

## Northeast State Community College/ RCAM Apprenticeships

Northeast State Community College/RCAM sponsored apprenticeships provide employers with a turn-key structured training process using the U.S. Dept. of Labor Standards of Apprenticeship. Each employee competing a sponsored apprenticeship will be awarded a DOL certificate of completion. Programs are established as “Group Apprenticeship Programs” enabling companies of all sizes to take advantage of apprenticeship training, without the burden of managing a company sponsored program. If you would like more information, please contact the RCAM at: 423-354-5149 or email [rcam@northeaststate.edu](mailto:rcam@northeaststate.edu).

### Programs currently available:

- *Mechatronics Technician*

### Future Programs:

- *Injection Molding Technician*
- *Electromechanical Technician*
- *Precision Machinist*
- *Tool & Die Maker*
- *CNC Operator*
- *HVAC Technician*
- *Others as needed*

### Employer Responsibilities for Participation:

- Become an **Authorized Training Agent** (ATA) by signing the *Employer Acceptance Agreement* provided by NeSCC/RCAM.
- Grant equal treatment and training opportunities for all apprentices and apply those conditions uniformly.
- Have equipment available and rotate apprentices in the various processes of the skilled occupation.
- Determine tuition reimbursement policy for apprentices if applicable.
- Identify (or hire) employees to train under apprenticeship program.
- Identify master craft professionals to mentor apprentice(s) and maintain the appropriate 1:1 ratio.
- Periodically review and evaluate apprentices before advancement to the apprentice's next wage progression.
- Pay your apprentice(s) the percentage of journey level wage rate for hours worked.

### Apprentice Requirements:

- Have a High School Diploma or GED and be over 18 years old.
- Able to perform the physical requirements of the occupation.
- Meet the requirements of the National Career Readiness Certificate WorkKeys assessments for: **Applied Mathematics, Reading for Information, and Locating Information**
- Sign an Apprenticeship Agreement with NeSCC/RCAM and abide by the Standards of Apprenticeship.
- Pay required tuition (depending on company reimbursement policy).
- Attend and pass coursework off-hours.
- Demonstrate progress on the job.
- Submit monthly work progress reports.