

# Unlocking Potential: Maximizing Apprenticeships Through Industry Partnerships

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# Oklahoma CareerTech System



**CareerTech is focused on developing a world-class workforce.**

We deliver educational experiences through:

- 397 PK-12 School Districts
- 29 Technology Center districts,
  - 60 Campuses
- 16 Skills Centers
- 32 Adult Education and Family Literacy
- 8,764 Businesses Served

# Oklahoma CareerTech System

## RETURN ON INVESTMENT:

- \$3.5 Billion Economic Impact
- 489,635 Annual Enrollments
  - 161,270 High School Students Enrolled
  - 265,341 Business and Industry Enrollments
  - 9,875 Postsecondary Full-Time Program Enrollments
  - 42,077 Adult and Career Development
  - 991 Adult and Juvenile Offenders offered specialized occupational training through Oklahoma CareerTech Skills Centers
  - 10,081 Adult Education and Family Literacy
- 94% Student Job Placement Rate

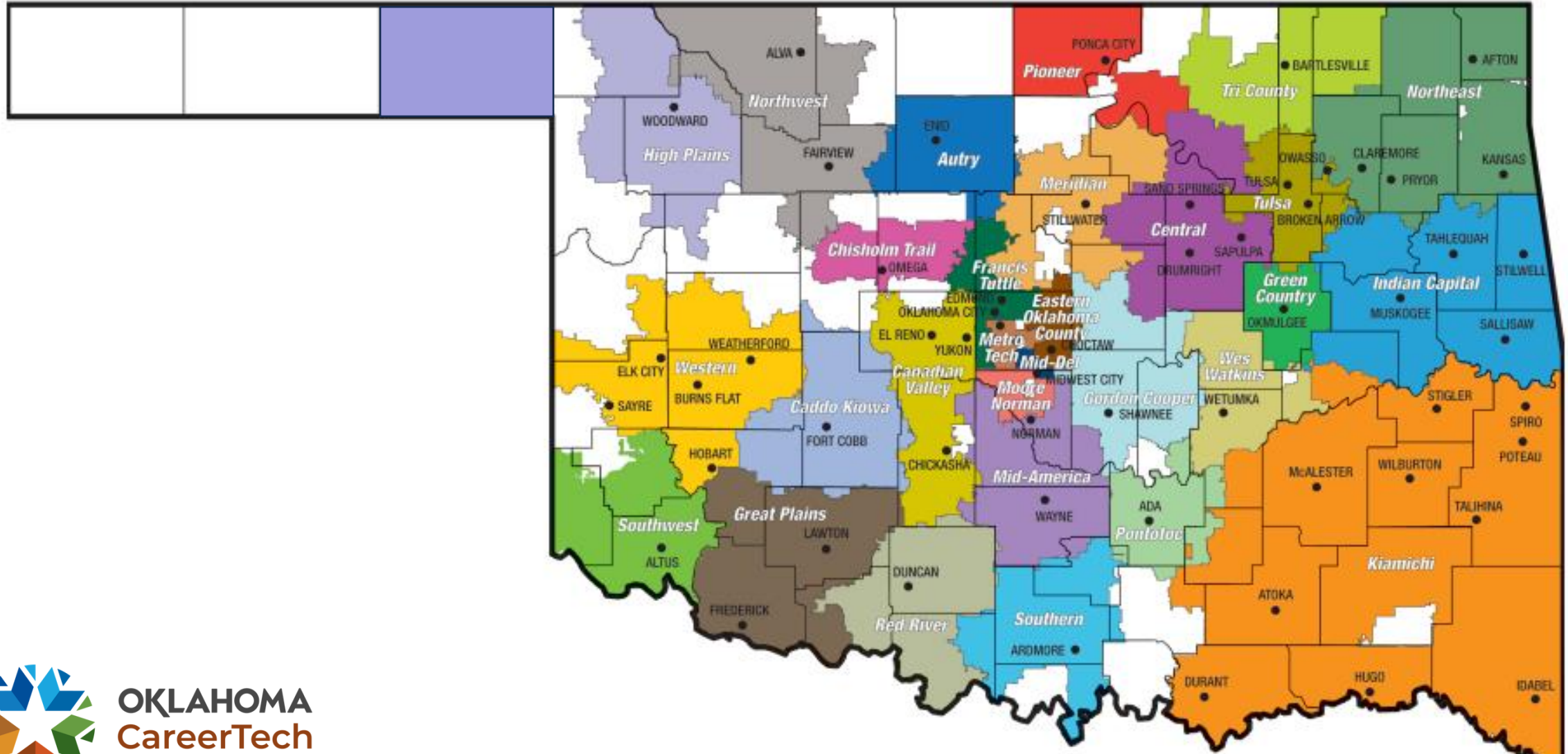


# CareerTech Delivery Arms



**OKLAHOMA**  
**CareerTech**

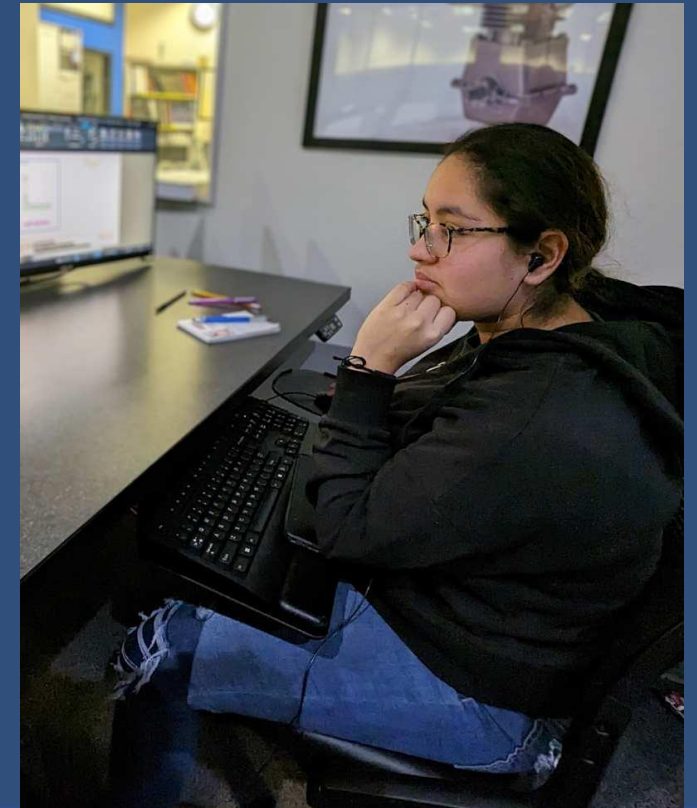
# CareerTech Technology Center Districts





# District Technology Centers

- Locally determined districts & programs tailored to demographics and employer needs
- High school students in-district attend tuition-free with transportation provided (includes homeschool & private school)
- Adult students pay nominal tuition



# Business and Industry Programs

- 8,764 Companies Served
- Offered jointly by Oklahoma Department of CareerTech and local technology centers
- Each local technology center works with the business and industry communities in their district



# Challenges and Apprenticeship Solutions

## Industry Challenges

- Qualified applicants
- Skills mismatch
- Turnover rates
- Internal training liabilities

## Education Challenges

- Enrollment capacity
- Resources
- Occupational areas

## Employee Challenges

- Tuition costs
- School schedules

## Apprenticeship Solutions - Industry

- Increased talent pool
- Specifically aligned
- Loyalty and retention
- Cooperated assistance

## Apprenticeship Solutions - Education

- Additional enrollments
- Less per student
- Additional programs

## Apprenticeship Solutions - Apprentice

- No cost
- Work-friendly flexible schedules



# 5 Key Components of an Apprenticeship



## PAID JOB

Apprenticeships are jobs, and apprentices earn competitive wages from their employers allowing them to earn and learn.



## CLASSROOM LEARNING

Most apprenticeship opportunities include classroom instruction and often provide college credit. Choose a training partner, such as a technology center, community college, private training provider or online training provider.



## WORK-BASED LEARNING

Programs provide structured on-the-job learning using a model that is either time-based, competency-based or a hybrid approach.



## CREDENTIALS

Upon program completion, apprentices earn a portable, nationally-recognized credential within an industry.



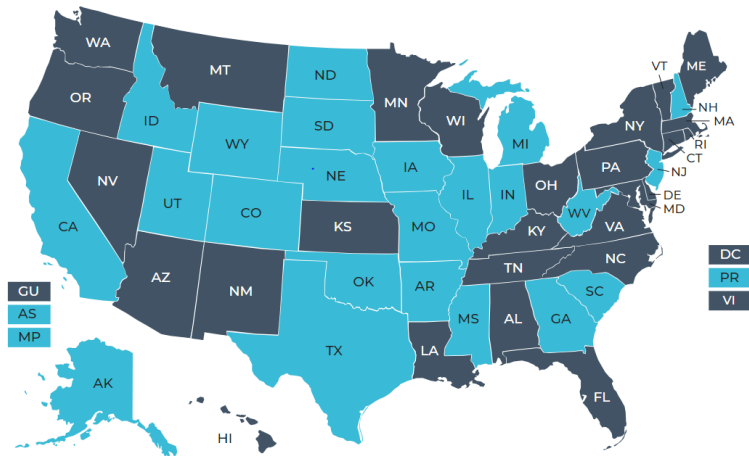
## MENTORSHIP

Offer the opportunity to form an internal mentorship program to provide one-to-one support to apprentices..



# US Department of Labor vs. CareerTech

- United States Department of Labor Registered Apprenticeship Program (RAP)
- State Registered Apprenticeships



- OK CareerTech Apprenticeships (CTA)
- Non-Registered Apprenticeships



U.S. DEPARTMENT OF LABOR

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# Industry Driven Partnerships

- Collaborative Planning
  - Employers directly shape training content and delivery methods.
- Resource Sharing
  - Companies often provide equipment, expertise, and training facilities.
- Industry Validation
  - Skills are verified through workplace competency performance metrics.

# Website- "Approved Employers"



TRANSLATE



CAMPUSES



LIVE EVENTS



CALENDAR



MENU



## Current Approved Employers

- Accurate Heating, Air Conditioning and Plumbing | [accuratehvacp.com](https://accuratehvacp.com)
- Advantage Plumbing Heating and Cooling | [youneedadvantage.com](https://youneedadvantage.com) | **Now hiring!**
- Air-O Heat & Air Conditioning | [air-o.com](https://air-o.com)
- Ambassador Heating & AC | [ambassadorhvacr.com](https://ambassadorhvacr.com)
- B & L Heating & Air Conditioning | [blheatcool.com](https://blheatcool.com)
- C-Star Management | [c-star.com](https://c-star.com)
- Coleman Cooling LLC | Pawnee, OK
- Integrated HVAC | [integratedok.com](https://integratedok.com) | **Now hiring!**
- Ironclad Heat and Air, LLC | [theironcladway.com](https://theironcladway.com)
- OnSite Heat and Air, LLC | [onsiteheatandnair.com](https://onsiteheatandnair.com)
- Silver Creek Heat & Air, LLC | [silver-creek-hvac.com](https://silver-creek-hvac.com)
- Sitton Mechanical | [sittonmechanical.com](https://sittonmechanical.com)
- Slack's HVAC and Construction LLC | Oklahoma City, OK
- Stark's Pro Mechanical | [starkspromechanical.com](https://starkspromechanical.com)
- Stolhand-Wells Group | [stolhand-wells.com](https://stolhand-wells.com)



# Recognition of Prior Learning

- Related Instruction hours (RI)
  - Our school
  - Other Oklahoma Tech Centers
  - All other approved education institutions
- Previous On-The-Job Learning (OJL)
  - Current employer
  - Previous employer



# Oklahoma Success Stories



## Vision Care: Ophthalmic Medical Technician

- Limited Qualified Technicians
- Canadian Valley Tech Partnership
- Implemented the U.S. DOL Registered Apprenticeship Program

# Oklahoma Success Stories



## Urgent Care Clinics: Medical Assistants

- Local industry demand for more Medical Assistants
- Canadian Valley Tech Partnership
- Implemented Medical Assistant apprenticeship program

# Oklahoma Success Stories



## Heating, Ventilation, and Air Conditioning (HVAC)

- High demand
- High enrollment
- More techs needed
- Industry asked



# Oklahoma Success Stories



## Plumbing

- Industry asked
- No full-time program
- Most HVAC contractors are also Plumbing

# Oklahoma Success Stories



## Collision Repair

- Full-time program restoration
- Industry spoke
- US DOL RAP – Auto Body
- Ok CareerTech Apprenticeship - iCar

# Oklahoma Success Stories



## Industrial Technology

- Full-time program – low enrollment
- High local industry demand
- QAM asked - A & P license
- Transferable skills



Quality Aircraft Maintenance

# Oklahoma Success Stories



## Crystal Counselor

- Single Mom
- Food industry experience
- HVAC
- Waitlisted
- First apprentice - \$25/hour
- First cohort of graduates



# Oklahoma Success Stories

## Mason Shershon

- Motivated Individual
- Food Service Technician
- Hard Worker
- News Story



# Questions?



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