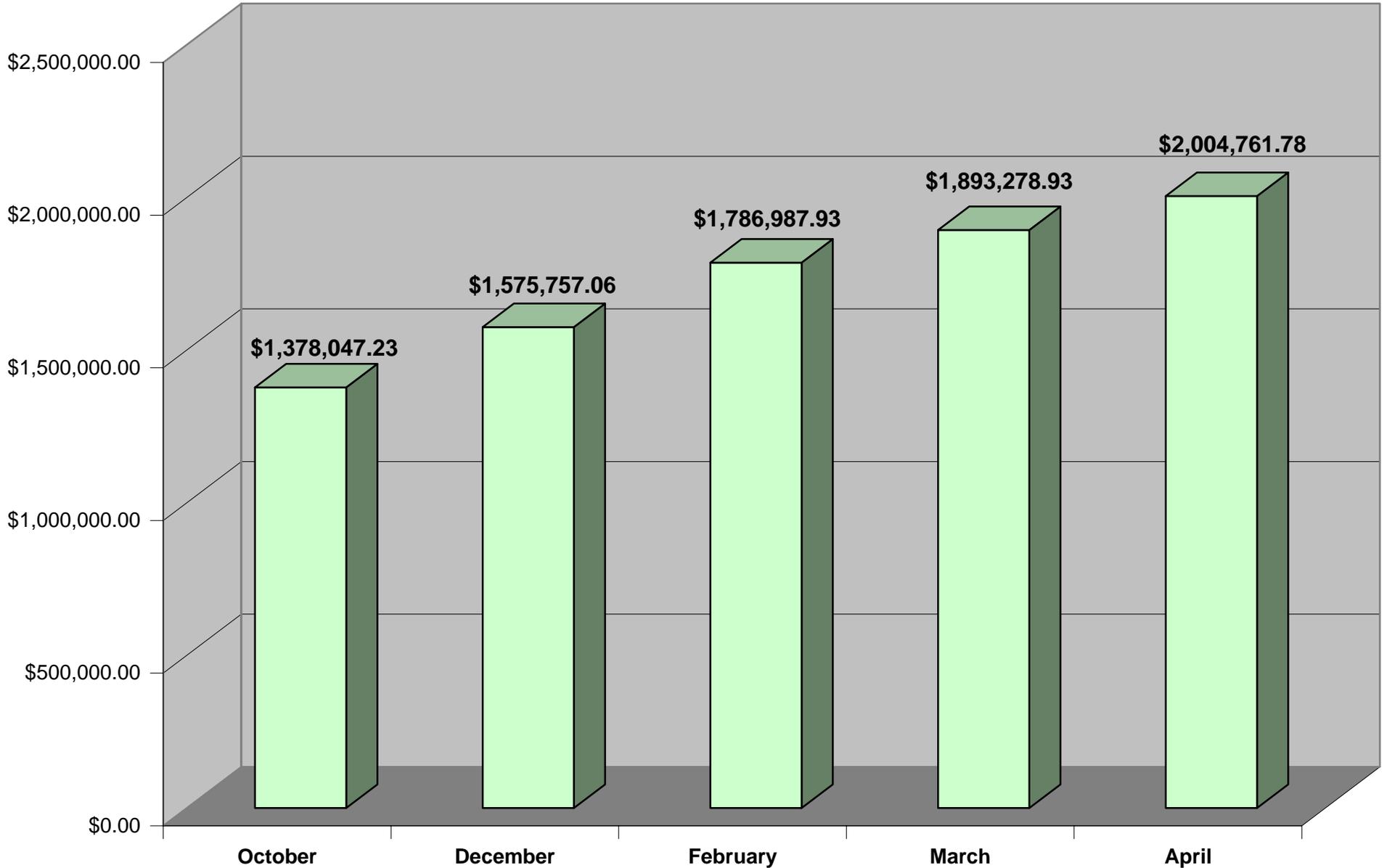


Chart 9: Monthly Totals for Veteran Benefits Received in NC for Chapter 30 and Chapter 1606

