



APPRENTICESHIP INCENTIVE INITIATIVE

(Revised 12/1/2006)

As you are aware the construction industry is doing very well through out the US and especially here in Central Florida. This increase in construction has created tremendous labor shortages for the electrical contractors. To meet this challenge it is important that we encourage young people to choose the construction industry as a desirable career option. Once we have the pre-apprentice or apprentice it is even more important that our industry provide incentives to keep the student in the program and to continue their employment with their sponsor after graduation.

Therefore, 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) \$1500.00 would 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 would be eligible for a drawing that will take place at the ACT Banquet. The pre-apprentice will receive an entry into the drawing for meeting each of the following qualifications:
 - a) The Act student would receive one entry for completing the ACT program. To complete the ACT Program the student must have satisfactorily completed the ACT course in the 11th and 12th grade and worked their summer OJT between the junior and senior year with a sponsoring contractor.
 - b) The ACT student would have another entry added to the drawing if they completed high school with a grade point average of 2.5 or better.
 - c) The ACT student would have another entry added to the drawing if they had perfect attendance while attending ACT classes and summer OJT.

d) To receive the award the ACT student would have to be in attendance at the ACT banquet. The winning apprentice in each of the three school districts would receive \$1500.00, \$500.00 to be presented immediately following the drawing and the remaining \$1000.00 upon completing the 1st year of the FEAT program.

- 2) \$1000.00 would 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 eligible to win \$1,000.00 upon winning a 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) The graduating apprentice would get one entry for completing the FEAT program.
 - b) They would get another entry added for graduating with a grade point average 3.0 or greater.
 - c) They would also get another entry added for perfect attendance to FEAT classes for the year.
 - d) To receive the award the FEAT graduate would have to be in attendance at the FEAT graduating banquet.