

SOUTH CAROLINA'S COMPETITIVE

EDGE

Spring/Summer 2013



And the
WINNER IS...

ECONOMIC DEVELOPMENT and GROWTH through EDUCATION



For more than 50 years the SC Technical College System has been blazing trails when it comes to workforce education and training. Innovation lies at the heart of what we do. We are always seeking new and better ways to prepare South Carolinians for the jobs of today and tomorrow.

Comprised of 16 technical and community colleges and two internationally-renowned statewide programs — readySC™ and Apprenticeship Carolina™, the SC Technical College System is dedicated to furthering economic and workforce development in our state. readySC™ provides customized recruitment and training services for companies creating new jobs in South Carolina through relocation or expansion. Apprenticeship Carolina™ works to ensure all employers in the state have access to the information and technical assistance they need to create demand-driven registered apprenticeship programs. All components of the System work diligently with local business and industry to ensure our programs and services are a reflection of the local communities we serve.

What's more, both readySC™ and Apprenticeship Carolina™ have received national and international attention for their innovative growth models. Both programs were recognized by the International Economic Development Council as an Excellence in Economic Development Gold Award recipient this year. In addition, the U.S. Department of Labor awarded Apprenticeship Carolina™ with the National Innovators and Trailblazers award as one of the fastest growing, most innovative programs in the nation.

It is easy to see that both readySC™ and Apprenticeship Carolina™ provide innovative models for economic and workforce development. Working with local business and industry to meet workforce needs is what we do on a day-to-day basis.

As part of the Innovators and Trailblazers ceremony in July, President Barack Obama reaffirmed his commitment to supporting programs that "help ensure America remains home to the most creative and talented workforce in the world."

The System is committed to this same goal. We are dedicated to growing South Carolina's skilled workforce, raising the productivity and competitiveness of our state, increasing the employability of our citizens and, ultimately, enhancing the quality of life for all.

Congratulations to readySC™ and Apprenticeship Carolina™ on a job well done!

A handwritten signature in black ink that reads "Darrel W. Staat".

Darrel W. Staat

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EDGE

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When you
THINK JOBS...
think the
SC Technical
College System

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**10 And the
Winner is...**

NEARLY **4,440** individuals trained
in FY 2011-12

 **82** companies served
in FY 2011-12

OVER **271,000** people trained since 1961



38,500 online applications
taken in 2012
www.sctechjobs.com

TOP International Companies working with readySC™



CANADA



FRANCE



GERMANY



ITALY



JAPAN



UNITED KINGDOM

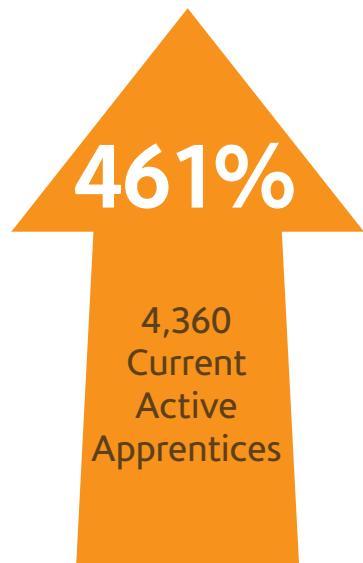
Apprenticeship Carolina™

www.apprenticeshipcarolina.com



Registered apprenticeship programs in South Carolina have grown from 90 to 566, **an increase of 529%** for the state.

(as of December 2012)



A background graphic features a world map with a grid pattern. In the foreground, there is a bar chart with blue bars and a blue line graph. Two blue silhouettes of people are shaking hands. An orange arrow points upwards from the bottom right towards the text.

6,650
Apprentices
Registered since 2007



Teaching and Learning with Technology Conference {September 24–25, 2012 in Columbia, SC}

Just what exactly is a MOOC? Can you really flip a classroom? Won't the use of cell phones disrupt the learning process? These questions and many more were the topic of discussions at the SC Technical College System's inaugural teaching and learning with technology conference, hosted in Columbia on September 24-25. The conference theme, "SCTCS Plugged In: Reboot. Redefine. Reconnect." represents the call for innovation, assessment, and creativity within the System. More specifically, the conference program highlighted the role that technology can play in student retention and success through five distinct strands: mobile computing, social media, online and distance learning, digital discovery, and leadership management and governance.

Offered at no cost to attendees, Plugged In was designed exclusively for SCTCS faculty, staff, and administrators. The event boasted over 400 registered attendees, two dozen exhibitors, 40 volunteers, 47 concurrent sessions and 70 presenters. The presenters were among some of the most elite individuals in their respective fields, including university and community college professionals from Kentucky, Colorado, Florida and North Carolina, as well as representatives from within the SC Technical College System.

Rob Curtin, Chief Applications Officer with Microsoft US Education, delivered the keynote address, focusing on next-generation education and the need to make learning portable, personalized, and lifelong. Curtin's comments were reinforced by a panel discussion featuring Jaime Casap of Google, Shannon Smith of EDUCAUSE and Matt Dembicki of Community College Times.

The presenters were among some of the most elite individuals in their respective fields...

Panelists spoke about ways to proactively use technology as a tool to meet students where they are.

Additionally, the conference provided an Executive Roundtable designed for college presidents and senior administrators to promote top-level support of educational technology initiatives. Roundtable presenters were three leaders with demonstrated expertise in the field of educational technology: Dr. Kathleen Plinske, President of Valencia College – Oceola and Lake Nona Campuses; Dr.

Jay Box, Chancellor of Kentucky Community and Technical College System; and Mr. Ed Klonoski, President of Charter Oak State College.

The Community College Futures Assembly (CCFA) recognized the SCTCS Plugged In Conference as a 2013 Bellwether Finalist. This coveted award distinguishes the conference as one of ten innovative best practices designed to foster teaching and learning in community colleges across the country.

Overall, SCTCS Plugged In was a tremendous success, and, in the words of one attendee, was "worth its weight in gold!" Special thanks to the System Office Academic and Student Affairs Division for coordinating the event.



Photos, videos, and presentation materials from the conference are available at www.sctechsystem.edu/sctcspuggedin.



(from left) Stephanie Frazier, Rob Curtin, Dr. Hope Rivers, Dr. Darrel Staat



(from left) Dr. Darrel Staat, Dr. Hope Rivers, Jaime Casap, Shannon Smith, Matt Dembicki, Stephanie Frazier



(from left) Jaime Casap, Matt Dembicki, and Shannon Smith during panel discussion



Exhibit Hall and Networking Lounge

SUCCESS

Company Spotlight

On readySC™

"As an organization, readySC™ is extremely responsive. They were able to provide us with the right people at the right time with the right knowledge and skills. In addition, their ability to leverage resources and collaborate with necessary stakeholders to meet our company's needs was quite remarkable. Through the diligent work of readySC™ and Piedmont Technical College working closely with the county developer, county council and local industry, we now have a top-notch, convenient training center in Piedmont Technical College's Center for Advanced Manufacturing," said Edmonds. "When ZF announced the opening of the Laurens facility in 2010 we knew our organization had an unprecedented opportunity to grow. We believed then and continue to believe that this production facility serves as a key driver for that growth. readySC™ has been an excellent partner in making that happen."



ZF is a leading worldwide automotive supplier for Driveline and Chassis Technology with 121 production companies in 27 countries. ZF is among the top 10 largest automotive suppliers worldwide.

The company was founded in 1915 for the development and production of transmissions for airships and vehicles. Today, the group's product range comprises transmissions and steering systems as well as chassis components and complete axle systems and modules.

Mike Edmonds, Human Resources Manager, of ZF's Laurens facility, describes how readySC™ and Apprenticeship Carolina™ helped the company meet its production and growth objectives in South Carolina.

Vital Statistics

400 Total Employees

248 Operators trained by readySC™

On Apprenticeship Carolina™

"Apprenticeship Carolina™ has played an instrumental role in furthering the education of people in our operation. Our maintenance technicians can earn while they learn — finishing the program with an associate's degree. This registered apprenticeship program develops their skills and competencies and rewards them with incremental pay increases as their skills grow." Edmonds says, "This is a real win for both ZF and our employees. We have great talent at this facility and the registered apprenticeship program provides an opportunity to grow the skills of our existing employees while at the same time meeting our production and growth objectives. In fact, we are working to expand our apprenticeship offerings to other occupations within the facility including production jobs."



MOST VALUABLE TEAM PLAYER

"This process really works," LaTokia Trigg replies when asked if readySC™ can help startups succeed in South Carolina.

LaTokia should know; she helped both Toyota and BMW start their first plants in the United States. While with Toyota, LaTokia worked on the initial Training and Development team for the company's first plant in Georgetown, Kentucky. From preparing new employees for the culture shock of training in a foreign country, to developing and delivering modules in team building, Quality Circles and Toyota Philosophies of Efficiency, LaTokia was an integral part of the Toyota start-up team.

"I loved working with people, being part of that experience," she says. "I would spend time in different areas, learning the process and helping with Quality Circles." LaTokia also had a special focus on developing new team leaders. "It was very rewarding to see people progress through training and be promoted to lead their teams."

Training the "Toyota way" proved to be an excellent foundation when she moved to South Carolina and began to work with readySC™ on the BMW project in 1994. "Coming from that background, where there is a great emphasis on training, you really understand the importance of preparing people from the beginning. It's the key to a successful startup."

LaTokia now works with a wide variety of industries helping to recruit and train their workforce. "I like getting to see so many different types of industries, and I enjoy seeing the vast variety of projects and products within our state. It's especially exciting to see new technology, and to see South Carolinians learn how to use it. And I get to learn something new in the process too."

Her expertise really shines when working with large startup companies that expect to hire more than 1000 employees. "Sometimes they're skeptical when we first talk to them, and they wonder, can we deliver? I tell them, 'Yes, we can,' because I know it's true."

Once a company begins to work with readySC™, LaTokia says she hears one message over and over again. "Companies tell me all the time that they are amazed by how easy our process is."



LaTokia Trigg
readySC™ Area Director

readySC™ Project Highlights:

*BMW
EchoStar
Adidas (TFE Logistics)
MTU*

Specialty:
Large start-ups of 1000+ people

Certifications:
OSHA 30, Achieve Global, DDI

Fun Fact:
Lived in Germany 3 years

MVP

ON A ROLL

EMERGING AS THE NO. 1 TIRE PRODUCING STATE IN THE COUNTRY



The tire industry is booming in South Carolina, with more than \$2.2 billion in investments announced in the past year, solidifying the state's emerging status as the No. 1 tire producing state in the country. South Carolina ranks first in the nation in tire exports, and is on track to overtake Oklahoma as the number one tire manufacturer within 2 years. All totaled, South Carolina has more tire plants than any other state – 9 active plants with two more on the way.

readySC™ is a fundamental part of this manufacturing boom, providing recruitment and training assistance for all three of the major tire companies investing in South Carolina.

US Tire Production Rankings:

Exports in dollars

1. South Carolina: \$1.6 billion
2. Ohio: \$579 million
3. California: \$308 million
4. Texas: \$286 million
5. Illinois: \$233 million

Manufacturing in units per day

1. Oklahoma: 89,000
2. South Carolina: 84,000
3. North Carolina: 73,200
4. Illinois: 47,200
5. Alabama: 46,008

Sources: S.C. Department of Commerce,
Tire Business magazine, 2012



Bridgestone 850 JOBS, \$1.2 Billion Investment



Bridgestone Americas, Inc., announced in late 2011 that it would spend \$1.2 billion to expand its Passenger Tire Plant (PSR) and build a new off-road radial tire (ORR) manufacturing facility in South Carolina. This investment represents the largest single initial capital investment in the state's history.

The new 1.5 million-square-foot manufacturing facility in Graniteville will be the first Bridgestone plant outside of Japan to produce large and ultra-large ORR tires. The expansion of the PSR plant, which accounts for \$346 million of the investment, is expected to be finished in the summer of 2013. When fully completed, these two projects will increase Bridgestone Americas' workforce in Aiken County by more than 850 jobs.

readySC™ has partnered with DEW/SC Works and LSCOG to support Bridgestone's recruitment goals. Additionally, readySC™ is partnered with Bridgestone in the effort to train their newly hired employees to quickly attain plant-specific entry-level skillsets.



Continental 1,600 JOBS, \$500 Million Investment



Continental Tire the Americas L.L.C. broke ground in Sumter on March 28, 2012, on a new \$500 million plant that will employ 1,600 workers. Production is expected to start in late 2013 or early 2014. In the initial phase through 2017, more than 4 million passenger and light truck tires will be produced annually. When the full production level is reached in 2021, the annual production capacity will increase to up to 8 million tires per year.

The new site comprises 330 acres. The initial production facility will be about 1 million square feet, but land has already been cleared and leveled for expected future expansion.

Continental has partnered with readySC™ and Central Carolina Technical College to assist with recruiting and training interested candidates.

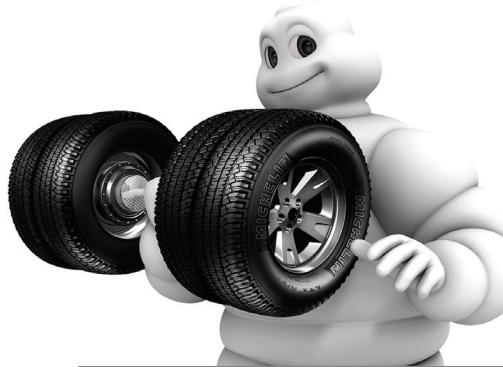


Michelin 7,700 JOBS, \$950 Million Investment

In January 2013, Michelin North America announced that it will invest \$200 million to expand its rubber-processing plant in Anderson County, S.C., which will create at least 100 new jobs. This is in addition to the April 2012 announcement that Michelin would invest \$750 million to build an earthmover tire facility in Anderson County and expand an existing OTR tire plant in Lexington, S.C. resulting in 500 jobs.

The investment further cements Michelin's presence in South Carolina, where the tire maker operates four tire plants, the two rubber mixing/calendering units, its corporate headquarters, a research-and-development facility and a test track, all employing more than 7,700 in the state.

readySC™ is working with Michelin to recruit for their new facility in Anderson and their expansions in Anderson and Lexington.





And the
WINNER IS...

It has been quite a year for readySC™ and Apprenticeship Carolina™. The SC Technical College System's two internationally-renowned programs have racked up some phenomenal numbers and have brought in a number of well-deserved recognitions.

In October, the International Economic Development Council (IEDC) recognized readySC™ and Apprenticeship Carolina™ with an Excellence in Economic Development Gold Award. This award came as a result of our innovative and collaborative work with Horsehead Corporation, the largest zinc producer in the United States.

Horsehead to ensure the company had a workforce that facilitated a successful ramp up for sooner than expected profitable operations.

readySC™ worked with subject matter experts at Horsehead to determine the knowledge, skills and abilities needed and defined the culture and working environment the company wanted to create at their new facility. readySC™ then integrated Horsehead's principles into every facet of the training so their training plan was customized precisely to their needs. For delivery, readySC™ partnered with company management to intertwine company role expectations with foundational and process-specific knowledge.

In doing so, readySC™ helped Horsehead start production with employees who were already immersed in the company's culture and processes and achieve above average start-up results via an accelerated workforce learning curve.

Both readySC™ and Apprenticeship Carolina™ are dedicated to growing South Carolina's skilled workforce."

— Susan Pretulak
Vice President of Economic Development and Workforce Competitiveness for the SC Technical College System

In 2010, the company decided to locate its first start-up facility for recycling electric arc furnace dust in Barnwell, SC. The initial capital investment of more than \$70 million along with the creation of 56 jobs signified a huge boost for the county's sagging economy. readySC™ and Apprenticeship Carolina™, along with the local technical college, worked closely with



Excellence in Economic Development Gold Award

readySC™ and Apprenticeship Carolina™ were recognized by the International Economic Development Council (IEDC) this past October.



South Carolina's Youth Apprenticeship Program Attracts White House Attention

Apprenticeship Carolina™, along with Tognum Americas, Aiken Technical College, and the local school district, participated in a roundtable discussion at the White House to discuss youth apprenticeships.



continued on next page ➤

Apprenticeship Carolina™ helped the organization's workforce continue to grow by guiding Horsehead through the registered apprenticeship process and recognition in the National Registered Apprenticeship System. Currently, Horsehead has 36 registered apprentices (64% of its workforce) in four apprenticeable occupations: electromechanical technician, process operator, rail operator and utility operator.

Another notable recognition came in July. The U.S. Department of Labor awarded Apprenticeship Carolina™ with the National Innovators and Trailblazers award as one of the fastest growing, most innovative programs in the nation.

South Carolina boasts one of the fastest growing apprenticeship systems in the country. Since its beginnings in 2007, Apprenticeship Caroli-

na™ has played a key role in growing apprenticeship participation from 90 companies to a current 566, a growth of 529%. During that same time, the number of active apprentices increased more than five-fold growing from 777 to 4,360. In 2007 only twenty two South Carolina counties had registered programs, now all forty six counties are represented with at least one registered program.

The growth is phenomenal and truly sets the program apart. What makes the program so innovative and trailblazing is its growth strategy. Apprenticeship Carolina™ proactively reaches out to nontraditional sectors such as healthcare, hospitality and tourism, information technology, energy, and advanced manufacturing. The message to these industries is "apprenticeship evolved." No longer is apprenticeship limited to just traditional occupations, these nontraditional sectors can also benefit.

Today in South Carolina, organizations such as CVS Pharmacy, Coca-Cola Bottling Company, Peoples Bancorporation, Blue Cross/Blue Shield of South Carolina and Lexington Medical Center have registered apprenticeship programs. In fact, the national Advisory Committee on Apprenticeships recently named Garcia Mills-Tate, training manager for information systems at Blue Cross/Blue Shield of South Carolina, as a member representing these non-traditional sectors.

"Apprenticeship programs are a great way for us to grow our own experts in the information technology field. Our partnership with Apprenticeship Carolina™ has produced a training program that will help BlueCross BlueShield of South Carolina meet its need for skilled workers," said Mills-Tate. "As not only one of the state's larg-

TOP STATE for Doing Business

South Carolina was ranked as one of the Top 3 States for Doing Business by Area Development Magazine.

2012 GOLD SHOVEL

South Carolina has been awarded the 2012 Gold Shovel for economic development from Area Development Magazine for the second year in a row.





est employers but also one who continually earns honors as a top employer, we recognize the need to build talent among our dedicated employees and are firmly committed to creating a culture of innovation and continuous improvement."

What's more, Apprenticeship Carolina™, along with Tognum Americas, Aiken Technical College, and the local school district, participated in a roundtable discussion at the White House to discuss youth apprenticeships. The discussions revolved around programs aimed at improving education and helping younger Americans gain vocational training and enter the workforce without a college degree.

The group shared the vision for helping high school students get a head start on a career in industrial manufacturing through the state's first youth apprenticeship program with a major manufacturing company. The youth apprenticeship program, which will be produced in partnership with the area school district and Aiken Technical College, will combine high school education, classroom technical training, and hands-on learning at the Tognum facility in Aiken. Six new high school juniors will be enrolled in the program each school year, beginning this fall.

"The accolades are very nice, but by far the greatest reward is a better South Carolina," said Susan Pretulak, Vice President of Economic Development and Workforce Competitiveness for the SC Technical College System. "Both readySC™ and Apprenticeship Carolina™ are dedicated to growing

South Carolina's skilled workforce. It's who we are and what we do."

Abraham Lincoln once said, "Don't worry when you are not recognized, but strive to be worthy of recognition." This statement holds true for the work of both of these programs. readySC™ and Apprenticeship Carolina™ are dedicated to growing South Carolina's skilled workforce, raising the productivity and competitiveness of our state, increasing the employability of our citizens and, ultimately, enhancing the quality of life for all.

In the end, the citizens of our state as well as South Carolina's business and industry are the true winners.

2012 CiCi AWARD

readySC™ received the 2012 CiCi Award from *Trade & Industry Development* for outstanding achievement in economic development for Bridgestone Americas, Inc.

#1 for attracting jobs through foreign investment

South Carolina ranks first in attracting jobs through foreign investment, according to an analysis by IBM-Plant Location International.

WORKPLACE SIMULATION SPARKS LEARNING



Continental Tire and readySC™ have teamed up to create an innovative training simulation that combines technology with a physical re-creation of the tire production environment. Designed by readySC™ to meet the unique needs of a start-up facility, the program helps trainees learn in a simulated industrial environment while the Continental facility is under construction.

Pre-employment training begins in a classroom at Central Carolina Technical College, where trainees learn about tire manufacturing and Continental's strong emphasis on safety. Trainees then physically handle tires in a training bay that recreates the inspection area at Continental. Each inspection station is equipped with tire racks, manual turntables and an iPad. The iPad connects via Bluetooth to a bar code scanner that the trainees use to enter barcodes into a specially designed software application. Trainees in-

spect a rack of tires following the prescribed simulation cycle:

- Pick tire from incoming tire rack
- Place on manual turntable
- Read bar code
- Inspect for tire anomalies
- Record tire anomaly and Accept or Reject tire
- Place tire on outgoing rack

During two 50-minute practice sessions, in-

structors interact with trainees to answer any questions while the iPad delivers real-time feedback on their progress. Trainees complete a 20-minute test session at the end of training, where they demonstrate the ability to learn, retain and use information regarding basic tire anomalies. After completion of the simulation activity, performance data is exported from the application and provided to the company as requested.

"We at Continental appreciate all of the effort

Continental



“We at Continental appreciate all of the effort that has gone into designing and building a ‘best of the best’ tire inspection training exercise.”

— Stephanie Hess,
Director of Human Resources, Continental
Tire the Americas

that has gone into designing and building a ‘best of the best’ tire inspection training exercise,” said Stephanie Hess, Director of Human Resources, Continental Tire the Americas. “This interactive exercise affords candidates the opportunity to apply what they have learned in the classroom about tire manufacturing — all while utilizing the latest iPad technology. The readySC™ team truly delivered a value-added simulation for Continental.”

See more at www.youtube.com/sctechsystem

Pioneering Healthcare APPRENTICESHIPS IN SOUTH CAROLINA

Leading the push into non-traditional sectors, Apprenticeship Carolina™ and Agapé Senior pioneered the first healthcare apprenticeship program in South Carolina in 2010. In recognition for this groundbreaking program, Agape Senior was awarded the “Innovation of the Year Award” for 2011 by the Aging Services of South Carolina.

Agapé Senior, which provides integrated healthcare services to meet the needs of senior adults, worked with Apprenticeship Carolina™ and Northeastern Technical College to develop an apprenticeship program for their Certified Nursing Assistants (CNAs) that became the pilot for the company's statewide training program.

“The state’s registered apprenticeship program in conjunction with the SC Technical College System has really been a great feature for our company,” said James Williamson, Ph.D., Chief Human Capital Officer of Agapé Senior. “It’s been a great thing for us from a professional standpoint because we were able to connect all of our sites.”

The initial program established at Northeastern Technical College (NETC) became “a role model for how our statewide system ought to be delivered,” said Williamson. “We had excellent instruction throughout the apprenticeship program and that was in large part

due to the efforts of NETC and the quality of instructor they brought to the program.”

According to Dr. Williamson, the apprenticeship program “has enabled us to really focus on continuing education and making sure that our CNA’s are getting state of the art instruction.” The program teaches CNA’s how to provide quality healthcare to patients, including in-home dementia care. “It’s important for them to be well trained, to understand the process and understand the role that they play,” he said. By focusing on interpersonal skills and how they relate to others, apprentices are better prepared to deal “with patients who really are in crisis.”

The apprenticeship program is a big advantage for both the company and for the apprentices, according to Williamson. Agape Senior is able to provide the best-trained employees for the senior residents in its care, and apprentices receive incremental wage increases associated with completion of their training





Dr. James Williamson (*left*) chats with a resident of Agapé Assisted Living



CNA training focuses on interpersonal skills

modules. But perhaps most importantly, the apprentices receive a US Department of Labor credential that is recognized nationwide.

"We hope that we've invested this time and this energy and this knowledge in them and

ter healthcare provider, both from a medical and a personal standpoint. "You learn a lot about yourself and how to conduct yourself in different situations, how to work with not just the patient but the caregivers, so it was very instrumental."

retained one year after completion of the program and the subsequent results have ranged in the 80-90% range for each year afterwards. We are taking it to a new level by video recording instruction and making it 'any time, any place' training with cohort meetings throughout the state to process what has been

The SC registered apprenticeship program in conjunction with the State Technical College System has really been a great feature for our company."

— James Williamson, Ph.D.,
Chief Human Capital Officer of Agapé Senior

they will take it and use it as a springboard to go beyond where they currently are," said Williamson of the CNA apprentices. "But if their situation ever changes and they find themselves working in another state or in another field, they have a credential that they can fall back on and they can use."

The first class of 21 apprentices graduated on January 27, 2011, obtaining certification for completion of 100 hours of required training. Joann Smith, Certified Nursing Assistant, appreciated the opportunity to become one of Agape's first CNA apprentices. "It was almost like going back to school again. I feel like you can never learn enough, so I was very excited about the Apprenticeship Program." Smith said that the training prepares her to be a bet-

ter healthcare provider, both from a medical and a personal standpoint. "You learn a lot about yourself and how to conduct yourself in different situations, how to work with not just the patient but the caregivers, so it was very instrumental."

One of the things that impressed Dr. Williamson most about the apprenticeship program was how easy it was to establish. "The staff at Apprenticeship Carolina™ made this such an easy process," he said. "What a seamless transition from inception to completion. It was just incredible."

The apprenticeship program has continued to expand since its inception, and Agape is launching its 5th cohort in early 2013. "The retention rate has been phenomenal," said Dr. Williamson. "93% of the first cohort was

For Courtney Guledge, becoming a registered CNA apprentice provides motivation to further her education. "I plan on going back to school and becoming a nurse," she said.

The benefits of registered apprenticeships don't stop there. They also have a positive impact on the entire community. "We are able to retain jobs and we're able to increase the salary base for a skill set that normally might not have been there," Dr. Williamson said. "It adds to the economic vitality of the community."



G. Scott Middleton, CEO of Agape Senior (*left*) and Dr. James Williamson (*right*) receive "Innovation of the Year Award"

learned. It has been the springboard for the addition of 3 other Apprenticeship programs with many others to follow."

Agapé Senior is very proud to have established the first healthcare program in South Carolina, said Williamson. He added that without the help of the SC Technical College System and Apprenticeship Carolina™, "we wouldn't be where we are today."



See more at
[www.youtube.com/
sctechsystem](http://www.youtube.com/sctechsystem)



Real Women Wear BLUE

The opportunity to fulfill a dream and improve quality of life has led two women to the doorstep of completing Phase II Training for Boeing South Carolina, conducted by readySC™. Although the women's paths to this point are different, their goal is the same: play a key role in building the 787 Dreamliner.



(pictured above)
Victoria Dy



Shawandia "Shawn" Felder

(FEB 2012) Aircraft maintenance is in Victoria Dy's blood. Victoria, 23, knew at age sixteen that she wanted to follow in her grandfather's footsteps and pursue a career as an Airframe and Powerplant (A & P) Mechanic. Victoria earned her A & P Certification at the Tennessee Technology Center in Nashville while working for an aircraft repair station where her job was to disassemble, repair, and reassemble planes under tight inspection deadlines.

In July 2011, Victoria moved from Tennessee to Charleston to work as a Boeing contractor and was hired as a full-time Boeing

teammate in November, 2011. In early 2012, Victoria was completing Phase II post-hire training and set to begin her assignment as a Midbody fuel tank sealer. "Right now I am an Assembler B. I have an Associate's Degree but I am going back to school next year for Electrical Engineering and I am going to be an Engineer here."

Unlike Victoria, Shawandia "Shawn" Felder, 37, was still uncertain of what her job assignment would be when she completed training, but she knew that every job requires the same level of attention to detail in building the airplane – the highest level. No one job

is more critical than others and every role is vital in the grand production scheme of the 787 Dreamliner.

Unemployed for nine months, Shawn wondered how she would support her household without relying on others for assistance, but

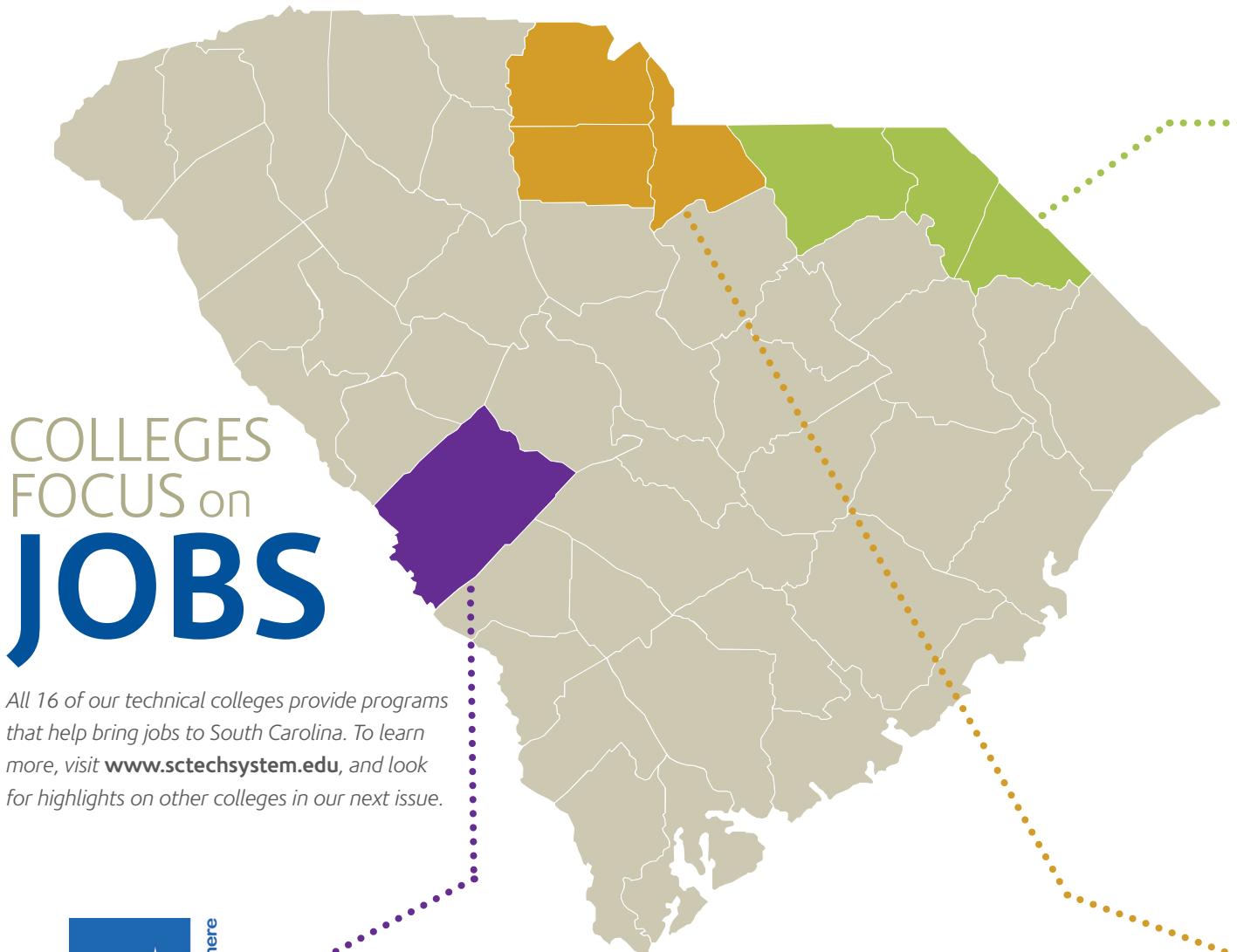
For Shawn, the chance to work for Boeing meant stability for her family and opportunities for her future.

then, according to Shawn, "the answer came – and that answer was Boeing." Shawn completed the readySC™ Phase I pre-hire training course in September, 2011 and then moved to Phase II as an Assembler A. For Shawn, the chance to work for Boeing meant stability for her family and opportunities for her future.

Both Victoria and Shawn agreed that many women are initially intimidated by the idea of working in a manufacturing environment. Shawn explained that once women overcome the "fear of the unknown," the readySC™ training program positions students for success and prepares them for life at Boeing. "I have learned more than I ever thought I needed to know. Everything is new. Everything is fresh, and we are all learning this together."

For women considering a career in aircraft manufacturing, Shawn advised: "Do it, the sky is the limit. The Boeing motto is 'what others dream, we do,' and I love that because I dream big. If they can do bigger than even I can dream then this is the place I want to be."





COLLEGES FOCUS on **J OBS**

All 16 of our technical colleges provide programs that help bring jobs to South Carolina. To learn more, visit www.sctechsystem.edu, and look for highlights on other colleges in our next issue.



Aiken Technical College Strives to Work Closely with Industry

Aiken Technical College is helping the Central Savannah River Area build a skilled and credentialed workforce that meets the needs of its employers.

ATC's partnership with Tognum America, a leading international manufacturer of diesel engines, is a prime example of the college's mission to provide a quality workforce for its communities.

"Tognum America relocated operations in spring 2010 from the Detroit area to Aiken," said ATC Dean of Training and Business Development Steven Simmons. "ATC

worked with readySC™ to efficiently deliver high-quality training, and had the flexibility to quickly create a training program that met Tognum's needs."

In collaboration with readySC™, ATC worked to discover, design, and deliver Tognum's unique training program. Potential candidates participated in several classes and exercises, including team building, assembly testing, and LEAN efficiency training.

"In spring 2011, we also developed a CNC Machine Tool Program and conducted two courses," Simmons said. "It was the first

time this training was implemented outside of Germany."

"The partnership between readySC™ and ATC is an excellent example of how we work together to meet the needs of companies in the community," said Area Director for readySC™ Robert Crenshaw. "The training was tailored to Tognum's needs and the coordination was transparent for them."

Tognum employees trained in the ATC program have exceeded expectations in the quality level of their work and in their productivity, according to Crenshaw.



NETC Plays Role in Rural Success Story

Northeastern Technical College has provided training opportunities and workforce advancement for numerous industries in its three-county service area, but the college recently played a role in helping a small business establish a successful new location in rural Chesterfield County.

After being attracted to the rolling hills and vast pasture land of Chesterfield County, the owner of Continuum Performance Systems (CPS) based in Madison, Connecticut, approached NETC to describe the skills his company needed for a workforce to establish and operate a new location in Cheraw.

Continuum provides process management solutions for government administered health plans and needed employees ca-

pable of learning Oracle's SQL and PL/SQL products. NETC immediately championed its own Computer Technology students and alumni to meet this need and began to work with readySC™ and employees at Continuum's Connecticut office to develop a 15-week training program specific to company needs. Less than four months later, on April 15, 2010, an inaugural group of trainees that included NETC students, alumni and employees began the workforce training program with the hope and prospect of employment in a career field nontraditional to rural northeastern South Carolina.

With an average salary of \$33,000 per year, prospects of bonuses six months later, health insurance including dental, vision, disability and life insurance, a 401-K plan, and the

potential for profit sharing and quarterly bonuses, these employees not only landed a job, they are also building profitable careers and a better life that represents a true story of success in rural South Carolina.

"I feel like I have captured a star that I thought I'd never reach," Danielle Cruz Torres, of Pageland, said. "The training I received gave me more than a job. It gave me a career. And my career is shining bright."

"The job skills provided to me have allowed me to accomplish some of my biggest goals in life," Alex Crowley, of Bennettsville, said. "The training allowed me to see that there are opportunities out there, and I am not limited by my background or locality."



York Technical College Advances Manufacturing

York Technical College is helping raise the bar in today's Advanced Manufacturing environment. Strategic partnerships with industry and the SC Department of Employment and Workforce (SCDEW) allow YTC to provide a pipeline of qualified talent via its Center for Advanced Manufacturing (CAM), a state-of-the-art lab with multi-axis robots and CNC machines.

By integrating non-credit students into credit courses, students gain the skills needed for today's high-tech jobs, and meet the demands of forward-leaning automated manufacturers. Employers are able to hand

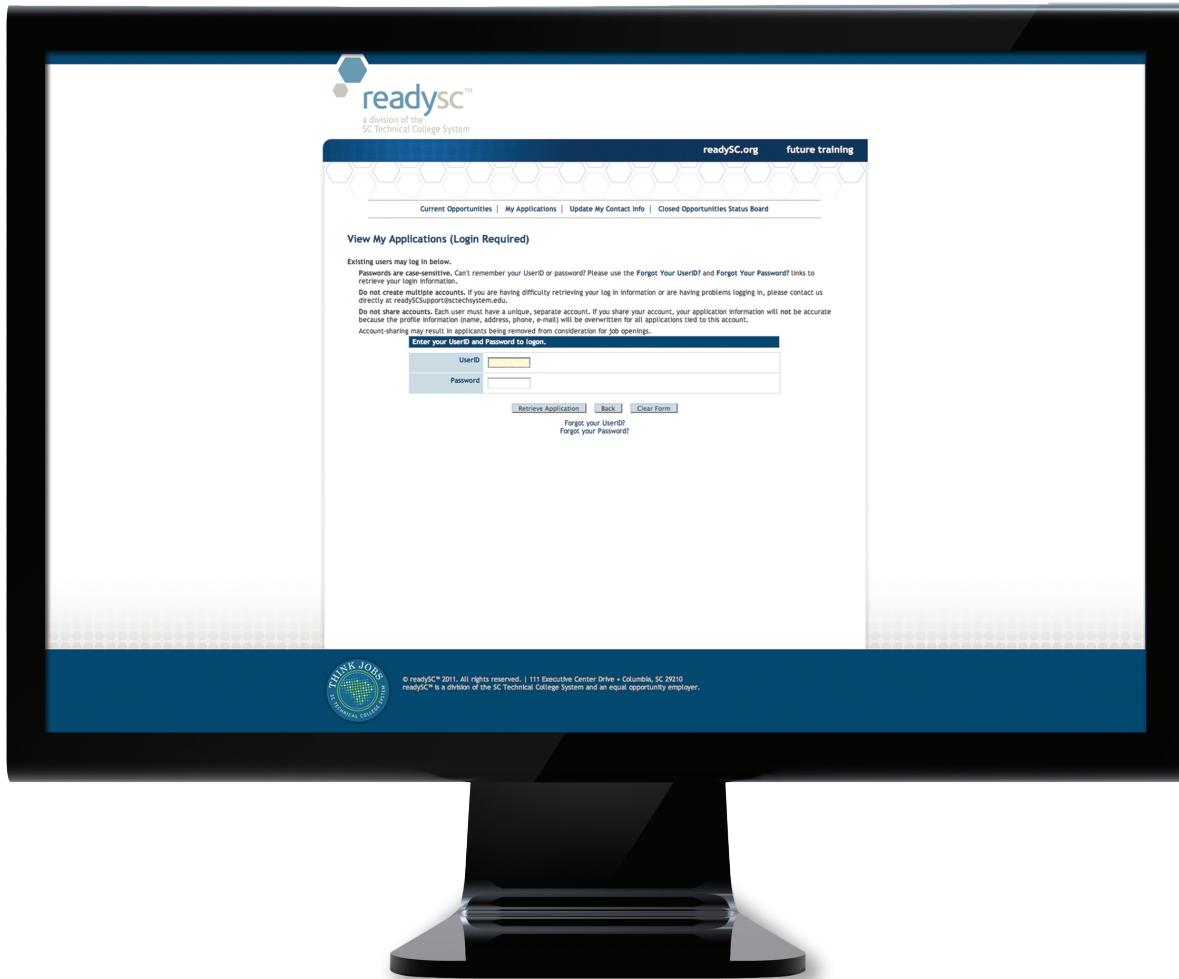
pick students, and students can apply program coursework toward a 2-year degree.

YTC also prides itself on its Tech Scholars program, created in response to industry needs. Participating corporate sponsors pay students' educational expenses while providing a part-time, paid position with the opportunity for full-time work in the future. Students earn college credit and gain valuable work experience while helping local industry accomplish their goals.

These are all part of YTC's efforts to equip students of York, Chester, and Lancaster



counties with next generation manufacturing skills.



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