

“Apprenticeships and MCC Certificate Programs 101” Overview for Students

What is an Apprenticeship?

Businesses that have an agreement with the US Department of Labor can hire an employee, train them for the job and pay for their schooling. Some apprenticeship programs run from 3-5 years (some less). Most certificates can be earned within a year but it varies depending upon how many hours an apprentice or employee is putting in an programs combine on-the-job training with theoretical and practical work.

How to find an Apprenticeship?

Apprenticeships can be found by applying for the position directly on a company’s website or in person. Since apprenticeship positions are sometimes not easy to find, MIBrightFuture website (see others below) is being developed for businesses to advertise apprenticeships. Students enrolled in a trades course at Macomb often have an advantage of getting connected to one since they have access to Macomb’s apprenticeship information once they have a Macomb ID/log in. Businesses often go to MCC to seek out potential employees.

Websites that list apprenticeships:

*Mitalent.org

* oa.doleta.gov-listed by states

* <https://www.pipefitters636.org> (Local 636 Union-apprenticeships/training offered in Troy)

* <http://www.smw80jac.org> (Local 80 Sheet Metal Union-apprenticeships/training in Warren-(586) 979-5190

* <http://www.indeed.com/q-Apprenticeship-l-Michigan-jobs.html>

* MIBrightFuture.org (in development)

Work Keys Test- Administered to show employer skill level of potential employee. If pass score qualifications on 3 subtests, receive a National Career Readiness Certificate. Often given to determine if good candidate for apprenticeship program. Can study for test on ACT website and see example problems. Generally want scores of 5 or more.

Difference between earning a certificate through MCC or earning it through an apprenticeship? Employers sometimes prefer hiring someone who has been in an apprenticeship program (due to on the job training) versus someone who has a certificate and no job experience, but not typically an issue due to such shortages in the

trade field. Students who enroll in Macomb pay for their own classes but will finish in shorter time if not working many hours with a company. Apprentices' schooling is paid for by employer. There is a test to pass at the end of taking classes to be certified in a trade. Some trade certificates are more complicated than others (ex. Welding). Understanding certifications and keeping them updated is important.

Macomb Certificate Programs

Carpenter	Millwright
CAM (Comp. Aided Manufacturing Tech)	Mold Maker-Plastic and/or Die Cast
CNC Machinist	Plastic Process Technician
Electric Vehicle Dev. Tech.	Plumbing and Pipefitting
Electrical-Cons. Maintenance	Robotics
Electrical-Industrial Maintenance	Stationary Steam Technician
Fluid Power Technology	Sheet Metal Model Maker
Machine Repair	Tool and Die Maker
Maintenance Mechanic-Building	Welding-Basic
Maintenance Mechanic-Industrial	Welding-Advanced

*After earn certificate, students can continue to take courses and earn Associates of Applied Technology (62 credits) or earn additional certificates.

Apprenticeship Programs- Macomb doesn't find apprenticeships for students but can help connect companies and applicants.

Building Construction Apprenticeships for Positions in:

Brick-Laying
Carpenter
Electrical Construction and Maintenance

Maintenance Apprenticeships for positions in:

Electrical-Construction Maintenance	Machine Repair
Electrical-Machine Tool	Maintenance Mechanic Industrial
Electrical Mechanical Repair	Maintenance Welding
Garage Mechanic-Automotive HVAC	Millwright
Industrial Electrician	Plastic Process Tech
Industrial Hydraulics	Plumber

Industrial Lift Truck Mechanic

Water Plant Operator/Welder

Manufacturing Apprenticeships

Die Design/Die Maker/Die Sinker
Machinist
Machine Builder-Tool Maker
Metal Model Maker
Metal Pattern Maker
Sheet Metal-Fabricating
Mold Maker-Plastic & Diecast

Mold Maker-Plastic & Diecast
Tool Maker
Tool & Die Maker
Plant Maintenance
Wood Model-Patternmaker
Tool Maker-Jig & Fixture

“Employee-in-Training” Programs

Combine on the job training with theoretical and practical classroom and lab instruction to prepare highly skilled workers for industry, but are solely regulated by the employer. Employees in training programs often follow or are based off the same educational plans as apprenticeships, but offer the employer a greater degree of flexibility in terms of course selections and specifications of on the-job-training. Upon completion of an employee-in-training, the employee is awarded a MCC Certificate of Completion signifying that he or she is skilled in that particular craft or trade designated by the employer. MCC does not select candidates for EIT programs. Students can apply EIT credits towards an Associates of Applied Science Degree.