



**GEORGIA  
PIEDMONT**  
TECHNICAL COLLEGE



# Proud History

- 1961 established under the DeKalb County School System (until 1996)
- 1972 merged with GPC as its technical division (DeKalb Community College) until 1986
- 1996 became part of the DTAE (TCSG)
- 1997 opened Covington campus





# Mission

- Technical Education
- Adult Education
- Economic Development





# Technical Education

- 40 programs of study
- 170 degrees, diplomas and certificates
- 7 industry-accredited programs
- Nationally-accredited Law Enforcement Academy

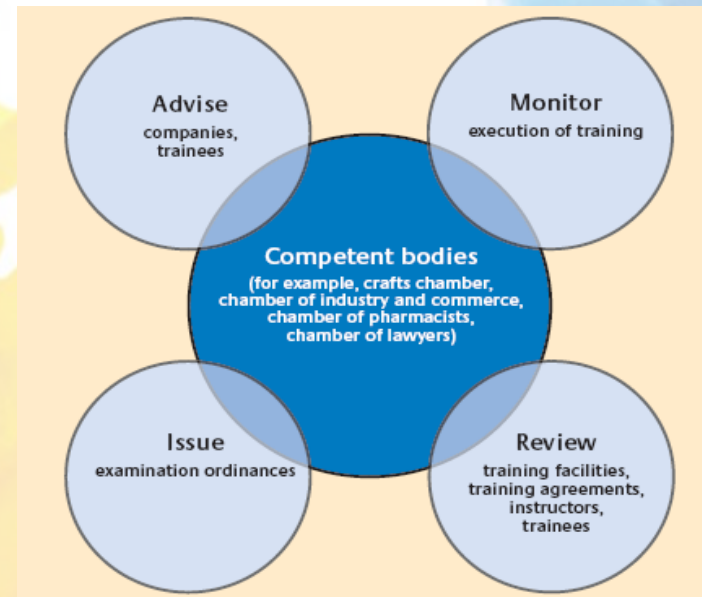




# Purpose and Design of German System

In Germany, the Chambers of Commerce are “competent bodies” by law for the Dual Vocational Educational Training (VET) Program or Apprenticeship System (per VET act from 1969/2005). They are responsible for:

- organization, registration, examination, certification
- **quality assurance** throughout the whole training process
- **representing** and organizing the **companies’ needs**, interests and input – in cooperation with business associations





# Purpose and Design of German System

## Training in companies and schools

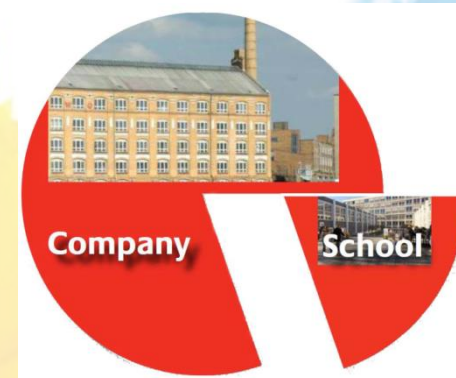
**2 – 3.5 years training period**

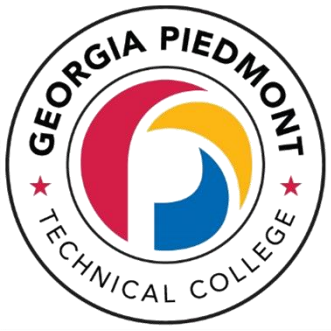
**On the job training  
in companies**

- 3 - 4 days a week
- based on training contract between company and trainee

**Theoretical training in  
vocational schools**

- 1 - 2 days a week
- run by the state





# OUR NEED & OUR RESPONSE

## NEED

- Manufacturing in Georgia Piedmont Technical College's service area (Newton, Rockdale, DeKalb, and Morgan Counties) lacks a robust source of skilled **industrial mechanics**, electricians, machinists, etc.

## Response

- To fill the void for manufacturing – Georgia Piedmont Technical College partnered with two College and Career Academies and the Technical College System of Georgia to develop a **formal Apprenticeship** program modeled after the German System
- Students will finish with a high school diploma, an apprenticeship certificate backed by Germany, an apprenticeship from the US Department of Labor, a college diploma and two technical certificates in Precision Manufacturing and Maintenance that are stackable towards an associate degree at Georgia Piedmont Technical College



# Three Partners and the Role of Each

- Leadership, Sustainment, and Quality Control
  - German American Chamber of Commerce
- Education – Dual Enrollment
  - Georgia Piedmont Technical College
  - Newton College and Career Academy
  - Rockdale Career Academy
  - Technical College System of Georgia
- Industry – Mentors and Program Drivers
  - GT – GA Manufacturing Extension Partnership
  - Area Industry Consortium
  - Chamber of Commerce / Development Authority







# WHAT HAS BEEN ACCOMPLISHED

## 2017 Newton/Rockdale Industry Consortium

- 7 Companies agreed to host an apprentice
- 10 Apprentices for 2017
- Provided review of TCSG program for the Industrial Mechanic Apprenticeship Program
- Agreed on guidelines for the program
- Interviewed eligible students and made offers to student of choice

The logo for NISSHINO, featuring the name in a bold, sans-serif font with vertical lines through the letters.

The logo for BOSCH, featuring the name in red and black with the Bosch symbol (a circle with a lightning bolt) to the right.

The logo for VERESCENCE, featuring the name in a spaced-out, all-caps, sans-serif font.

The logo for FiberVisions, featuring a stylized green and blue circular graphic to the left of the text 'FiberVisions' and 'An Indorama Ventures Company' below it.

The logo for HAVER &amp; BOECKER, featuring the name in a bold, blue, sans-serif font.



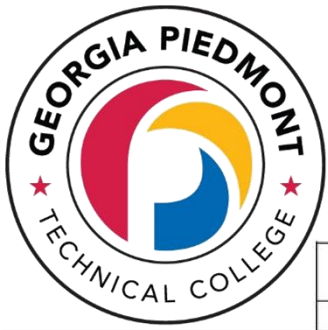
The logo for GENERAL MILLS, featuring a stylized blue 'G' to the left of the text 'GENERAL MILLS' in a blue, sans-serif font.





# WHAT HAS BEEN ACCOMPLISHED

- Companies participating agree to a **uniform wage** scale based on an hourly rate.
  - Year 1 = \$8.00/hour
  - Year 2 = \$10.00/hour
  - Year 3 = \$12.00 / hour
- **No benefits** or bonuses (vacation, paid holidays, etc.), unless mandated by law (Workman's comp, etc.)
- Students must provide **proof of medical insurance** (parents or other outside source).
- The **year of service** should be tied to **Technical College curriculum** completion.



# WHAT HAS BEEN ACCOMPLISHED

Industrial Mechanic Apprenticeship Diploma Program Schedule		
<b>9th Grade</b>	<b>Fall Semester</b>	<b>Spring Semester</b>
1st Block	9th Grade English (SB2)	Civics
2nd Block	Algebra I (SB2)	Elective
3rd Block	Health/PE (SB2)	Biology (SB2)
4th Block	Elective	Elective
<b>Summer 1</b>	AM	Open
	PM	Open
<b>10th Grade</b>	<b>Fall Semester</b>	<b>Spring Semester</b>
1st Block	IDSY 1101 - DC Circuit Analysis- MM71-MMT IDSY 1105 - AC Circuit Analysis-MM71-MMT	MEGT 1010 - Manufacturing Processes-MPA IDSY 1160 - Mechanical Laws and Principles-MM71-MMT
2nd Block	IDSY 1170 - Industrial Mechanics - MMT IDSY 1260 - Machine tools for Industrial Repairs-MM71-MMT-IMT	ENG 1101(Degree) ENG 1010(Diploma) MATH 1111 (Degree) or MATH 1013 (Diploma)ENG 1101(Degree) EMPL 1000
3rd Block	Manufacturer \$8	Manufacturer \$8
4th Block	Geometry (SB2)	Physical Science (SB2)/Driver's Ed.
<b>Summer 2</b>	AM	AUMF 1560 - Manufacturing Production Requirements-MPA-IMT IDSY 1240 - Maintenance for Reliability-MPA MCHT 1020 - Heat Treatment and Surface Grinding - IMT HIST (Degree Only)
	PM	Manufacturer \$8
<b>11th Grade</b>	<b>Fall Semester</b>	<b>Spring Semester</b>
1st Block	AMCA 2110 - CNC Fundamentals -IMT MEGT 2100 - Manufacturing Quality Control-MPA	AUMF 1110 - Flexible Manufacturing Systems I PSYC 1101(Degree)
2nd Block	Manufacturer \$10	Manufacturer \$10
3rd Block	US History (SB2)	Manufacturer \$10
4th Block	American Lit. (SB2)	Economics (SB2)
<b>Summer 3</b>	AM	IDSY 1110 - Flexible Manufacturing Systems I Humanities(3hr. class)(Degree)
	PM	Manufacturer \$10
<b>12th Grade</b>	<b>Fall Semester</b>	<b>Spring Semester</b>
1st Block	AUMF 1210 - Flexible Manufacturing Systems II	WGTC
2nd Block	Manufacturer \$12	Manufacturer \$12
3rd Block	Manufacturer \$12	Manufacturer \$12
4th Block	Manufacturer \$12	Manufacturer \$12

- Standard schedule:
  - Increasing **time at the manufacturers**
  - Finish with high school coursework after 11<sup>th</sup> grade
  - **College courses** starting in 10<sup>th</sup> grade.
  - Time at manufacturer is **paid time** for the student.
  - Student will have to **work and study during summer.**



# Advanced Manufacturing



- In the Fall 2017, Georgia Piedmont Technical College began classes to prepare students for the industries of today and tomorrow with its new Advanced Manufacturing Lab at the Newton campus.
- Trainings offered will include:
  - Machine Tooling
  - Mechanical & Fluid Power
  - Electricity/Electronics & Wiring
  - Motor Control, PLC & Drives



# HOW IS THIS POSSIBLE IN GEORGIA?

- Senate Bill 2 passed in 2015 with unanimous support in both the House and Senate. The bill was signed into law and became effective July 1.
- SB2 allows local Boards of Education the ability to award a high school diploma to students who dual enroll while they fulfill specific high school requirements + fulfill specific college requirements.



# HOW IS THIS POSSIBLE IN GEORGIA?

- Senate Bill 186 passed Georgia House and Senate in 2017. When signed into law, this bill will allow apprenticeship students to use the HOPE Grant to complete an Associate Degree (up to 30 additional college hours of credit) after those students have completed SB 2 (2015) high school requirements. This bill provides a “bridge” to the Associate Degree supported by Georgia.
- House Bill 402, which allows workers’ comp carriers, on or after July 1, 2016, to offer up to a 5 percent premium discount (up to a maximum of \$2,500) to employers who offer “work-based learning programs”.



# HOW IS THIS POSSIBLE IN GEORGIA?

- GA CATT (Georgia Consortium for Advanced Technical Training) Work Experience and Career Exploration Program (WECEP) approval (granted by the US Department of Labor in February 2018) allows 15 year old students to work on Christiani curriculum projects while at a manufacturing work site. Without this approval, students would have to wait until their 16th birthday to participate on-site with a company.



# LESSONS LEARNED

- Interact with the German Chamber during the initial planning stages, particularly before technical courses and programs are developed
- Clearly delineate roles and responsibilities by all involved parties
- Interested companies must be clearly advised on the financial and workforce commitment
- MOUs between all involved parties needed to be established, particularly regarding cost sharing
- Participation by the local Chamber of Commerce is critical





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