

*Let's Make Today Safer Than Yesterday!*

**Apprenticeship Program High Level Summary**

Overview

This program is designed to attract people with limited or zero experience in vehicle Maintenance into a career as a Technician.  The program will be available to everyone (with minimum qualifications to be identified) with a focus on people graduating from high school and the military.

The program will identify career growth and financial advancement while changing the perception of a Technician by focusing on new technology and electric vehicles.

The program will be for one year and at the end of the program the Apprentice will become a qualified C tech.

Training Requirements and Progression

80% of the training will be through hands on experience, working with peers and mentors.

Before any hands-on training begins the Apprentice will receive classroom learning sessions dealing with safety and task familiarization.

The apprentice will start at a recommended wage of 90% of the starting Utility person rate and will be initiated into the working environment by working for six months in the following areas:

* Service Lane -  2 months
  + Cleaning, fueling, checking/adding fluids, reviewing DVIR, vehicle familiarization, yard driving certification
* Tires shop – 2 months
  + Checking air pressures, tread wear, mounting and dismounting of tires
* PM Tasks – 2 months
  + Steam cleaning, fluid/filter changes

After successful completion of the six- month initiation, the apprentice will receive a recommended wage of 80% of the C tech starting rate and will begin hands on training of C tech tasks under the guidance of a mentor.

This segment of the Apprentice training will take six months.

The apprentice will also be required to participate in classroom/webcast learning sessions regarding the ASE H category PMI certification.

To graduate from the Apprenticeship program to the C technician classification the Apprentice will have to successfully complete the 6 months hands on C tech task training along with obtaining the ASE H category PMI certification.

Upon acceptance into the Apprentice program the Apprentice will receive a basic tool kit.  This tool kit will expand as the Apprentice progresses through the program.  The tool kit will remain the property of Transdev while the Apprentice is in the program.  Upon completion of the program the tool kit will be given to the new C tech.

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