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INDUSTRY ASSOCIATION



Apprenticeship Programs: Investing in our Future

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01 Overview

Overview

- Identifying the need for Apprentices
 - Let's talk data
 - Comparison of education paths
- ENGEL's Perspective
- The Why?
- The How?
 - Creating a plan
 - Getting help
- Risk vs Rewards

02 The Data

The Data

- 20% of 20 to 30-year-olds are unemployed or underemployed in the U.S.
- During 2022, 94% of employers have reported having *trouble* recruiting, and 53% reported *difficulty* in recruiting
- Standard belief is that everyone needs to attend a University
 - 51% of Gen Z teens want a 4-year degree, down from 71% in 2020
 - Gen Z are interested in trade schools & occupations – 47%
 - Among high school grads, 18% enroll in 2-yr college & 43.3% in a 4-yr
 - Only 62.2% of people attending college graduate with a bachelor's degree

University vs Apprenticeship Programs

Average age at entry

Age upon graduation

Financial debt

Earn wages while in school

Average starting salary

Minimum pre-entry experience

University

18

22

Public \$39,351 - \$71,000
Private \$96,700 - ?

No

\$55,260

High School Diploma

Apprenticeship

25+

28

\$0

Yes

\$70,720 + overtime

High School Diploma
3 – 5 years work experience

03 **ENGEL's Perspective**

ENGEL's Perspective

- Difficult to find service technicians for machines and robots
- Found good people but didn't have a good training program for very inexperienced people
- We needed a pool of technicians that were ready when people left the company either by retirement or attrition

04 The Why?

The Why?

- Need Skilled Workers
- Needed to address our team members on the road to retirement
- Address decreased interest in plastics careers due to negative image

05 The How?

The How?

- Choose the right roles
 - Not all positions fit the apprentice mold
- Do you have mentors that are *willing* to train?
- Where do companies go for assistance? Local schools, other companies that have apprentice programs, military, etc.
- How do companies afford the investment while retaining staff?
- How can we get government assistance?
 - Embassy groups
 - Plastics Association
- [ApprenticeshipUSA.gov](https://www.ApprenticeshipUSA.gov)

The How?

Work on a plan!

✓ A Time Line

- How long is the program – 6 months, 1 year, 4 years?
- What is the balance of training at the plant, in school classes, & on the job?

✓ Educational classes

- Local community colleges, manufacturing associations, adult education network
- What classes can help support your apprentice?
- Apprentices have varying skill sets – plan appropriately

✓ Outline of what success is

- Compensation milestones
- Transition from apprentice to junior to full team member

The How?

Work on a plan!

- ✓ The Feedback Loop
 - Not only receive feedback about the apprentice but get feedback – 360 view!
 - Set regular reviews – not just annual
 - Review milestones both good & bad
- ✓ Try to avoid single apprenticeships – they are better in groups
- ✓ Involve the whole company to participate in the program
 - Apprentices thrive with a “village”
 - Companies with apprentice programs become stronger

06 Risks vs Rewards

Risk vs Rewards

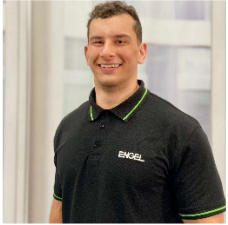
Risks

- Cost to company
- Employee retention

Rewards

- Employees trained specifically to our needs
- Employees feel invested
- Mentors feel motivated
- Team players – mentors/trainers & apprentices

Creates a Culture of Sustainability and Improvement



Apprentices

- Enthusiastic
- Moldable
- Appreciative
- Loyal
- Self Pride in the development of their technical abilities



Mentors

- Engaged
- Feel valued and needed
- Connected to the program
- Sense of pride being selected
- Personally invested in the Apprentices success



Company

- Expand hiring abilities
- Structured transfer of legacy knowledge
- Create loyal workforce
- Employees with highly relevant skill-sets
- Hands-on real-world learning to quickly contribute to the companies bottom line

“

Invest in the future not just for ourselves,
but as a legacy for the current and next
generations to thrive upon

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