A Primer for “Growing Your Own”

Plastics Pioneers Association

Fall Meeting, September 2019

Dan Reinecke- Service Supervisor

Profit From Our Experience

A Brief Overview

- BEKUM was founded in 1958 in Berlin, Germany
- BEKUM USA established in 1979
- 115,000 sq. ft. facility
- 134 employees with minimal turn-over
- Martin Stark establishes the Apprenticeship Program at BEKUM America in 1995

BEKUM'S Machine Lines

We manufacture a complete line of BEKUM machines in-house ranging from the H-111S through the HYBLOW machine series all the way to the BA-440 for multiple industries: Ag Chem, Automotive, Food & Beverage, Household Products, Industrial Packaging, Lubricants, etc.

"H" Series

"BM/HYBLOW /EBLOW" Series

"BA" Series

Profit From Our Experience

A Primer for “Growing Your Own”

Profit From Our Experience

A Solution to Skilled Labor Shortage

With only one skilled tradesman entering the workforce for every five who retire, the demand for skilled labor in the U.S. has reached a critical mass.

- The economy has ***"bumped against the proverbial labor wall"****
- With most of the baby boomers already set to retire with few years left to work, ***we are lacking trained people to fill these positions.***
- Manufacturers MUST ***actively recruit and train the new generation*** to improve the amount of skilled workers available.

*David Rosenberg, chief economist and strategist at Gluskin Sheff

A Solution to Skilled Labor Shortage

Apprenticeships are the answer!

- Apprenticeship programs are the ONLY formal, nationally recognized occupational education and training programs that combine both classroom instruction and worksite training.
  - Today in America, fewer than 5 percent of young people train as apprentices. In Germany, the number is closer to 60 percent—in many diverse fields.

Apprenticeships

- History of Apprenticeships
- Apprentice Program Structure
- Apprenticeship Standards
- Type of Programs
- Program Specifics
- Required Inputs From the Employer
- Bekum Apprentice Program
- Implementation
- Employer Advantages and Disadvantages

Apprenticeships

- ***History of Apprenticeships***

History of Apprenticeships

Since the beginning of time people have passed skills from one generation to another.

The prestige of being craft workers meant they became an important member of society.

"Open the door! "I will not open it. "Wherefore not? "The knife is in the meat, and the drink is in the horn, and there is revelry in Arthur's Hall; and none may enter therein but the son of a King of a privileged country, or a craftsman bringing his craft."

-Red Book of Hergest, a 14th-century Welsh Bardic manuscript

History of Apprenticeships

As industry has changed so has the apprentice process.

- Most of the apprentices were 14 years of age or younger. By comparison, today most apprentices begin training between the ages of 18 and 24.

- The modern apprenticeship agreement is signed by the employer; by a representative of a joint management-labor apprenticeship committee (or both); and by the apprentice. If the apprentice is a minor, the parent or guardian also signs.

History of Apprenticeships

- It wasn't until the late 19th century that programs have became comparable to what they are today.

- The new era apprentice programs started and were developed in the most marketable industries, iron foundries, ship yards, electrical and mechanical equipment plants.

- In 1937, the United States enacted the National Apprenticeship Act, which authorized the Department of Labor (DOL) to register and oversee apprentice programs that meet Federal standards and issue certificates of completion.

Apprenticeships

- History of Apprenticeships
- ***Apprentice Program Structure***

Apprentice Program Structure

- Apprentice programs offer employment and a combination of on-the-job training and related technical and theoretical instruction through a training provider.
  - AKA ***"DUAL TRAINING"***
- The duration of training, and the skills and competencies required for mastery, are driven by each industry.

Apprentice Program Structure

- "Dual training" captures the idea at the heart of every apprenticeship: Trainees split their days between classroom instruction at a vocational school and on-the-job time at a company.
- The theory they learn in class is reinforced by the practice at work.
- They also learn work habits and responsibility and, if all goes well, absorb the culture of the company.
- Certifications earned through Registered Apprenticeship programs are recognized nationwide as portable industry credentials.

Apprenticeships

- History
- Apprentice Program Structure
- ***Apprenticeship Standards***

Apprenticeship Standards

Programs registered by the United States Department of Labor (US DOL) must provide that:

- **The starting age of an apprentice is not less than 16 years of age**
- **There is full and fair opportunity to apply for apprenticeship**
- **There is a schedule of work processes in which an apprentice is to receive training and experience on the job**
- **The program includes organized instruction designed to provide apprentices with knowledge and technical subjects related to their trade (a minimum of 144 hours per year is normally considered necessary)**

Apprenticeship Standards

Programs registered by the United States Department of Labor (US DOL) must provide that:

- There is a progressively increasing schedule of wages
- Proper supervision of on-the-job training with adequate facilities to train apprentices
- An apprentice's progress, both in job performance and related instruction, is evaluated periodically and appropriate records are maintained
- There is employee-employer cooperation
- Successful completion is recognized
- There is no discrimination in any phase of selection, employment, or training

Apprenticeships

- History
- Apprentice Program Structure
- Apprenticeship Standards
- ***Type of Programs***

Type of Programs

- Nationwide, there are registered apprenticeship programs for over 1000 occupations and that number continually grows.
  - Services Industry Apprenticeships
    - Apprentices may train to become barbers or cosmetologists, cooks or chefs, correctional officers.
  - Industrial Apprenticeships
    - Industrial and manufacturing apprentices are employed in the automobile, paper, farming, technology and other industries to help create the products people use in their daily lives.
  - Construction Apprenticeships
    - Specifically renovation, construction or maintenance of buildings and roads.

Type of Programs

The Office of Apprenticeship provides a list of the *officially recognized* apprenticeable occupations

https://www.apprenticeship.gov/apprenticeship-industries

Apprenticeships

- History
- Apprentice Program Structure
- Apprenticeship Standards
- Type of Programs
- ***Program Specifics***

Program Specifics

- Each program has its own work process schedule that has to be approved by the US Department of Labor (US DOL) before an apprentice can be registered.

O*NET Code: **RAPIDS Code:**

Description:
Operate, test, and maintain unmanned, automated, servo-mechanical, electro-hydraulic, electro-pneumatic or electro-mechanical equipment. May assist engineers in building and testing.

On-The-Job Training:
Apprentices will receive training in the various work experiences listed below. The order in which this training is given will be determined by the flow of work on the job and will not necessarily be in the order listed. The times allotted to these various processes are the estimated times which the average apprentice will require to learn each phase of the trade. They are intended only as a guide to indicate the quality of the training being provided and the ability of the apprentice to absorb this training in an average amount of time. The total term of apprenticeship is indicated below.

Approximate Hours

A. Read blueprints, schematics, diagrams, and technical orders to determine methods and sequences of assembly.....1000

B. Install electrical and electronic parts and hardware in housings or assemblies, using soldering equipment and hand tools.....1500

C. Align, fit, and assemble component parts, using hand tools, power tools, fixtures and templates.....1000

D. Analyze and record test results, and prepare written testing documentation.....500

E. Operate power equipment and material handling equipment (forklifts, cranes, etc.).....80

F. Verify dimensions and clearances of parts to ensure conformance to specifications, using precision measuring instruments.....200

G. Build or manufacture to drawing, bill of material, all items to established production quality and quantity as scheduled.....2200

H. Repair, rework, and troubleshoot electro-hydraulic and electro-pneumatic assemblies and systems to meet operational specifications.....160

I. Test performance of electromechanical assemblies, using test instruments such as electronic meter and oscilloscope.....200

J. Build, test, and operate new machines.....1000

K. Train others to install, use, and maintain machines.....80

L. Assist customers/vendors with phone or site consultation when necessary.....80

Total Hours.....8,000

NAME:		TRADE:	Industrial Electromechanical Tech.		
ORACLE #:		MINIMUM HOURS:	880		
COMPANY:	Belcum America	START DATE:			
LAST REGISTERED:		STATUS:			

CODE	COURSE NAME	**PREREQUISITE	FINAL GRADE	CREDIT HOURS	HOURS
	REQUIRED COURSES				
ELTE 102	Industrial/Construction Safety	R3 and W2		2.00	48
ELTE 110	Practical Electricity	(ELTE 102 or concurrently) & R3, W2 and M3		3.00	96
ELTE 111	Introduction to Industrial Automation	R3		4.00	96
ELTE 121	Electrical Mathematics	ELTE 110 and (MATH 114 or M5) & R5		5.00	96
ELTE 122	Industrial Control Electronics	ELTE 111 & ELTE 121		5.00	112
ELTE 123	Motors and Transformers	ELTE 121		5.00	112
ELTE 131	Introduction to Machine Controls	ELTE 110		4.00	80
ELTE 150	Electric Motor Maintenance	ELTE 110		2.00	48
ELTE 232	Industrial Control Design	ELTE 131		4.00	96
ELTE 260	Intro to Programmable Controllers	ELTE 131		4.00	96
		REQUIRED COURSES TOTAL		**38**	**880**
	ELECTIVES (minimum of two electives)				
ELTE 112	Basic Wiring Installation	ELTE 110		2.00	48
ELTE 141	National Electrical Code I	ELTE 110		4.00	64
ELTE 145	Electrical Prints for Building	ELTE 141		4.00	80
ELTE 261	Allen Bradley PLC-5 Advanced	ELTE 260		6.00	128
METM 110	Introduction to Precision Machining	(METD 100 or METD 150 or Drafting Test) & R3, W4 & M4		4.00	96
METS 130	Industrial Hydraulics	ELTE 102 & R4, W4 & M4		4.00	96
		ELECTIVE COURSES TOTAL		**24**	**512**
		TOTAL HOURS		**62**	**1392**
	PREREQUISITE COURSES (if needed)				
MATH 050	Pre-Algebra	R3, W2, M3		4.00	64
MATH 114	Technical Math I	R4 & (MATH050 or M4)		4.00	64
METD 100	Basic Mechanical Drafting	None		3.00	48
METD 105	PC Applications for Technology	None		3.00	64

** R = Reading Level, W = Writing Level and M = Math Level

1st Year
ELTE 102
ELTE 110
ELTE 131

2nd Year
ELTE 111
ELTE 121
ELTE 150 (F, Sp)

3rd Year
ELTE 122 (Sp)
ELTE 232 (F)
ELTE 260 (F)

4th Year
ELTE 123 (F)
ELECTIVE
ELECTIVE

Profit From Our Experience

Apprenticeships

- History
- Apprentice Program Structure
- Apprenticeship Standards
- Type of Programs
- Program Specifics
- ***Required Inputs From the Employer***

Required Inputs From the Employer

Time

4 years for each apprentice (8000 work hours minimum)

Advertising and interviewing potential candidates

Funding $X/yr. per apprentice, *$32,990/yr. average over 4 years

Schooling

- Classes
- Registration
- Books

On the job training

- Training Time
- Wages for a skilled laborer and the apprentice

Tools

- Beginning set of basic tools needed to do the job (not required)

Additional Resources

Staffing needs (committee-Senior staff, supervisors, co-workers)

Additional training for your current employees

(Train the Trainers)

**Capital Area Manufacturing Council (CAMC) Pilot program estimation*

Profit From Our Experience

Apprenticeships

- History
- Apprentice Program Structure
- Apprenticeship Standards
- Type of Programs
- Program Specifics
- Required Inputs From the Employer
- ***Bekum Apprentice Program***

Bekum Apprentice Program

Why did Bekum begin an apprentice training program?

- Back in 1995, Martin Stark with Bekum decided to start an apprentice program to offset the imbalance of an aging workforce and a lack of local quality skilled manufacturing tradesmen.

To get the best skilled individuals for BEKUM's required trades, we must *"GROW OUR OWN."*

- This gave us an opportunity to fill positions with limited skilled individuals and train them about **BEKUM'S** products and procedures, while giving the apprentices the opportunity to ***grow*** and ***become proficient*** in their chosen technical field.

Bekum Apprentice Program

- The focus is to recruit High School juniors and seniors interested in manufacturing skilled trades.
- This program is registered with the US Department of Labor (US DOL), and upon successful completion, a journeymen's certificate is issued.

Profit From Our Experience

Bekum Apprentice Program

- The main course of study are:
  - Electrical
  - Mechanical Assembly
  - Machinist
  - Fabricator
  - Mechatronics

- BEKUM has graduated 21 journeymen since 2000, 15 who are still employed

- BEKUM currently has 17 registered apprentices

- 24 percent of BEKUM'S manufacturing workforce are graduate and current apprentices

- In 2019 Bekum America built a dedicated training center for its apprentices:

Bekum Apprentice Training Center

Bekum Apprentice Training Center

- 1350 sq. ft. dedicated department
- Full time Journeyman instructor
- 4 dedicated machine tools with full QC capabilities
- Integrated A/V classroom

Profit From Our Experience

Bekum Apprentice Program

The program is based on a ***structured 8000 hours on-the-job training***, working closely with experienced journeymen.

While attending Lansing Community College in the evening, approximately ***60 credits (576 credit hours) are to be earned over 4-years***.

During the apprenticeship program, ***weekly reports*** are to be written regarding projects/work ***accomplished***, what was ***learned***, and how the apprentice was ***challenged***.

Profit From Our Experience

Bekum Apprentice Program

A ***committee review*** happens ***monthly*** with the apprentice . Questions and/or concerns are addressed with the apprentice. This is also the time to review the college schedule and how classes are progressing.

Apprentices receive a ***formal review @ every 1000 hour milestone;*** increased compensation is based on satisfactory progression.

A required 3.0 or greater GPA per class MUST be maintained.

Apprentices who fall below the mark or are not progressing are penalized.

BEKUM AMERICA CORPORATION
ELECTRICAL APPRENTICE HOURS RECORD

NAME: Elijah Raney CLOCK #: 1803 Submitted for the month of: August Year: 2012

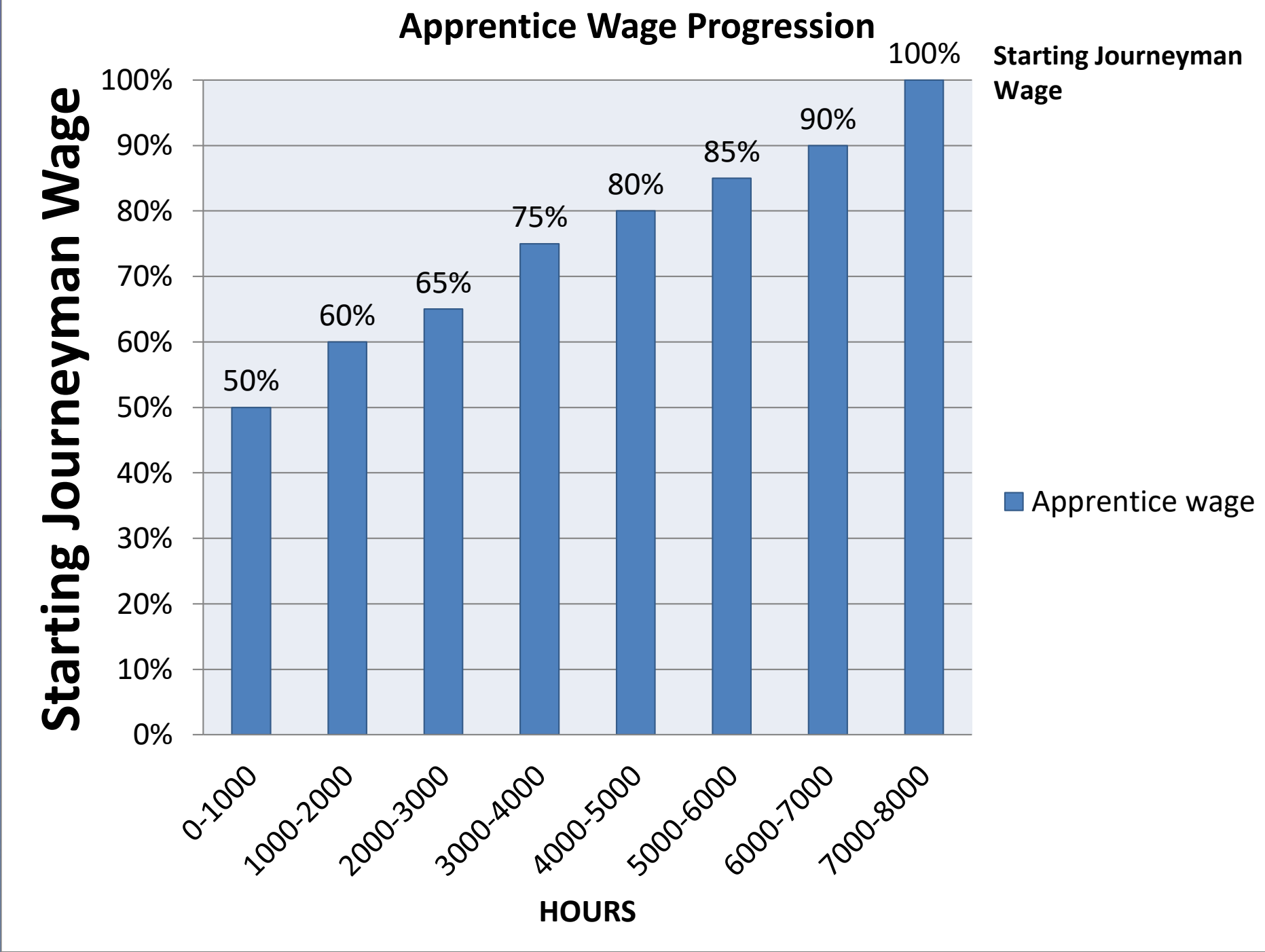
Day/Date	Cable Building	Panel Building	Machine Construction & Wiring	Machine Start-up and Checkout	Assembly	Shop Electrical Maintenance	Crib Time	Service Trip	Misc.	Fabrication & Tool room
1		6	2							
2		8								
3		8								
4										
5										
6		8								
7		3	5							
8		8								
9		8								
10		8								
11										
12										
13		8								
14		8								
15		8								
16		8								
17		8								
18										
19										
20		8								
21		5							3	
22		5							5	
23		2.5							7.5	
24		8								
25		6								
26										
27		8								
28		10								
29		8								
30		8								
31		8								
Month Total	0	173.5	7	0	0	0	0	0	15.5	0
Prev. Total	0	113	35	12	0	24	0	0	0	0
Grand Total	0	286.5	42	12	0	24	0	0	15.5	0
Required Hrs	1000	2000	3200	1000	220	40	40	80	100	320

Grand Total Hours:	**380**

I certify that this is true and correct to the best of my knowledge:

Employee

Supervisor


Apprentice Wage Progression
Starting Journeyman Wage
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
50%
60%
65%
75%
80%
85%
90%
100%
0-1000
1000-2000
2000-3000
3000-4000
4000-5000
5000-6000
6000-7000
7000-8000
HOURS
Starting Journeyman Wage
Apprentice wage

Appendix A

Minimum Industrial Electrician Apprentice Tools
(To be supplied by Apprentice*)

5 Drawer Roll-Away Chest
Fluke Multi-meter
9" Torpedo Level
40-Watt Soldering Iron
½" Capacity Pneumatic Drill
3/8" Capacity Pneumatic Drill
Wire Stripper
Hacksaw
SAE Combination Wrench Set
Metric Combination Wrench set
T-Handle Tap Wrench Set
Screwdriver Set
Metric / SAE Socket Set
4 piece Adjustable Wrench Set
28 piece Transfer Punch Set
12" Combination Square
Panduit Terminal Crimp Tool
Ratchet Wire Crimper
Cable Cutter
Terminal screwdriver
Allen wrenches Metric/ SAE
Dead blow hammer
Ty-Wrap Gun
Ball Peen Hammer
7 pc. Pliers set
Rivet Gun
6" Scale
Tapemeasure
Flashlight
Pipe wrench set
Utility knife
Fuse puller
Fish tape
Blowgun
Tool belt
Drill index metric
Punch and chisel set
Deburring tool
T-handle wrenches Metric/ SAE

Employee Signature Date

*The Employer may furnish all, or a portion of the above, for the Apprentice. In the event the Employer supplies the Apprentice with such tools, the tools shall remain the property of the Employer.

NAME:		TRADE:	Industrial Electromechanical Tech.		
ORACLE #:		MINIMUM HOURS:	880		
COMPANY:	Bekum America	START DATE:			
LAST REGISTERED:		STATUS:			

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REQUIRED COURSES					
ELTE 102	Industrial/Construction Safety	R3 and W2		2.00	48
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ELTE 121	Electrical Mathematics	ELTE 110 and (MATH 114 or M5) & R5		5.00	96
ELTE 122	Industrial Control Electronics	ELTE 111 & ELTE 121		5.00	112
ELTE 123	Motors and Transformers	ELTE 121		5.00	112
ELTE 131	Introduction to Machine Controls	ELTE 110		4.00	80
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ELTE 232	Industrial Control Design	ELTE 131		4.00	96
ELTE 260	Intro to Programmable Controllers	ELTE 131		4.00	96
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1st Year
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4th Year
ELTE 123 (F)
ELECTIVE
ELECTIVE

Profit From Our Experience

Apprenticeships

- History
- Apprentice Program Structure
- Apprenticeship Standards
- Type of Programs
- Program Specifics
- Required Inputs From the Employer
- Bekum Apprentice Program
- ***Implementation***

Implementation

Create a committee to take responsibility for the project and manage the program. This can often be headed by the HR department.

Determine which trade/craft/field is available for applicants in your corporation.

Contact the US Department of Labor (US DOL) Office of Apprenticeship for available occupations and requirements for training.

- https://www.apprenticeship.gov/employers/create-program

Implementation

Create a Work Process Schedule (WPS) including job description, tasks, and required hours of training.

WORK PROCESS SCHEDULE

Occupational Title: **Industrial Electromechanical Technician**

O*NET Code: **RAPIDS Code:**

Description:
Operate, test, and maintain unmanned, automated, servo-mechanical, electro-hydraulic, electro-pneumatic or electro-mechanical equipment. May assist engineers in building and testing.

On-The-Job Training:
Apprentices will receive training in the various work experiences listed below. The order in which this training is given will be determined by the flow of work on the job and will not necessarily be in the order listed. The times allotted to these various processes are the estimated times which the average apprentice will require to learn each phase of the trade. They are intended only as a guide to indicate the quality of the training being provided and the ability of the apprentice to absorb this training in an average amount of time. The total term of apprenticeship is indicated below.

	Approximate Hours
A. Read blueprints, schematics, diagrams, and technical orders to determine methods and sequences of assembly	1000
B. Install electrical and electronic parts and hardware in housings or assemblies, using soldering equipment and hand tools	1500
C. Align, fit, and assemble component parts, using hand tools, power tools, fixtures and templates	1000
D. Analyze and record test results, and prepare written testing documentation	500
E. Operate power equipment and material handling equipment (forklifts, cranes, etc.)	80
F. Verify dimensions and clearances of parts to ensure conformance to specifications, using precision measuring instruments	200
G. Build or manufacture to drawing, bill of material, all items to established production quality and quantity as scheduled	2200
H. Repair, rework, and troubleshoot electro-hydraulic and electro-pneumatic assemblies and systems to meet operational specifications	160
I. Test performance of electromechanical assemblies, using test instruments such as electronic meter and oscilloscope	200
J. Build, test, and operate new machines	1000
K. Train others to install, use, and maintain machines	80
L. Assist customers/vendors with phone or site consultation when necessary	80
Total Hours	**8,000**

Implementation

Discuss with local community college and create a required and elective class schedule, along with suggested order of completion.

Some colleges have apprenticeship coordinators on staff that can help with this step.

NAME:		TRADE:	Industrial Electromechanical Tech.		
ORACLE #:		MINIMUM HOURS:	890		
COMPANY:	Bekum America	START DATE:			
LAST REGISTERED:		STATUS:			

CODE	COURSE NAME	**PREREQUISITE	FINAL GRADE	CREDIT HOURS	HOURS
	REQUIRED COURSES				
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ELTE 150 (F, Sp)

3rd Year
ELTE 122 (Sp)
ELTE 232 (F)
ELTE 260 (F)

4th Year
ELTE 123 (F)
ELECTIVE
ELECTIVE

Profit From Our Experience

Implementation

- Submit full outline for each field of study to the US Department of Labor (US DOL) for review and acceptance.

WORK PROCESS SCHEDULE

Occupational Title: Industrial Electromechanical Technician

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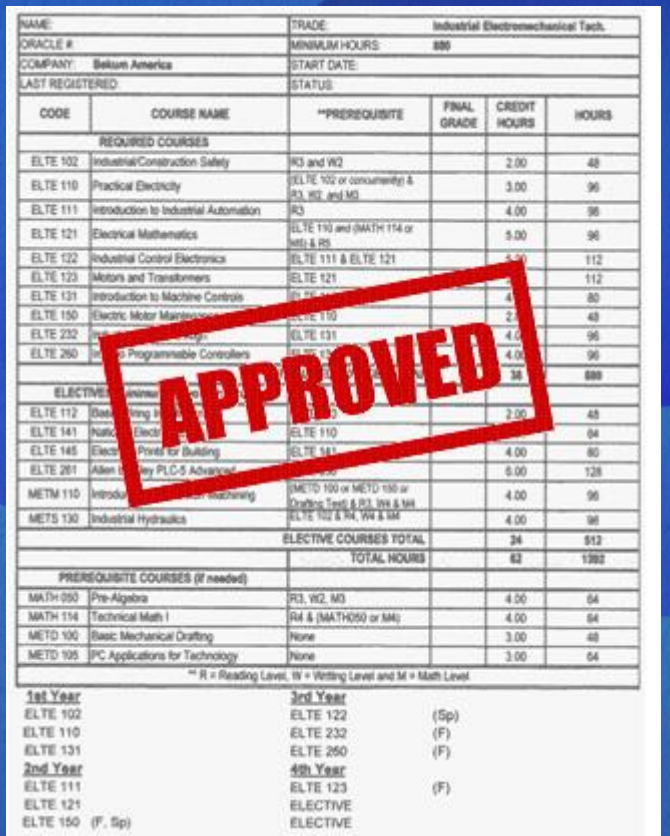
F. Verify di… sions and clearan… ure conformance to specifications, using precision …	200
G. Build or manufacture to drawing, bill of material, all items to established production quality and quantity as scheduled	2200
H. Repair, rework, and troubleshoot electro-hydraulic and electro-pneumatic assemblies and systems to meet operational specifications	160
I. Test performance of electromechanical assemblies, using test instruments such as electronic meter and oscilloscope	200
J. Build, test, and operate new machines	1000
K. Train others to install, use, and maintain machines	80
L. Assist customers/vendors with phone or site consultation when necessary	80
Total Hours	**8,000**

APPROVED



NAME:		TRADE:	Industrial Electromechanical Tech.		
ORACLE #		MINIMUM HOURS:	800		
COMPANY:	Bekum America	START DATE:			
LAST REGISTERED:		STATUS:			
CODE	COURSE NAME	**PREREQUISITE	FINAL GRADE	CREDIT HOURS	HOURS
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ELTE 102	Industrial/Construction Safety	R3 and W2		2.00	48
ELTE 110	Practical Electricity	(ELTE 102 or concurrently) & R3, W2, and M3		3.00	96
ELTE 111	Introduction to Industrial Automation	R3		4.00	96
ELTE 121	Electrical Mathematics	ELTE 110 and (MATH 114 or M6) & R5		5.00	96
ELTE 122	Industrial Control Electronics	ELTE 111 & ELTE 121		5.00	112
ELTE 123	Motors and Transformers	ELTE 121		5.00	112
ELTE 131	Introduction to Machine Controls	[illegible]		4.00	80
ELTE 150	Electric Motor Maintenance	ELTE 110		2.00	48
ELTE 232	[illegible]	ELTE 131		4.00	96
ELTE 260	[illegible] Programmable Controllers	[illegible]		4.00	96
				38	880
	ELECTIVE [illegible]				
ELTE 112	Basic [illegible]	[illegible]		2.00	48
ELTE 141	Introduction to Electricity	ELTE 110			64
ELTE 145	Electrical Power for Building	ELTE 141		4.00	80
ELTE 261	Allen Bradley PLC-5 Advanced	[illegible]		6.00	128
METM 110	Introduction to Machining	(MET0 100 or MET0 150 or Drafting Test) & R3, W4 & M4		4.00	96
METS 130	Industrial Hydraulics	ELTE 102 & R4, W4 & M4		4.00	96
		ELECTIVE COURSES TOTAL		24	512
		TOTAL HOURS		62	1392
	PREREQUISITE COURSES (If needed)				
MATH 050	Pre-Algebra	R3, W2, M3		4.00	64
MATH 114	Technical Math I	R4 & (MATH050 or M4)		4.00	64
MET0 100	Basic Mechanical Drafting	None		3.00	48
MET0 105	PC Applications for Technology	None		3.00	64

** R = Reading Level, W = Writing Level and M = Math Level

1st Year		**3rd Year**	
ELTE 102		ELTE 122	(Sp)
ELTE 110		ELTE 232	(F)
ELTE 131		ELTE 260	(F)
2nd Year		**4th Year**	
ELTE 111		ELTE 123	(F)
ELTE 121		ELECTIVE	
ELTE 150	(F, Sp)	ELECTIVE	

APPROVED

Profit From Our Experience

Apprenticeships

- History
- Apprentice Program Structure
- Apprenticeship Standards
- Type of Programs
- Program Specifics
- Required Inputs From the Employer
- Bekum's Apprentice Program
- Implementation
- ***Employer Advantages and Disadvantages***

Employer Advantages and Disadvantages

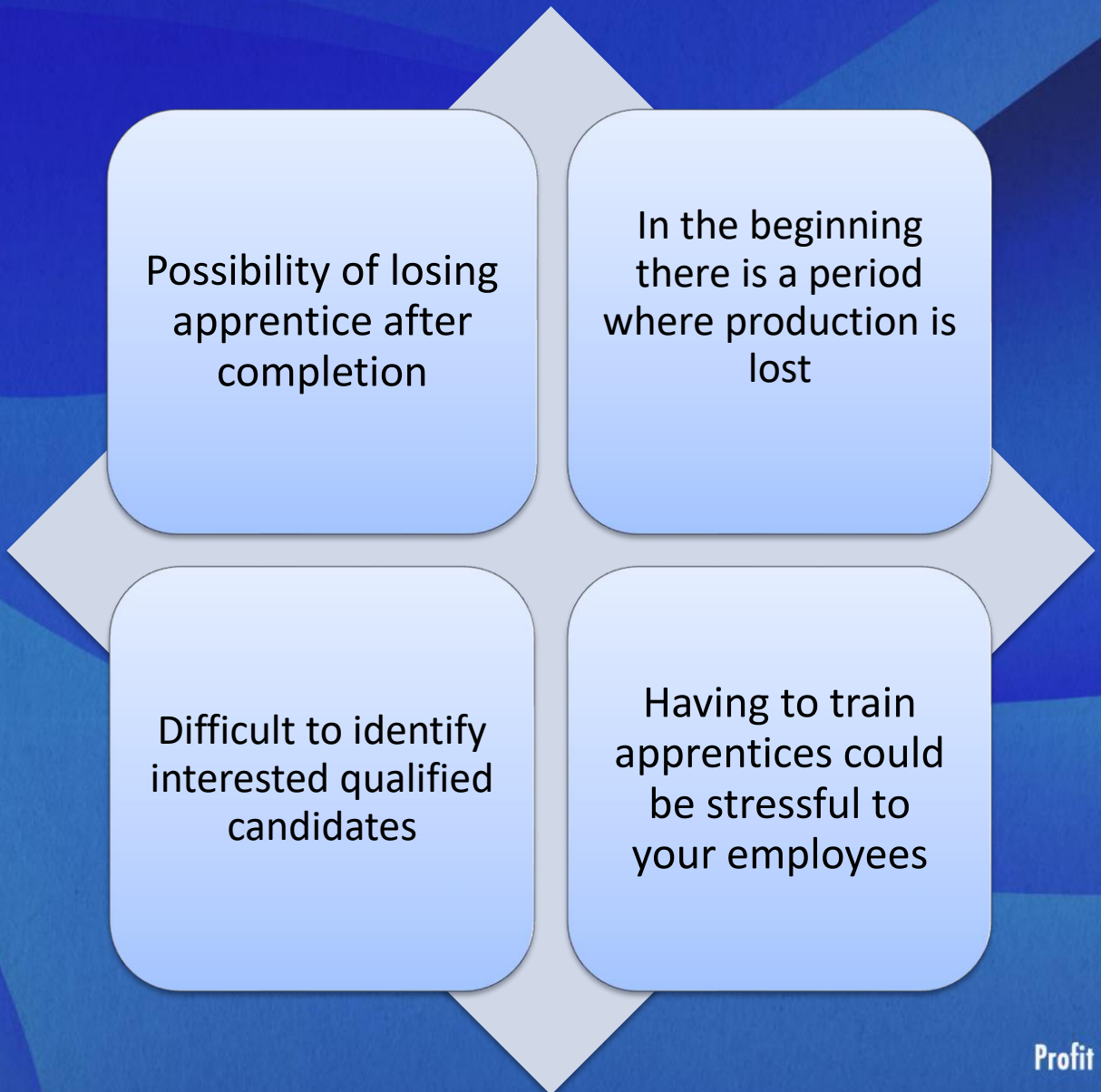
Skilled workers ***trained*** to industry/employer specifications to ***produce quality results***

Increased productivity and knowledge transfer due to ***well-developed on-the-job learning***

A stable flow of ***new skilled workers***, apprenticeship programs offer a predictable pipeline of ***program completers***

An emphasis on ***safety training*** that may ***reduce*** worker compensation costs

Employer Advantages and Disadvantages



TOOLS and RESOURCES to DEVELOP a REGISTERED APPRENTICE PROGRAM

- **Informational materials available through the office of apprenticeship**
  www.doleta.gov/OA/eta_default.cfm

- **Contact information**
  - Office of apprenticeship, states office
    www.doleta.gov/oa/stateoffices.cfm
  - State apprenticeship agencies
    www.doleta.gov/oa/stateagencies.cfm
  - Office of apprenticeship regional offices
    www.doleta.gov/oa/regdirlist.cfm
  - Office of apprenticeship national offices
    www.doleta.gov/oa/national.cfm

A Company's Greatest Allies

Profit From Our Experience

Misconceptions of Apprentice Programs

1. It takes four years before the apprentice is contributing to the company
2. Difficult to implement
3. Expensive and time consuming
4. Sounds good but not for us

THE COMING WORKER SHORTAGE WILL COST EMPLOYERS ONE WAY OR ANOTHER.

We always need new recruits for the company softball team!

Questions

Profit From Our Experience