

# MCC Apprenticeship Program Strategic Plan

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## MCC Strategic Plan – Apprenticeship Application

The growth in skilled trades jobs and lack of a skilled labor force is putting significant downward pressure on further economic development in the Kansas City region. It is clear there is a need for long term, advanced training opportunities which allow for the students to continue to earn and learn while businesses are able to retain employees. The MCC Apprenticeship Program which is Registered through the Department of Labor (DOL) realizes a win-win-win scenario including allow students to receive a college education while being paid, support business skilled workforce pipeline needs, and increase certificate and degreed program completion rates for MCC.

### The MCC-BT Apprenticeship program specifically address the following MCC Strategic Plan Objectives:

1. **Strategic Goal:** Metropolitan Community College will make data-informed decisions that maximize student success and support excellence in innovation, teaching, learning, and student-centered support services for all learners at every stage of their lives.
  - a. **Apprenticeship Application:** The Apprenticeship program directly answers the student excellence goal by utilizing the concept of stackable credentials through college credit, industry certifications and nationally recognized certificates (DOL Apprenticeship Certificate) with the final objective of creating mastery in the skills of the apprentice. In addition, there are strategic growth opportunities into Youth Apprenticeship, dual credit offerings, transcribing on-the-job training, and programs which benchmark into advanced training such as Mechatronics. The other area which directly relates is in fact the strategically benchmarked mentor and mentee relationship of the apprentice and master. This allows for highly individualized student-centered support which is reinforced by the Apprenticeship Train the Trainer program where MCC supports assigned mentors.
2. **Strategic Goal:** Metropolitan Community College recognizes our obligation to work toward equity and inclusion and to embody the values of access and excellence. We provide fair treatment, access, opportunity, and advancement for all.
  - a. **Apprenticeship Application:** The DOL has requirements to track equality and sponsor colleges are required to maintain Affirmative Action Programs (AAPs) with regards to race, sex, ethnicity, and AAP obligations for Individuals with Disabilities (IWD). MCC is required to report to the DOL information provided by partner companies including the following: total employees at facility, total minorities at facility, total women at facility, journey workers/mentors or supervisors in the field being apprenticed. The reporting alone helps to add focus on offering the apprenticeship program to employees based on capability and capacity to learn rather than other objectives.

1. **Strategic Goal:** Metropolitan Community College will increase our ability to sustain and meet current and future institutional priorities while maintaining our accountability to our stakeholders by ensuring sound financial practices through aligning budget and resources with the Strategic Plan.
  - a. **Apprenticeship Application:** The apprenticeship is specifically designed as a partnership between the business, school, and other organizations. Both the on-the-job training and course list are customized to meet the individual needs of the business and the student. In addition, there is opportunity to develop creative partnerships across several stakeholders including economic development councils, High Schools, unemployment agencies and more. The Apprenticeship program also has the ability to develop young people through Youth Apprenticeship offering them a chance for AAS completion through dual credit and work based learning.

## Key Performance Areas (KPI's):

- **MCC Strategic Plan Document KPI's – which directly related to the Apprenticeship Program**
  - Improve student outcomes, disaggregated for these groups: gender; race and ethnicity; and full-time or part-time status.
  - Identify grants and/or external funding opportunities for MCC. (Baseline to be determined by October 15, 2017)
  - Increase the percentage of the operating budget going to instruction by 1% in 2018-2019.
  - Increase the percentage of the operating budget going to student services by 1% in 2018-2019.
  
- **Additional MCC Apprenticeship Specific KPI's**
  - 1 year KPI's (2018)
    - Add at least five apprentices per semester (example: add five in Fall 2018 for a total of twenty apprentices).
    - Add an additional three to five employers starting apprenticeship programs either with incumbent workers or newly hired workers under the MCC Sponsorship.
    - Support and help grow robust registered apprenticeships who are sponsored by partner companies, unions or organizations.
    - Create the framework and identify the key partners for a “Youth Apprenticeship Program”.
    - Developed enhanced marketing and PR materials to help promote the program within the KC region.
    - Obtain approval for an additional seven “Off the Shelf” programming for employers including, but not limited to the programs we currently have.
    - Submit for at least one to three additional grant opportunities or support partner organizations grant opportunities through related training instruction (RTI) development.
  
  - 3 year KPI's (2021)
    - Activate a “Youth Apprenticeship Program” with key partners in the region.
    - Develop an “Apprenticeship Academy” that can be used for preparing people to enter a traditional apprenticeship program – use MCC partners to grow this.

- Expand the MCC-Apprenticeship Program beyond the Business and Technology campus and skilled trades/manufacturing areas and develop programming that fits the needs of the region including healthcare, civic service, agriculture, information technology, and more.
- Develop a self-sustaining apprenticeship office at MCC.
- Develop an apprenticeship specific job fair to match employers with potential employees as identified in the Pipeline Matrix.

## Elevator Speech

The MCC MasterWorks Modern Apprenticeship program is “More than Learning”. This U.S. Department of Labor Registered Apprenticeship is a fully customizable program that allows students a chance to learn and earn while giving businesses the opportunity to grow their own talent and increasing employee retention.

## Pipeline Opportunities

Apprenticeship is a long term solution to meet short term needs. The pipeline can include both MCC’s CTE programs, Corporate College programs, and Continuing Education programs and can be easily adapted for a wide range of diversity based programming, industries and economic development initiatives. We are also working on connecting through Youth Apprenticeship and giving young people a chance to earn and learn with guaranteed job placement.

|                           | Employed/Current Students  | Unemployed  |
|---------------------------|--|---|
| Experience/<br>Coursework | Current employees at businesses<br>Current MCC students<br>High School Dual Credit/Early<br>College Students | Current students in MCC-CTE programs<br>High School Students – (KC STEM Alliance/K12 Dual<br>Credit Students)<br>Unemployment Agency Pipelines (FEC)<br>Veteran Communities<br>Recently Released Incarcerated |
| No Experience             | Temp Employees – from various<br>workforce initiatives   | Regular K12 Student Pool<br>Career Employment Services (FEC & Goodwill)<br>Unemployment Agency Pipelines  |