

San Jacinto College

Crosswalks Linking Apprenticeships and Workforce Courses: Blueprint for a Statewide Model



**2021 Bellwether Finalist
Workforce Development**

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College Overview



Central Campus



**Generation Park
Campus**



Maritime Campus



North Campus



South Campus



San Jacinto College Overview

San Jacinto College has been serving the communities and citizens of East Harris County for the past 58 years. San Jacinto College operates 5 campuses located conveniently throughout the service area. A wide variety of educational opportunities are offered at the College to employers and residents of Harris and parts of Galveston County. With over 35,000 students enrolled in credit programs and over 8,000 enrolled in non-credit programs annually, San Jacinto College is preparing students to earn degrees and industry certifications to meet the growing workforce demand.

San Jacinto College offers courses that keep workers up to date on the latest technologies in industries such as aerospace, health care, manufacturing, maritime, and petrochemical. Each program works with an advisory committee of industry experts to ensure that industry needs are being met and the College graduates are employed.



SAN JACINTO COLLEGE BOARD OF TRUSTEES

- Pos. 1** Mrs. Erica Davis Rouse
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ACCREDITATION

San Jacinto College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate and bachelor's degrees. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of San Jacinto College.

281-998-6150 | www.sanjac.edu

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An Equal Opportunity Institution

WHO WE SERVE

San Jacinto College serves the communities and citizens of East Harris County, Texas. In addition to portions of the Pearland and Humble ISDs, the San Jacinto College taxing district includes Channelview, Deer Park, Galena Park, La Porte, Pasadena, and Sheldon ISDs. The College's service area also incorporates the Harris County portion of Clear Creek ISD.

CITIES IN THE SAN JACINTO COLLEGE DISTRICT

Channelview	Humble (portions)	Nassau Bay*	Shoreacres
Deer Park	Jacinto City	Pasadena	South Houston
El Lago*	La Porte	Pearland**	Taylor Lake Village*
Galena Park	Morgan's Point	Seabrook*	Webster*

*Cities in the service area only
**Portions of Pearland are in the taxing district. The remainder is in the service area.

SAN JACINTO COLLEGE LOCATIONS

Administration Office 4624 Fairmont Parkway Pasadena, Texas 77504	North Campus 5800 Uvalde Road Houston, Texas 77049	Maritime Campus 3700 Old Hwy. 146 La Porte, Texas 77571
Central Campus 8060 Spencer Highway Pasadena, Texas 77505	South Campus 13735 Beamer Road Houston, Texas 77089	Generation Park 13455 Lockwood Rd. Houston, Texas 77044
		Online www.sanjac.edu/online

BUDGETED REVENUE (FY2021)

TOTAL REVENUE: \$296,686,109

TOTAL UNRESTRICTED OPERATING BUDGET: \$177,002,076

State Appropriations \$42,079,966	Maintenance and Operations Taxes \$72,940,110
Tuition \$59,947,000	Other Income \$2,035,000

TOTAL RESTRICTED REVENUE \$116,930,833	DEBT SERVICES TAXES \$36,920,763
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TUITION (Based on 12 credit hours)

         	     
IN-DISTRICT \$936 (\$78 per credit hour)	OUT-OF-DISTRICT \$1,620 (\$135 per credit hour)

         
OUT-OF-STATE \$2,520 (\$210 per credit hour)

NO FEES for general services, labs, technology, distance learning, courses, or incidentals

Students are responsible for course materials, equipment, and other program-specific requirements. Tuition rates are effective fall 2019 semester.

31,110 STUDENTS COLLEGE-WIDE*

*Unduplicated College-wide: Cross-campus enrolled students are counted only once for College-wide purposes.



FALL 2020 HEADCOUNT BY INTENT

20,907 (67.2%) Earn Associate Degree	6,548 (21.0%) Earn Credits for Transfer	304 (1.0%) Seek Personal Enrichment
1,728 (5.6%) Earn Certificate	1,043 (3.3%) Improve Job Skills	580 (1.9%) Did Not Respond



FALL 2020 CAMPUS ENROLLMENT

15,170 (35.3%) Central Campus (includes Maritime)
11,997 (27.9%) North Campus
13,529 (31.4%) South Campus
2,335 (5.4%) Generation Park Campus



FALL 2020 STUDENT ATTENDANCE

9,024 (29.0%) Full-time
22,086 (71.0%) Part-time

GRADUATES BY CREDENTIALS (FALL 2019-SUMMER 2020)

7,135 CREDENTIALS

1,455 (20.4%) Associate of Applied Science	742 (10.4%) Certificate of Technology
2,152 (30.2%) Associate of Arts	1,010 (14.1%) Level 2 Certificate of Technology
287 (4.0%) Associate of Arts in Teaching	598 (8.4%) Occupational Certificate
846 (11.9%) Associate of Science	45 (0.6%) Advanced Technical Certificate



2,966 TRANSFERS TO FOUR-YEAR INSTITUTIONS

TOP 10 COMMUNITY COLLEGE FOR 2021

The Aspen Institute recognizes high achievement and student success in America's community colleges.

After being selected as a Rising Star Award recipient from more than 1,100 community colleges across the country in 2017, San Jacinto College was once again designated as a Top 10 community college for 2019 and 2021.



FALL 2020 STUDENT CHARACTERISTICS

ETHNICITY

202 (0.7%) American Indian or Alaskan Native	226 (0.7%) International
1,840 (5.9%) Asian	30 (0.1%) Native Hawaiian or Other Pacific Islander
3,042 (9.8%) Black or African American	6,235 (20.0%) White
19,175 (61.6%) Hispanic or Latino Origin	360 (1.2%) Unknown or Not Reported

AGE

6,930 (22.3%) 17 & Under	2,012 (6.5%) 35-49
12,746 (41.0%) 18-21	391 (1.2%) 50+
9,031 (29.0%) 22-34	

AVERAGE AGE: 22.3*

*Unduplicated College-wide

GENDER

19,107 (61.4%) Female	12,003 (38.6%) Male
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FACULTY AND PERSONNEL* (2019-2020 ACADEMIC YEAR)

Administrators**	122
Faculty***	1,472
Full-time Support Staff	694
Total	2,288

*Faculty duplicated College-wide (includes Maritime)

**Includes deans and directors

***Full-time and part-time. Part-time numbers based on having worked the last nine months.



21.1 AVERAGE CLASS SIZE*

28:1 STUDENT/FACULTY RATIO**

*Average class size is computed by summing all enrollments in all courses and dividing by the total number of courses.

**Full-time and part-time faculty. The student-to-faculty ratio is computed as follows: total unduplicated student headcount divided by total unduplicated faculty who taught a course in the fall semester.

Partnering for Student Success



Partnering for Student Success

Background

Based on demand through the Department of Labor to increase the opportunities for apprenticeships, San Jacinto College (SJC) began intensive research of what those opportunities could/should be. It was also important to understand the mindset of the local industries in the San Jacinto College service area and develop the best ways to encourage the use of the apprenticeship model, including apprenticeships registered with the Department of Labor. Texas is a non-union state and in 2015, was not likely to change.

Early Foundation

In June 2016, a representative from the Houston office of the Department of Labor (DOL) asked if Dr. Sarah Janes – Associate Vice Chancellor, SJC – would facilitate a committee including community colleges and industry to review the DOL Registered Apprenticeship Evaluation Process and to compare the requirements for instructors of registered apprenticeship programs with those of community college instructors. The committee of three community colleges and two industry representatives began meeting monthly with the name of the Houston Area Apprenticeship Advisory Committee. After reviewing the DOL evaluation document, it was determined that the document was thorough in covering all aspects of the training program. However, the items required only a ‘yes’ or a ‘no’ response. The committee believed that additional information was needed to truly understand the reason for the responses and, therefore, suggested that a comment box be added to explain why a particular response had been given. As for the qualifications for instructors, the committee compared those of registered apprenticeships with those required by the Texas Higher Education Coordinating Board (THECB) and the Southern Association for Colleges and Schools (SACS) and found that there were, basically, no differences.

During the review of apprenticeship information, the committee realized that there was no consistent process for registered apprentices to transfer their documented learning to a community college. The committee decided that, with the new emphasis on apprenticeships as well as the recent Texas collaboration between the Texas Workforce Commissions (TWC), THECB, and the Texas Education Agency (TEA), it would be a good time to approach TWC and THECB about developing a consistent process for allowing those who had completed a registered apprenticeship to transfer to a community college in Texas to complete an associate degree.

Both TWC and THECB both agreed that a crosswalk from a registered apprenticeship completion to a community college would be an enhancement to the opportunities available to all students in Texas for their future success.

Crosswalk Development Process



Everyone who participated in the first night of the first Crosswalk Workshop.

Texas Workforce Commissioner Julian Alvarez presenting proclamation from Texas Governor Abbott to San Jacinto College Board of trustees President, Marie Flickinger and Dr. Sarah Janes, Facilitator of the Crosswalk Project.



Commissioner Alvarez speaking to the participants about the benefits of developing the crosswalks.

Crosswalk Development Process

Funding

The joint meeting with Commissioner Julian Alvarez/TWC and Assistant Commissioner Rex Peebles/THECB was held in late July 2017. It was determined that equal funding would come from both agencies and the Crosswalk Project would begin in fall 2017. Funding from THECB came from the Perkins Leadership Award. Total funding for the project was \$47, 500. This funding included lodging for participants and meals during the workshop. It also included costs of an administrative assistant and other supply costs.

Partners

In order to comply with funding requirements, a Steering Committee was established that included the Houston Area Apprenticeship Advisory Committee and other community colleges outside of the Houston area. The Steering Committee included representatives from:

- Blinn Community College
- Brazosport Community College
- Dallas County Community College District
- Del Mar College
- San Jacinto College
- Texas State Technical Colleges
- Texas Workforce Commission
- U. S. Department of Labor
- Texas Carpenters and Millwright Training Trust Fund

The first meeting was held in September 2017 just prior to the first annual TWC Apprenticeship Conference. The committee decided to meet bi-weekly by teleconference with the crosswalk workshop to be held the end of National Apprenticeship Week, November 15 – 17, 2018.

During the bi-weekly meetings, members discussed which program areas would be addressed. Decisions were made based on 1) what registered apprenticeship companies offered their own training in Texas, 2) what programs were offered at community colleges in Texas and 3) which skill areas produced the most journeymen at this time. The top eleven were chosen with others to follow as funding was available. The top eleven were:

- Carpentry
- Electrical Technician
- HVAC
- Machinists
- Masonry
- Mechatronics
- Millwright
- Pipefitting
- Plumbing
- Sheet Metal Workers
- Welding

It was also determined that for each skill area, there should be a facilitator, a recorder, community college faculty from that specific area and at least one subject matter expert (SME) from a registered apprenticeship organization. As it turned out, this did not happen in each case.

Each member of the Steering Committee was responsible for securing faculty from their institutions as well as industry representatives from their area. Working with TWC and sending email requests through the THECB list serve accounts, other community colleges and companies also became involved.

The first workshop opened on Wednesday, November 15, 2017 with an evening dinner with a welcome and proclamation from the Texas Governor presented by Commissioner Julian Alvarez. An overview of the workshop was presented. On Thursday morning, participants were separated into their various skill areas and proceeded to work through the crosswalks discussing the specific skills necessary to meet DOL approved requirements and in what courses approved by the THECB in the Workforce Education Curriculum Manual these skills may be addressed. Most teams completed their assignment by the end of the day on Thursday. Others were complete by noon on Friday. Following the workshop. The administrative assistant compiled the information electronically in the different matrices, sent them out to the teams for approval, and made any necessary changes.

Results

In January 2018, Dr. Janes presented the results of the workshop to THECB and TWC at the annual THECB Perkins Leadership Conference. From that point, both TWC and THECB placed the Crosswalks with the ancillary information on how they should be used on their websites.

The subject matter experts that attended the meeting declined to be reimbursed for their travel expenses. That left enough funding to conduct a similar crosswalk workshop in a different location. We were able to condense the format for the additional skill areas to one-and-a-half days. These seven crosswalks – Boilermakers, Concrete Workers, Diesel Workers, Elevator Operators, Glazers & Painters, Heavy Equipment Operators, and Ironworkers - were developed on May 10-11, 2018 at Del Mar College in Corpus Christi, Texas.

Overall, participation from community college faculty as well as from registered apprenticeship companies was overwhelmingly positive. Most asked to be included in any new similar projects. College faculty were pleased with the knowledge they had gained from the SMEs about what benefits apprenticeships have to offer. SMEs were pleased with the knowledge they gained about college courses. Both created relationships for future communication.

These crosswalks are beneficial to the individuals who complete their apprenticeship and become journeyman. They can use that DOL Certification to gain transfer credit to a community college in Texas and be on their way to an associate degree. Community colleges can use the crosswalks to work with industry and, possibly, provide the related training that is a part of a registered apprenticeship. Community colleges can also use the crosswalks to

determine what courses to offer to begin a program. These crosswalks can also help community colleges increase enrollment. Apprenticeship companies can use the crosswalks to encourage individuals to become their apprentices with the vision of also completing an associate degree.

Please see copies of some of the matrices on the following pages as well as ancillary information.

Additional crosswalks can be found at:

Texas Workforce Commission (TWC)

<https://www.twc.texas.gov/files/students/apprenticeship-crosswalk-matrix-twc.pdf>

<https://www.twc.texas.gov/files/students/apprenticeship-crosswalk-matrix-2-twc.pdf>

Texas Higher Education Coordinating Board (THECB)

<https://www.highered.texas.gov/institutional-resources-programs/public-universities-health-related-institutions/other-institutional-resources/crosswalks-linking-apprenticeship-training-and-workforce-courses/>

Public
Community,
Technical, &
State Colleges

Crosswalks Linking Apprenticeship Training and Workforce Courses

Public
Universities &
Health Related
Institutions

The Apprenticeship Crosswalks Project

Establishing clear links between the steps in a student's education pathway is key to supporting credential completion, particularly in Career and Technical Education (CTE), where students use a variety of learning modalities to build their careers, including secondary and postsecondary classroom instruction and credentials, apprenticeships, internships and employment experiences.

Texas Success
Initiative and
Developmental
Education

The goal of a recent statewide project by San Jacinto College was to make one of these links explicit through the creation of crosswalks between U.S. Department of Labor registered apprenticeship training programs and Texas Higher Education Coordinating Board (THECB) approved CTE courses. This work was supported by the Texas Workforce Commission and a THECB Perkins Leadership Grant.

College and
Career
Readiness
Standards

Field experts were utilized to put together the Apprenticeship Crosswalks. In November 2017 and May 2018, technical faculty and representatives from various training organizations offering registered training programs met to define appropriate crosswalks from the skills and training taught in those programs and the courses in the THECB Workforce Education Curriculum Manual, commonly known as WECM. Eighteen crosswalks in various CTE fields were developed through this consultative process.

Academic
Program
Development
&
Modifications

The Apprenticeship Crosswalks are designed to help Texas community colleges, employers, and training organizations work together to assure college credit for individuals who have completed a registered apprenticeship program. For instance, colleges can use these crosswalks and work within their own college guidelines to provide credit for prior learning for those journeymen who have completed a registered apprenticeship.

Academic
Program
Reviews

The Resources

Eighteen Apprenticeship Crosswalks are available in the following fields:

Research
Funding in
Texas

- | | |
|-----------------------------|------------------|
| 1. Boilermaker | 10. Ironworker |
| 2. Carpenter | 11. Machinist |
| 3. Concrete Worker | 12. Masonry |
| 4. Diesel | 13. Mechatronics |
| 5. Electrical | 14. Millwright |
| 6. Elevator Operations | 15. Pipefitter |
| 7. Glazer & Painter | 16. Plumber |
| 8. Heavy Equipment Operator | 17. Sheet Metal |
| 9. HVAC | 18. Welding |

Uniform
Admissions

A brief user guide and crosswalks are available here: [Apprenticeship Crosswalks](#)

Emergency
Aid Network

Inquiries about Perkins State Leadership Grants can be directed to Mindy.Nobles@hiobersd.texas.gov.

Transfer
Resources

Other
Institutional
Resources

Universities
and Health-
Related
Institutions
Liaisons

Private
Postsecondary
Institutions

OERTX
Repository

Institutional
Grant
Opportunities

Funding &
Facilities

Crosswalks

1. Carpenter
2. Electrical technician
3. Glazers & Painters
4. Heavy Equipment
5. Millwright

	CARPENTER	1029, 1329, 1429	1001, 1201, 1301	1011, 1311, 14	1011, 1311, 14	1015, 1315, 14	1023, 1323, 1423	1025, 1325, 1425	1049, 1449	1041, 1341, 1441	1033, 1333, 1443	1039, 1339, 1439	1300, 1400	1045, 1345, 1445	1021, 1221, 1321	2047, 2447	1000, 1200, 1300, 1400	1001, 1301, 1401	1303, 1403	1017, 1317	1041, 1341	1343	1049	2447	2010, 2310, 2440	1091, 1191, 149	1010, 1110, 12	
Introduction to Carpentry	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Introduction to the Construction Industry	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Construction Methods & Materials I	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Construction Methods & Materials II	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Construction Tools & Techniques	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Residential & Light Commercial Blueprint Reading	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Concrete I	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Concrete II	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Field Engineering	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Construction Technology I	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Construction Technology II	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Roof Systems	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Wall Systems	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Floor Systems	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Forms & Foundations I	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Forms & Foundations II	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Exterior Finish Systems	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Construction III	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Construction IV	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Fundamentals of Residential Building Science	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Interior Finish Systems	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Industrial Scaffolding & Rigging	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Statics	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Introduction to Welding	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Industrial Mathematics	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Technical Calculations	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Technical Trigonometry	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Technical Algebra	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Technical Algebra & Trigonometry	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Technical Math Applications	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Green Building	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Commercial/Industrial Blueprint Reading	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Special Topics in Construction/Building Technology/Technician	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Basic Construction Safety	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

Electrical	ELPT 1311	ELPT 1319	OSHT 1321	ELPT 1321	CNBT 2010	ELPT 1325	ELPT 2025	ELPT 1320	ELPT 1329	ELPT 1345	ELPT 2005	ELPT 2000	XX91
	Basic Electricity Theory	Fundamentals of Electricity I	Fire Protection Systems	Introduction to Electrical Safety & Tools	Commercial/Industrial Blueprint Reading	National Electrical Code I	National Electrical II	Fundamentals of Electricity	Residential Wiring	Commercial Wiring	Motors & Transformers	Cooperative Education-Electrical & Power Transmission Install.	General
Skills													
Basic Electrical Mathematics	X	X						X	X	X	X		
Safety & First Aid	X	X		X		X		X	X	X	X		
Care & Use of Hand Tools				X				X	X	X	X		
Care & Use of Power-Operated Tools				X									
Blueprint Heading & Electrical Symbols					X				X	X			
National Electrical Code Requirements	X	X	X	X		X	X		X	X	X		
Electrical Fundamentals & Basic Theory	X	X						X	X	X	X		
Principles of Alternating Current Circuits								X			X		
Principles & Circuitry of Direct Current	X	X						X			X		
Portable Electric Measuring Devices	X	X		X				X	X	X	X		
Wiring Methods	X	X	X					X	X	X	X		
Low Voltage Circuits		X	X					X					
Appliances					X		X						
Interior Distribution					X	X			X	X			
Industrial & Commercial Calculations						X				X	X		
Motors & Generator							X	X			X		
Practical Circuit Sketching					X		X	X	X	X	X		
Transformers							X	X	X	X	X		
Illumination & Design					X		X	X	X	X	X		
Primary Distribution							X	X	X	X	X		
Fundamental of Electronics							X	X	X	X	X		
Medium Voltage Circuitry						X	X	X	X	X	X		

MILLWRIGHT	Millwright I		Millwright II		Millwright III		Millwright IV		Millwright V		Print Reading for Machining Trades		Fundamentals of Computer Numerical Control (CNC) Machine Controls		Millwright VI		Hydraulics & Pneumatics		Millwright VII		Millwright VIII		
	MCHN 1425, 1325, 1025	1429, 1329, 1029	MCHN 2005, 2305, 2405	MCHN 2007, 2307, 2407	MCHN 2012, 2312, 2412	MCHN 1002, 1302	MCHN 2003, 2303, 2403	MCHN 2014, 2314	HYDR 1045, 1345, 1445	MCHN 2016, 2316	MCHN 2018, 2318												
Skills																							
Safety & Accident Prevention	X	X	X	X																			
Intro to Millwright	X																						
Math for Trades	X	X	X	X																			
Blueprint & Layout	X	X	X	X																			
Lubrication																							
Hydraulics & Pneumatics																							
Mechanical Drive																							
Conveyor																							
Machine Align																							
Pump Repair																							
Compressor Fan & Blower																							
Turbine																							
Bearings																							
Welding																							
Seals/Mechanical Seals																							
Gear Box																							
Rigging Signal																							
Aerial Lift	X	X	X	X																			
PITO	X	X	X	X																			
Advanced Optic Alignment																							

How to Use an Apprenticeship Crosswalk

4 – 30-18

Note:

1. Crosswalks have been designed using Work Plans as approved by the Department of Labor for the specific industry sectors and cross-walked to courses in the Texas Higher Education Coordinating Board – Workforce Education Curriculum Manual.
2. Teams of community college faculty and industry specific subject matter experts developed the cross-walks.
3. Thirty-eight individuals from 7 community colleges and 8 Department of Labor Registered Apprenticeship organizations participated.

Basic Assumptions:

1. The crosswalks have been designed to encourage and help colleges be more efficient and consistent in developing MOU/partnerships with DOL Registered Apprenticeships in Texas.
2. The crosswalks are designed to be used when the individual requesting transferability has completed the apprenticeship.
3. The crosswalks are applicable only when a community college offers those courses/program.
4. The college chooses which courses, as per their program, will transfer.
5. The college follows its own policies and procedures regarding transfer of credit/credit for prior learning.

HOW TO USE THE CROSSWALK

Student who has completed an apprenticeship and wants to pursue a community college certificate or degree –

1. Student takes copy of certification of apprenticeship completion to a community college with which the registered apprenticeship organization has a Memorandum of Understanding or to any other community college in Texas that offer a program in which the individual has completed the apprenticeship.
2. Student visits with appropriate community college personnel to determine what classes the college offers in that program for which the student can receive credit.
3. College procedures and policies will dictate how many courses the student will be allowed college credit.

Community College with a program for which a crosswalk has been developed –

1. College can use the crosswalk to develop a relationship with a registered apprenticeship program that provides their own classroom training and, subsequently, write a Memorandum of Understanding defining specifically for what courses the apprentice will receive college credit once they have completed the apprenticeship.
2. College can use the crosswalk to determine for what courses an individual may get credit if an individual has completed an apprenticeship in a particular field. This does not depend on the college having an MOU with the training organization with which the individual completed the apprenticeship.

Registered Apprenticeship Organizations that provide their own classroom training –

1. Registered apprenticeship organizations should work with a community college to develop a pathway through which their apprentices can move through an apprenticeship to the community college to earn an associate degree and, possibly, beyond.

Colleges in Texas & Their Program Areas

Colleges - 11-24-18	Boiler Maker	Carpentry	Concrete Workers	Diesel Technician	Electrician	Elevator Technician	Glazers & Painters	Heavy Equipment Operators	HVAC Technicians	Iron Workers	Machinists	Masonry Workers	Millwrights	Pipefitters	Plumbers	Sheet Metal technicians	Welders
Alamo Com Col District																	
- St. Philip's College				x	x				x						x		x
Alvin Community College											x		x	x			x
Angelina College				x	x				x		x					x	x
Austin Community College		x	x		x		x	x	x	x		x		x		x	x
Blinn College District		x			x				x								x
Brazosport College					x				x		x		x	x			x
Brookhaven College																	
Cisco College									x								x
Clarendon College																	x
Coastal Bend College																	x
College of the Mainland					x				x		x			x			x
Collin Cty Com Coll Dist					x												
Dallas Cty Com Coll Dist																	
-Cedar Valley College				x	NC			x	x		NC						
-Eastfield									x		NC						NC
-Richland											NC						NC
Del Mar College		NC		x				NC					x				x
El Paso Com Coll Dist				x	x				x		x						x
Frank Phillips College																	x
Galveston College					x				x								x
Grayson College					x				x								x
Hill College									NC								NC
Houston Com Coll Sys					x			x	x		x						x
Howard College					x										x		
Howard Cty Jr Coll Dist																	
Kilgore College				x	x				x								NC
Lamar Inst of Technology		x															x
Lamar State College																	
- Orange																	X
- Port Arthur		X							X								X
Laredo Community College				X	X				X								X
Lee College					X						X		X	X			X
Lone Star College System																	
- CyFair											X						X
- Kingwood																	
- Montgomery											X						X
- North Harris		X	X	X	X			X	X	X	X	X		X	X	X	X
- Tomball					X						X						
- University Park											X		X				

Colleges	Boiler Maker	Carpentry	Concrete Workers	Diesel Technician	Electrician	Elevator Technician	Glazers & Painters	Heavy Equipment Operators	HVAC Technicians	Iron Workers	Machinists	Masonry Workers	Millwrights	Pipefitters	Plumbers	Sheet Metal technicians	Welders
McLennan Com College																	
Midland College				X	X				X								X
Mountain View College					X						X						X
Navarro College				X									X				X
North Central Texas Coll				X				X			X		X				X
Northeast TX Com College					X								X				X
Odessa College				x							x						x
Panola College																	x
Paris Junior College		x						x									x
Ranger College											x						x
San Jacinto Com Coll Dist																	
- Central Campus					x												x
- North Campus				x	x										x	NC	x
- South Campus																	
South Plains College				x					x		x						x
South Texas College				x	x				x								x
SW Collegiate Inst for the Deaf																	x
Southwest TX Jr College				x					x								x
Tarrant County College District																	
- South Campus								x									x
Temple College											NC						
Texarkana College				x	x				x								x
Texas Southmost College																	
Texas State Tech College																	
- Fort Bend					x				x		x						x
- Harlingen		x							x		x		x				x
- Marshall					x						x						x
- North Texas									x		x						x
- Waco		x			x				x		x				x		x
- West Texas									x		x						x
Trinity Valley Community College									x		x						x
Tyler Junior College									x								
Vernon College									x		x						x
Victoria College		x			x				x				x	x	x		x
Weatherford College									NC		NC						NC
Western Texas College																	x
Wharton County Junior College									x		x						x

Outreach

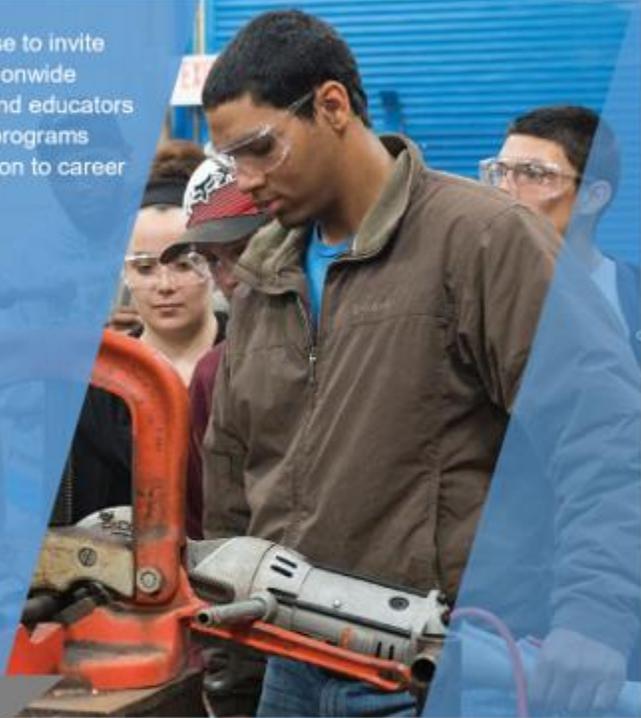


Find out about apprenticeship opportunities in the Greater Houston / Galveston area in a FREE webinar!

Register Here

The Houston Area Apprenticeship Council is please to invite you to a weeklong virtual webinar as part of a nationwide celebration that gives businesses, communities, and educators the opportunity to showcase their apprenticeship programs and apprentices while providing valuable information to career seekers.

- Daily Presentations
- 1:00—2:30 PM
- November 8-14
- Virtual
- Variety of industry sectors
- Registration Required



Outreach

Request for Participants

In order to ensure that this was a statewide effort, the Houston Area Apprenticeship Advisory Committee worked with TWC to identify companies across the State that had active registered apprenticeships and would be interested in serving as valuable assets to the Crosswalk Project. Once identified, Dr. Janes contacted them to share the goals of the project and to gain their participation as Subject Matter Experts (SMEs). Dr. Janes worked with representatives of THECB to broadcast across the State to all community colleges the need for their participation through their college technical faculty. Due to timing and distances not all areas of the State were represented. Forty individuals from seven community Colleges and eight companies along with a DOL representative and a representative from TWC contributed to the Crosswalk Project.

Since the first meeting of the Steering Committee was held prior to the opening of the First Annual TWC Apprenticeship Conference, Dr. Janes was able to make the announcement of the Crosswalk Project at that convening during which community college and apprenticeship organizations participated.

Presentations

In the Spring 2018, presentations were made at the Texas Association for Community Education (TACE) conference and at the Texas Association for Career and Technical Education (TACTE) conference. Various members of the Crosswalk Project Teams served on the panels that made the presentations along with Dr. Janes.

Later in the summer, Dr. Janes was asked to present to the Texas Workforce Investment Board to explain to them how the crosswalks could be used and how they benefitted the workforce community.

Dr. Janes continues to make presentations at the Annual TWC Apprenticeship Conference explaining how the Crosswalks benefit community colleges as well as the workforce community. She continues to be an advocate for apprenticeships.



Register Here

Want to learn more about Registered Apprenticeship?

Visit the
[REGISTERED APPRENTICESHIP WEBSITE](#)



CONFERENCE SCHEDULE

Time	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
1:00	Opening Julian Alvarez <i>Texas Labor Commissioner</i>	TWC Celebration 1:30 – 3:30	Opening Lee Price <i>Texas State Director US-DOL Office of Apprenticeship</i>	Opening Desi Holmes <i>TWC Workforce Development Division Apprenticeship Director</i>	Opening Mike Temple <i>H-GAC Director</i>
1:15	Construction Career Collaborative (C3)		Emerald Electric	Gulf Coast Carpenters & Millwrights (GCCMTTF) Video, virtual tour, panels	Blinn College
1:30	Apache Oil Company		Gulf Coast Building and Construction Trades/MC3		TD Industries
1:45				College of The Mainland	
2:00			Houston Community College		
2:15			Lone Star College		
2:30			San Jacinto College		
			Texas A&M Univ Cyber Security		

Lessons Learned



Lessons Learned

Crosswalk Development Process

Looking back over the crosswalk development process, a few things were learned.

1. Time is precious. The participants are glad to help but also wanted to get back to work. So once provided with the tools they need, they need no more than a day and-a half to get it done.
2. The participants were the best promoters of what the crosswalks have to offer. Their participation on the panels for TACE and TACTE as well as the TWC conferences were very impressive to the audiences.
3. Getting community college faculty and registered apprenticeship SMEs together helped each group gain a greater respect and understanding for the other. They learned that they, basically, have the same goal in mind – training for a safe and better workforce.

San Jacinto College

San Jacinto College has learned far more about apprenticeships. We have learned that successful apprenticeship partnerships are based on:

1. Listening to the company needs.
2. Working with the company to determine the best model for them.
3. Following-up and staying in contact.
4. Collaborating on marketing.
5. Continuing to look for funding that supports apprenticeships.

The College continues to learn from other colleges as well as from the work with other companies. Since the early days of 2015 when apprenticeship was just a concept to be explored, apprenticeships have now become a part of the college mission as we expand to more companies in a variety of ways.

The Future



The Future

Houston Area Apprenticeship Advisory Committee

The Houston Area Apprenticeship Advisory Committee is still leading the area in serving as the leader in promoting apprenticeships – Registered Apprenticeships, Pre-Apprenticeships, Youth Apprenticeships. Since the early days of 2016, the committee has now grown from three community colleges to seven and from two companies to ten. There are also five independent school districts in the collaboration. A charter has been written that requires ‘active’ participation in the various events. The original two goals have been completed and three major goals exist:

1. to share apprenticeship opportunities with high school students and those who have not yet decided on a career or who want to transition to a new career,
2. to encourage more companies to invest in apprenticeships on their own or by working with community colleges, and
3. to develop more crosswalks as they are needed.

To address these goals, the committee held a webinar daily during National Apprenticeship Week in November 2020 from 1:00 PM – 2:30 PM for high school students during which 2 -3 companies each day shared information about their apprenticeships and conducted virtual tours. Each spring the committee holds a seminar to introduce companies to the apprenticeship model. There are two panels – one of company apprenticeship leaders and the other includes apprentices from those companies who share their experiences. The seminar ends with a “How-To” session on getting started and what community colleges have to offer in this regard. This spring the committee will embark on another crosswalk workshop to address three new areas – Scaffolding, Process Technology, and Fiber Network Technician.

As the committee has continued to grow, it has also been asked to include associate members from outside the Houston area who want to learn from our progress and begin similar collaborations in their area.

San Jacinto College

Because the College has developed strong partnerships with a variety of companies, the College has been able to apply for and receive funding focused on apprenticeships. This funding is providing the opportunities to expand and enhance our offerings to better meet the needs of our workforce community and our residents.

Department of Labor (DOL) – Scaling Apprenticeships – Texas is IT - **\$12million**

4 Colleges – Alamo, Austin, Dallas, and San Jacinto

Business Partners – IBM, Lockheed Martin, Rackspace, Cerner Corporation, Cisco

American Association of Community Colleges (AACC)-Expanding Community College Apprenticeships (ECCA) Grant – **\$150,000**

150 apprentices

Student Services

Free Classes on Mentoring, Online Instruction for instructors and company mentors

Free Classes for apprentices in Communication, Diversity, Teamwork, and Conflict Resolution

Gulf Coast Workforce Board – Expanding Apprenticeships - **\$17,000**

- 3 new registered apprenticeships
- Tuition and fees for new apprentices
- Maritime - Buffalo Marine and Kirby
- RWS – Construction Vehicles and Heavy Equipment

By **Jake Magee** | 6:19 PM Jul 19, 2019 CDT

The U.S. Department of Labor has awarded San Jacinto College a \$12 million grant to partner with other colleges and industry leaders to train at least 5,000 workers in information technology, according to a San Jacinto College press release.

San Jacinto College will team up with other schools—Alamo Colleges, Austin Community College and the Dallas Community College District—and businesses including IBM Corp., Lockheed Martin Corp., Rackspace, Cerner Corporation and Cisco Systems to train 5,000 IT apprentices and preapprentices over the next 48 months. The Texas Workforce Commission, the California Division of Apprenticeship Standards, the American Association of Community Colleges and the Houston-Galveston Area Council will all support the grant program, the release reads.

“Grants like these would not be possible without work from a great many people,” said Allatia Harris, San Jacinto College’s vice chancellor of strategic initiatives, at a July 17 press conference.

Texas had more than 960,000 IT employees in 2017, second only to California. The U.S. Bureau of Labor Statistics expects the IT field, which has added 1.5 million new jobs since 2010, to grow 13% nationally. The grant program exists to ensure the Texas workforce develops and maintains skills needed for such jobs, the release reads.

“The goals of this grant program include accelerating the expansion of apprenticeships to new industry sectors, promoting the large-scale expansion of apprenticeships across the nation, and increasing the apprenticeship opportunities for all Americans,” said Sarah Janes, San Jacinto College’s associate vice chancellor for continuing and professional development.

“Let me tell you that in working with everyone in this room, industry and community colleges together, we have hit the mark,” she said.

Apprenticeships: An Emerging Community College Strategy for Workforce Development (2019)

SAN JACINTO COLLEGE APPRENTICESHIP PROGRAMS^{33, 34}

San Jacinto College, located in East Harris County, Texas, offers several apprenticeship programs to help connect students to careers in local industries. Since 2015, the college has offered courses aligned with the registered Dow Chemical Apprenticeship Program, preparing students for careers in the petrochemical industry. Students start the program by taking full-time college courses and, over the course of the three-year program, transition to a mix of part-time course work and on-the-job training. Dow Chemical pays for students' tuition, books, and salary.

In addition to the program with Dow Chemical, San Jacinto partners with local businesses and industries to customize programs of study to meet specific employers' apprenticeship needs. Currently, the college is working with the Texas Workforce Commission and the Texas Higher Education Coordinating Board to create 18 industry "crosswalks" to map business needs with relevant community college courses, with the ultimate goal of establishing consistent practices across the state for awarding college credit for courses taken as part of a Registered Apprenticeship program. The college is also working on expanding these crosswalks to non-traditional apprenticeship fields, such as information technology.

Beyond expanding to new industries, San Jacinto is focusing on recruiting a more diverse pool of students. According to Dr. Sarah Janes, associate vice chancellor of continuing and professional development, many employers are looking for apprentices who already have two to three years of work experience and existing job-readiness skills. To fill this need, San Jacinto is looking for opportunities to recruit older students and to increase opportunities for pre-apprenticeships. In addition, the college is expanding recruitment strategies to reach more students of color and women. For example, when the college sends students and faculty to local career fairs to recruit new participants, they make sure to send people who represent the diverse local community.



Appendix

4-30-18

Note:
 1. Crosswalks have been designed using industry sectors and crosswalks.
 2. Terms of Education.

How to Use an Apprenticeship Crosswalk

Approved by the Department of Labor for the specific Texas Higher Education Coordinating Board - specific subject matter experts developed the crosswalk. Department of Labor Registered Apprenticeship colleges be more efficient and consistent in crosswalks in Texas. Crosswalking transferability has completed the offers these courses/program. Transfer instructor of credit/credits for prior learning. Community college certificate or degree - community college with which the transfer of the apprenticeship. What classes the college offers. Allowed college credit.

Perkins Project Crosswalk

Sept 3, 2017 - August 31, 2018

Program	Facilitator	Recorder	Faculty	SME	Organization
Electrician	Mary Afuso	Gayle Bries	Steve Lasher	Joe Chancellor	DelMar
		Craig Zimmerman	Arch Dye	Gregory Jackson	San Jacinto College
		Jack Baker	Danny Anderson	San Jacinto College	
		Dave Wall	Robert Cross	Eastfield College	
		Gregory Jackson	Robert Cross	Lee College	
		Danny Anderson	Robert Cross	COM	
		Robert Cross	Robert Cross	TCMTTF	
		Robert Cross	Robert Cross	Del Mar	
		Robert Cross	Robert Cross	Blinn CC	
		Robert Cross	Robert Cross	Blinn CC	
Plumber	Mary Afuso	Joe Cooper	Joe Cooper	Joe Cooper	Builders & Const
		Matthew Arnold	Matthew Arnold	Matthew Arnold	SIC
		Domingo 'Sonny' Vela	Domingo 'Sonny' Vela	Domingo 'Sonny' Vela	TSTC
		Randall Glasson	Randall Glasson	Randall Glasson	Austin PI & FI
		Matthew Arnold	Matthew Arnold	Matthew Arnold	Del Mar
		Domingo 'Sonny' Vela	Domingo 'Sonny' Vela	Domingo 'Sonny' Vela	DCCC
		Randall Glasson	Randall Glasson	Randall Glasson	Del Mar
		Matthew Arnold	Matthew Arnold	Matthew Arnold	DCCC
		Domingo 'Sonny' Vela	Domingo 'Sonny' Vela	Domingo 'Sonny' Vela	Del Mar
		Randall Glasson	Randall Glasson	Randall Glasson	DCCC

Colleges in Texas & Their Program Areas

PLUMBER

Skills	Blinn College	Del Mar College	Eastfield College	Lee College	San Jacinto College	TSTC	Austin PI & FI	Del Mar College	DCCC
Introduction to the Plumbing Profession									
Plumbing Safety									
Plumbing Math									
Plumbing Codes									
Plumbing Materials & Equipment									
Plumbing Systems									
Plumbing Installation									
Plumbing Maintenance & Repair									
Plumbing Business & Management									
Plumbing Entrepreneurship									
Plumbing Safety & Health									
Plumbing Math									
Plumbing Codes									
Plumbing Materials & Equipment									
Plumbing Systems									
Plumbing Installation									
Plumbing Maintenance & Repair									
Plumbing Business & Management									
Plumbing Entrepreneurship									
Plumbing Safety & Health									

Pathways

It is just the beginning!

High School Apprenticeship

Apprenticeship

Associate Degree Community College

Crosswalk

Agribusiness Agreements

Bachelor's Degree University

Doctor's Degree Graduate University

Appendices

Testimonials

Sarah,

Good morning, we have signed a deal with ACC for 45 hours towards an associates. Our international has deals in place with Washtenaw 45 hours towards an associates and Rowan for the Bachelors in construction management. Stay safe.

Thanks,



Joe Cooper

Training Director

Local 286 Plumbers & Pipefitters

p: (512) 385-0002 **m:** (512) 571-7390

a: [814 Airport Blvd. Austin Tx 78702](https://www.google.com/maps/place/814+Airport+Bldg,+Austin,TX+78702)

w: Local286.org **e:** JCooper@local286.org



Julian Alvarez, Commissioner Representing Labor
November 16, 2020

“We are so grateful to you and your team for collaborating on the apprenticeship crosswalks. You have allowed young individuals to look at the field of trades where they can build stackable credentials that lead these individuals not only to a job but a career. You have impacted so many people. You’ll never know. You had a vision for Texas. We appreciate that.”

11/16/20

“I met a local apprenticeship program, IBEW program, with about 90 apprentices a year. I had the opportunity to present the crosswalk program to them. They had heard about it in San Antonio but did not know it was statewide. This is a wonderful initiative. It adds to the value of the electricians and what they do and it adds one more skill set to them finishing their associate degree and their upward mobility. Del mar is proud to be a part of this project.”

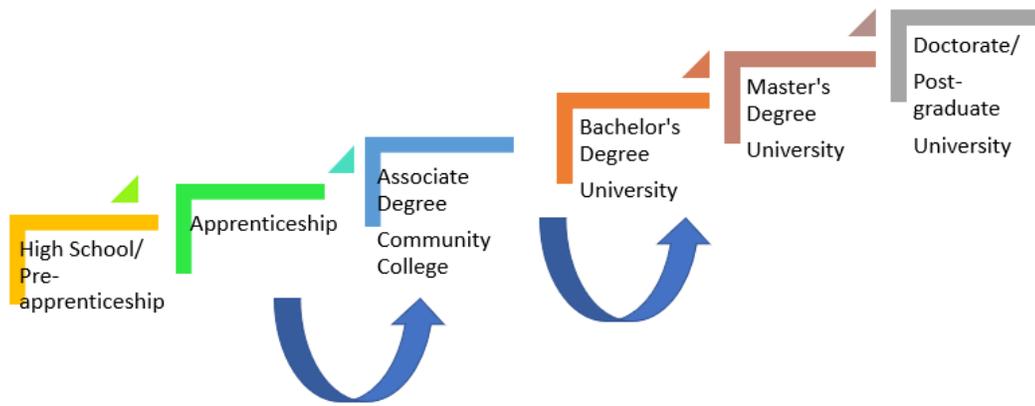
Dan Korus
Dean of Workforce Programs and Corporate Services
Del Mar College: Center for Economic Development
3209 S.Staples, Corpus Christi, Texas 78404
dkorus@delmar.edu, (361)816-9750



“This [Apprenticeship Crosswalks] has been a wonderful addition to our program. So many people today are still looking for the college experience and this is a way to help them finish an apprenticeship program which puts them to work and puts dollars in their pockets right away with little or no cost to them. And then they take that training and move it to a community college system in order to finish an associate degree or even go on to a bachelors.”

David W. Barron M.Ed.
Gulf Coast Carpenters and
Millwrights Training Trust Fund
Director of Carpenter Training
Texas and Louisiana
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www.tcmttf.com
www.cscarpentersicra.org
www.ubctexastraining.com

STEPS TO THE FUTURE



APPRENTICESHIP TO ASSOCIATE DEGREE

Electrical Apprenticeship to Electrical Technology AAS	21 credit hrs.
HVAC Apprenticeship to Air Conditioning Tech. <u>AAS</u>	31 credit hrs.
Pipefitting Apprenticeship to Pipefitting Certificate	16 credit hrs.
Welding Apprenticeship to Welding Technology AAS	42 credit hrs.

ASSOCIATE DEGREE TO BACHELOR'S DEGREE

AAS in Electrical tech to BAAS in Applied Administration	51 credit hrs.
AAS in Airconditioning Tech to BAAS in Appl. Admin.	51 credit hrs.
Certificate in Pipefitting Tech to BAAS in Appl. Admin.	16 credit hrs.
AAS in Welding Technology to BAAS in Appl. Admin.	51 credit hrs.

San Jacinto
Chancellor
Hellyer
a new

LESSONS IN LEADERSHIP



The case for apprenticeships

By Brenda Hellyer and Sallie K. Jansz

Apprenticeships are perhaps the oldest private-public partnership out there. **By definition, an apprenticeship is a program or position in which someone learns a trade by working under a certified expert. In reality, apprenticeships are a way for employers to develop a skilled workforce while students continue to learn in the classroom and earn their certificates or associate degrees. It's a win-win for employers and higher education institutions, because apprenticeships put individuals on a path to rewarding careers.**

At San Jacinto College, we have sustained and increased our relationships with our apprenticeship partners. This is critical for our students, as these apprenticeships provide paid opportunities for training, and resources for needs such as equipment and supplies. As a Registered Apprenticeship (RA) Community College, we partner with registered apprenticeship companies to secure tuition, equipment, partial funding for on-the-job training, and in some cases student support services for the apprentices along with training for instructors.

6 | COMMUNITY COLLEGE JOURNAL ELEMENTS OF A SUCCESSFUL APPRENTICESHIP PROGRAM

San Jacinto College is located in the heart of one of the largest petrochemical manufacturing complexes in the world; and along Port Houston, the largest port on the Gulf Coast and the biggest port in Texas. More than 130 manufacturing companies are located in East Harris County, and the majority are looking to San Jacinto College to train the next generation of workforce. As we work with our industry partners on apprenticeship programs, we must listen to their needs and respond based on those needs, not our wants. We know that when we are on the same page working together, we will have successful outcomes.

There are different apprenticeship models, so it is imperative that we work closely with our partners to determine the best model that fits their needs. That may include the company providing the employment or on-the-job training, the college providing the on-campus training with classes also open to other students, or the company may wish to provide its own certified instructors for its employees on one of our San Jacinto College campuses. The key is to

be flexible and be open to customizing a program to fit a specific company's need.

While developing a successful apprenticeship program is a key element to a prosperous partnership, what happens after the program is developed is equally as important. The college must follow up and stay in contact with the company and the apprentices. Even if a partner has to pause its apprenticeship program, stay in touch with the individuals responsible to let them know that you, as the training partner, are available to pick up where you left off when they are ready. Also keep in contact with students who have completed an apprenticeship. There is no better advocate and champion for your institution than someone who has completed the program and is in a rewarding career and position with a stable company. The success of an apprenticeship program is built on relationships between the college, companies and apprentices.

Finally, marketing is an essential element in any apprenticeship program. This is an opportunity for your institution to speak to the benefits of

AACC.NCHE.EDU

apprenticeships. You should keep the message relevant to your audience and to the platform you are using for marketing and promotion. It's important to reach out to those students who have successfully completed an apprenticeship and use them as testimonials. Collaboration with your apprenticeship partners to issue joint messaging that speaks to your partnership and the benefits you each receive will help to show authenticity and transparency. And by leaning on events such as National Apprenticeship Week to recognize your apprentices and highlight your partners, you can maximize your marketing and promotions. Your options really are endless and your return is strong.

A LOOK AT THE SAN JACINTO COLLEGE APPRENTICESHIP PROGRAM

At San Jacinto College, the winning apprenticeship formula is: Communication (Company + College) + Planning (Company + College) + Marketing = Apprentices/Employment. When everyone works together, your region and your economy win. We have the following active apprenticeship programs that are helping to put a skilled workforce to work:

- **Dow Chemical:** The program leads to an associate degree in process technology or instrumentation. Dow pays all tuition and fees, as well as on-the-job training, and leads the selection procedure. To date we have had eight total graduates and seven currently in the program.
- **Schuetz Containers:** The program is a mix of credit and non-credit courses that leads to a certificate in maintenance technician. We have had one apprentice, and are ready to re-start the program after a delay due to the COVID-19 pandemic.
- **McCorvey Sheet Metal:** These non-credit courses lead to a certificate in sheet metal. McCorvey employees are certified to teach as San Jacinto College instructors, and the company pays for the tuition and on-the-job training. To date we have seen 40 apprentices in the program, and currently have 85 enrolled.
- **Port Houston:** This program began in January 2017 and leads to a level 2 certificate in diesel or electrical technology. Seven apprentices started the program in 2018 and the port hired five new apprentices last fall.



Sallie Jones talks apprenticeships with students.



A Crew Member Ceremony for maritime transportation associate degree graduates.

- **Texas Carpenters and Millwrights Training Trust Fund:** Through Texas Workforce Commission funding, we have seen nearly 500 apprentices complete the program. We are also developing a pre-apprenticeship program.
- **Department of Labor Scaling Apprenticeship Grant:** San Jacinto College is one of four Texas community colleges to receive a \$12 million, four-year grant to train 5,000 apprentices in the IT fields. The four colleges will work with five major companies.

At San Jacinto College, we also are working with our partner school districts on pre-apprenticeship programs. These programs allow high school dual credit students to begin their careers early, while putting them on a path to earn their associate degrees, and eventually a bachelor's, master's, and

post-graduate degree. These apprenticeships to associate degree crosswalks are in electrical, HVAC, pipefitting and welding. Through our partnership with TRIO Electric, 20 students are on their path to a high-demand career.

If your college is considering starting or enhancing an apprenticeship program, do it! Your community benefits. Your industry partners benefit. And most importantly, your students benefit. The hands-on, on-the-job experience that students receive through an apprenticeship is so valuable, and the overall experience can be beneficial to both the institution and your partners. ■

Brenda Hellyer is chancellor of San Jacinto College in Pasadena, Texas. She also serves on the American Association of Community Colleges' Expanding Community College Apprenticeships advisory board. **Sallie K. Jones** is associate vice chancellor for continuing and professional development at San Jacinto College.

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NEWS FROM YOUR COLLEGE

San Jac leading crosswalk project for apprenticeships

San Jacinto College is working on a crosswalk project that would allow for apprenticeships to translate into college course credits. The College already offers apprenticeships with several employers, including Dow Chemical, with an approximate 80 percent success rate. Dr. Sarah James, associate vice chancellor for Continuing and Professional Development at San Jacinto College, recently held a workshop between industry representatives and educators to crosswalk registered apprenticeships in 10 areas to specific courses in the Texas Higher Education Workforce Education Curriculum Manual. A steering committee will present the crosswalks to the Texas Higher Education Coordinating Board for approval in early 2018. Recently, San Jacinto College was presented with a proclamation from Gov. Greg Abbott in appreciation of National Apprenticeship Week.



Photos courtesy of San Jacinto College