



APPRENTICESHIP

EARN WHILE YOU LEARN!

Andrew McKINNEY

Williston High School,
Williston, ND

Triangle

ELECTRIC, INC

ELECTRICAL CONTRACTORS



Apprenticeships are an affordable path to in-demand jobs!

Apprenticeships are registered, industry sponsored programs that provide:

- ◆ **Paid, full-time on-the-job training**
- ◆ **Hands-on learning and skills development**
- ◆ **Mentorship**
- ◆ **And a better chance of entering a high-paying occupation without student debt!**

Apprenticeship programs include job-related educational courses that are required as part of the

program. The classes are provided by accredited community colleges, technical training schools, or the employer. Apprentices' work on the jobsite under supervision by journeymen for one to six years, depending on the job and industry. At the end of the apprenticeship, the apprentice earns a certification or license that allows them to work independently. Apprenticeships include trade industry occupations such as electricians and mechanics, and skilled professions, like healthcare occupations, such as CNA, dental assistant, pharmacy tech, and so many more.

There are 3 types of apprenticeships:

- ◆ **Time-based** – measured by the number of hours spent on the job and in the classroom.
- ◆ **Competency-based** – measured by the ability to demonstrate the application of relevant knowledge, skills, and abilities.
- ◆ **Hybrid** – measured through a combination of both hours spent and competencies demonstrated.

For Andrew McKinney, it's a sweet deal! Andrew just signed with Triangle Electric, Inc. (TEI), a traditional commercial and industrial wiring business in Williston, ND, to be an apprentice electrician. Andrew originally planned to pursue a career in business until his junior year when he spent some time working with his dad remodeling their entire house in Oklahoma. That experience led to his interest in becoming an electrician. Andrew was accepted at North Dakota State College of Science (NDSCS) but changed his mind after he learned about the apprenticeship program from his career counselor, Haley Jeannotte, at Williston High School.

Andrew will receive his training through the Dakotas Area Electrical Apprenticeship and Training Fund (Dakotas JATC). The journeyman's license takes 8,000 hours of on-the-job training, along with five years of classroom instruction (180 hours per year). The Dakotas JATC program operates like a nine-month school year. The apprentice attends either one full day or one evening every week depending on where they are on the ranking scale from 1st year to 5th year.

Andrew says being able to problem solve and critically think are some of the best skills you can possess to be successful. He believes it's important to take pride in your work, have a good work ethic, and show that ethic by being organized, on time, and the first to help no matter what. The next steps for Andrew after completing his journeyman's program are getting his master's license and starting his own business.

Learn more about apprenticeship at www.commerce.nd.gov/workforce/workforce-programs/apprenticeship