

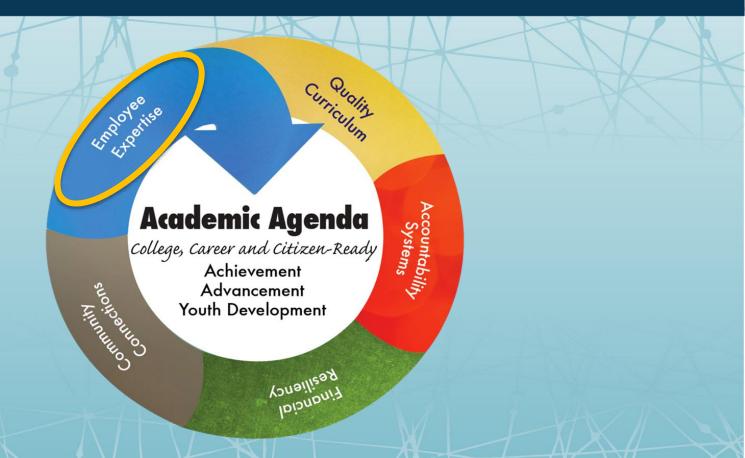
**School Board Presentation** 

October 21, 2014





# 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 1<sup>st</sup> 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...

