

Energy System's



Apprenticeship & Mentor Program



**Power will shape
our future.**

**Join us to take your
skills to the next level.**



99 years ago, Louis Pearce Sr. had a vision.

He was committed to finding the best ways to care for his employees' and customers' needs to win their loyalty and respect.

Nearly one hundred years later, that vision has become Waukesha-Pearce Industries.

Four generations have upheld those commitments and are now preparing for the future.

Benefits of an Apprenticeship

Apprenticeships are real jobs. Apprenticeship is the process of learning a skilled occupation through paid on-the-job training under the supervision of a journey-level craftsperson combined with related classroom instruction.

Benefits of an Apprenticeship

- Apprenticeships enable you to start working and earn a wage while you learn key skills and gain qualifications to meet industry standards.
- A paycheck from your first workday will increase as you learn new skills.
- Once the apprenticeship is complete, you are on your way to a successful long-term career with a competitive salary and little or no educational debt.

Energy Systems Apprentice Program Objectives

WPI initiated a formal training program structured with the necessary disciplines to maintain continuity and provide the services and skills to support our business objectives. Several factors drive the need for an in-house formalized "mechanic's" training program:

- Current and anticipated growth in specific areas of WPI marketable products
- Limited availability of experienced mechanics throughout WPI's service areas
- The turnover rate of service personnel for various reasons
- Replacements for future retirees
- Advancing the careers of people who see a future at WPI



Energy Systems Apprenticeship & Mentor Program



The Purpose of Our Apprenticeship Program

The purpose of the Apprenticeship and Mentor program is to provide training in a work environment beyond traditional instructor-led training. Each participant is paid while they learn and, at the same time, contributes to the bottom line as an employee.

Later it is expected that the apprenticeship will no longer be under a seasoned technician and will be able to function independently as a competent field or shop technician. During the training process, each apprentice will be assigned a local mentor.

The mentor will take the apprentice under his wing to promote good work habits, safety standards, and high technical abilities. Also, the mentor will discuss procedures and processes and provide constructive feedback and praise as required.

Apprenticeship Participant Requirements

- High school diploma or GED equivalency
- Graduate of a one-year or two-year vocational or technical program with a certificate or associate degree.
- US Military Veteran- must submit DD-214 to verify training and experience
- Develop and practice safe work habits and work in a manner as to assure their safety and the safety of other workers.
- Can perform the physical requirements of the position.
- Valid driver's license with no DUI or DWI convictions
- Pass a pre-employment drug test
- Willing to complete the required hours of employment, OJT, and training to become a journeyman shop or field technician.

Apprentice Training Path

Completion of the program will lead to product certification level training. The program duration is 1.5 – 2 years. Most classes are taught by WPI training center staff and product vendors who provide some sessions. Instruction consists of classroom, hands-on, online, and on-the-job training.

For more information, contact trainingcenter@wpi.com

