

# FOUR RIVERS CAREER CENTER

## DEPARTMENT OF LABOR YOUTH REGISTERED APPRENTICESHIPS: BRIDGING THE GENERATIONAL AND SKILLS GAP FOR LOCAL COMMUNITIES THROUGH A SUSTAINABLE WORKFORCE



### FRCC YOUTH REGISTERED APPRENTICESHIP PROGRAM

Certified by DOL May 2020

Combines classroom education, on-the-job training, mentorship, and scheduled wage progression to provide a high level talent pipeline to local businesses.



### INDUSTRY CHALLENGES:

- Are you effectively filling and bridging the generational and skills gap in your industry?
- What skills will your workforce need over the next few years?
- How will you replace retiring employees?

Youth Registered Apprenticeships can help employers effectively address workforce challenges by professionally developing quality employees through industry relevant related instruction, certifications, learn-while you earn job placement, and a 91% national retainment rate. FRCC selects the top performing students from 10 high schools to help fulfill the demand for a sustainable workforce.

### Industry Partner Requirements

- SIGN AND AGREE TO DOL STANDARDS AND WORK PROCESSES AGREEMENTS
- PROVIDE ON THE JOB TRAINING AND EMPLOYMENT
- MENTOR RATIO 1:1
- MAINTAIN WAGE PROGRESSION
- COMMUNICATE COMPETENCY PROGRESS AND HOURS
- PARTNER ON ADVISORY COUNCIL WITH TRADE INSTRUCTOR
- AGREE TO FULL-TIME EMPLOYMENT AND BENEFITS UPON HIGH SCHOOL GRADUATION



Four Rivers Career Center | 1978 Image Drive | Washington, MO 63090 |  
Cynthia Walker, Apprenticeship Coordinator | [Cynthia.walker@sdownmo.org](mailto:Cynthia.walker@sdownmo.org)



## National Recognition and Financial Investment by TransPORTS

FRCC 1/6 programs to  
receive funding  
ONLY YRA!!



**Post-High School  
Employment**  
allows former high  
school students to  
become a full-time  
employee, but may  
need to continue  
apprenticeship until  
sufficiently completing  
all required training &  
earning portable USDOL  
credential; FRCC will  
continue to track  
apprentice progress  
until completion.

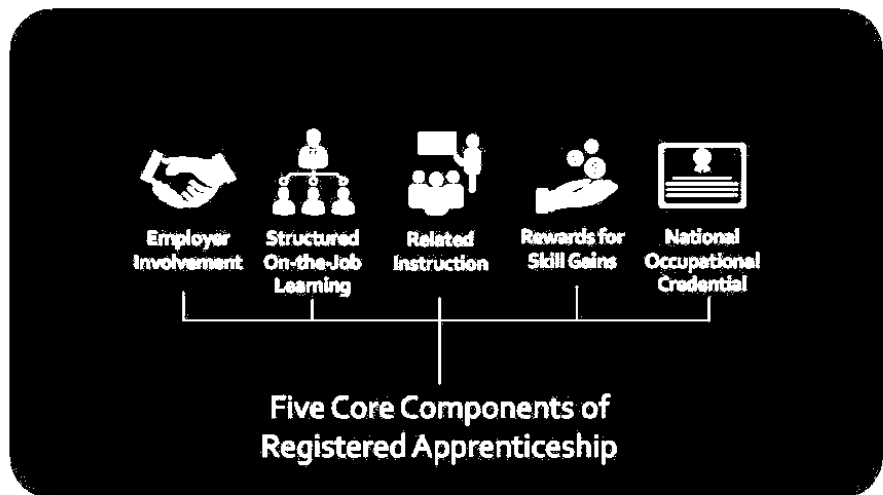
## OCCUPATIONS AVAILABLE

Automotive Technician  
Collision Repair  
Tool and Die Maker  
Machinist  
Welder  
Carpentry

### HOW DOES IT WORK?

*This program will have many pathways for implementation based on the Career Center's supply of merit based, top performing students in the various skill trades. Incumbent workers will be accepted on a case by case acceptance.*

- **Contact FRCC Apprenticeship Coordinator to determine criteria for being an industry partner. All employers must meet Director's and instructor's standards for working with YRA.**
- **Work Processes and documentation are set up through the Department of Labor. Once an agreement is aligned with DOL requirements and approved by DOL and Administration, it is time to select an apprentice approved by the FRCC instructor.**
- **Wages and wage schedule are set in agreement with instructors, administration and employer based on Department of Labor's requirements and industry demand.**
- **Once apprentice is selected, the interview process set up by FRCC staff, upon completion of the apprenticeship and job application process**
- **Related instruction and work process competencies and hours are documented until completion**
- **National Occupational Credential - Registered Apprenticeship programs result in a nationally-recognized credential - a 100% guarantee to employers that apprentices are fully qualified for the job**



## APPRENTICE REQUIREMENTS

- **Student must be at least 16 years of age**
- **Minimum of 2.5 GPA**
- **Attendance percentage of at least 95%.**
- **No disciplinary issues from school or community**
- **On target for graduation**
- **Valid Driver's License**
- **Drug Free**
- **Adhere to career readiness guidelines**
- **Sign and adhere to all requirements as outlined in DOL documents**

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