DDAC Apprenticeship Program

Kickstart your Career!

DDAC
DAVIDSON AND DAVIE APPRENTICESHIP CONSORTIUM

www.ddacapprentice.org

Who is DDAC?

DDAC (Davidson and Davie Apprenticeship Consortium) is a non profit organization of manufacturing companies in Davidson, Davie and Guilford Counties aiming to provide bright futures for tomorrow's talents.

Our purpose is to invest in young and ambitious people who are ready to take the next step toward long-term and successful employment with attractive and stable local companies. We have developed 2- or 4-year programs that prepares young talent for their future in the fields of electronic or mechanical manufacturing in Davidson and Davie Counties. Our apprentices attend school one day a week and the remaining four days a week they are trained-on-the-job at one of the DDAC partnering companies.We are convinced that a well-rounded education, alongside practical experience, is the key to a sustainableand long-term career in ourcommunity. To achieve that goal, we work closely with local schools in Davidson, Davie and Guilford Counties and Davidson-Davie Community College (DDCC) to build collaborative relationships. Ultimately, we want to provide stable and attractive employment opportunities for local talents who are willing to learn and have a hands-on mentality. Together, we will kick-start your career!

Goals of DDAC

- ⇒ Develop a highly skilled, ready-for-the-future workforce in Davidson, Davie and Guilford Counties
- ⇒ Foster collaborative relationships between schools and industries in our community
- ⇒ Create community awareness of the high-quality manufacturing companies in Davidson,Davie and Guilford Counties
- ⇒ Strengthen the community's perception of manufacturing
- ⇒ Provide great career opportunities for great people!

Mission

DDAC: Working together to provide stellar career opportunities through debt-free education and Industry training to meet the needs of our community.

Vision

DDAC: Creating economic mobility for a sustainable workforce."

DDAC Member Companies

For over 50 years the BMK-Group, which consists of BMK GmbH, Dekor-Kunststoffe GmbH, BMK Americas, and 000 Interprint Samara, has been developing first class and customized solutions in the field of surface coating for wood products. With our high quality specialty papers and impregnating substances that are processed world-wide, we set entirely new standards in technology and quality.

Founded in 1978, Cascade Die Casting Group, Inc. is a privately held company with three casting and two finishing operations, located in North Carolina and Michigan. We serve a variety of industries including automotive, appliance, off-road sport, and other niche industries. In the automotive industry, we're the world's largest supplier of exterior mirror brackets and a leading supplier in 4x4 transfer case housings, electrical enclosures, mounts and brackets. Our products can be found on most of the OEM truck and SUV applications, and we are now serving the new and exciting electric vehicle market. In the appliance industry, our products are used in the kitchen and in washers and dryers. Our purpose is to build a great company, with great people and great results. We pride ourselves on a strong culture, based on the values of safety, hardworking, team player, accountable and passionate – can do attitude.

CPM Wolverine Proctor is a leading supplier of thermal processing equipment for the fiber, tobacco, nut and food industries. CPM Wolverine Proctor is a subsidiary of CPM Holdings Inc., a global leader in the design, production and marketing of high-quality, efficient, durable process systems, equipment and after-market parts and services for the oilseed, animal feed, breakfast cereal, snack food and biofuels processing industries. CPM operates more than 20 facilities in more than 10 countries with challenges and opportunities of a large company, while maintaining the culture and atmosphere of a small business.

The EGGER Group, headquartered in St. Johann in Tyrol, Austria, is a leading international wood-based materials manufacturer. Founded in 1961, the family-owned company has 20 production plants with approximately 10,800 employees worldwide. Customers include those in the furniture, wood distribution, building and do-it-yourself (DIY) industries. EGGER products are found in countless areas of private and public life, including kitchens, bathrooms, bedrooms, offices, hotels and shops. EGGER opened its first U.S. manufacturing facility in Lexington, N.C., in late 2020, producing particleboard and thermally fused laminate (TFL) panels.

Ingersoll Rand is a diversified industrial manufacturer with market-leading brands serving customers in global commercial, industrial and residential markets. Ingersoll Rand enhances operational efficiency, saves energy and improves productivity through innovative equipment, products and services.

Kurz is a worldwide leader in hot stamping and coating technology, with over 5,500 employees globally. Kurz has more than 300 employees in the U,S where many of our locations are expanding including a state-of-the-art headquarters, which opened in 2020.

Mohawk Industries is a leading global flooring manufacturer that creates products to enhance residential and commercial spaces around the world. Mohawk's vertically integrated manufacturing and distribution processes provide competitive advantages in the production of carpet, rugs, ceramic tile, laminate, wood, stone and vinyl flooring. Our industry-leading innovation has yielded products and technologies that differentiate our brands in the marketplace and satisfy all remodeling and new construction requirements.

Our brands are among the most recognized in the industry and include American Olean, Daltile, Durkan, IVC, Karastan, Marazzi, Mohawk, Mohawk Home, Pergo, and Quick-Step. During the past decade, Mohawk has transformed its business from an American carpet manufacturer into the world's largest flooring company with operations in Australia, Brazil, Canada, Europe, India, Malaysia, Mexico, New Zealand, Russia and the United States.

Owens & Minor, Inc. is a Fortune 500 global healthcare solutions company integrating product manufacturing and delivery, home health supply, and perioperative services to support care through the hospital and into the home. Owens & Minor drives visibility, control and efficiency for patients, providers and healthcare professionals across the supply chain with proprietary technology and solutions, an extensive product portfolio, an Americas-based manufacturing footprint for personal protective equipment (PPE) and surgical products, as well as a robust portfolio of products and services for patients managing chronic and acute conditions in the home setting. Operating continuously since 1882 from its headquarters in Richmond, Va., Owens & Minor is a 140-year-old company powered by more than 20,000 global teammates.

DDAC Partners

Founded in 1963, Davidson-Davie Community College is a fully accredited, multi-campus college where students of all ages and backgrounds pursue academic and career-focused education in order to build successful futures. As one of 58 institutions within the North Carolina Community College System, DDCC offers more than 40 degree and professional certificate programs to students in Davidson and Davie counties, as well as affordable college-credit coursework to students who plan to transfer to 4-year universities. With a mission to serve the changing needs of students competing in a global environment, DDCC is committed to quality education, innovative and equitable learning experiences, training, and support across a wide range of 21st-century career fields. Visit Davidson-Davie Community College at www.davidsondavie.edu.

The Davidson County Economic Development Commission's goal is to develop and enhance physical and human infrastructure to support existing industries and maintain a leading position to secure new advanced manufacturing and technologies companies.

The Davie County Economic Development Commission is responsible for improving the economic well-being and quality of life for our citizens by attracting, growing or creating jobs, raising incomes and expanding the local tax base.

Through collaboration and support from the State of North Carolina, the Piedmont Triad region, and local units of government we help existing industries grow and attract new business to our community while developing our workforce by connecting and aligning talent among our schools and industries.

DDAC Apprenticeship Opportunity.

With a DDAC Apprenticeship Placement you can ...

⇒ earn money

⇒ earn an associate degree or certificate

⇒ earn journeyman certificates

⇒ earn a lifelong profession

Join DDACs apprenticeship program and enjoy a new job, earn an associate's degree and two Journeyman certificates, all while working full-time at a DDAC member company in Davie or Davidson County!

What is apprenticeship?

An apprenticeship is a program that trains an individual to become a skilled tradesman in a particular field through on-the-job training and supervision of a trade professional. In addition to the hands-on technical work, the apprentice receives classroom instruction to learn theoretical background.

What we offer:

⇒ Paid, 2- or 4-year programs in mechanical, electrical and manufacturing trades

⇒ Paid degree or certificate, no college debt

⇒ Opportunity for full-time employment following graduation

⇒ Full benefits package

⇒ Competitive pay

With DDCC and DDAC partner companies you will earn a lifelong profession!

Education Highlights:

- Professional, dual 8,000 hours education in a well balanced mix of theory and practice
- Approx. 1,600 classroom hours at DDCC to prepare for your career and earn associate´s degree
- 6,400 hours at DDAC member company's facility as part of the maintenance team
- High level electives such as welding, CNC processing, PLC programming and Six Sigma, a professional tool for process optimization

Path:

You start your apprenticeship program with classes in the summer – in either 2 or 4 years you have completed your certificate or degree and your apprenticeship. You have completed a total of 8,000 paid hours of high-quality training and start as a fully-trained, registered maintenance engineer without college debt at your partner company.

Education @ DDCC:

1st year: Basic Education

- Industrial Safety
- Print Reading
- Mathematics
- Machining Applications
- Automation

2nd – 4th year: Specialization Years

- Circuit Analysis
- Hydraulics/Pneumatics
- Industrial Equipment Troubleshooting
- Engineering Materials
- Advanced Machining Applications
- Machining Calculations
- Applied Mechanics
- Digital Electronics
- Basic and Advanced PLC
- Electrical Maintenance

Our instructors and mentors

We are by your side on your way to become a specialist and will accompany you throughout your journey toward a successful career. Our instructors are competent and experienced professionals, who are specially trained to teach you required specialist knowledge and support you in your personal development.

Benefits & Compensation

The DDAC partner companies are committed to provide competitive and attractive benefits to their employees. As an apprentice, you will be fully enrolled in the benefit program of the respective company. This means you will start to earn your vacation days and participate in a 401k saving plan from your first day of eligible employment.

The HR department of each consortium company is happy to provide details on their benefit program. In general the following benefits are offered:

- Medical
- Dental
- Vision
- Short Term Disability
- Long Term Disability
- Accidental Death & Dismemberment Coverage
- Life Insurance
- 401(k)
- HSA Saving Account
- Flexible Spending Account
- Dependent Care Account

Apprentice Wage Structure:

	$/hr	h/year	Annual Wage Forcast
Pre-Apprentice	$11-$12.00	2080	$22,880-24,960
1 Year	$13-$14.00	2080	$27,040-29,120
2 Year	$14-$16.00	2080	$29,120-33,280
3 Year	$16-$19.00	2080	$33,280-39,520
4 Year	$19-$21.00	2080	$39,250-43,680
Minimum after program completion	Minimum $21.00	2080	Determined by employer

In addition, your employer will pay for tuition, books, and all other college related fees! This equates to a scholarship of more than $140,000.

Recruiting Process:

DDAC partner companies value and invest in their employees, as they are their foundation and backbone. The selection process to become an apprentice at one of the partner companies is strict, as we look for the best candidates available to take on an amazing and life changing long-term opportunity.

01 | Dates for all information sessions can be found on www.ddacapprentice.org or social media.

02 | Visit www.ddacapprentice.org or social media channels for date and times.

03 | Apply for an apprenticeship positions at one of DDAC's partner companies by visiting www.ddacapprentice.org and following the application instructions. The application window will is open continously. You will be asked to submit the following documents:

a. Letter of Interest ⇒ Please prepare a one-page letter detailing why you are interested in this opportunity. The letter should include what you like about the mechanical and/or the electrical trade and why you want to be an apprentice.
b. Resume
c. College Transcripts

04 | You may apply to each company by ranked choice of preference.

05 | If selected to move forward, you will receive an invitation to a interview and/or skills test.

06 | Once the process is completed, the best candidates will be selected to join a pre-apprenticeship placement.

07 | Final placement for the 2- or 4-year apprenticeship programs.

Our Member Companies:

BMK Americas LLC
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www.cpm.net/our-company/business-units

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Davidson and Davie Apprenticeship Consortium