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**Clarence Scott, Talent Development
Specialist**

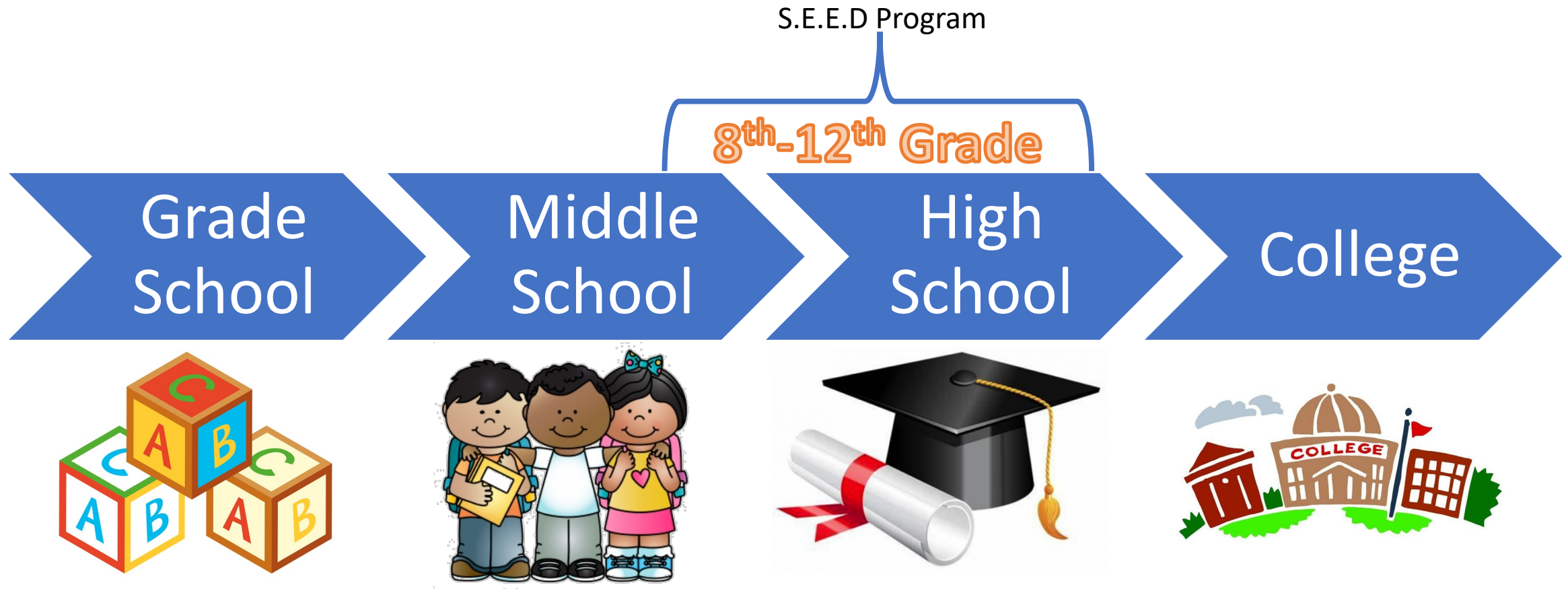
**Kristie Sauls, Executive Director
(Wayne Community College)**

North Carolina Education/ Apprenticeship Plan

Program Objective

- Create a program that will:
 - Allow High School Juniors and Seniors to get involved in a pre-apprenticeship program.
 - That will open pathways toward post-High School career opportunities.
- During the program, students will earn the following:
 - Industrial Systems Technology Certificate
 - Apprenticeship hours to transfer to an adult program
 - Career Readiness Certificate
 - Proprietary Smithfield training
 - Preferred employment opportunity at Smithfield Foods (pending meeting full-time employment requirements)
- Expand over the next three years to include Farm Leadership and Operations.

Overview (Where do we fit?)



Overview

- **Recruitment/outreach to local schools concerning the program:**
 - Interest must begin in middle school. Teachers, counselors, students and parents are the target audience.
 - A visual career path in skilled trades should be developed.
 - Time in the program and earning potential should be focal points for students and parents.
 - Counselors and teachers should be introduced to skilled trades seminars and plant visits.
- **Become more hands-on in High School:**
 - High school, particularly 10th-12th grades are where we become more interactive and hands-on and get those interested students into dual enrollment courses.
 - Current dual enrollment programs include, Mechatronics and Industrial technology.
 - Students can earn up to 15 college credits that can be transferred to an apprenticeship program.
- **This program will begin in Wayne, Lenoir, and Greene counties with plans to expand to other counties over the next three years.**

Resources

- Curriculum:
 - Already developed through NC Career and College Promise manual.
 - Would have to be developed for the time in Plant (summer internship), as well as a listing of necessary equipment for work.
- Apprenticeship “Hub” at each level
 - Someone accountable for the execution and oversight of the program and benchmarks.
 - Individuals will ideally be hosted at a centralized county High School
- Technology cart at each partnering school.
- Buy in at Smithfield Plant in Kinston
 - That location would be responsible for training summer interns and for outreach leading up to summer.
- Summer Intern teachers
 - Would be provided onsite by Smithfield Kinston.
 - Ideal teachers would be Apprentices who graduated the program (Kinston has 2 on staff now)
- Teacher for a potential summer class
 - Provided by the college, facilitated at the Plant.

Addressing Potential Barriers

- We should only focus initially on 2 barriers
- The 2 biggest are Transportation and Supplies.
- Barriers will be addressed by:
 - Providing students with salaries of \$15 per hour for 30 hours of work per week
 - Providing a monthly stipend of \$350 (grossed up)
 - \$175 would go toward materials and \$175 would go toward transportation
 - If Smithfield has to provide travel (ex. rideshare, carpool), Intern would get only \$175 per month
- Technology carts will also be provided at each partnering Community College
- Other barriers will be identified and addressed for future cohorts.

Expansion Plan

- Year 1 will focus on Greene, Lenoir and Wayne Counties.
 - During this time, we will focus the Apprenticeship on Industrial Technology.
- Year 2 will expand to Duplin, Sampson and Wilson Counties.
 - During this time, we will expand the Apprenticeship to involve Hog Production/Farm Leadership
- Year 3 will expand to Bladen and Columbus Counties.
 - During this time, we will expand Apprenticeship to include Business Operations.
- Each County Community College will be able to use grant funds for 1 Apprenticeship staff member.
- Engage other companies in NC to partner in this program financially following year 3.