**German Apprenticeship Program**

**Out of the Box Education**

**HOW IT WORKS IN GERMANY**
- Dual Training: 2–3.5 years, rotation between company and school
- On the job training with companies
- Theoretical training in vocational schools
- 3–4 days a week, based on training contract between company and trainee
- 1–2 days a week, run by the state

**CURRENT SITUATION IN GEORGIA**
- GA manufacturing lacks skilled industrial mechanics, electricians, machinists, etc.
- Students assume that after high school, a four year college degree is their only option for a good paying job
- Dual enrollment apprenticeship program is available in Coweta County with the Georgia Consortium for Advanced Technical Training (GACATT)

**OUR APPROACH TO IT:**
- Fill the void for Georgia Manufacturing through a formal apprenticeship program modeled after the German program’s advanced manufacturing technician apprenticeship.
- Students could finish with a high school diploma, apprenticeship certificate accredited by Germany, and certificates/diploma/associate degree through West Georgia Technical College (WGTC)

**WHO DOES WHAT:**

**The Central Educational Center (CEC) will:**
- Provide the primary support mechanism for students interested in an apprenticeship
- Manage the Work Based Learning system key to this program
- Track the overall educational status of the students enrolled
- Provide information to potential students and their parents on this program and its potential value
- Assist in enrolling students for a viable program

**GACATT manufacturing companies who host an apprentice will provide:**
- Hands on training as required by the German Apprenticeship program (estimated 7.5 - 20 hours per week, summers and other school breaks are possible)
- Provide an hourly wage for on-site training/work time
- Commitment to a job offer following successful completion of the high school diploma and apprenticeship certificate program
- Continued support of the student to complete the associate degree program even after completing sufficient coursework to receive the high school diploma and passing apprenticeship test
APPRENTICESHIP GUIDELINES

- Apprentices are students - primary responsibility while performing Work Based Learning to develop the required skills to complete the apprenticeship test
- Students must enroll through the CEC; the CEC will track student progress through the program
- Companies will adhere to the Work Based Learning guidelines as established by the CEC
- Companies will provide evaluations per CEC criteria
- Apprentices may/should work 7.5 – 20 hours per week during the school year; more hours are permitted in summer and during school breaks
- Companies participating agree to a uniform wage scale based on an hourly rate; the year of service should be tied to WGTC curriculum completion.
  - Year 1 = $8.00/hour • Year 2 = $10.00/hour • Year 3 = $12.00/hour
- No benefits or bonuses are part of the compensation unless mandated by law (Workman’s comp, etc.)
- Students must provide proof of medical insurance (parents or other outside source)

APPLICATION PROCESS

1. Attend SB2 (Dual Enrollment Night) at the Central Educational Center or grab an apprenticeship application from the table at the Electives Fair or from your high-school counselor
2. Return completed application to your high-school counselor’s office
3. Complete the Accuplacer Test
4. Qualified applicants and parents/guardians will meet with local manufacturers
5. Applicants will undergo interviews with the manufacturers and attend an onsite info-session

BENEFITS FOR YOUNG PEOPLE

- Guaranteed job offer
- Recognized certificate
- Income while getting trained
- Practical orientation
- Supports families that are not able to pay for college education, but want to give their children a profession

BENEFITS FOR THE INDUSTRY

- Secures skilled labor
- Pipeline for application process
- Reduces cost of settling-in
- Increases motivation and loyalty to company
- Companies have immediate impact on job specific qualifications
- Better performance

APPLICANTS MUST MEET THE FOLLOWING CRITERIA TO BE CONSIDERED FOR THIS APPRENTICESHIP:

✓ BE ON TRACK FOR GRADUATION
✓ HAVE A GOOD ATTENDANCE/DISCIPLINE RECORD
✓ PASS ACCUPLACER TEST
✓ HAVE RELIABLE TRANSPORTATION TO AND FROM WORK
✓ PARENTS AGREE TO ATTEND ORIENTATION MEETING
✓ STUDENTS WHO MEET ENTRY REQUIREMENTS WILL BE CONTACTED FOR INTERVIEWS

Enroll through CEC: www.centraleducationalcenter.net