



Arconic Touts Benefits of Apprenticeship Program

Arconic's Niles Ingot & Mill Products Operations located in Niles, Ohio manufactures high-performance materials and products used on virtually every aircraft platform. The plant's management and four of their newest apprentices sat down with the Apprenticeship Network to talk about the benefits of an apprenticeship program and why they are part of the Apprenticeship Network grant.

Industrial, mechanical and electrical maintenance apprentices were asked why they wanted to participate in an apprenticeship program and how it benefits them personally. Arconic Niles employees Dennis Lepowsky, John Brandon, A.J. Lamp, and Jason Martin all mentioned the career opportunities an apprenticeship program provides, including skill development and progressive wage increases. Each apprentice mentioned they enjoyed hands on work and troubleshooting.

Jason said, **"This apprenticeship is a good opportunity because it provides job security and financial stability."** He mentioned that he gains valuable knowledge in the program through the instruction he's getting at Trumbull Career & Technical Center, coupled with daily on the job training challenges and troubleshooting experience.

"My father was a carpenter at Packard and he always told me to learn a trade," says AJ, who said he has long had a knack for electrical work. He says he built that knack into a career knowing the wages would be good.

Dennis said the apprenticeship program is a **"good fit"** for him because he likes working with his hands and solving problems.

Working with knowledgeable journeymen, mentors and supervisors willing to share their knowledge is what John said he enjoys most about his apprenticeship. **"I like working with people who know their equipment and like to share their knowledge."**

According to Lori Mickholtzick, Arconic Employee Relations Manager, the Niles plant has had apprenticeship programs for many years and she especially values the Greater Oh-Penn Manufacturing Apprenticeship Network grant because it supports investment in additional apprentices.

Arconic Niles' employees in production positions are eligible to apply for apprenticeship openings and are selected based on seniority and the results of an entrance exam.

"We're in a tight labor market," said Lori, **"So increasing growth in our own people to advance their talent makes sense. Our employees with production experience are taking their knowledge and using it to help them succeed through apprenticeship programs."**

"And that allows us to use apprenticeship programs to promote from within and then backfill those open positions with new hires," added Greg Billock, Maintenance Manager.

To learn more about the Apprenticeship Network and how to expand your company's apprenticeship program or to start a new one, contact Vicki Thompson at vtompson@tpma-inc.com

