

Work-Based Learning

What is Work-Based Learning?

Work-Based Learning (WBL) allows students to gain hands-on experience and connect with professionals in their career field while receiving college credit. In essence, the company worksite becomes the classroom, where a student sets and completes measurable learning objectives or goals to work towards over the course of the semester. Students understand company culture, improve their soft skills, such as communication and teamwork, and learn more about the world of work.

Benefits for hiring a WBL student:

- Introduces students to your company policies, work ethic, requirements, and operation.
- Gives you the chance to evaluate prospective employee's

aptitudes and capabilities before making a long-term commitment.

- Allows professional staff to focus on higher-level work, while ensuring less complex projects/tasks are completed.
- Saves on personnel recruitment costs.
- Develops students who become ambassadors for your company.
- Presents the opportunity for industry to become a partner in the educational process.

Are Work-Based Learning students paid or unpaid?

Paid opportunities attract a more diverse candidate pool, therefore Gaston College encourages employers to offer hourly pay or stipends whenever possible. For-profit and non-profit organizations should be mindful of federal, state and local

laws related to unpaid internships. You can go to <https://www.dol.gov/whd/regs/compliance/whdfs71.htm> to learn more from the US Department of Labor.

Placement Services

The Work-based Learning and Placement office also assists students and alumni seeking part-time and full-time job opportunities. Employers can post available positions and search student/alumni resumes by going to our online job board at www.collegecentral.com/gastoncollege.

Employers are also welcome to recruit students on campus by joining us for Recruiting Wednesday's. We will set up a table and two chairs for you to recruit on campus between 10 am and 2 pm to meet with potential candidates.



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Student Success

Submitted by: *Rebecca Caldwell*
Work-Based Learning Student

I completed my Work-Based Learning in the Spring 2019 semester with the United Way of Gaston County. During my time at the United Way I volunteered with the Finance Manager and learned about non-profit accounting. My experience there led me to obtain a paid summer internship at Stabilus, Inc. in Gastonia.

I currently work in the finance department at Stabilus and have learned so much about corporate accounting and corporate accounting software. I have been asked to remain with the company beyond the scope of my internship.

I am grateful for Work-Based Learning because it led me to this great opportunity at Stabilus. I would encourage any student at Gaston College to look into the WBL program and see if there is an opportunity for them in the field they desire.



Programs eligible for Work-Based Learning:

- Accounting
- Air Conditioning, Heating and Refrigeration Technology
- Associate in Arts
- Associate in Science
- Associate in Fine Arts
- Associate in Engineering
- Automotive Systems Technology
- Broadcasting & Production Technology
- Business Administration
- Computer-Integrated Machining Technology
- Criminal Justice
- Emergency Management
- Fire Protection Technology
- General Occupational Technology
- Health and Fitness Science
- Human Services Technology
- Industrial Systems Technology
- Information Technology
- Manufacturing Technology
- Medical Office Administration
- Nutrition and Dietetics Technician
- Office Administration
- Paralegal Technology
- Supply Chain Management
- Veterinary Medical Technology
- Welding Technology

Grow Talent Locally with Apprenticeship 321!

Apprenticeship 321 is a multi-path training and education program administered by Gaston College in collaboration with local employers. The College and employers work together to design the registered apprenticeship program, which includes in-demand occupations, related coursework, and wage scales. Upon successful completion of the required OJT hours, apprentices are awarded a nationally recognized journeyworker certification and an academic credential from Gaston College.

What is a Registered Apprenticeship? Registered apprenticeship is a unique “earn and learn” model that prepares new employees or an incumbent workforce for in-demand careers. The model combines paid on-the job training (OJT) with a company along with courses at Gaston College. Companies can work with various student populations, including high school students, post-secondary students, incumbent workers, Veterans, or other populations interested in learning a new career.

What is the company’s role in Apprenticeship 321? After selecting qualified candidates, company mentors train apprentices on specific skills and supervise their on-the-job training (OJT) within a select occupation. Employers pay for tuition, textbooks, and related fees towards the program of study.

How does Gaston College support the apprenticeship program? Gaston College manages the registration, enrollment, and placement testing of apprentices. We provide academic advising throughout the apprentices’ education and also serve as a resource to apprentices if they need tutoring services and other guidance. Most importantly, Gaston College manages the administrative portion of the apprenticeship program through the Office of Apprenticeship within the North Carolina Community College System. We register each apprentice, complete the required reports, and ensure that companies’ expectations are met with program.



What are the hours and pay for an apprentice within the program? An apprentice typically works 30-40 hours per week while taking up to four classes per semester. Wages increase as training progresses and skills are acquired. Hourly pay generally starts at \$11 to \$14 per hour and ends at \$18 to \$20 per hour. How long does it take to complete an apprenticeship? The length of an apprenticeship depends on the occupational title. The U.S. Department of Labor outlines the required on-the-job training (OJT) and related instruction. Apprenticeship programs can range in length from one to four years.

How will the Apprenticeship 321 program benefit my company? The Apprenticeship 321 program develops talent for in-demand careers for each company within the consortium. As the program administrator, Gaston College can add additional occupational titles that meet the needs of companies that are new to apprenticeship. Plus, Gaston College is here to support both the companies and apprentices throughout the program from start to finish.

Ready to learn more about Apprenticeship 321? Email: apprenticeships@gaston.edu Phone: 704.922.6521



Creative Opportunities

Submitted by: Barbara Maney
Work-Based Learning Employer

“Creative Opportunities is an adult day activity program for adults that have developmental disabilities. The purpose of our program is to provide a meaningful day for the program participants in an energetic, creative environment.

Our program has been fortunate to work with Gaston College over the past five years as a site for Work-Based Learning and Placement. Currently, we have hired all interns that have been in the program and they have been excellent employees. They come prepared with the needed knowledge in the field; we then provide the “hands on” experience that they need to put their knowledge to work. The job requires a knowledge base about individuals with developmental disabilities



which we also have to train when they have not received the coursework from the college.

Good employees are difficult to find, but this partnership has supplied us with some wonderful employees!



Do you have a success story?

We want to hear from you. Please let us know if you have hired a Gaston College student or graduate, and share your success story with Gaston College Work-Based Learning and Placement Office at wblp@gaston.edu.

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