



FACT SHEET

WHAT

The Hillsboro Advanced Manufacturing Apprenticeship is the first-of-its-kind, industry-recognized youth apprenticeship program in Oregon. This innovative two-year program provides a pathway for high-school students, ages 16-18, to receive hands-on, paid training that prepares them for a career in advanced manufacturing, and provides employers with an expanded and diversified skilled workforce. Additionally, this groundbreaking program is designed to be scaled and replicated across Oregon and beyond.

- The first occupation registered with Oregon Bureau of Labor and Industries (BOLI) through the Hillsboro Advanced Manufacturing Apprenticeship program is Certified Manufacturing Technician.
- As apprentices, students are employed by a partner company and have the unique opportunity to learn on the manufacturing floor alongside a mentor.
- The first cohort is working with two Hillsboro-based companies, Jireh Semiconductor and Tosoh Quartz.
- Apprentices begin their employment with the companies earning \$16/hour, which increases to \$17/hour once they are at least 50% proficient in all competency areas. At the end of the apprenticeship, students will have the option to remain employed with the company (now being fully qualified for the occupation) and earn a journeyworker's wage for manufacturing technicians, which is \$18/hour.
- Upon completion of the program, apprentices will have two years of on-the-job experience in a manufacturing setting, school credit, and a certificate of completion from BOLI that is portable. That means they are not just certified to work for the company that trained them, but they should be employable as a Certified Manufacturing Technician anywhere.

WHAT'S AN APPRENTICESHIP?

Apprenticeships combine academic and technical instruction with paid work experience across many sectors, including advanced manufacturing. In a Registered Apprenticeship program, apprentices can gain a professional network and valuable skills that can help them find a high-paying job in the future. Training in alignment with education moves apprentices from unqualified to fully qualified for their occupations.



WHY

There is currently a workforce shortage for advanced manufacturing, both in Washington County and across Oregon. Partners of the Hillsboro Advanced Manufacturing Apprenticeship program recognize the opportunity to help create a diverse pipeline of talent for applied manufacturing positions, and to increase access to livable-wage jobs for the community's youth and residents.

- In Hillsboro, where one out of every four jobs is in manufacturing, there are approximately 800 job openings in the advanced manufacturing sector, primarily at the technician level.
- Jobs in advanced manufacturing are projected to grow by 7% between 2021 and 2026, adding 2,470 new jobs in Washington County.
- Nationally, apprentices earn on average \$300,000 more over their careers than non-apprentices.

WHEN

- The Hillsboro Advanced Manufacturing Apprenticeship program received approval from the Oregon Bureau of Labor and Industries' (BOLI) [Oregon State Apprenticeship and Training Council](#) in June 2022.
- The inaugural apprentice cohort begins training in September 2022 and will graduate from the program in spring 2024.

WHERE

- The program is currently available at Hillsboro School District's [Century High School](#).

WHO

- The Hillsboro Advanced Manufacturing Apprenticeship program was created by [Hillsboro School District](#) and [City of Hillsboro](#), in partnership with [Intel](#) and other partners:
 - [Jireh Semiconductor](#)
 - [Tosoh Quartz](#)
 - [Madden Industrial](#)
 - [Jobs for the Future](#)
 - [Oregon Bureau of Labor and Industries \(BOLI\)](#)
- The program is committed to including those traditionally underrepresented in the tech industry, including women, students of color, low-income students and students with disabilities.
- The inaugural apprentice cohort includes six Century High School juniors participating in the Industrial and Engineering Systems Career and Technical Education (CTE) program.
- The program is currently available to Century High School students receiving related technical instruction (RTI)—classroom hours of theoretical knowledge and skills. For this program, the RTI is Drafting Tech 2 in 11th grade and Engineering Prep in 12th grade.
- Apprentice candidates must be at least 16 years old before their first day working for the company, a student in good standing and on track to graduate. Candidates submit a Student Interest Form, which will be shared with the manufacturing faculty and ranked. Selected candidates will be invited to interview with the companies.

MORE INFORMATION

www.hsd.k12.or.us/apprenticeship

