

BIDWELL
TRAINING
CENTER

INVEST IN THE FUTURE OF YOUR WORKFORCE

Partner with Bidwell Training Center's Chemical Laboratory Technician Program

About Bidwell Training Center

Since 1968, Bidwell Training Center (BTC) has attracted national recognition for its innovative and career-oriented training. Our majors are created through strong partnerships with leading Pittsburgh corporations, agencies, and organizations to fill desirable and in demand roles.

We train retainable employees who are not only technically proficient, but can also manage their workload and maintain professionalism.

BTC's Chemical Laboratory Technician Program

The Chemical Laboratory Technician (CLT) program is a **no-cost, hands-on program**. The program is a combination of academic coursework and on-the-job experience. Students build a foundation in lab skills and safety as well as in chemistry, math, and materials science in our academic lab. Students also spend time on-site at one of our employer partners' industrial labs, where students build upon this foundation and specialize with on-the-job training in a specific lab area. The structure of the on-site lab experience depends on whether the employer partner participates through the **Apprenticeship or Externship Program**.

Our **Apprenticeship Program** allows employers to hire and onboard students at the start of the program. Apprentices alternate between classroom instruction and hands-on training at your lab, gaining real-world experience while contributing to your team from day one. Through our **Externship Program** students complete the academic portion of the program before spending two months in an unpaid externship at your facility.

Hands-On Curriculum



Cohort-based model allows for consistent and overarching learning outcomes

Student Accountability



Training includes workplace expectations and professionalism

Employer Driven



Employers contribute to curriculum development, student interactions, etc.

Robust Student Services



Students work with advisors prior to training to identify and overcome barriers

**Interested in becoming an apprenticeship / externship post or learning more?
Contact Kelly Weiler at kweiler@manchesterbidwell.org or 412-323-4000, ext.172**



1650 Metropolitan Street, Suite 100, PGH, PA 15233

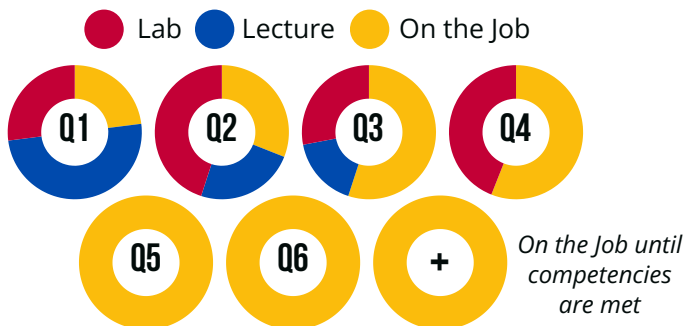


BidwellTraining.edu

APPRENTICESHIP PROGRAM

Our Apprenticeship Program is designed to **create a pipeline of skilled lab techs who are prepared to contribute on day one.** Beyond our admissions requirements, you will interview and approve any apprentice candidate.

HOURS DISTRIBUTION BY QUARTER:



ON THE JOB FROM DAY ONE

- ✓ Students are **full-time employees** the entire time they are enrolled in the program
- ✓ Academic coursework is interspersed with on-the-job training, which the employer gets to supervise and contribute to
- ✓ Apprentice starts working for you faster



A COST-EFFECTIVE WORKFORCE SOLUTION

Reduce recruitment costs and minimize turnover by cultivating skilled workers from the ground up. **We are partnered with the German American Chamber of Commerce (GACC) to make this as easy for you as possible.**

- ✓ GACC will file your site's registration with the PA Department of Labor
- ✓ Subsidies may be available to supplement your apprentice's hourly wage



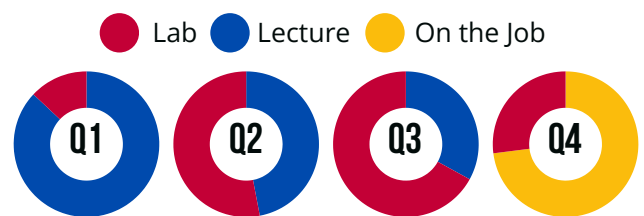
SUPPORT EVERY STEP OF THE WAY

We don't just place apprentices, **we support them and you throughout the process.** From onboarding and interviews to performance check-ins, we're your partner in developing talent that sticks.

EXTERNSHIP PROGRAM

Our Externship Program gives students hands-on experience in real work environments before graduation. By applying classroom learning on the job, students build confidence and strengthen their skills while employers have the opportunity to assess potential hires with no financial commitment. The externship counts as the last class in their program.

HOURS DISTRIBUTION BY QUARTER:



CLASSROOM - LAB - JOB SITE

- ✓ Students complete the academic coursework in the classroom and lab, followed by a two month unpaid externship.
- ✓ Employers can choose to hire the extern upon completion of the program.



JOB-READY TALENT

Our students complete a rigorous, tuition-free technical training program built with **employer input** and aligned to real workforce needs. By the time they are on the job, they're already equipped with foundational lab skills, safety knowledge, and the professionalism employers demand.

- ✓ Hands-on experience with titrations, spectroscopy, pH testing, and more
- ✓ A commitment to learning and growing in a lab environment
- ✓ Professionalism and workplace readiness built into curriculum
- ✓ Academic program transitions **from instructor-student to supervisor-employee** by the end so they are prepared

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APPRENTICESHIP PROGRAM CHECKLIST

STEP 1: REGISTER AS AN APPRENTICESHIP PARTNER

Employer Acceptance Agreement
(Appendix E)

This is a non-binding statement of intent to participate as an apprenticeship host. It must include a compensation schedule that can be changed at any time.

Here is an example of a completed compensation schedule.

Work Process Schedule
(Appendix A-1)

Review or modify the PA Registered Apprenticeship Standards. This is a draft of On the Job Competencies and Hours. These are the competencies the apprentices must master to complete the program. They're written broadly to work for most employers, but can be adjusted if needed.

Related Technical Instruction Outline
(Appendix A-2)

Review the PA Registered Apprenticeship Standards. This is the coursework that will be completed at BTC and is for informational purposes only. This can be used to see how the work competencies will align with the coursework.

STEP 2: HOST AN APPRENTICE

Review the **German Dual Apprenticeship employer Handbook**

Attend quarterly coordination / logistics meeting with BTC

Complete a **Train-the-trainer workshop** which is offered quarterly

\$3500 administrative fee
(per cohort, not per apprentice)

EXTERNSHIP PROGRAM CHECKLIST

Complete **BTC Externship Agreement**

Schedule BTC Tour and Safety Inspection

Track completed hours

NOT READY TO HOST AN APPRENTICE OR EXTERN BUT WANT TO GET INVOLVED?

We also provide our students with an array of facility tours so they can see what different labs look like. We rely on facilities like yours to be **Facility Tour Partners** to offer these enriching experiences.

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