

Nomination Category: Outstanding Apprenticeship Partner

Nominee: Cape Fear Community College

1) How does the Outstanding Apprenticeship Partner contribute to the improvement of Registered Apprenticeship?

CFECA invites us (CFCC) to its monthly meetings where we can recruit new employers to join our apprenticeship program, gain input on our curriculum and training, and keep CFECA members informed program highlights. CFECA holds a yearly fundraising event where the proceeds raised are donated to a special scholarship fund for Electrical Apprenticeship students. This year they awarded over \$6,000 to students to help them with tools and supplies through the Robert Massengill Scholarship fund.

2) How has the partner been innovative in their strategy in engaging new talent into Registered Apprenticeship? How has the partner made efforts to include under-served populations that would not have likely been exposed to this occupation?

This partner is very innovative in its recruitment efforts and understands the competitiveness in today's job market for employees. The members of CFECA have written letters of support for a grant we received to provide transitional employment opportunities to people who have been incarcerated. Additionally, they promote women in this historically male dominated profession.

3) Describe how partnership is sustainable and replicable. How is it considered to be a best practice?

It has proven itself sustainable as our close partnership has existed for almost 3 years now and has only grown stronger. It is easily replicable and a best practice through the monthly or more communication through meetings and emails. Because the employers are kept up to date with things happening at the college they can follow up with employees to make sure they benefit. Recently, with GEER and HEERF Covid funds employers would help us make sure eligible students applied for the assistance funds. That says a lot about how much they value their employees (and our students).

4) How does their partnership work with the following: industry organizations, education partners, economic development entities, non-profits, career centers, chambers of commerce, youth serving organizations, and any others?

CFECA is an industry organization but they also bring in the NCDOI and other essential industry partners to inform their members. CFECA has welcomed presentations by the Cape Fear Workforce Development Board contractors. Additionally they are always a supporter of grants we write stating they will mentor and hire under-served populations including those who have been incarcerated. They created a scholarship in the name of one of their founding members that solely benefits our students at CFCC in the Electrical Apprenticeship program. This scholarship helps students buy tools and equipment needed but that is often out of reach for young people. We are currently working with CFECA on opportunities in the local high schools to create seamless pathways where high school electrical pathways exist and build pathways where they do not. The biggest winners are our students who gain support from their employers, CFECA and CFCC.