

Youth Apprenticeship and Student Learners

Earn and Learn – A
Community
Partnership





Technical Talent Pipeline

Vision:

Attract and retain a highly skilled workforce with the technical skills to consistently deliver supply chain objectives

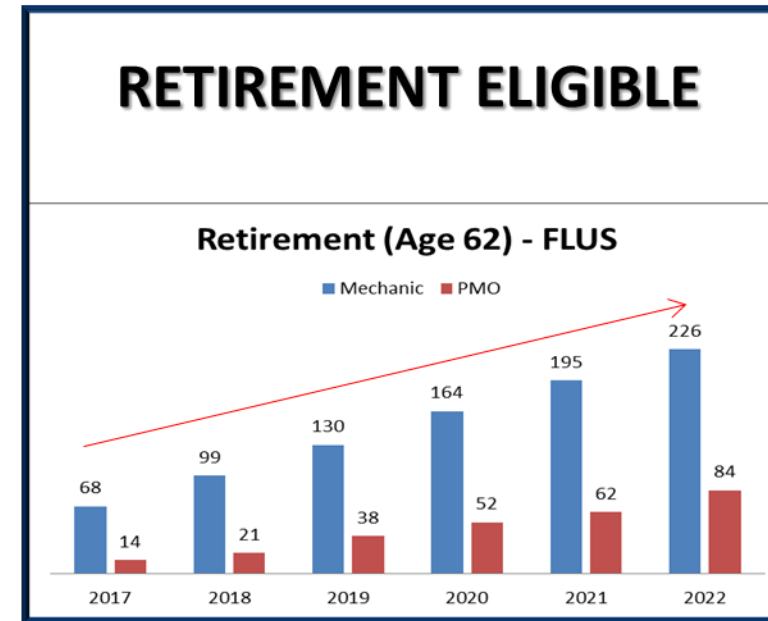
Mission:

- **Attract:** Create an avenue for skilled candidates to gain exposure to Frito-Lay careers.
- **Retain:** Improve job design for technical positions to attract and retain skilled talent.
- **Partner:** Establish technical college-industry partnerships that create qualified talent pipeline for technical roles.

H & P
Staffing

Problem to Solve

Filling today's jobs is no easy task

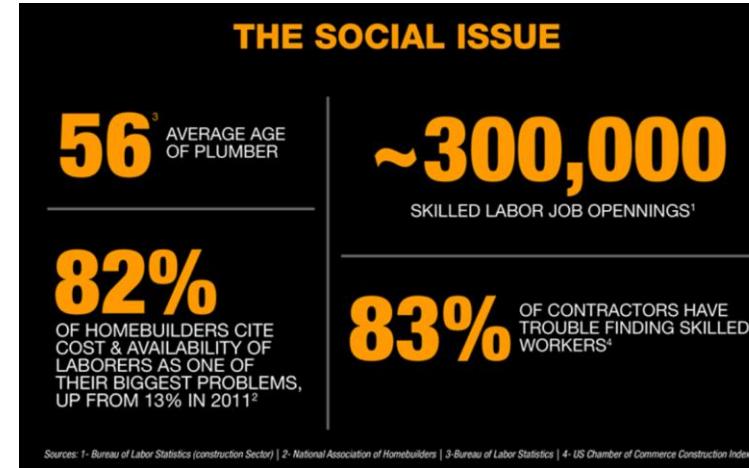


Developing our technical talent pipeline strategy is critical to continue advancing our supply chain

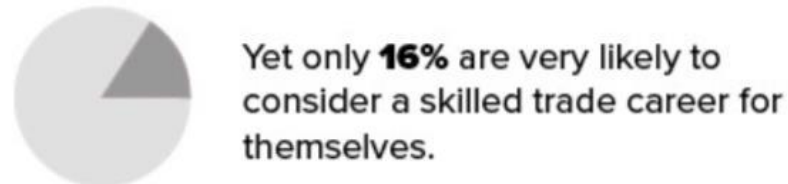
Future State



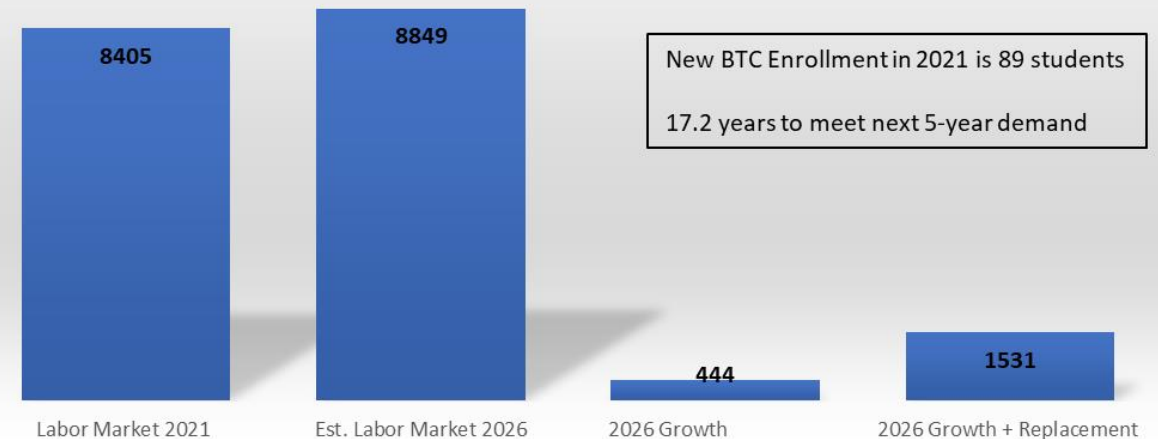
- Skilled Trades average age = 43 years old
- 27% of Skilled Trades will retire in next 10 years
 - Recruitment and mentorship NOW is critical



High schoolers see the trades as good career choices – just not for them: Young people and their parents have favorable views of the skilled trades –



Industrial Maintenance and Electro-Mechanical Occupations Rock and Green Counties



Technical Talent Pipeline

~~Today~~ Yesterday

Educator Led

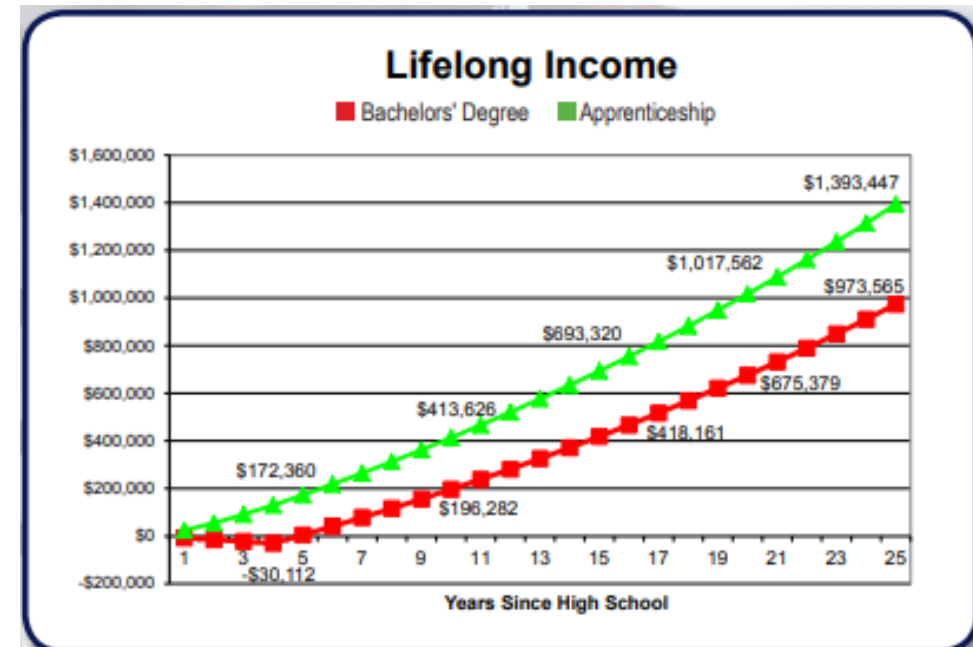
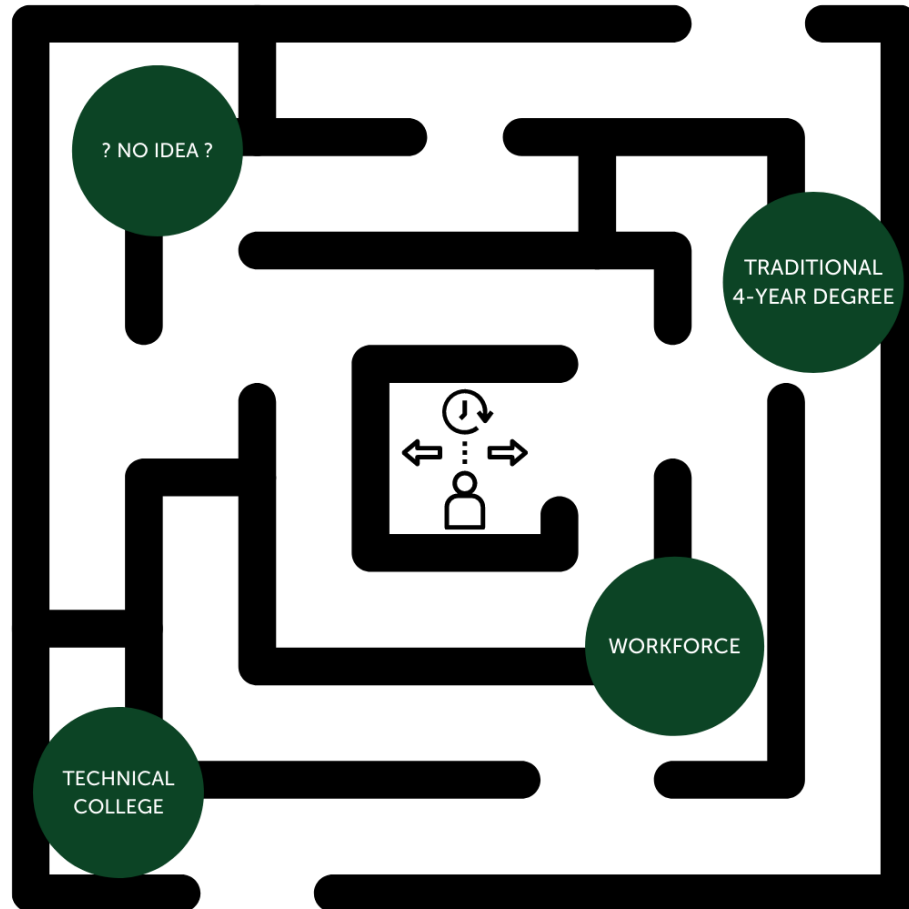
- Candidates Find Us
- MFG Career Opportunities Are Not Top of Mind
- Some Technical School Partnership

Going Forward

Industry
Partnerships

- **Campus Recruiting Approach** – H.S. & Tech Programs
- Technical School Partners – Community Driven Approach
- **Demand Driven** to Meet Business Needs

There are a lot of directions in life





Classroom
Education



On-the-job
Training

STEP 3
CAREER IN
SKILLED TRADES

STEP 2
REGISTERED
APPRENTICESHIP

STEP 1
YOUTH
APPRENTICESHIP

FUTURE

Current State

- 5 Registered Apprentices
 - 3 Registered Apprentices – YA Promos
 - 2 Registered Apprentices – Internal Promos
- 2 RA’s graduated and Level A mechanics
- 5 YA Promotions to Full Time Roles
- 5 Youth Apprentices in Rotation
- 1 IDEAL Scholar



2011 - 2018	2018	2019	2020	2021	2022	2023	2024
Blackhawk Tech Internship	Blackhawk Tech Internship	WI RA Program (2 Internal)	WI RA Program (+1 Internal)	WI RA Program (+1 from YA)	WI RA Program (+2 from YA)	WI RA Program (+2 Internal)	WI RA Program (Interviewing for fall)
	Blackhawk Tech Career-Makers	Craftspeople with Character (3 wk)	DWD Youth Apprenticeship Program (Approval)	DWD YA Program (3) Mem, Turner, Milton	DWD YA Program (5) Craig, Memorial, Turner, Clinton	DWD YA Program (6) Mem, Turner, Clinton	DWD YA Program (flyers posted)
	Craftspeople with Character (3 wk)	Rock HS Internship			Craftsmen with Character with BMHS (16 week)	Craftsmen with Character with BMHS (16 week)	Craftsmen with Character with BMHS (Planned)
	Rock HS Internship			BTC IDEAL Scholarship	BTC IDEAL Scholarship and Student Sponsor	BTC IDEAL Scholarship and Student Sponsor	BTC IDEAL Scholarship and Student Sponsor
					Rock HS Internship	Rock HS Internship	Rock HS Internship (offered)
					SMA Mentoring	SMA Mentoring	SMA Mentoring

Where do you begin?



Pick a Pathway



Agriculture, Food and Natural Resources (AFNR)



Architecture and Construction



Arts, Audio Visual Technology, and Communications




Business Administration



Education



Finance



Health Science



Hospitality and Tourism




Information Technology



Manufacturing



Marketing



Science, Technology, Engineering and Mathematics (STEM)



Manufacturing (Click to Select Another Pathway)

Overview (PDF)

Related Instruction Guide (DOCX)

Assembly and Packaging	Assembly and Packaging youth apprentices follow processes to prepare goods and materials for shipping, including set up of assembly and packaging equipment and machinery. Apprentices must adhere to industry safety and security standards.
Electromechanical/Mechatronics	Electromechanical/Mechatronics youth apprentices gain skills related to operating, testing, maintaining, or adjusting unmanned, automated, servomechanical, or electromechanical equipment. Apprentices must adhere to industry safety and security standards.
Industrial Equipment	Industrial Equipment youth apprentices set up, operate, monitor, and control production equipment. Requirements. Apprentices must adhere to industry safety and security standards.
Machining	Machining youth apprentices assist with basic machine operations, processes, and tools. Apprentices must adhere to industry safety and security standards.
Manufacturing Processes	Manufacturing Process youth apprentices work with tools, equipment, and processes in various manufacturing industries. Apprentices must adhere to industry safety and security standards.
Production Operations	Production Operation youth apprentices gain skills related to the procedures and tools associated with manufacturing operations. Foundation tools, data analysis and troubleshooting are integrated. Apprentices must adhere to industry safety and security standards.
Welding	Welding youth apprentices practice welding fabrication processes in various industry environments. Apprentices must adhere to industry safety and security standards.

<https://dwd.wisconsin.gov/apprenticeship/ya/>

Link pathway competencies to your jobs



Manufacturing Processes

Youth Apprenticeship

MANUFACTURING PROCESSES

Manufacturing Process youth apprentices work with tools, equipment, and processes in various manufacturing industries. Apprentices must adhere to industry safety and security standards.

Length of Apprenticeship: One Year

COMPETENCIES

Manufacturing Processes youth apprentice must complete a total of 17 competencies during year. All 7 Manufacturing Fundamentals Competencies must be complete. Ten of the Manufacturing Processes competencies listed below must be complete. Employers can substitute up to 1 competency with other occupationally appropriate skills. Substitutions must be added to the competency list for assessment. Note that where necessary, skills can be simulated.

***Students who completed a previous Manufacturing YA program do not need to repeat the Manufacturing Fundamentals Competencies.

Manufacturing Fundamentals Competencies	Manufacturing Processes Competencies
1. Focus on customer needs	1. Read technical drawings and work orders
2. Use various instruments	2. Interpret manufacturing processes
3. Operate tools and equipment safely	3. Identify set up for manufacturing process
4. Practice quality assurance principles	4. Select tools and materials
5. Follow personal safety requirements	5. Assist production set up
6. Maintain a safe work environment	6. Support set up
7. Demonstrate professional role to be used in an emergency	7. Operate equipment
	8. Monitor product and process specifications
	9. Process production documents
	10. Follow shutdown process

REGISTERED APPRENTICESHIP BRIDGING OPPORTUNITIES

Some of the related instruction courses can bridge into the following registered apprenticeship:

- Machine Repair

POST-SECONDARY PATHWAY OPPORTUNITIES

There are several post-secondary pathway opportunities in this area. Following is partial list.

- Precision Machining Technology Technical Diploma

1	Working to Meet Expectations: Needs improvement; requires much assistance and supervision; rarely displays behavior
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The following skills are required of all youth apprentices.

Competency and Rating Criteria	Rating		
	Minimum Rating of 2 for EACH		
	1	2	3
1. Develop positive work relationships with others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Communicate effectively with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Collaborate with others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Maintain composure under pressure	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Demonstrate integrity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Perform quality work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Provide quality goods or services (internal and external)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Show initiative and self-direction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Adapt to change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Demonstrate safety and security regulations and practices	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Apply job-related technology, information, and media	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Fulfill training or certification requirements for employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Set personal goals for improvement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

COMPETENCIES

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Rating Scale

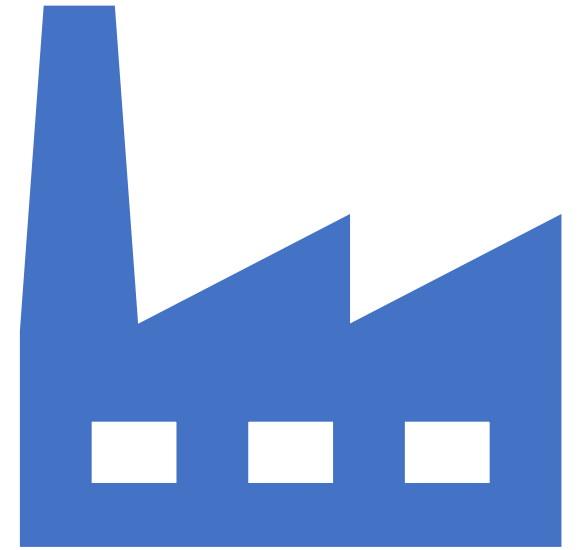
- 3: Exceeds entry level criteria | Requires minimal supervision | Consistently displays this behavior
2: Meets entry level criteria | Requires some supervision | Often displays this behavior
1: Needs improvement | Requires much assistance and supervision | Rarely displays behavior

MANUFACTURING FUNDAMENTALS – Complete all competencies

Competency and Rating Criteria	Minimum Rating of 2 for EACH		
	Check Rating		
	1	2	3
1. Focus on customer needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Identify internal and external customers impacted by the production process			

Competency and Rating Criteria	Minimum Rating of 2 for EACH		
	Check Rating		
	1	2	3
<ul style="list-style-type: none"> Satisfy internal and external customer's expectations Collaborate with team Assist work site professional to keep internal and/or external customers informed of project progress and decisions that may affect them Define the impact of the Voice of the Customer Determine the impact of your work to the internal and external customer 			
2. Use various instruments <ul style="list-style-type: none"> Consider the degree of precision required by the part feature Choose correct measuring instrument for task Verify equipment is available for use and in working order Verify equipment preventative maintenance and/or calibration Inspect tools and work area for safety considerations Clean and adjust measuring instrument prior to use Use gauges, calipers, and micrometer instruments Use semi-precision and precision layout tools Use digital gauges, checking fixtures Use digital scales, thermometers Confirm measurement accuracy Record measurement correctly including unit of measurement at proper interval Calibrate, clean, and store measuring instruments properly Convert standard to metric – metric to standard measurement units 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Operate tools and equipment safely <ul style="list-style-type: none"> Operate only tool/equipment that he/she is trained on Choose correct tool/equipment for the task Follow tool check list Verify tool/equipment is available for use and in working order Verify tool/equipment is current for preventative maintenance and/or calibration Wear appropriate Personal Protective Equipment (PPE) Inspect tool/equipment and work area for safety considerations Prepare tool/equipment for safe operation Operate tool/equipment safely with guarding devices Monitor tool/equipment for safe operation while operating 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Don't you need to be 18 to
work in manufacturing?**





Manufacturing & Construction Equipment & Wisconsin's Employment of Minors Laws

Wisconsin's employment of minors laws prohibit the use of certain potentially hazardous equipment by minors under the age of 18. This document provides a list of equipment commonly used in manufacturing and construction jobs and explains when minors may use such equipment.

Notes:

- ♦ **The list is not exhaustive.** If you have questions about a particular piece of equipment, please contact the Department's Equal Rights Division.
- ♦ Minors 15 and under may not be employed in "manufacturing, mining, or processing occupations." This includes occupations that require the performance of any duties in workrooms or workplaces where goods are manufactured, mined, or otherwise processed. See [Wis. Admin. Code § DWD 270.13\(13\)](#).
- ♦ **The Student Learner Exemption:** A "student learner" is a student of an accredited school who is employed on a part-time basis to obtain both scholastic credit and employment training under a bona fide written school-work training program agreement.
 - A student learner is permitted to do some work that is otherwise prohibited if the student learner is performing service within a bona fide school-work training program
 - sponsored by an accredited school
 - authorized and approved by
 - the state department of public instruction,
 - the technical college system board, or
 - the department's youth apprenticeship program.
 - Each school-work training agreement shall:
 - include the name of the student learner;
 - be signed by the parent, employer, and school principal;
 - be kept on file by both the school and the employer; and
 - shall provide all of the following:
 - That the work of the student learner in the occupation declared hazardous under ss. DWD 270.12 and 270.13 is incidental to the student learner's training, and shall be intermittent and only for short periods of time (i.e., for 5% or less of the total work hours);
 - direct and close supervision of a qualified and experienced person.
 - safety instructions will be given by the school and correlated by the employer with on-the-job training.
 - a schedule of organized and progressive work processes to be performed on the job.



Manufacturing & Construction Equipment & Wisconsin's Employment of Minors Laws

Page 2

Type of Equipment	Okay under 16?	Okay 16 and over?	Okay for Student Learners?	Comments
Acetylene torch	No	Yes	Yes	Okay for 16-17 year-olds; no restrictions.
Assembly, Hand	Yes	Yes	Yes	No restrictions.
Automatic Shape & Sand	No	Yes	Yes	Prohibited under 16; allowable under section DWD 270.14(3) , the "student learner" exemption, assuming student meets all requirements therein. This includes Youth Apprentices.
CNC Router	No	Yes	Yes	(1) Okay for 16-17 year-olds when there is full automatic feed and ejection. (2) Okay for student learners.
Cleat bender, manual	Yes	Yes	Yes	Okay, but not on construction site under 16.
Cleat bender, power-driven	No	Yes	Yes	Prohibited under 16.
Deburring Machine	No	Yes	Yes	Prohibited under 16.
Demo Hammer	Yes	Yes	Yes	Not prohibited. However, note that demolition work is never allowed to those under 18 years of age. See § DWD 270.12(28) .
Drawer Clamp	Yes	Yes	Yes	Not prohibited.
Drill, Cordless; Drill, Radial	No	Yes	Yes	Okay for 16-17 year-olds; no restrictions.



Are the youth restricted to one job?

**Youth Apprentice /
Student Learner**

Local High Schools

**Five 7-week rotations
450 hours (Juniors or
Seniors)**

PMO

Mechanic

FSQT

PM Tech

Proc Op

New Employee Onboarding

WHAT TO EXPECT

- Apprentices will go through two to three weeks of new employee onboarding (NEO) to learn about company policies and safety guidelines.
- This time will also be used to determine each apprentices availability to pair them up with the best possible rotation path for them. Each rotation requires a minimum of 12 hours/week, with some rotations requiring 15 hours/week.
- Following NEO, apprentices will be paired with mentors to start learning about each rotation in the program

Processing Operator Rotation

WHAT YOU'LL DO AND LEARN

- Operate and make adjustments to large scale processes to reach quality standards
- Determine root cause of processing issues on the floor
- Understand product stream from raw goods to finished goods
- Conduct quality testing
- Communicate with a team to prepare for department changeovers
- Learn the daily routine of a processing operator



Packaging Machine Operator Rotation

WHAT YOU'LL DO AND LEARN

- Operate individual automated packaging lines and address faults and errors
- Learn how to monitor schedule attainment to produce the amount of product needed for the warehouse
- Troubleshoot line issues to increase line efficiency
- Manage timing for production line and department changeovers

Packaging Machine Operator Technician Rotation

WHAT YOU'LL DO AND LEARN

- Conduct preventative maintenance on packaging lines, including cleaning, lubing, and replacing worn parts
- Rebuild machine parts
- Address work orders placed on machines
- Complete Critical Care on lines during scheduled downtime

Food Safety Quality Tech Rotation

WHAT YOU'LL DO AND LEARN

- Develop work routine based on daily production schedules
- Understand and implement product and packaging quality guidelines
- Conduct inspections of packaging production lines
- Complete production line and department changeovers efficiently to stay in line with the production schedules
- Manage product and documentation to ensure product is to quality standards

Maintenance Mechanic Rotation

WHAT YOU'LL DO AND LEARN

- Learn how to use various shop equipment and hand tools
- Think critically in response to maintenance issues on the floor
- Locate and identify parts necessary to complete work orders
- Collaborate with operators to find the root cause of mechanical
- Read technical drawings to understand the inner workings of processing and packaging equipment
- Work on individual projects to improve a variety of skills

What to expect during a Youth Apprenticeship

- Throughout an apprenticeship with Beloit Frito-Lay, you, your mentors, and the department Supply Chain Leader will complete weekly report cards and hold occasional progress report meetings to discuss where you need support and where you are excelling
- At the end of each rotation, there will be large group meetings to discuss what worked and what could use improvement. These conversations improve the entire program as a whole and make the program more sustainable for the future classes of YA's.
- Towards the end of the school year, seniors and the YA coordinator will start holding career discussions to determine next steps, whether that includes an opportunity in full time positions, our Registered Apprenticeship program, or something else!



Linked to
Pathway
Competencies





Youth Apprenticeship Program Overview



- Frito-Lay Beloit is partnering with the Wisconsin Department of Workforce Development to create a Youth Apprenticeship program. The purpose of this program is to recruit the next generation of employees in manufacturing.

Some of the benefits of the program include:

- Increased visibility of the future workforce to Frito-Lay
 - Access to young people eager to learn and interested in the profession(s)
 - Shape the skills, expectations, and habits of potential employees at a young age
- Applicants will be high school juniors and seniors, 16+ years old, and can apply at fritolayemployment.com
 - The Youth Apprentices must work for at least 450 hours during the school year and will focus in five areas: Processing Operator (TC), PMO, FSQT, PM Tech, and Mechanic.
 - Youth Apprentice working days and hours will be dependent on school hours but must occur between 8am and 9pm daily.
 - The Youth Apprentice will work alongside current employees who will serve as mentors throughout the program. The students will assist these mentors in their daily tasks.



**What is
mentoring?**

Mentor Learnings

- Management Sponsor
- Recruit mentors for the first year
- Focus on the mentor people skills and not the highest technical skill
- Mentor training
 - Blackhawk Technical College
- Rotation check-ins with mentors
- Customize the paperwork
- Mentor rewards and recognition

YOUTH APPRENTICESHIP MENTORS WANTED



Seeking volunteer mentors for our new Youth Apprenticeship/Student Learner Program. During this program, three High School students will be on-site roughly 10 hours a week for one year with the possibility of full-time employment or apprenticeship renewal. Students will be participating in five job rotations.

Student Job Rotations:

- Food Safety Quality Technician
- Processing Operator
- Packaging Machine Operator
- Preventative Maintenance Technician
- Industrial Maintenance Technician

MENTOR QUALIFICATIONS:

- Experience working with adolescents
- Effective teaching/training skills with adults and/or youth
- Good communication skills
- Knowledge of and commitment to the Manufacturing Youth Apprenticeship program

MENTOR RESPONSIBILITIES:

- Demonstrate tasks to youth apprentices and explain their importance
- Evaluate the youth apprentice's progress on a regular basis and document achievements and skills
- Provide daily youth apprentice support while mentors and students work together
- Provide encouragement and direction about worksite culture and skills
- Attend mentor training workshop and mentor meetings

**FOR MORE INFORMATION, PLEASE CONTACT
ROB HENDRICKSON OR ANGIE SLAGLE**

**THIS IS AN INTERVIEW POSITION - PLEASE SUBMIT A LETTER OF INTEREST
TO PRODUCTION CREWERS BY 9AM ON TUESDAY, AUGUST 11TH**

Mentor/Sponsor Pathway Paperwork



Date: _____

PMO Weekly Youth Apprentice Report

Rate each item worked on this week with a "1", "2" or "3."

Please write any comments in the space on the back.

If you didn't work on an item, please leave it blank.

1: I need more time and/or help with this.

2: Starting to get this, but still need help sometimes.

3: I have a great understanding & feel I can do this independently.

- Safety:**
- E-Stop Locations _____
 - Chemical placement _____
 - Proper handling of roll stock _____
 - LOTO locations _____
 - Safety signage (pinch points, electrical, etc.) _____
 - Lifting Technique _____

- Documentation**
- Bag Certs/Bag Quality Checks _____
 - Film Splice _____
 - FMD Trips _____

- Instruments:**
- ePRM _____
 - FMD _____
 - Videojet _____
 - Portable FMD _____

- Quality:**
- Reading a code date _____
 - Common holds to look for (specify which on reverse) _____
 - Registration _____
 - Packaging Failsafe protocols (when to bypass, set up camera, etc.) _____
 - Hold identification _____
 - Selecting proper film _____
 - FMD Trip protocol _____
 - Changeover Procedures _____

Machines Worked on This Week:

Monday	Tuesday	Wednesday	Thursday	Friday
Example: Atlas	Atlas	Apex	Breaks: Polaris/Apex	Atlas

- Bagmakers:**
- Thickness Seal Checker Troubleshooting _____
 - Understanding of red/yellow/green lights on bagmakers _____
 - Changeovers (Circle): Dry/wet/line item _____
 - Identifying parts of bagmakers _____
 - Certified Program (If time) _____
 - Threading film/ Catching splice _____
 - Reacting to common faults _____
 - Changing Velcro _____
 - Line Efficiencies/Bag speeds (If time) _____

- GUACP, ACP, and JMP:**
- Clearing Faults: JMP _____, UACP _____, GUACP _____
 - Changing over GUACP _____
 - Line Efficiencies _____
 - Changing over UACP _____
 - Changing Labels _____
 - MTBF/MTTR _____
 - Programming JMP _____
 - Troubleshooting Faults _____
 - Clearing kickouts _____

Continued on reverse.

Date: _____

- Other/Housekeeping:**
- Production Schedules _____
 - General Housekeeping (sweeping, etc.) _____
 - 2nd Level Ishida Walk through _____
 - Scales out of Service _____
 - MOAT _____
 - Empty tubs/catch pans/trash _____
 - Pounds Management Walkthrough _____
 - Handoff to Mentor _____

Goals for next week:

For example: What were your strengths this week? What were some things you would like to spend more time on and why? What was something interesting you learned or mastered?

Feedback for Mentor:

Date: _____

Maintenance Weekly Apprentice Report

Rate each item worked on this week with a "1", "2" or "3."

Please write any comments in the space on the back.

If you didn't work on an item, please leave it blank.

1: I need more time and/or help with this.

2: Starting to get this, but still need help sometimes.

3: I have a great understanding & I feel I can do this independently.

- Safety:**
- E-Stop Locations _____
 - Follows proper shut down procedures _____
 - Maintain safe working area _____
 - Communication of safety outages _____
 - Safety awareness of MX Shop Equip _____
 - Follow rules for operating equipment _____
 - Identification of unsafe tools/equip _____
 - LOTO protocol _____
 - Follows PPE Requirements _____
 - Understanding of different sources of power _____
 - Usage of guarding devices _____
 - Understanding of floor hazards _____
 - Verify equipment work is complete & safe _____
 - _____

Departments Worked on This Week:

Monday	Tuesday	Wednesday	Thursday	Friday
Example: TC1- Fryer	TC1-Loop 1 PKG	PCSO- Line 45 NACE	Shop Project- Welding	FCP/PC32/TC1

Brief Description of work completed (attach separate sheet if needed):

Monday: _____

Tuesday: _____

Wednesday: _____

Thursday: _____

Friday: _____

- Hand Tools:**
- Selection of appropriate hand tools _____
 - Identification of hand tools _____

- Floor Pages:**
- Understanding of process flow _____
 - Identification of equipment components _____
 - Seeks to understand pages after work completion _____
 - Communication of repair needs _____
 - Assess repair work/inspect assembly _____
 - Assist in root cause analysis _____
 - Ensure safety devices are in place _____
 - Identification of equipment issues _____
 - Parts room storage- able to look up available equipment and gather _____
 - Communication of repair completion _____

Date: _____

- Shop:**
- Maintains clean work area _____
 - Repair cylinder _____
 - Set up equipment for fabrication _____
 - Install a fastener _____
 - Mount bearings _____
 - On task with independent projects _____
 - Fabricate metal _____
 - Inspect equip. assembly _____

Goals for next week:

For example: What were your strengths this week? What were some things you would like to spend more time on and why? What was something interesting you learned or mastered?

Feedback for Mentor:

Frequently Asked Questions:

Q: What is the liability for safety?

A: They are a paid employee so liability is the same as every employee. Corporate safety aligned on the program when they learned that the student is with a mentor.

Q: Did you have any obstacles to get approval?

A: Absolutely. What helped gain approval was showcasing other manufacturers working with youth.

Q: Do you require drug testing and how does this work for a minor?

A: Yes, drug testing and background checks are required. Your drug testing and background check partner should have parent/guardian permission forms.

Q: Do YA's get vacation days?

A: We don't provide paid vacation days but with one week notice we do approve unpaid days off. We also provide one unpaid week each semester for holidays and spring breaks. The focus is on 450 hours total.

Q: It seems like a lot of paperwork. How do you manage it?

A: We utilize the custom weekly forms between the mentor and YA. The sponsor utilizes this to complete the final document for DWD and the school.

Q: Can you terminate a YA?

A: Yes. The YA must follow all site policies and procedures.

Q: Is YA similar to a job shadow?

A: At first it's similar to a job shadow as the mentor is demonstrating the tasks. After a few days, the mentor assigns the YA defined tasks and slowly adds more throughout the rotation. The mentor is then freed up to complete more efficiency improvement initiatives.

Q: Do you hire the YA after graduation?

A: Potentially. In April we have each YA complete a survey. Do you want to work here after graduation? If so, what are your top 3 choices? The hiring manager interviews them like they would any other employee but we adjust the full time start date.

Q: Are parents/guardians involved?

A: In addition to background, parents/guardians are invited to a signing day event, including a tour, as well as a graduation. We do not encourage communication with parents/guardians outside of these times.

Q: How do you recruit YA's?

A: Consortium network (social media), direct school flyers/communication, Craftsmen with Character.

How to Apply for Youth Apprenticeship

01. Prepare your resume. Add any experiences you have had in a workplace setting or technical setting. Include participation in clubs and shop classes! Visit FritoLayEmployment.com and find the application named "Manufacturing Youth Apprenticeship/Student Learner" and start your application.
02. If your application is approved, you will be asked to set-up an interview time. Make sure you sign up and make yourself a calendar reminder so you are prepared and on time!

Scan the QR Code to apply online!



Joining a Youth Apprenticeship

We are excited to offer this opportunity to a wide range of students with different levels of experience! You're qualified if you:

- Will be at least 16 years old at the time of application
- Are a current Junior or Sophomore graduating in Spring of 2025 or 2026
- Are available 12 to 15 hours/week after school
- May not be interested in a traditional four-year degree program following high school
- Have a drive to learn and work in a hands-on environment

Preference will be given to students who have been enrolled in or are going to be enrolled in an industrial technology course.

Apply at
FritoLayEmployment.com



YOUTH APPRENTICE OPPORTUNITIES

FRITO-LAY
BELOIT

Beloit Frito-Lay's Youth Apprenticeship Program is a 450+ hour, hands on learning opportunity for students interested in pursuing a technical career path. An apprentice will be paired with mentors from five different job rotations. They will spend seven weeks with dedicated mentors learning how to perform each job, gaining independence as they do so.

BELOIT FRITO-LAY

YOUTH APPRENTICESHIP PROGRAM

September 2021—May 2022

Welcoming students interested in pursuing a hands-on career opportunity!

Beloit Frito-Lay is seeking Juniors and Seniors age 16+ to join our team as an apprentice to explore five different technical career paths within the site. This opportunity provides **450+ hours** of on the job learning and the potential to continue full-time, post graduation.

MENTOR PROVIDED



\$12/HOUR



Qualifications:

- Junior/Senior in High School
- 2.5 Minimum GPA
- Must have reliable transport to work
- Must be able to stand/walk for long periods of time
- Must have basic computer skills
- Availability after school during program (hours flexible)
- Preferred candidates will have enrolled or intend to enroll in industrial tech courses

Job Rotations:

- Industrial Maintenance Technician
- Packaging Machine Operator
- Preventative Maintenance Technician
- Processing Operator
- Food Safety Quality Technician



FOR MORE INFORMATION, PLEASE CONTACT YOUR SCHOOL'S COUNSELOR OR GO TO

FRITOLAYEMPLOYMENT.COM



- <https://www.cwcharacter.org/>



What Questions Do
You Have?