



MTU America's Apprenticeship Program



Power. Passion. Partnership.

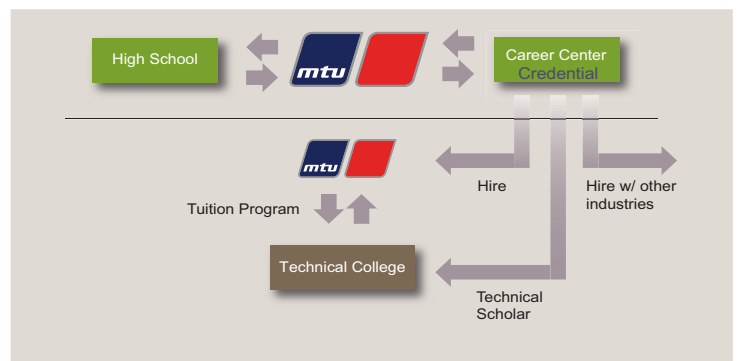
Filling the Education Gap

In 2010, MTU America Inc. moved its manufacturing operations from Detroit to Aiken County, South Carolina. Although the company's new home provided a ready workforce to get the plant up and running, it became apparent that future expansion plans would depend on a continuous pool of qualified potential employees, which didn't seem to be readily available in the area. That's when MTU leadership decided to invest in Aiken County's education system by partnering with the local high schools and Career Center to bring a new approach to vocational training – an approach that has been successfully used at MTU America's parent company in Germany for over 30 years.

A Unique Approach

MTU America's unique Apprenticeship Program gives high school students a structured and coordinated training system that provides:

- An avenue for students to obtain work skills immediately sought by employers.
- An opportunity for students to earn a wage while they learn.
- A career path with opportunity for growth and greater income.





Our Approach

9th Grade

High school freshmen are introduced to the MTU Aiken Plant via plant tours and presentations. The goal is to motivate students to stay in school by previewing the Apprenticeship Program.

10th Grade

The student selection process begins with teacher nominations. MTU conducts presentations at the Career & Technology Center serving Aiken County high schools to introduce the program to students and parents, who are also invited to tour the plant. Math assessments and interviews are conducted. Final selections are made. Students enroll in program during Spring semester of Sophomore year.

11th Grade

As high school juniors, students attend high school classes, Career Center training sessions and work limited hours at the MTU Aiken Plant during the school year (as an elective). Students work full-time at the MTU Aiken Plant during the summer.

12th Grade

Students attend high school and Career Center training sessions while also working limited hours at MTU Aiken Plant during the school year. Students rotate through various departments in order to increase their knowledge of MTU America's operations. Students work full-time at the MTU Aiken Plant during the summer.

Final Exam

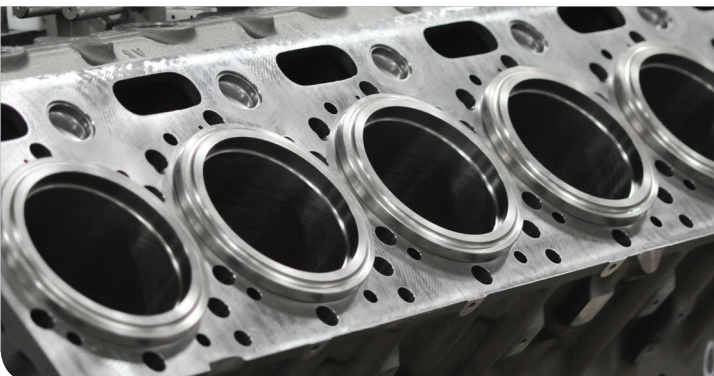
The three-part exam consists of a practical exam, a written exam and an oral exam which is conducted by a committee consisting of a Chamber of Commerce member or local government representative, a teacher and an industry representative. Upon completion, students will receive a certification as an Industrial Mechanic (Basic), recognized and protected by the State of South Carolina and the U.S. Department of Labor.

Employment Upon graduation from high school, employment at MTU America is not guaranteed or required. However, MTU will plan headcount for six certified apprentices at the starting pay level. With their certification, graduates will be able to obtain open positions at MTU or many other potential employers.

Nationally Recognized

MTU America's Apprenticeship Program has received significant attention since its launch in the Fall of 2012. It has been featured in such mainstream media as Dan Rather Reports, The Wall Street Journal and The New York Times. MTU representatives were also invited to meet with the U.S. Secretary of Education in Washington, DC to discuss the program as one of the first of its kind focused on high school students.

The program has earned prestigious awards for its contributions to the educational system. The State of South Carolina recognized MTU America as its Private Sector Champion of the Year as part of its 2013 Carolina Careers Governor's Awards. In addition, the Association for Career and Technical Education (ACTE) presented MTU America with its Award of Merit, which is awarded annually to business leaders who support technical training programs nationwide.



Learn More

For more information about MTU America's Apprenticeship Program at the MTU Aiken Plant please contact:

Dave Dumbrell, Sr. Manager of Operations, MTU America Inc.
(Dave.Dumbrell@mtu-online.com)

Arjonetta Gaillard, Human Resources, MTU America Inc.
(Arjonetta.Gaillard@mtu-online.com)

