



## **APPRENTICESHIP INCENTIVE INITIATIVE**

(Revised 6/2/2008)

The electrical apprenticeship training program here in Central Florida has always been the premier apprenticeship program of all the trades within our industry. However, to have an apprenticeship program you must first have apprentices and the best resource we have for these apprentices is right here in our public school system. Today we are not just competing within our industry but also with other industries for the same people as they make their career choice and plan their future. To compete with the other industries and to encourage the students to select the construction industry as their career, we felt a need to also offer other incentives. These incentives would be used to not only help in the recruiting of pre-apprentices into the Academy of Construction Technologies (ACT), but to also provide incentives for people to continue their education and to complete the Florida Electrical Apprenticeship Training (FEAT) program as well.

Therefore, the Central Chapter of the Electrical Council of Florida (ECF) is spear-heading an initiative called the “Apprenticeship Incentive Initiative” to raise funds to promote electrical pre-apprenticeship and apprenticeship in Central Florida. The pre-apprenticeship training in our area is provided by the high schools of Orange, Osceola and Seminole County Schools Districts in partnership with the Academy of Construction Technologies (ACT). The apprenticeship training is provided by Florida Electrical Apprenticeship Training (FEAT). This initiative would provide cash incentives that would encourage students to enroll in ACT for pre-apprenticeship training while in high school and to continue their apprenticeship education and training in the FEAT program after graduating from high school.

The budget to fund this Initiative would be \$9,500.00 with ECF donating \$4,500.00 from their operating budget and the balance coming from donations by industry partners. Industry partners would also join ECF in meeting this challenge by donating \$500.00 to become an Apprenticeship Incentive Initiative sponsor. The funds obtained through this initiative will be distributed to the students in these programs as follows:

- 1) \$1,500.00 will be donated to each of the three school districts (Orange, Osceola and Seminole) to be used as incentives for ACT students to (1) complete the pre-apprenticeship program, (2) to enroll in the FEAT Apprenticeship Program upon graduating high school and (3) to continue employment after high school in the construction industry. Each graduating pre-apprentice of the ACT Program will be eligible for a drawing that will take place at the ACT Banquet. The pre-apprentice will receive one entry into the drawing for meeting each of the following qualifications (a total of 3 possible entries):

- a) The ACT student will receive one entry for completing the ACT program. To complete the ACT Program, the student must have satisfactorily completed the ACT course in the 11<sup>th</sup> and 12<sup>th</sup> grade and worked their summer OJT between their junior and senior year with a sponsoring contractor.
  - b) The ACT student will receive one entry if they complete high school with a grade point average of 2.5 or better.
  - c) The ACT student will receive one entry if they have perfect attendance while attending ACT classes and summer OJT.
  - d) To receive the award, the ACT student must be in attendance at the ACT banquet. The winning apprentice in each of the three school districts will receive the \$1,500.00 in the following increments: \$500.00 to be presented upon enrollment into the FEAT apprenticeship within the same calendar year that he/she graduates the ACT Program, \$500.00 upon completing the 1<sup>st</sup> year of FEAT and the remaining \$500.00 paid upon completion of the 2<sup>nd</sup> year of FEAT.
- 2) \$1,000.00 will be donated to each of the five FEAT schools (SCC, TECO, Westside, Mid-Florida and Hungerford) to be used as incentives for FEAT students to complete their apprenticeship and to continue their career in the construction industry. The FEAT graduates from each school will be entered into a \$1,000.00 per school drawing, to be conducted at the FEAT graduation. Each of the FEAT graduates will receive an entry into the drawing for meeting each of the following requirements (a total of three possible entries):
- a) The graduating apprentice will receive one entry for completing the FEAT program.
  - b) The graduating apprentice will receive one entry for graduating with a grade point average 3.0 or greater.
  - c) The graduating apprentice will receive one entry for perfect attendance to FEAT classes for the year.
  - d) To receive the award, the FEAT graduate must be in attendance at the FEAT graduation banquet.