



Corporate Training Dept.

Apprentice Program

Overview

The Yancey Apprenticeship Program can be up to a two year program that is designed to attract individuals that have the desired behaviors and mechanical aptitude needed to become a technician, but may lack formal education and or experience. The program gives these individuals the opportunity to enter the technical job market and supply Yancey Bros. Co. with needed technicians. The Apprentice Program allows for a beginning skill assessment that will determine placement and insertion into a personalized and structured training and competency building program. Since the training program is determined by the candidate's current skill level (which could range from no experience / formal education to graduation from a recognized Technical College to having worked in another technical genre), the time in the program can vary – depending on the Apprentice.

The program will include pre-determined classroom training, on-line training, task assignments and on the job training. The Apprentice will be a full time employee and will have opportunities to increase pay rate, as skills build and are evaluated.

The program will work with identified local, on-site mentors to assist the apprentice is completing tasks and experiencing job related learning opportunities. All training / learning activities (facilitated, on-line and hands on) must be completed to a satisfactory competency level, which will be evaluated with a semi-annual evaluation, performed to assess skill change and the competency growth. The Apprentice can be eligible for a merit increase after each evaluation.

Apprentice Prerequisites

- 18 years of age or older
- Must have high school diploma or equivalent
- Meet Yancey employment requirements. All mechanical testing, background checks, driving record checks and drug screening will be conducted.
- Demonstrate a positive attitude and desire to learn.
- Possess the required technical aptitude to become a technician

Compensation

All apprentices will be started at the base wage of \$12.50 per hour. Apprentices will have the possibility of a merit increase at six month intervals, if all identified benchmarks are met. At completion of program apprentice will be at \$16.00 per hour. Apprentices will also be issued a tool box with basic hand tools at the beginning of the program. The tools boxes will be required to be kept in good working order and all tools and boxes are the responsibility of apprentice. After the Apprenticeship is concluded and two additional years employment are completed, the tools and tool box will become the property of the Apprentice.

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