

The Win-Win-Win-Win Formula

Apprenticeship

WorkKeys®

Presented by
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Apprenticeship Training Program

- * **Combined Training Program**
 - * On-the-Job Training by the Employer
 - * Trade-related Classroom Instruction provided by
 - * Guam Community College
 - * Other educational or training institutions.
- * **Requires Apprenticeship Training Standards**
- * **U.S.DOL Journeyworker Status**
 - * Completion of the apprenticeship training period
- * **GCC Career Pathway**
 - * Certificate
 - * Associates Degree

What are the Benefits?

* **Benefits include:**

- * Employee skill levels affect the bottom dollar so trained employees provide better **quality and higher productivity**
- * Employers who train apprentices **invest in their business future** and avoid skill shortages
- * Apprenticeship training promotes **corporate citizenship** by supporting a valuable training program for employees
- * Employers **reap the cost savings of tax credits** via the Guam Registered Apprenticeship Program (GRAP)

Who Qualifies?

* **Apprentice Qualifications:**

- * MUST BE EMPLOYED with the company
- * Must be a US citizen or resident alien
- * Must be 18 years of age or older
- * Must be a high school graduate or have completed a high school equivalency program (GED or HiSet)

What are the Components?

- * **Apprentice Requirements:**

- * Works Regular Work Week with the Employer
- * Performs OJT hours maintained by the employer
- * Attends trade-related instruction maintained by GCC
- * Successful completion of **BOTH** components
- * Earns a Certificate of Completion from the USDOL

What is the Length of Training?

- * **Length of Apprenticeship Training:**

- * Depends upon the skilled occupation

- * Varies from two to four years

- * Examples:

- * **Office Manager or Administrative Services Apprentice**

- * Must achieve 4,000 OJT hours

- * Complete a minimum of 288 classroom instructional hours

- * **Telecommunications Technician Apprentice**

- * Must achieve 8,000 OJT hours

- * Complete a minimum of 576 classroom instructional hours

What is the Cost of Training?

- * **Apprenticeship Training Program:**
- * **Pays for tuition, fees, and books** associated with required classroom instruction
- * **NO** instructional cost to the employer or apprentice
- * **Guam Registered Apprenticeship Program (GRAP)**
 - * Provides employers with **tax credits**
 - * *Direct wages and Fringe Benefits* of the apprentice, and
 - * *Personal Protective Equipment (PPE)*
- * *For more information on GRAP, please contact Phyllis Topasna with the Guam Department of Labor at 300-4572.*

ACT® WorkKeys®

ACT® WorkKeys®

* **UNIQUE:**

- * Provides an indication of math, reading and writing competencies
- * Tests a range of hard and soft skills to assess the full success potential of an individual for any occupation, at any level, and in any industry

* **PROVEN:**

- * WorkKeys® is based on decades of workplace research
- * Developed by the assessment experts at ACT® to give ***legally-defensible results you can trust***
- * WorkKeys® saves you time and money while improving your workforce at every stage of the employment cycle, from hiring to training to succession planning

Workforce Statistics

- * For the past 20 years, employers hire individuals they perceive to be competent in these basic skills:
 - * Math
 - * Reading
 - * Writing

- * 2015, Forbes & Bloomberg report seeking individuals with these additional skills for entry-level and mid-level jobs:
 - * Communication
 - * Critical Thinking
 - * Problem Solving

Education Statistics

- * Sy13-14, **90% OF GDOE HIGH SCHOOL STUDENTS CANNOT READ OR WRITE AT GRADE LEVEL** according to GDOE standardized tests. **98%** of GDOE Students cannot perform high school math
- * **90%** of GCC's students are placed in remedial math and English classes
- * These are the number of the individuals we catch... more of them are hired by you!

How can GCC help you?

- * WorkKeys® measures your employees' or potential employees' foundational core and soft skills
- * WorkKeys® measures an individual's ability to critically think, problem solve, and communicate
- * Customizable to fit your company's need
- * Job profiling identifies specific skills for job positions
- * National Career Readiness Certificate® (NCRC®) as a hiring tool for entry level positions or succession planning

What is the Cost?

- * 2000 GDOE students graduated with a National Career Readiness Certificate® (NCRC®)
- * **“National Career Readiness Certificate® Preferred”** in Employment Ads
- *
- * Various products that can be used as screening tool
- * Range from \$0 to \$65 per individual

What are the Benefits?

- * Zero to Minimal Investment compared to Turnover Cost
- * Increase efficiency in application screening & hiring selection
- * Competent workforce with basic foundational skills
- * Ensure that your **ROI** in an employee will:
 - * Successfully complete your training programs
 - * Be able to assist and resolve issues for your clients
 - * Map their potential in your company for succession

Program Contacts

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Thank you!