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CATERPILLAR[®]

**YOUTH APPRENTICE PROGRAM
IN WELDING**

CATERPILLAR®

YOUTH APPRENTICE PROGRAM IN

Manufacturing is thriving in North Carolina, a major driver of the state's current and future economic development. But, manufacturers are having difficulty finding trained workers to fill critical positions, such as welders. The U.S. Bureau of Labor Statistics projects a need for about 51,000 more welders nationwide by 2020.

To help meet this need, Central Carolina Community College, Caterpillar's Sanford Fabrication Facility, Lee County Schools, and the N.C. Department of Labor developed a two-year apprenticeship in welding program:

- Select high school juniors and seniors continue their high school studies while studying welding at the college and working/training at Caterpillar.
- Caterpillar pays the apprentices for their job-related training.
- In the summer between their junior and senior years, the apprentices can work up to 30 hours per week at Caterpillar and be paid.
- By the end of the program, students have earned a CCCC Welding Certificate and a North Carolina Department of Commerce apprenticeship certificate.
- They have also completed the 80-hour Caterpillar Accelerated Training Program and hours toward their adult apprenticeship.
- They have two years experience as part-time Caterpillar employees.
- The apprentices are prepared to enter the workforce and have preferential hiring status at Caterpillar.
- Students entering the North Carolina workforce as trained welders can expect to earn \$17 – \$18 per hour (source: Bureau of Labor Statistics).

Eight students took part in the initial graduation in May 2014, with North Carolina Gov. Pat McCrory joining other government, education, and industry leaders at the event. In addition to celebrating the graduation of the first apprentices, students entering their second year of the program were recognized and a new group of apprentice students were inducted.

"Apprenticeships are common in Europe, but there has been a disconnect between commerce and education in our country," McCrory said. "This program overcomes that. Caterpillar, Lee County and Central Carolina Community College are leading the way. These graduates will do extremely well with their skills; they will always find jobs."

Dr. Stephen Athans, Dean of Vocational and Technical Programs at Central Carolina Community College, accepted the 2014 Governor's Award for Excellence in Workforce Development as an "Outstanding Innovative Partnership" on behalf of the Caterpillar Registered Youth Apprenticeship Program.



WELDING

Gov. Pat McCrory and other government, education and industry leaders gathered at Caterpillar Inc.'s Sanford Fabrication Facility to celebrate the achievements of the first group of students to graduate from the Caterpillar Youth Apprenticeship Program in Welding.



Caterpillar Apprenticeship Program to receive Governor's Award

SPECIAL TO THE HERALD

GREENSBORO — The Caterpillar Registered Apprenticeship Program, of which Lee County Schools is a member, and the Pre-Apprenticeship Program today will receive the 2014 Governor's Award for Excellence in Workforce Development as an "Outstanding Innovative Partnership."

The award will be presented at a banquet at the Sheraton Four Seasons/Quincy Center in Greensboro as part of the 2014 Workforce Development Partnership Conference, which is taking place Oct. 15-17.

"The CAT Apprenticeship Program provides a unique experience for our students and serves as a model for community partnerships that are needed to ensure our students' success," said Lee County Schools Superintendent Andy Bryan. "By providing our students with a welding certificate along with an opportunity for a career with

Caterpillar, the program exemplifies our belief that education is economic development. The apprenticeship program fits well into our district's vision that all children will graduate with more than a diploma."

According to N.C. Gov. Pat McCrory, "North Carolina's competitive edge depends on the continued commitment of partnerships like the Caterpillar and Registered Pre-Apprenticeship Program that use innovative strategies and contribute to the improved workforce, employment and training opportunities for the state and community."

Lee County Schools partnered with Central Carolina Community College (CCCC) and the Caterpillar's Sanford plant to create the Caterpillar Registered Apprenticeship Program, a pathway for high school students to earn vocational credentials necessary for work. Upon completion

of the program, each student will have earned a high school diploma, the N.C. Career Readiness Certificate, a welding certificate from CCCC and a certificate from the N.C. Department of Labor.

The program includes training through 80 hours of training through the Training Program System. The students get program in 10 weeks.

"I think it's important to be a part of the program," said a student. "It's a great opportunity to learn and get experience while still in school."

The program was developed by the Lee County Schools and the N.C. Department of Labor. It is a registered apprenticeship in a career field that is in demand in the state of North Carolina.

The goal of the program is to train high school students for critical, high-demand, well-paying careers in welding. The students will receive a high school diploma, a welding certificate, and a certificate from the N.C. Department of Labor.

According to the U.S. Bureau of Labor Statistics, the welding industry will grow by 15 percent over the next 10 years. The students will receive a high school diploma, a welding certificate, and a certificate from the N.C. Department of Labor.

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in because they saw the need in their area," said Charlene Cross, Apprenticeship Consultant with the N.C. Department of Commerce. "By establishing an apprenticeship program throughout the local high schools, it was a way to ensure the long-term availability of quality workers. The CAT program is an investment in the future of the state."

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Apprenticeship program sparking high interest

BY KATHERINE E. McDONALD
SPECIAL TO THE HERALD
Caterpillar, Inc.'s Youth Apprenticeship Program in welding is sparking interest statewide and nationally as an innovative and practical way for industry to build the skilled workforce it needs. The two-year program, a partnership among Caterpillar Inc.'s Sanford Fabrication Facility, Central Carolina Community College, Lee County Schools, and the N.C. Department of Labor, is training high school students through apprenticeships for a critical, high-demand, well-paying career.

"We have a global economy now," said Julian Palphug, chair of the CCCC Board of Trustees. "At the college, we feel it is important to have collaborations to make students feel prepared for the workforce, provide a good living for their families, and be productive members of society. Programs like this provide excellent opportunities."

One of the organizations taking notice of the apprenticeship program is the Institute for Emerging Issues at North Carolina State University. The Institute focuses on long-term issues that impact the state in order to discover opportunities that strengthen its ability to compete.

"As the Institute for Emerging Issues travels the state, we hear time and time again from business leaders that the impact the state is having on the global economy is to discover opportunities that strengthen its ability to compete."

Lee County High School students are welding in the program's welding class at Central Carolina Community College. The apprenticeship program is a partnership between Caterpillar Inc.'s Sanford Fabrication Facility and the N.C. Department of Labor. The students will receive a high school diploma, a welding certificate, and a certificate from the N.C. Department of Labor.

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CCCC graduate tapped for Caterpillar

BY SUSAN WELCH
GREENSBORO, N.C. — Todd Thomas, a graduate of Central Carolina Community College, has been named Caterpillar Fabrication Facility in Sanford.

Thomas, who received an Associate of Applied Science degree in Human Resource Management from CCCC, credits his education at preparation for helping him land the job.

"The Human Resource Management aspect of my education helped me deal with the people side of the business and the business side of the job," Thomas said. "I liked the challenge of the job, the people, and the business side of the job."

Thomas said he was a good fit for the job because of his education and experience. He said he was a good fit for the job because of his education and experience.

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Students test their mettle in welding

By Katherine E. McDonald, Published October 17, 2013

Welders joined metal to metal in the welding shop at the Lee County Innovation Center. Sparks from their torches reflected in the dark glass faceplates of their helmets.

Then the workers turned off their torches and raised their faceplates, revealing smiling teenage faces, both male and female.

Welcome to the Caterpillar Youth Apprenticeship Program in welding. The students are seniors at two high schools in Lee County and are the first in a two-year program that prepares them for a career with Caterpillar.

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WEDNESDAY September 25, 2013

Join Us for the League's Global

An educational pipeline toward welding careers

By Katherine E. McDonald, Published March 8, 2012

In Sanford, N.C., a new welding apprenticeship program for high school students is taking off. Local officials are excited about the potential for economic development.

Last week, education and community leaders launched a partnership among Caterpillar, Central Carolina Community College (CCCC), Lee County Schools, and the N.C. Department of Labor (NCDOL) to establish an apprenticeship program.

Through the two-year program, selected high school juniors and seniors will earn their high school diploma, a welding certificate, and a certificate from the N.C. Department of Labor.

Participating students will also receive customized training through the college and Caterpillar, and work part time at the Caterpillar plant, where they complete the program. They will be qualified as entry-level welders, ready to work at Caterpillar or other companies.

"This is an exciting day," said CCCC President Dr. Maxine "Mammoth" Thomas. "This is just the first of the programs we hope to announce."

Welders are in demand, even in the current economic climate. Manufacturing companies moving to new locations often look at the available workforce, especially the number of skilled welders. Caterpillar's Sanford is doing a fine job of training welders in Lee County, and Caterpillar is doing a fine job of training welders in Lee County.

"We recognized that we don't have a sufficient pipeline of manpower to train our new welders," said Julian Palphug, Caterpillar's Sanford plant manager. "This apprenticeship program ensures that we will have the talent and skills to fit our manpower needs."