



## Workforce Initiatives: Community Colleges Perspective Workshop

### Best Practice #2



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# Northwest-Shoals Community College

- Located in the Northwest Corner of Alabama in Muscle Shoals, AL
- Approximately 1 hour and 10 minutes west of Huntsville, AL



# Workforce Programs and Training

- **Associate's Paths and Credit-Bearing Certificates**

- These programs are career-oriented and setup for a more traditional path through higher education.
- The courses that comprise these programs can accrue certificates and ultimately end in an Associate's degree.
- Follow standard semester scheduling guidelines

- Welding-
- Machine Shop-
- HVAC-
- Salon and Spa Management-
- Electrical-
- Industrial Systems Tech-
- CIS-
- Criminal Justice-
- Design Engineering Tech-
- Business Office Management-
- Carpentry/Cabinetmaking-
- Child Development-
- Accounting-
- Automotive Service Tech-

# Workforce Programs and Training

- **Non-Credit Training**

- These types of trainings and paths do not adhere to the same constraints as credit-bearing programs.
- Completely flexible to employer/employee needs
- Result in industry recognized certifications

- Welding-
- Machine Shop-
- HVAC-
- Electrical-
- Industrial Systems Tech-
- Safety/OSHA-
- CIS-
- Design Engineering Tech-
- Blueprint Reading-
- Leadership-
- Carpentry/Framing-
- Accounting/Payroll-
- CPR/First Aid-
- CNA/MAC/Medical-

\*We will build a training program to accommodate to your specific needs both in the short and long term\*

# Workforce Programs and Training

- **Apprenticeships**

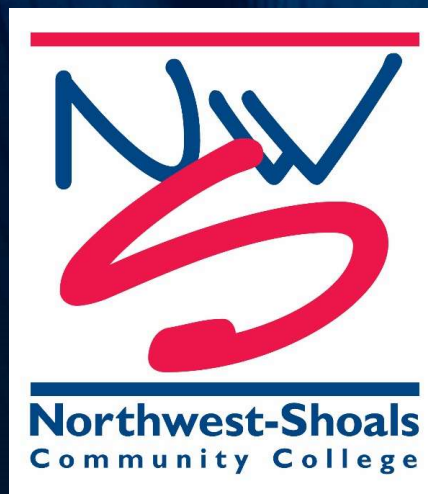
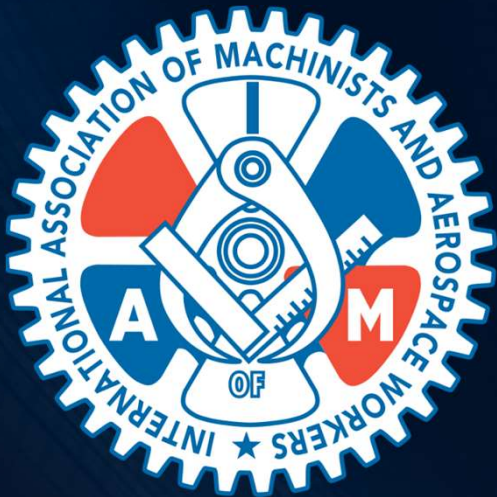
- These programs are used for specific long-term solutions for employee training and pipelines.
- NW-SCC, employers, and often unions all at the table from the beginning and throughout the development
- NW-SCC handles all administrative responsibilities as well as anything else agreed upon in MOU
- Timeline and curriculum parameters are guided by employer/union requirements and needs
  - If needed, curriculum can remain the property of the union or employer depending on legal requirements already in place

- Welding-
- Machine Shop-
- HVAC-
- Electrical-
- Industrial Systems Tech-
- Safety/OSHA-
- CIS-
- Design Engineering Tech-
- Blueprint Reading-
- Leadership-
- Carpentry/Framing-
- Accounting/Payroll-
- CPR/First Aid-
- CNA/MAC/Medical-

\*We will build an apprenticeship to accommodate to your specific needs\*

# Northwest-Shoals Community College Machinist Apprenticeship

- Partnerships Involved



# Northwest-Shoals Community College Machinist Apprenticeship

- **Timeline**
  - 4-Year Progression
  - 1,200 hours of classroom/lab instruction over the course of 3 years and 6,800 hours of OJT over the course of 4 years
    - Roughly 10 hours of instruction per week along with 40 hours of OJT
  - 4<sup>th</sup> year is completely OJT
  - Work and instruction schedules are coordinated for apprentices eliminating a common barrier.



# Northwest-Shoals Community College Machinist Apprenticeship

## Roles

- **NW-SCC**
  - All administrative duties
  - Employing instructors
  - Facilities
  - Marketing/recruiting
  - Vetting and testing of candidates
  - Budget management and purchasing
  - Implementation of curriculum
- **International Association of Machinists**
  - Helped to create curriculum to specifications
  - Provided parameters for apprenticeship timeline
  - Find employment placements for apprentices
  - Interview and select candidates
- **TVA**
  - Employ apprentices

# Northwest-Shoals Community College Machinist Apprenticeship



- **Curriculum**
  - Advanced manual machining
  - Welding
  - CNC
  - Turbine Maintenance
  - OSHA
  - Forklift
  - Rigging

# Northwest-Shoals Community College Machinist Apprenticeship

- **Capacity**
  - We maintain approximately 30 participants in the program in various stages of the progression at all times.
  - We grow capacity when needed when open positions are foreseen in our partnering organizations.



*"My teachers have been wonderful, and they've really helped. It's really exciting to work with my hands. My kids push me to do better in life, and this program will help me get there."*

*-Amanda Green, NW-SCC Machinist Apprentice  
and Mother of Two*

We are always looking for new partners and  
new programs to build.

My answer is never "No." If we don't already  
offer it, we will research and partner with  
you to build the solution you need.

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