

Caterpillar

Assembly Pre-Apprenticeship Program (Clayton, NC)

Welding Apprenticeship Program (Sanford, NC)



B U I L D I N G C O N S T R U C T I O N P R O D U C T S

Our Company

- For more nearly 90 years, Caterpillar Inc. has been making sustainable progress possible and driving positive change on every continent.
- Caterpillar is the world's leading manufacturer of construction and mining equipment, diesel and natural gas engines, industrial gas turbines and diesel-electric locomotives.
- We have a global footprint with product in more than 180 countries. Caterpillar is a Fortune 50 company and one of the 30 companies on the Dow Jones Industrial Average.
- We are among Interbrand's Top 100 Global Brands and recognized as one of Barron's World's Most Respected Companies.



**MY ROAD TO
PRE-APPRENTICESHIP**

CATERPILLAR CONFIDENTIAL: GREEN

CATERPILLAR®

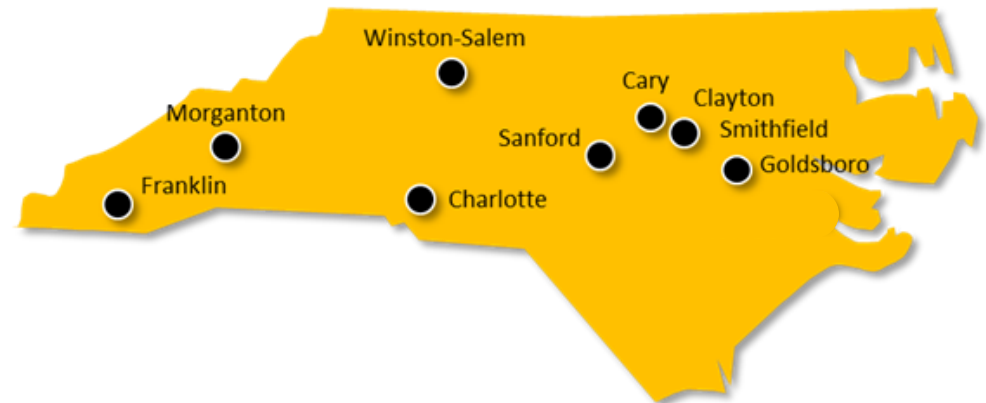
Caterpillar & North Carolina... Partners in Success

Our People:

- **Caterpillar employs +2,000 people** and has nearly 400 retirees across the state of North Carolina
- Our facilities offer employees **comprehensive wages, benefits and training opportunities** which consistently rank among the **BEST IN THE REGION**

NORTH CAROLINA AT A GLANCE:

- Dealers: Carolina Tractor, Gregory Poole
- Caterpillar Foundation Giving: \$308,860
- Number of suppliers: 728



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Investing to Win –

Industry Leading Products

- 7 product families
- 70 models
- Core, CCE and BHL

Small Track-Type Tractors

Japan; Athens, GA



Mini Hydraulic Excavators

Japan; China; Athens, GA



Skid Steer Loaders Compact Track Loaders Multi Terrain Loaders

Sanford, NC; Thiruvallur, India



Backhoe Loaders

UK (Leicester); Brazil; India



Compact Wheel Loaders

UK (Leicester)



Small Wheel Loaders

Clayton, NC; Brazil; India; Belgium; Japan; India



Telehandlers

Alliance with JLG

Growing BCP portfolio of
BEST VALUE products

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Caterpillar in Clayton, NC



Building Construction Products Division

- Clayton Plant
 - Assembly of small wheel loaders
 - Product Distribution Center for backhoe loaders
- Clayton Machine Development Center (CMDC)
 - New design center for BCP products
 - Test grounds / track
 - Prove Design shop



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Caterpillar in Sanford, NC



- Sanford facility
 - Assembly of skid steer loaders, multi terrain loaders and compact track loaders
 - Fabrications
 - Logistics Node
 - Design

Building Construction Products Division



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Work Environment

- Safety is #1 priority
- Values Based Culture
 - Each employee has unique skills, abilities, experiences, and cultural backgrounds that enables the Company to achieve superior business results.
- Caterpillar Production System
- Discipline in process execution and standard work
- State of the art equipment
- Strong Brand and Employee Pride
- Recognized as one of the Best Places to Work



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Caterpillar Assembly Pre-Apprenticeship Program

Program Details

- The Pre-Apprenticeship allows for additional development of career and technical competencies within a general career field. Pre-Apprenticeship allow students to observe and participate in daily operations, develop direct contact with job personnel, ask questions about particular careers, and perform certain job tasks.
 - Students will receive training in the following areas
 - Caterpillar Production System
 - Manufacturing Skills Standards Council (MSSC): Safety
 - Human Resources Development Training
 - Students will work part time at Caterpillar facilities in the role of product assembler
 - Students paid for time working
 - Students paid for Caterpillar training



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Caterpillar Assembly Pre-Apprenticeship Program

Benefits to successful students

- Registered Dept. of Commerce Certificate for completion of the Pre-Apprenticeship Program
- Earned hours towards Johnston Community College credits at no cost
- Approximately 640 hours of on the job training
- Paid work experience while in high school
- Opportunity for full-time employment at Caterpillar

Benefits to Caterpillar

- Pool of potential employees with approximately 640 hours of Caterpillar specific training
- Potential employees who are familiar and comfortable with the Caterpillar culture
- Potential employees who are prepared and qualified for full-time employment with Caterpillar



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Caterpillar Welding Apprenticeship Program

Details

- The Caterpillar Apprenticeship Training in Welding is a two-year youth apprenticeship program that leads into an adult apprenticeship
- Students take welding and welding-related classes at Central Carolina Community College three days a week
- Students work/train at Caterpillar two days per week during their high school junior and senior years
- Caterpillar pays enrolled students during the school year for the time spent working/training and up to 32 hours per week during the summer between their junior and senior year



Benefits to Successful Completers

- Will have earned a Welding Certificate from Central Carolina Community College for 24 college credit hours
- Will have earned a 10-hour OSHA Safety Card
- Will have a certificate from the NC Department of Labor indicating that they have completed the youth apprenticeship
- Will have completed the proprietary 80-hour Caterpillar Accelerated Training program



Benefits to Successful Completers

- Will have earned a CRC WorkKeys Credential
- Will have completed on the job training (OJT) hours to be credited toward their adult apprenticeship
- Will have worked part-time at Caterpillar for two years
- Will have a preferred employment opportunity at Caterpillar



2015-2016 Pre-Apprenticeship Curriculum

	Junior Year Spring Semester	Summer (between Jr and Sr Year)	Senior Year Fall Semester	Senior Year Spring Semester
JCC College Classes	M W F Class Industrial Safety (ISC 112) 2 hours Hydraulics/ Pneumatics (HYD 110) 5 hours	JCC Cart Training (40 hours)	Friday Class Blue Print Reading (BPR 111) 3 hours	Friday Class Critical Thinking (HUM 115) 3 hours
Paid Caterpillar Work and Training		Work Week 28 hours (4 day work week) CPS Training (40 hours) 8 weeks On the Job Training	Work Week 4 hours per day (M-Th)	Work Week 4 hours per day (M-Th)



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Welding Apprentice Program Breakdown

	*Junior Year Fall Semester	*Junior Year Spring Semester	Summer	**Senior Year Fall Semester	**Senior Year Spring Semester
College Classes	WLD 112 Basic Welding Processes (MWF)	WLD 121A GMAW (MIG) FCAW/Plate Part A (MWF)	Work/Train at Caterpillar up to 32 hours per week	WLD 121A GMAW (MIG) FCAW/Plate Part B BPR 111 Print Reading (MWF)	WLD 117 Industrial SMAW ISC 110 Workplace Safety (MWF)
Caterpillar Work and Training	Caterpillar Accelerated Training (40 hours) (T, Th)	Caterpillar Accelerated Training (40 hours) (T, Th)		Work/Train at Caterpillar (T, Th)	Work/Train at Caterpillar (T, Th)

* Junior year students take college classes and work during 1st block (90 minutes)

**Senior year students take college classes and work during 1st and 2nd block (180 minutes)

Pre-Apprenticeship Program Requirements

Eligibility Requirements :

- ✓ Must be 16 years of age
- ✓ Must be a high school junior in good academic standing
- ✓ Must participate in the Career and College Promise Program
- ✓ Must have two letters of recommendation (from teachers and/or school administration)
- ✓ Must have support of parents or legal guardian
- ✓ Must complete the application process
- ✓ Must participate in an interview
- ✓ Must be legally authorized to work in the U.S.
- ✓ Must have transportation

Candidates will be chosen based on the following criteria:

- ✓ Scholastic record
- ✓ Discipline profile
- ✓ Attendance profile
- ✓ Interview Skills
- ✓ Letters of Recommendation



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Welding Apprentice Eligibility Requirements

- Rising high school junior in good standing
- Room in academic schedule for the required courses and work time
- Eligible to participate in the Career & College Promise Program
- Four letters of recommendation (two from teachers and two from community members)
- Support of parents or guardian
- Participate in an interview
- Two completed (or in progress) CTE course during freshman and sophomore years



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Selection Criteria

Candidates will be chosen based on the following criteria:

- Scholastic record
- Attendance Profile
- Discipline Profile
- Interview Skills
- Letters of Recommendation
- Career & Technical Education Classes
- Transportation
- Parental Support



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Questions



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