



NNPS APPRENTICESHIP PROGRAM

School Board Presentation

October 21, 2014

NEWPORT NEWS



PUBLIC SCHOOLS

Maintaining the Focus



Why an Apprenticeship Program?

Retention of Skilled Workers

“Growth and development are the integral parts of every individual’s career. If an employee can not foresee his path of career development in his current organization, there are chances that he’ll leave the organization as soon as he gets an opportunity.”

What is an Apprenticeship Program?

- A structured training program that produces highly skilled workers
- Quality training that combines on-the-job training with theoretical and practical classroom instruction
- Partnership between NNPS, TNCC and Virginia Department of Labor and Industry

Benefits for Employer

- Provides a structured employee development program
- Gives NNPS a competitive edge in recruitment and employee retention
- Provides a pipeline of skilled workers

Benefits for Apprentice

- Apprentices receive high quality mentoring and education at no cost
- Participants are registered apprentices with the Department of Labor and Industry
- Earn a nationally recognized certificate from the Commonwealth of Virginia
- Provides a career ladder and promotional opportunities



Department of Labor and Industry Apprenticeship Requirements

- 144 hours of classroom work per year
- Up to 2000 hours of on the job training per year
- Qualified journeyman(mentor) to oversee on the job training

Child Nutrition Services Technician

- Virginia Department of Labor and Industry approved program
- First Class held October 7, 2014
- 14 CNS employees accepted to program
- Up to 16 hours per month



Child Nutrition Technician

Core Courses

- Basic Workplace Technology & Office Suite
- Behaviors of Successful People
- Keys to Effective Communication
- English I & II
- Math I & II
- First Aid/CPR
- Great Customer Services Begins with Me
- Team Building
- Leadership Development

CNS Courses

- Cleaning/Sanitizing Facilities
- Weights and Measures
- Food Presentation
- Food Allergy Management
- Nutrition 101 & Nutrition Education
- Money Management & Cashier Training
- Business Financial Management
- Marketing
- School Wellness
- Serving It Safe & ServSafe



Apprentices at Work



Custodial Services Technician

The Program

- Core Classes
- Custodial Classes
 - Cleaning Chemicals
 - Floor Surface Care
 - Asbestos Awareness
 - Mold
 - Fire Safety
 - Electrical Safety
 - Personal Protective Equipment
 - Green Cleaning

Timeline

- October - Application to Department of Labor and Industry submitted
- November- Informational Session and Application process
- January 2015 – 1st class begins



Next Steps

Additional Apprenticeship Programs

Area	Targeted Start Date
Transportation	August 2015
Clerical	September 2015
Plant Services Maintenance	January 2016
Security	September 2016

It takes a school division...

