

Employer FAQ



FREQUENTLY ASKED QUESTIONS | EMPLOYERS

ABOUT THE PROGRAM

What is an apprenticeship?

An apprenticeship is a combination of paid on-the-job training and job-related-instruction in which workers learn the practical and theoretical aspects of a highly skilled occupation.

What is the purpose of the Midlands Youth Apprenticeship?

The purpose of the Midlands Youth Apprenticeship (MYA) program is to connect local high school students with companies interested in starting USDOL Registered Apprenticeship Programs.

What are the minimum requirements for individuals to apply for the MYA program?

All applicants must:

- > Be a high school junior
- > Be approved by their high school to participate
- > Be legally able to work in the United States
- > Complete ACCUPLACER test and achieve minimum scores for the program they are seeking
- > Complete the Apprenticeship Application Package

BENEFITS

Why is apprenticeship a solution for recruiting new talent?

With the Baby Boomer population on the verge of retiring, apprenticeships offer companies the opportunity to provide a roadmap to individuals seeking direction, mentoring and the opportunity to be paid to learn a skill that allows them to earn a living and assist companies in filling critically needed occupations.

What are the benefits of starting an apprenticeship program and partnering with MTC?

- > Access to aspiring apprentices
- > Recruit and screen potential employees
- > Free consultative services
- > Workers compensation coverage of apprentice provided by local school districts the apprentice attends
- > \$1,000 tax credits for each apprentice for up to four years
- > Retention tool for competitive positions
- > Recruiting tool for hard-to-fill positions

CONNECTING APPRENTICES AND EMPLOYERS

How does the Midlands Youth Apprenticeship program connect aspiring apprentices with apprenticeship opportunities?

- > Aspiring apprentices notify their high school of their interest
- > Aspiring apprentices complete the MYA application and submit to MTC's admissions office
- > Companies notify MTC Business Solutions office when new apprenticeship opportunities become available
- > MTC advertises opportunity to aspiring apprentices
- > MTC Business Solutions office forwards apprenticeship application and resume to employer
- > Employer contacts applicants, interviews and, if an offer of employment is made, student begins employment and MTC classes
- > Student graduates with MTC certificate and USDOL Journeyman credential

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EMPLOYER RESPONSIBILITIES

What are the responsibilities of employer partners who participate in an apprenticeship?

- > Register the company apprenticeship with the USDOL
- > Grant equal treatment and training opportunities for all aspiring apprentices
- > Have equipment available and rotate apprentices in the various processes of the skilled occupation
- > Identify a mentor for apprentice(s)
- > Interview and hire aspiring apprentices to train in company apprenticeship program
- > Oversee apprentices on-the-job training and monitor attendance at related training classes
- > Periodically review and evaluate apprentices
- > Pay apprentices a scalable wage
- > Recommend Award of Completion certificate when an apprentice has satisfactorily completed the required coursework and on-the-job training

Who is responsible for funding the Job-Related-Education (JRE) portion of the apprenticeship program?

Midlands Youth Apprenticeship students are required to complete Lottery Tuition Assistance (LTA) applications and in some cases the Columbia Chamber of Commerce may fund a portion of the JRE costs. All other tuition, books and fees not covered are then billed once a semester to the employer partners.

How can I reduce my JRE costs for an adult apprenticeship program?

- > Ensure each aspiring apprentice has filed for financial aid through the college. MTC's office invoices employer partners after all financial aid has been applied. If aspiring apprentice receives federal aid, in some cases JRE is free to employer.
- > Hire a veteran with GI Bill benefits
- > For-profit companies are eligible for a \$1,000 tax credit per year, per apprentice for up to four years or \$4,000
- > Contact MTC's Business Solutions office to see if there are any current grants that could help employers offset the JRE costs

APPRENTICESHIP ASSISTANCE FOR COMPANIES

How do I register an apprenticeship program with the United States Department of Labor (USDOL) for my company?

Midlands Technical College's Business Solutions office will connect you with Apprenticeship Carolina, a state agency that assists South Carolina companies with registering apprenticeship programs. All services provided by Apprenticeship Carolina are at no cost.

How does the MTC Business Solutions office assist companies?

Midlands Technical College's Business Solutions office provides consultative and training services designed to help local companies who are need of skilled workers and are seeking alternative was for developing new talent. We do this by partnering with local companies and assisting them with developing USDOL Apprenticeship programs and then connecting them with aspiring apprentices who are seeking opportunities.

Can MTC help recruit adults for apprenticeships?

MTC can help advertise new apprenticeship opportunities in the following ways:

- > Email blast to MTC students and alumni through our Student Employment office
- > Announcement to program-specific classes
- > Advertise with local Workforce Investment Boards

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APPRENTICESHIP ASSISTANCE FOR COMPANIES (continued)

What Midlands Youth Apprenticeship occupations can be recruited?

- > CNA/Nursing Pathway
- > Pharmacy Technician
- > Accounting
- > Networking Specialist
- > Application Programming
- > Mechatronics

Can you develop apprenticeships and recruit students for other occupations?

Yes. MTC's Business Solutions office can assist companies with developing any type of apprenticeship and recruit individuals in participating.

HOW TO GET STARTED

Contact us.

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