



Macon-Bibb County
Department of Human Resources
545 First Street • P. O. Box 247 • Macon, Georgia 31201-0247
Tel: (478) 219-5444 • Fax: (478) 751-2732
www.maconbibb.us

- Title: HR 0002 - MACON-BIBB COUNTY AND BIBB COUNTY SCHOOL DISTRICT YOUTH APPRENTICESHIP COLLABORATION**
- Policy:** MBCG is committed to its mission to provide our local school system with resources that will help support the overall growth, skill, and technical acumen of students desiring a future in local government.
- Purpose:** MBCG and BCSD partnership will provide continuity in services and resources to support high school juniors and seniors to ease school transitions and promote improved attendance in after-school programs while learning and developing skillsets requisite of opportunities in areas of participating governmental departments. MBCG's commitment to eligible students is to facilitate access to a range of learning and developmental opportunities, provide students with information to best support individual learning, and provide future qualified students with alternative methods to gain long-term careers with MBCG.
- Scope:** BCSD will provide MBCG with students actively attending diploma-led programs within any local high school to formally interview with any approved participating and/or designated MBCG department. Students selected to intern as apprentices within these departments will be screened as appropriate by the MBCG Human Resources department. It will be the responsibility of MBCG Human Resources and BCSD's Youth Apprenticeship Coordinator to effectively manage time and attendance, continued learning opportunities, and issues related to discipline or behavior. Eligibility includes students in 11th and 12th grades and attending any Bibb County High School. Apprenticeship hours shall not exceed (20) hours within a work week, nor shall working hours extend beyond MBCG's normal working hours. This program is not associated with, nor will it coincide with other ongoing programs partnered with MBCG and the BCSD. Official recruitment for this program will commence in March 2023. Students selected to participate will commence their apprenticeship in August 2023.
- Responsibilities:** It is the responsibility of all participating departments to ensure that safety is prioritized. Furthermore, departments may not subject apprentices to hours or timeframes extending beyond the times previously described. Student participation shall not replace, substitute, or augment the employment of otherwise, qualified candidates desired to fill a role or position to further the mission of the department. However, it is expected that after successful completion of the student apprenticeship program, departments consider these students for full-time employment within MBCG; evaluating them based on the training, experience, and mentorship gained from the apprenticeship program.