MCC’s Maintenance Mechanic DOL Registered Apprenticeship Program
Investing in our Own Talent
MCC at a Glance

- Established in 1915
- 4 campuses across metropolitan area
  - Health Science Institute
  - Adv Technical Skills Institute
- More than 17,500 unduplicated students
- MCC offers:
  - Two year degree programs
  - Transfer
  - Certificates
  - Career and Technical Education
2016 Position Types

Issues/Concerns
- Missing key leadership positions
- Asking to much of employees & leaders
- No clear upward progression

Custodian
Maintenance Mechanic
Maintenance Mechanic Supervisor
Director, Facility Support Services
Director, Facility Services
Superintendent
In-House Construction
Custodial Coordinator (new in 2016)
Grounds Keeper
Facilities Position Types

- Custodian
- Site Manager
- Senior Maintenance Mechanic (work leader)
- Maintenance Mechanic
- Maintenance Mechanic Assistant
- Apprenticeship Program

- Superintendent
- Site Manager
- Senior Superintendent
- Executive Director, Facility Operations
- Chief Facilities Officer

- Landscape Coordinator (work leader)
- Custodial Supervisor (as of 2018)
- Senior Carpenter (work leader)
- Carpenter
- Painter

* New position types since 2016
Maintenance Mechanic Apprenticeship Program

- Two year, 4000 hour, On-the-Job Training program developed by MCC Facilities and WED… hours tracked by each employee
- 31 credit hours of related technical instruction (496 contact hours) that meet MCC facility needs… Taught by MCC
- Apprentices utilize tuition waivers to cover the course costs
- Apprenticeships formally added to Board approved staff “salary and conditions”
- Upon program completion – apprentices earn a DOL registered apprenticeship certificate
Questions ??