

## Joint Apprenticeship Program

The UAW-Ford Joint Apprenticeship Program is designed for employees with the desire and ambition to attain higher goals. It prepares individuals to become certified Skilled Tradespersons. It pays while you learn and, upon completion, provides a way for newly-graduated journeymen to achieve higher pay, greater job satisfaction and can even point the way to additional career opportunities.

### How Do You Qualify for Apprenticeship Training?

All full-time seniority Ford Motor Company employees interested in earning a position on the facility's Apprenticeship Eligibility List must successfully complete the Industrial Readiness Certificate Program (IRCP). This program consists of three standardized, non-accredited courses completed through the local approved college or the online provider. Successful completion consists of a Pass/Fail basis - 75% and higher is passing. Employee Tuition Assistance Program (ETAP) benefits will apply. The three standardized classes of the **UAW-Ford Industrial Readiness Certificate Program** are:

- **IRCP1: Mathematics – Shop Arithmetic**
- **IRCP2: Drafting – Machine Tool Blueprint Reading**
- **IRCP3: Trade Related Preparation**

After successful completion of the three courses, you will submit your transcript to your local JAC Rep. for review and processing. At that time you will also complete and sign the "Skilled Trades Preference Selection" form, choosing three trade preferences available at your facility. Your JAC Rep. can help you learn more about the individual trades so that you can make an informed decision.

Your JAC Rep. will then forward your transcript, Skilled Trades Preference Selection form, and your mailing address to the National Joint Apprenticeship Committee (NJAC) for review and approval. Once approved, the NJAC will notify you directly that you are being added to your location's current year Apprenticeship Eligibility List based on your seniority and consistent with established processes.

The following colleges will open IRCP registration in April 2016:

- Cincinnati State Technical & Community College
- Cuyahoga Community College
- Erie Community College
- Henry Ford College
- Jefferson Community & Technical College
- Lorain Community College
- Macomb Community College
- Metropolitan Community College
- Monroe County Community College
- Prairie State College
- Rhodes State College
- Schoolcraft College
  
- Online Option: Penn Foster <http://uaw.pennfoster.edu/>

## The Waitlist Process

Candidates currently on the waitlist will be indentured first. Once that waitlist is exhausted, the new IRCP process will be utilized. Candidates will be ranked in seniority order for the specific window year in which certification was approved by the NJAC. (The annual window will open January 1<sup>st</sup> and close at the end of business on December 31<sup>st</sup>. Submission of the required documents must be completed by January 31<sup>st</sup> of the following year.) The order for surveying for apprentice opportunities will start with the existing established list, then to the 2016 list and then to the 2017 list, etc.

Each time the facility requests a new apprentice, the JAC Rep. will canvas the waitlist candidates in seniority order to identify who will be indentured to fill that trade-specific opportunity.

## Your Apprenticeship Experience

Once you are indentured as an apprentice, you will attend a three-week Core Skills course at the Technical Training Center in Lincoln Park, Michigan. This course provides the basic knowledge and skills of your trade. Back at your plant, you will complete rotation assignments with various journeypersons from your trade, coursework at a local training provider, and advanced training back at the TTC. Your progress will be monitored by interim reviews with your local JAC Rep. and assessments at the TTC. These assessments give the Union, the Company and you the opportunity to review your progress and make any necessary modifications to your individual training plan. In total, it will take about four years for you to complete your apprenticeship.

## Benefits of a Skilled Trades Career

As an **Apprentice** you will receive:

- An incentive for completing apprentice classes outside of work hours
- Trade specific tool sets and tool boxes
- Increased job security
- Opportunity to increase knowledge in a specific trade
- Opportunity for enhanced skills development

As a **Journeyman** you will have:

- Increased wages
- Increased job security
- Well-developed skill sets
- Work assignments that are diverse, challenging and meaningful
- Personal sense of accomplishment
- A better retirement

## Want to Learn More?

Follow the links below to access multiple Apprentice Program resources or ask your JAC Rep. and various journeypersons about their trade. Learn what you can about this exciting and engaging career path. This is your opportunity to open the door to a brighter future for yourself and your family through a career as a journeyman. Do yourself a favor - Reach for THE POWER OF THE TRADES!!

UAW National Joint Apprenticeship at <http://uawford.org/apprentice/>

and

Tuition Assistance at <http://www.uawford.org/edtp/ircp>