Washtenaw Community College Comprehensive Report

UAT 122 Adapting Apprenticeship to Today's Student (UA 2100)
Effective Term: Spring/Summer 2025

Course Cover
College: Advanced Technologies and Public Service Careers
Division: Advanced Technologies and Public Service Careers
Department: United Association Department (UAT Only)
Discipline: United Association Training
Course Number: 122
Org Number: 28200
Full Course Title: Adapting Apprenticeship to Today's Student (UA 2100)
Transcript Title: Adapting Apprentice (UA 2100)
Is Consultation with other department(s) required: No
Publish in the Following: College Catalog , Time Schedule , Web Page
Reason for Submission: Course Change
Change Information:
>   **Course title**
>   **Course description**
>   **Outcomes/Assessment**
>   **Objectives/Evaluation**
>   **Other:**

Rationale: Course updates are reflective of the current trends and technology in the industry.
Proposed Start Semester: Spring/Summer 2025
Course Description: In this course, students will examine the cultural differences in social identity attributed to age cohort and other factors that impact the interactions between local training center staff and the apprentice population. Students will be introduced to the benefits and drawbacks of managing social media accounts. Students will be tasked to formulate solutions to common recruitment and retainment challenges. Limited to United Association program participants.

Course Credit Hours
Variable hours: No
Credits: 1.5
The following Lecture Hour fields are not divisible by 15: Student Min ,Instructor Min
Lecture Hours: Instructor: 22.5 **Student:** 22.5
The following Lab fields are not divisible by 15: Student Min, Instructor Min
Lab: Instructor: 1.5 **Student:** 1.5
Clinical: Instructor: 0 **Student:** 0

Total Contact Hours: Instructor: 24 **Student:** 24
Repeatable for Credit: NO
Grading Methods: Letter Grades
Audit
Are lectures, labs, or clinicals offered as separate sections?: NO (same sections)

College-Level Reading and Writing
College-level Reading & Writing

College-Level Math

Requisites

General Education
Degree Attributes
Below College Level Pre-Reqs

Request Course Transfer
Proposed For:

Student Learning Outcomes

1. Compare differences in social identity attributed to age cohort and other social factors.
    Assessment 1
    Assessment Tool: Outcome-related worksheet
    Assessment Date: Spring/Summer 2025
    Assessment Cycle: Every Three Years
    Course section(s)/other population: All
    Number students to be assessed: All
    How the assessment will be scored: Departmentally-developed rubric
    Standard of success to be used for this assessment: 80% of the students will score 80% or higher.
    Who will score and analyze the data: U.A. Instructors

2. Identify the benefits and drawbacks associated with managing social media accounts.
    Assessment 1
    Assessment Tool: Outcome-related quiz
    Assessment Date: Spring/Summer 2025
    Assessment Cycle: Every Three Years
    Course section(s)/other population: All
    Number students to be assessed: All
    How the assessment will be scored: Answer key
    Standard of success to be used for this assessment: 80% of students will score 80% or higher.
    Who will score and analyze the data: U.A. Instructors

3. Develop solutions for identified recruitment and retainment challenges.
    Assessment 1
    Assessment Tool: Outcome-related worksheet
    Assessment Date: Spring/Summer 2025
    Assessment Cycle: Every Three Years
    Course section(s)/other population: All
    Number students to be assessed: All
    How the assessment will be scored: Departmentally-developed rubric
    Standard of success to be used for this assessment: 80% of the students will score 80% or higher.
    Who will score and analyze the data: U.A. Instructors

Course Objectives
1. Identify strengths and weaknesses that different age cohorts bring to the workplace.
2. Recognize listening techniques for supervisors to better understand employees.
3. Compare and contrast the new techniques and technologies being used by the younger generations and how they can be positive in the skilled trades industry.
4. Role-play common situations that occur in the classroom and the workplace environment (peer critique).
5. Discuss the familiarity of different age cohorts with social media platforms.

6. Discuss recruitment techniques and results from the student's local Training Center.
7. Discuss student perceptions of incoming apprentices.
8. Examine characteristics of named generations.
9. List and describe other experiences which impact social identity and culture.
10. Discuss the benefits and challenges local Training Centers might encounter when managing social media platforms.
11. Discuss recruitment and retainment data statistics at both a national and local level.
12. Discuss and develop effective solutions for recruitment and retention challenges.

New Resources for Course

Course Textbooks/Resources

Textbooks

Robin Paggi. *Managing Generation Z: How to Recruit, Onboard, Develop, and Retain the Newest Generation in the Workplace,*, ed. Linden Publishing , 2021

Bruce Tulgan . *Not Everybody Gets a Trophy* , furst ed. Jossey Bass, 2016

Manuals

Periodicals

Software

Equipment/Facilities

Reviewer	Action	Date
Faculty Preparer:		
Tony Esposito	*Faculty Preparer*	*Feb 03, 2025*
Department Chair/Area Director:		
Marilyn Donham	*Recommend Approval*	*Feb 07, 2025*
Dean:		
Eva Samulski	*Recommend Approval*	*Feb 07, 2025*
Curriculum Committee Chair:		
Randy Van Wagnen	*Recommend Approval*	*Apr 24, 2025*
Assessment Committee Chair:		
Jessica Hale	*Recommend Approval*	*Apr 26, 2025*
Vice President for Instruction:		
Brandon Tucker	*Approve*	*Apr 28, 2025*

Course Cover
Division: Advanced Technologies and Public Service Careers
Department: United Association Department
Discipline: United Association Training
Course Number: 122
Org Number: 28200
Full Course Title: Adapting Apprenticeship to the 21st Century (UA 2100)
Transcript Title: Adapt Apprentic 21st Cent 2100
Is Consultation with other department(s) required: No
Publish in the Following: College Catalog
Reason for Submission: Course Change
Change Information:
    Consultation with all departments affected by this course is required.
    Course description
    Outcomes/Assessment
    Objectives/Evaluation
Rationale: Update United Association course
Proposed Start Semester: Fall 2020
Course Description: In this course, students will examine the generational characteristics and relationships among coordinators, instructors, and younger apprentices. Presenters from the training industry will discuss common problems and possible solutions to better communicate and recruit Gen Y (born 1980-1994) for the skilled trade industry. In addition, there will be discussions of available resources on how to effectively recruit future generations, including Gen Z (born 1995-2015) and beyond. Limited to United Association program participants.

Course Credit Hours
Variable hours: No
Credits: 1.5
The following Lecture Hour fields are not divisible by 15: Student Min ,Instructor Min
Lecture Hours: Instructor: 22.5 **Student:** 22.5
The following Lab fields are not divisible by 15: Student Min, Instructor Min
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Repeatable for Credit: NO
Grading Methods: Letter Grades
Audit
Are lectures, labs, or clinicals offered as separate sections?: NO (same sections)

College-Level Reading and Writing
College-level Reading & Writing

College-Level Math

Requisites

General Education
Degree Attributes
Below College Level Pre-Reqs

Request Course Transfer
Proposed For:

Student Learning Outcomes

1. Compare and contrast the recognized generational differences among Baby Boomers, Generations X,Y, and Z.
   Assessment 1
   Assessment Tool: Student worksheet
   Assessment Date: Fall 2020
   Assessment Cycle: Every Three Years
   Course section(s)/other population: All
   Number students to be assessed: All
   How the assessment will be scored: Departmentally-developed rubric
   Standard of success to be used for this assessment: 80% of the students will score 80% or higher.
   Who will score and analyze the data: U.A. instructors

2. Demonstrate the use of a closed social media platform (Slack) to communicate and collaborate.
   Assessment 1
   Assessment Tool: Demonstration
   Assessment Date: Fall 2020
   Assessment Cycle: Every Three Years
   Course section(s)/other population: All
   Number students to be assessed: All
   How the assessment will be scored: Departmentally-developed rubric
   Standard of success to be used for this assessment: 80% of students will score 80% or higher.
   Who will score and analyze the data: U.A. instructors

3. Identify skill trade recruitment and retainment challenges along with their solutions.
   Assessment 1
   Assessment Tool: Presentation
   Assessment Date: Fall 2020
   Assessment Cycle: Every Three Years
   Course section(s)/other population: All
   Number students to be assessed: All
   How the assessment will be scored: Departmentally-developed rubric
   Standard of success to be used for this assessment: 80% of the students will score 80% or higher.
   Who will score and analyze the data: U.A. instructors

Course Objectives
1. Identify strengths and weaknesses that different generations bring to the workplace.
2. Compare and contrast the work styles and job retention of the generations from Baby Boomers to those born between 2000-present as they apply to the skilled trades.
3. Identify the psychological underpinning that shapes those born between 1980-2000.
4. Identify useful coaching strategies to develop the strengths of those born between 1980-2000.
5. Recognize listening techniques for supervisors to better understand employees.

6. Compare and contrast the new techniques and technologies being used by the younger generations and how they can be positive in the skilled trades industry.
7. Role play common situations that occur in the classroom and the workplace environment (peer critique).
8. Discuss views of employment, family, and retirement of younger generations.
9. Discuss Generation Y and Z familiarity with social media platforms.
    10. Create a Slack account and complete a related activity.
11. Discuss recruitment techniques and results from the student's local Training Center.
12. Describe retainment challenges and solutions.

New Resources for Course

Course Textbooks/Resources
Textbooks
    Bruce Tulgan . *Not Everybody Gets a Trophy* , furst ed. Jossey Bass, 2016
    Tom Koulopoulos . *Gen Z Effect* , first ed. Bibliomotion , 2016
Manuals
Periodicals
Software

Equipment/Facilities

Reviewer	Action	Date
Faculty Preparer:		
Tony Esposito	*Faculty Preparer*	*May 05, 2020*
Department Chair/Area Director:		
Marilyn Donham	*Recommend Approval*	*May 07, 2020*
Dean:		
Jimmie Baber	*Recommend Approval*	*May 27, 2020*
Curriculum Committee Chair:		
Lisa Veasey	*Recommend Approval*	*Jun 19, 2020*
Assessment Committee Chair:		
Shawn Deron	*Recommend Approval*	*Jun 23, 2020*
Vice President for Instruction:		
Kimberly Hurns	*Approve*	*Jul 06, 2020*