

FORT HAYS TECH

***NORTH
CENTRAL***



Sam Johnson

Director of Apprenticeships & Workforce Development

Career

- Started with the college in 2025
- Masters: MSE in Mathematics at FHSU
- Secondary Math Instructor 2015 – 2025
- Dual Credit Math Instructor 2020-2025

My New Role

I am here to serve:

- Students
- Communities
- Businesses



From Classroom to Career: Three Strategies

- Workforce Trainings – Short Term Solution
 - A workforce training provides a short-term training for specific gaps and needs in workforce. These trainings can be anywhere from 1 day to 8 weeks.
- Apprenticeships – Medium Term Solution
 - An apprenticeship is a paid job where the employee learns and gains valuable experiences. Alongside on-the-job training, apprentices spend at least 20% of their working hours completing classroom – based learning with a college, university or training provider which leads to a nationally recognized qualification.
- Sponsorships – Long Term Solution
 - A sponsorship is when a business provides tuition aid in exchange for a working commitment from the student after graduation.



Workforce Trainings

- Workforce training opportunities can be customized based on the **number of employees, skill needs, and timeframe** of each industry partner.
- When multiple industries have similar training needs, Fort Hays Tech | North Central can explore opportunities to **combine industry demand and develop a training option that serves multiple employers**. This allows us to respond to workforce needs while creating accessible, practical training opportunities for the region.

Workforce Trainings

Motor Grader Training

- Helped serve counties and cities by increasing operator confidence and skill in operating the motor grader

Excavator Training

- Helped serve industry partners by strengthening excavator operating skills and safety knowledge

Micro – Excel Spreadsheet Training

- Designed to serve financial institutions, schools, banks, and other businesses
- Participants can earn:
 - 1 college credit + Microsoft office certificate

Maintenance Electrical Training

- Begins Next Year
- Designed to help maintenance teams understand the basics of electricity and how to properly handle specific voltage.

Workforce Trainings

Is Workforce Training Right for Your Industry?

Ask yourself:

- Are your employees missing key skills or certifications?
- Are you having difficulty finding qualified workers?
- Could upskilling current employees help fill workforce gaps?
- Do you have new technology, equipment, or processes employees need to learn?
- Would customized training help improve productivity, safety, or retention?
- Do multiple employees need the same training?

Apprenticeships

Carrico Implement Inc.

- Carrico Implement Inc. has partnered to provide tuition assistance for a student in the Agricultural Equipment Technology program
- In return, the student will work with the company after school during the academic year and commit to employment for five years following graduation

Osborne County

- Osborne County has agreed to establish an apprenticeship opportunity for students in the Heavy Equipment program
- The apprenticeship includes:
 - Full tuition assistance
 - Tool support
 - CDL A license training
- In exchange, students commit to a three-year employment agreement with the county following completion of the program

Amber Wave

- Amber Wave has partnered with our college to help their incumbent workers receive technical instruction in Electrical Technology and Welding a couple times a week, while working with their company the remainder of the week.

5 Core Components of an Apprenticeship

- Structured On – The – Job Training (Industry Driven)
- Job – Related Education (Fort Hays Tech | North Central)
- Wage Progression
- Mentorship
- Valued Credentials

Program Requirements

1. Program Length

Length of Time	1 Year	2 Years	3 Years	4 Years	5 Years
Program Hours	2,000 Hours	4,000 Hours	6,000 Hours	8,000 Hours	10,000 Hours
RTI Minimum Hours	144 Hours	288 Hours	432 Hours	576 Hours	720 Hours

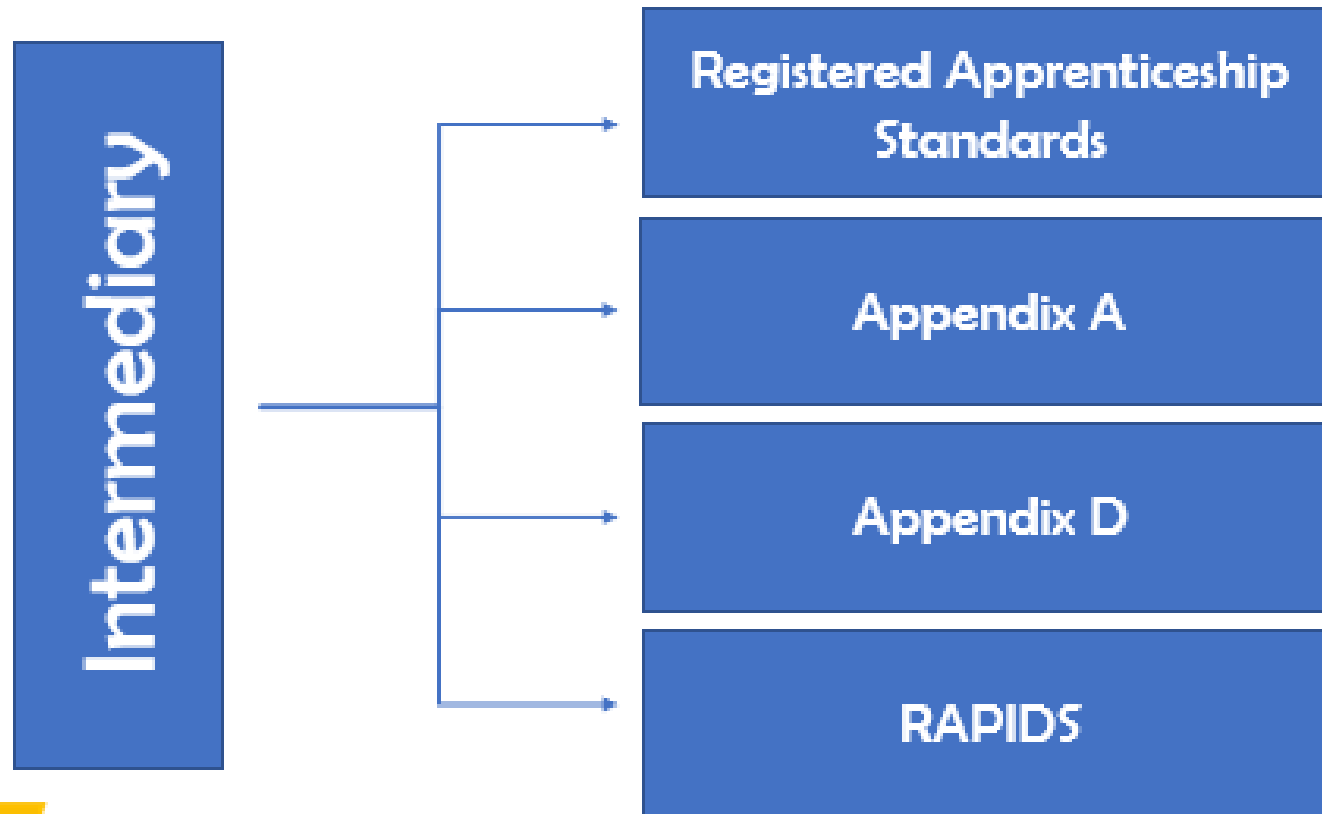
2. Age 16+ (Minors must meet hazardous occupation exemptions)

3. Able to perform essential job duties (*Ex: Trucking Company: must have active drivers license to attain a CDL*)

Steps to Starting an Apprenticeship

1. Explore – what are the needs for your business/community?
What are the most in demand skillsets you need?
2. Partner – Partner with us for guidance and support.
3. Build – work with an intermediary to design and build your program.
4. Register – submit your program to the KS Apprenticeship Committee to “legitimize” and credential your program.
5. Launch – you are ready for takeoff!

Intermediary Documentation



Appendix A

- Occupation Details
 - O* Net & RAPIDS Code
 - Type and Length of Program (Depends on Federal Apprenticeship Programs)
 - Supervisor Ratio (Hazardous jobs are 1 to 1)
 - Wage Progression
 - Probationary Period (25% of the overall allotted time)
 - Selection Procedures
 - On-The-Job Competencies
 - Related Technical Instruction Outline

Appendix A

On – The – Job

Competencies

WORK PROCESS SCHEDULE

Farm Equipment Mechanic and Technician

O*NET-SOC CODE : 49-3041.00 RAPIDS CODE : 0187CB

Job Description: Diagnose, adjust, repair, or overhaul farm machinery and vehicles, such as tractors, harvesters, dairy equipment, and irrigation systems.

Approximate Hours: 4,000 Hours

Competencies	Date Completed	Journey Worker - Initial	Supervisor Initial
Safety			
Demonstrate safe work practices with shop equipment (grinders, press, etc.)			
Have adequate knowledge of safety skills and procedures of basic machine operation and diagnostics.			
Demonstrate safe use of forklifts, cutting, & welding equipment			
Service Department Policies & Procedures			
Complete a time card and work order. (Review parts & labor)			
Communicate the Complaint, Diagnostic, & Correction statements of the work performed.			
Locate and utilize all service tools & information resources.			

Is an Apprenticeship Right for You?

- Do you need to close skill gaps in your workforce?
- Do your employees need more than four weeks of training?
- Would you like federal funding?
- Are you experiencing high turnover and are looking for employee retention?
- Do you have a supervisor(s) willing to mentor an apprentice?

Potential Tax Credits, WIOA Tools & Reimbursement

- On – the – Job Training (OJT): Partners across the state that can reimburse employers (up to 50% & up to \$6,000) during hands-on training.
- Classroom Support – Covers a portion of the students tuition, books, fees, and tools.
- Incumbent Worker Training – partial reimbursement for upskilling current staff.
- Tax Credits – \$2,750/apprentice nonprofit 501(c)3 \$2,500/apprentice for profit

Sponsorships

- **Purefield Ingredients Inc.:** Electrical Technology & Welding Technology
- **KanEquip:** Diesel Technology and Agricultural Equipment Technology
- **Sporer Land Development Inc.:** Heavy Equipment Operation
- **NexTech:** Telecommunications, Instructional Technology, & Heavy Equipment Operation
- **Salina Regional Health Center and Partners:** Registered Nursing & Respiratory Care
- **Campbell Construction:** Construction Technology
- **Abilene Machine:** Agricultural Equipment Technology
- **Lang Diesel Inc.:** Diesel Technology

How to Get Connected with Students

Build relationships. Create awareness. Find your future workforce.

- **Advisory Boards**
Connect directly with faculty and program leaders to share industry needs, provide input on curriculum, and help shape the skills our students develop.
- **Career Fairs & Recruiting Events**
Meet students from a variety of programs and introduce them to your company, career opportunities, internships, apprenticeships, and full-time positions.
- **In-Person Student Luncheons**
Bring your company directly to campus! Share your story, discuss career opportunities, answer questions, and build relationships with students in an informal setting.

The Goal

Don't just wait for students to apply — get in front of them early and build the relationship.

- **Fort Hays Tech | North Central can help connect you with the right students, programs, and opportunities.**

Final Thoughts & Questions?

My ultimate role is to build meaningful connections, help connect others with opportunities and resources, and be someone students, staff, and industry partners can rely on for guidance and support within our college.

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