



POINTE PRECISION: PIONEERS IN THE APPRENTICESHIP PROGRAM

POINTE PRECISION

Wisconsin-based Pointe Precision, a precision machining operation producing parts for the medical, aeronautical, and recreational industries, was established in 1995 and began its apprenticeship program in 1997. The company credits talent acquisition, development, and retention of their workers as a critical factor in their success as a company, having grown from 94 to 170 people over their 20 years in operation. The company was selected as a Young Adult Employer Champion for its leadership in creating apprenticeships within central Wisconsin's manufacturing sector.

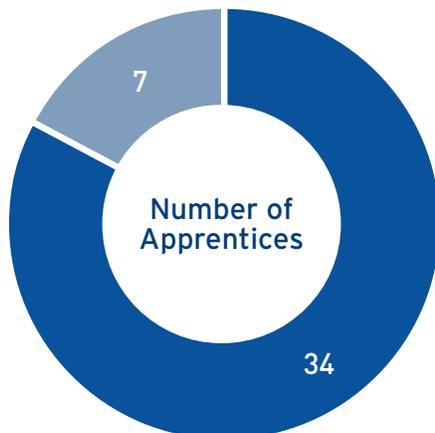
THE PROGRAM

Working with area high schools to identify potential youth apprentices, Pointe Precision seeks out candidates with the requisite hard skills (mechanical

aptitude, math, science) and soft skills (team work, leadership, work ethic) for an interview process with both students and their parents. During a tour of the facility, they monitor the student, their interest, and the types of questions that they ask to ensure a good fit, which has been critical to the success of the program.

Once selected and authorized to work, youth apprentices are assigned a mentor at the company. The company typically has between two and seven youth apprentices working at any one time, and they usually begin the program full time in the summer. A flexible work-schedule structure accommodates students' work/life balance and wages start well above minimum wage. Students have found that the contextualized learning makes their school work that much easier and has led to impressive GPA improvements as well.

APPRENTICESHIPS 1997-2015



- Since inception (1997-2015): 34 apprentices, with 12 still currently employed at the company
- Current year (2015) 7 apprentices

EMPLOYER AND COMMUNITY BENEFITS

With a lack of qualified applicants looking for work in central Wisconsin, manufacturers find it challenging to recruit and hire in the current economy. Since experienced machinists typically already have stable jobs with good pay and benefits, Point Precision has seen multiple benefits from investing in their youth apprentice program. Reduced turnover, a stable workforce, faster integration into the trained workforce, community support and recognition, and the opportunity to offer options to young people who want to stay in the community are among those benefits. The program also engages the current workforce, offering opportunities to work closely with the next generation of workers. Mentors report feeling proud of what they did to help, teach, and support the students. Pointe Precision also finds that the students bring new ideas, fresh perspectives, and energy to the workforce.

WORKFORCE STATISTICS

- › Number of Employees: 170
- › Number of Young Adult Workers (18–27): 38

This brief was generously sponsored by:



THE ANNIE E. CASEY FOUNDATION

This research was funded by the Annie E. Casey Foundation. We thank them for their support but acknowledge that the findings and conclusions presented in this report are those of the author alone, and do not necessarily reflect the opinions of the Foundation.



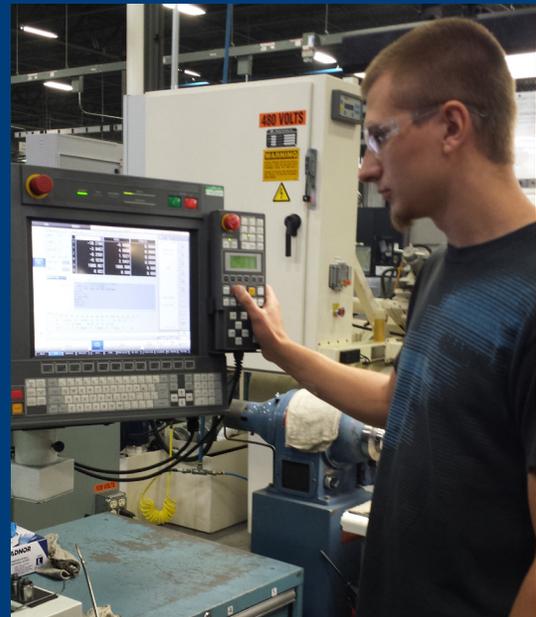
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FRONTLINE SUCCESS STORY

Former apprentice Jared Shilka has become the go-to-guy for new technology, according to Pointe Precision's human resources manager. After completing the two-year apprenticeship program, Jared accepted an offer of full-time employment as a machinist three years ago. Jared's skills and aptitude for new technology serve him well operating machines that make parts used in the aerospace industry, where quality is critical and there is no room for error. Jared is writing the training documents that will be used to train others and to prove competency on that equipment.

Of the opportunity to apprentice at Pointe Precision, Jared says that the program gave him an experience that school couldn't provide: hands-on learning and on-the-job training. "When you tell your friends and family what you are doing and describe the equipment and the life critical parts you are producing, all they can say is 'wow.' It makes you feel proud that you work here," said Jared.



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