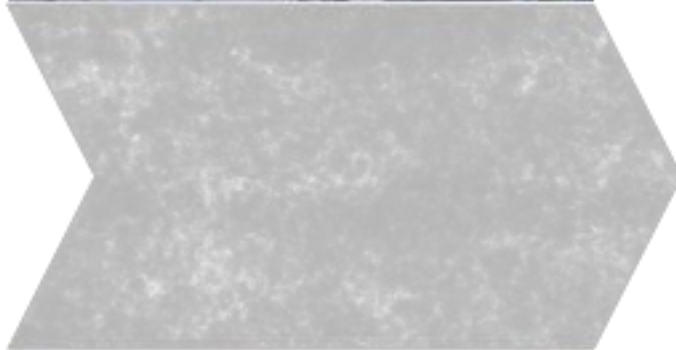


# A Profile of **Apprenticeship**



---

**Clackamas Community College**

February 2020

This profile was produced by Oregon Labor and Industries (OL&I), assisted by Social Policy Research Associates and in collaboration with the Oregon Employment Department (OED), Higher Education Coordinating Commission (HECC), the Oregon Department of Education (ODE) and representatives from the many industry, labor, and education partners and Registered Apprenticeship champions who live Oregon Apprenticeship every day.

The document was 100% funded by a \$1.5 million State Apprenticeship Expansion grant awarded by the U.S. Department of Labor's Employment and Training Administration. No non-governmental sources of funding were used in its production. The document does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it.

The State of Oregon is an equal opportunity employer/program. Auxiliary aids and services, and alternate formats are available to individuals with disabilities and language services to individuals with limited English proficiency free of cost upon request. TTY/TDD – dial 7-1-1 toll free relay service. Access free online relay service at: [www.sprintrelayonline.com](http://www.sprintrelayonline.com)

Oregon Labor and Industries, 2020

# Apprenticeship at Clackamas Community College

Clackamas Community College (CCC) has offered apprenticeship programs to employers and students for over 25 years. The college's three campuses serve residents throughout Clackamas County, located just south of Portland, Oregon. Currently, over 1,500 students are working as apprentices in one of eight building trades occupations while earning academic credit through related college programs.

About the College	
<b>Overview</b> Total Enrollment: 26,000 Average Student Age: 27 Number of Campuses: 3 County Served: Clackamas County Accredited by Northwest Commission on Colleges and Universities	<b>Apprenticeship Occupations</b> <ul style="list-style-type: none"><li>• Inside Electrical</li><li>• Plumbers</li><li>• Limited Energy</li><li>• Painters</li><li>• Limited Maintenance Electrician</li><li>• Career Technical Education Instructor</li><li>• Protective Signaling</li><li>• Wire</li><li>• Meter</li><li>• Line</li></ul>

All Clackamas Community College apprenticeship programs are registered with Oregon Labor and Industries (OL&I), which has statutory authority over Registered Apprenticeship (RA) in Oregon and collaborates with the Oregon State Apprenticeship and Training Council (OSATC) to establish new programs and provide oversight to existing ones. The college's programs have experienced steady growth—more in the last few years as Registered Apprenticeship has emerged as a workforce priority at federal and state levels. The programs have also attracted increasing numbers of women and people of color as new training and career opportunities have emerged in the building trades and related industries.

All apprentices who complete their programs at CCC earn apprenticeship journeyworker certificates together with college credit that can be applied toward an Associate of Applied Science degree. They may also earn one of two Certificates of Completion or one of two Career Pathway Certificates. These certificates are recognized statewide and confer additional credit toward an Associate of Applied Science degree at any college in the state that offers the same degree.

Credentials Apprentices Can Earn
<b>3 Associate of Applied Science Degrees</b> Construction Trades Electrician Technologies Industrial Mechanics and Maintenance Technology
<b>2 Certificates of Completion</b> Construction Trades Electrician Technologies
<b>2 Career Pathway Certificates</b> Construction Trades Electrician Technologies

## Structure of Registered Apprenticeship at Clackamas Community College

Clackamas Community College supports three different Registered Apprenticeship models in which it plays different roles including provider of Related Training, curriculum accreditor, and apprenticeship intermediary. The college refers to these models as On-Campus, Outside, and Intermediary or Company-Specific. Most student apprentices participate in the first two of these. Each is described as follows:

- **On-Campus Apprenticeships.** Apprentices register for and attend courses taught by college faculty on campus. The courses fulfill student apprentices’ RT requirement. Student apprentices have full access to student services, including financial aid, to help them complete their programs. The college provides administrative support as the Local Committee that oversees the programs. Limited Maintenance Electrician and Career Technical Education Instructor apprenticeships are offered this way.
- **Outside Apprenticeships.** Related Training is accredited by the college, but instruction is provided externally (out of the college), by instructors or journeymen approved by Local Committees. Inside Electrical—the largest apprenticeship program at Clackamas Community College—is offered this way.
- **Intermediary or Company-Specific Apprenticeships.** In this model, the college serves an intermediary, supporting Local Committees to design, develop, register, and update curricula and requirements for apprenticeship programs with specific companies. The college uses this mode with Portland General Electric (PGE), for example, to train incumbent workers for Wire, Meter, and Line positions with the company.

On-Campus Apprenticeships	Outside Apprenticeships	Intermediary or Company-Specific Apprenticeships
<ul style="list-style-type: none"> <li>• Limited Maintenance Electrician</li> <li>• Career Technical Education Instructor</li> </ul>	<ul style="list-style-type: none"> <li>• Inside Electrical</li> </ul>	<ul style="list-style-type: none"> <li>• Wire</li> <li>• Meter</li> <li>• Line</li> <li>• Limited Energy</li> <li>• Protective Signaling</li> <li>• Plumbers</li> <li>• Painters</li> </ul>

## Benefits of Apprenticeship

At Clackamas Community College, Registered Apprenticeship has proven an effective way to forge new education-industry partnerships that benefit students, businesses, and the college itself. Student apprentices earn credit toward degrees—together with industry-recognized credentials including an apprenticeship certificate—all without taking on student loans. They also benefit from employment in their field of interest from the beginning of the apprenticeship program. This provides both a first job and a path to a career.

Firms gain new hires trained precisely for their needs as well as access to a wide range of students seeking jobs and other work-experience opportunities. They can also access training and other business supports offered by CCC, peer networks (through Local Committees), and opportunities to participate in community partnerships aimed at solving industry or regional economic and workforce development challenges more broadly.

The college gains valuable intelligence, a boost in student enrollment—which supports more faculty who can offer a greater range of course instruction more frequently—and new industry-centered workforce training and opportunities that can generate additional revenue for the college. In addition, trusted relationships with businesses make it easier for CCC student apprentices to secure work with partner employers.

### Growing Interest in Apprenticeship

In 2018, Clackamas Community College received [American Apprenticeship Initiative](#) grant funds from the Oregon Employment Department to support the expansion of RA programs in manufacturing. Program staff reported increasing interest in apprenticeship among state and community education and workforce leaders in recent years as well as more support from within the college itself, from both academic and workforce divisions. They cited several reasons for this shift.

First, retirements in key industries are on the rise. College apprenticeship staff indicated that companies were coming to CCC in search of solutions to the “silver tsunami”—the exodus of skilled workers who are retiring with few new workers prepared to replace them. Individual retirees also recognize this problem and have come to the college looking for ways to give back through mentoring, teaching and training, or coaching and business support linked to apprenticeship. Because Registered Apprenticeship is built on knowledge transfer from one generation to the next through On-the-Job Training, it has proven an effective solution to building a next-generation workforce for many of the college’s partner companies.

Another reason apprenticeship staff cited for increased interest in their programs is the resurgence of career and technical education programs in high schools and the subsequent demand for more hands-on postsecondary training options for graduating students. In response to these demands, area and regional high schools are looking to Oregon colleges, including Clackamas Community College, for information about RA so they can offer apprenticeship opportunities to students as viable pathways to good careers. This was unheard of just a few years ago.

---

*“Colleges are taking a proactive approach to partner with companies seeking Registered Apprenticeship.”*

—Shelly Tracy, Director of Apprenticeship,  
Clackamas Community College

---

Concurrently, even a decade on from the Great Recession, students and parents are looking for postsecondary education options that do not require taking on debt and are more closely linked to jobs and careers. Again, Registered Apprenticeship fits the bill.

## What's Next?

---

Clackamas Community College is adding a Machinist Apprenticeship program to its offerings in 2020. It is also exploring reviving the previous Lineman pre-apprenticeship program. One challenge the college anticipates is updating the pre-apprenticeship program to include both its traditional emphasis on industrial concepts and the use of tools and training as well as what employers call “soft-skills”—timeliness, communication skills, working in a diverse environment, and so on. The latter have been the focus of many employer-identified skills gaps in recent years.

Building on its two-decade track record, Clackamas Community College will continue to support Registered Apprenticeship as a hands-on education and training model that leads to good careers for students and skilled workers for employers. Over time, the college anticipates creating RA opportunities in new industries and occupations as well as recruiting more diverse student apprentices. The college also sees the groundswell of support for RA’s earn-and-learn approach as an opportunity to boost partnerships and improve alignment across the broader workforce and education systems.

### Connect to Registered Apprenticeship:

**For information about Registered Apprenticeship at Clackamas Community College:**

Leslie Donohue

Apprenticeship Coordinator

503-594-3031 or [ldonohue@clackamas.edu](mailto:ldonohue@clackamas.edu)

Shelly Tracy

Apprenticeship Director

503-594-0945 or [shellyt@clackamas.edu](mailto:shellyt@clackamas.edu)

<https://www.clackamas.edu/academics/departments-programs/apprenticeship-aas>

**For information about business services offered at Clackamas:**

Connections with Business and Industry (CBI)

503-594-3201 or [cbi@clackamas.edu](mailto:cbi@clackamas.edu)

[clackamas.edu/academics/skills-development-training/connections-with-business-and-industry-\(cbi\)](https://www.clackamas.edu/academics/skills-development-training/connections-with-business-and-industry-(cbi))

**To learn more about Registered Apprenticeship in Oregon:**

Oregon Labor and Industries  
[oregon.gov/boli/Pages/contact\\_us.aspx](https://www.oregon.gov/boli/Pages/contact_us.aspx)

Apprenticeship in Oregon  
[oregonapprenticeship.org/](https://www.oregonapprenticeship.org/)