Anderson Global
FOUNDRY TOOLING EXPERTS SINCE 1931

# Journeyman Patternmaker
## Registered Apprenticeship

***Where Great Careers Take Shape.***

## Apprenticeship answers inside:

***Read on to find out***

- What is a registered apprenticeship?
- What does our apprenticeship offer?
- What are the advantages vs. college?
- What are the myths about apprenticeships?

**Read on**

## What is a registered apprenticeship?

- An industry-driven training strategy.
- Combines theory and practice through supervised on-the-job learning, supplemented with technical instruction at Muskegon Community College (MCC). Takes unskilled or semi-skilled workers to fully-skilled Journeyman Patternmaker level.
- A partnership between the employer, the employee, and the U.S. Department of Labor.

**U.S. DEPARTMENT OF LABOR**
Office of Apprenticeship

**Certificate of Completion of Apprenticeship**
*awarded for the occupation of*
**PATTERNMAKER (METAL)**
*sponsored by*
**ANDERSON GLOBAL**
Muskegon Heights, Michigan

## What does our apprenticeship offer?

- High-wage opportunities that meet or exceed those of many college graduates.
- Increased marketability and long-term job security. Opportunity to earn college credit — our required college program can roll directly into a 2-year degree.
- A nationally recognized U.S. Department of Labor Certificate of Completion of Apprenticeship.

## Earn. Learn. Succeed!

You earn a paycheck from day one with guaranteed raises as your skills increase. You learn your trade through hands-on work and classroom instruction at MCC — with the potential to earn a college certificate or Associate's degree.

***Apprentice wages are generally higher than most people earn after college — a four-year jumpstart on earnings, a great career, and zero student debt.***

# College vs. Apprenticeship

***with paid college tuition***

In 5 years, the typical in-state college student spends about $53,000 on tuition and books. During that same period, Anderson apprentices earn about $257,000 in straight-time wages and Anderson pays for tuition and books at MCC — not including health insurance and other benefits.

### BACHELOR'S DEGREE

**Avg. student will spend**

**Public in-state** **$53,000**

**Public out-of-state** **$133,000**

**Private nonprofit** **$185,000**

on tuition & books over 5 years
doesn't include lodging and food.

### APPRENTICE PROGRAM

**Avg. AG apprentice will**

**EARN**

**$257,000**

over 5 years at straight time, not counting health insurance & benefits

***Start earning from day one — with scheduled wage increases as you advance through the program.***

## A five-year investment in your future

**10,000**
on-the-job training hours

**720**
minimum classroom contact hours

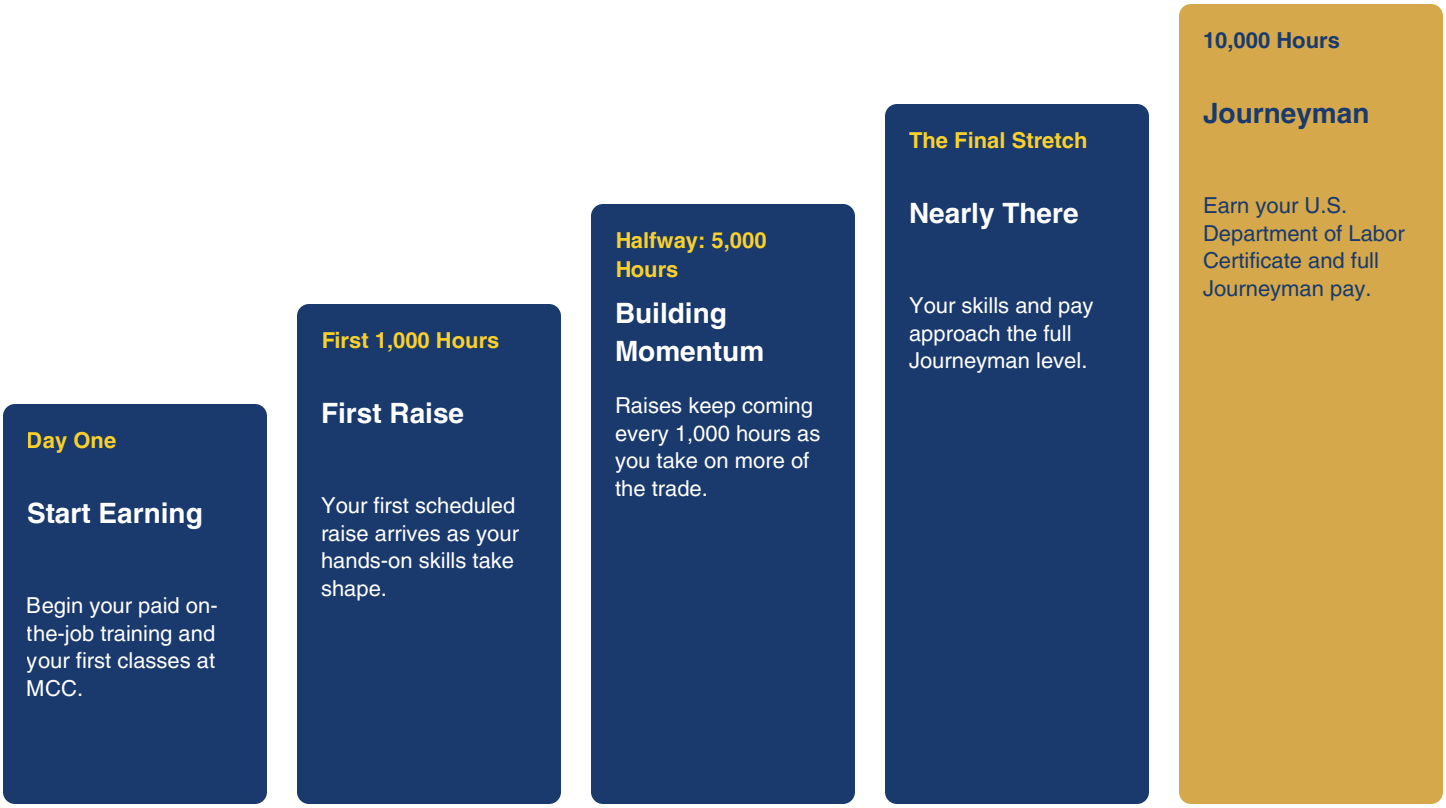
**100%**
tuition & books paid by AG

**$0**
student loan debt

## A paycheck from day one

Anderson's Patternmaker Apprenticeship is a 10,000-hour, ~5-year on-the-job training program. Apprentices start at wages based on their experience and any prior education credit we can apply. Wages then increase at regular intervals as job skills advance — every 1,000 hours of shop time.

## Your pay grows as your skills grow




### About starting wages:

Wage progression follows the union contract apprentice schedule. Starting rates may exceed early period rates based on experience — in that case, the apprentice continues at their starting wage until their hours and skill level surpass the next scheduled period rate. The journeyman base rate also increases per the contract each April.

## Classroom instruction

In addition to on-the-job training, apprentices complete classroom instruction at Muskegon Community College (MCC):

- 720 minimum contact hours of required and elective coursework.
- Anderson pays 100% of approved tuition and books (C- or higher).
- Credits roll directly into an MCC Associate's degree program upon completion.
- Maximum two classes per semester to balance work and study.

→ *See page 4 for the full apprenticeship program curriculum*

Apprentices complete a structured curriculum at Muskegon Community College alongside on-the-job training. All approved tuition and books are paid by Anderson Global (with a C- or higher). 800 average contact hours; 720 minimum for the 5-year program.

## Required Core Courses

| Course # | Course Name | Prerequisite | Credit Hrs | Contact Hrs |
|---|---|---|---|---|
| CAD 110 | Introduction to CAD | — | 3 | 90 |
| CAD 150 | Blueprint Reading | — | 3 | 60 |
| CAD 255 | Introduction to NX | CAD 110 or Instructor | 3 | 90 |
| MET 102 | Basic Cast Metals | — | 3 | 75 |
| MT 101A | Basic Machining | — | 4 | 90 |
| MT 205A | NC/CNC | MT 101A w/min grade “C” | 3 | 75 |
| TMAT 102A | Technical Math II | TMAT 101A w/min grade “C” | 3 | 45 |
| MET 297 | Pattern Gating/Risering | Virtual class via AFS | 3 | 45 |
| | **TOTAL REQUIRED CORE** | | **25** | |

## Then choose your focus: Machining or CAD

### Machining Focus

| Course # | Course Name | Prerequisite | Cr | Hrs |
|---|---|---|---|---|
| MT 102A | Intermediate Machining | — | 3 | 75 |
| MT 103A | Advanced Machining | — | 3 | 75 |
| MT 206A | 2-D CAD/CAM | MT 205 | 3 | 75 |
| MT 216 | 3-D CAD/CAM | MT 206 | 3 | 75 |
| MT 218 | 5-Axis CNC & CMM | MT 216 w/min “C” | 3 | 75 |
| | **PATHWAY TOTAL** | | **15** | |

### CAD Focus

| Course # | Course Name | Prerequisite | Cr | Hrs |
|---|---|---|---|---|
| CAD 210 | Parametric Design I | CAD 110 | 3 | 90 |
| CAD 250 | Intro to SolidWorks | CAD 110 or Inst. | 3 | 90 |
| MT 206A | 2-D CAD/CAM | MT 205 | 3 | 75 |
| MT 216 | 3-D CAD/CAM | MT 206 | 3 | 75 |
| | **PATHWAY TOTAL** | | **12** | |

## Electives

***(may be substituted or taken in addition to focus pathway courses)***

| Course # | Course Name | Prerequisite | Credit Hrs | Contact Hrs |
|---|---|---|---|---|
| BUS 127 | Human Relations | — | 3 | 45 |
| MET 201 | Metallurgy | — | 3 | 75 |
| TMAT 101A | Technical Math I | — | 3 | 45 |
| W 101A | Basic Welding | — | 3 | 75 |
| | **ELECTIVES AVAILABLE** | | **12** | |

Your apprenticeship comes with a full benefits package — health coverage, retirement savings, paid time off, and wage protections that grow with you. Here's what's waiting beyond the base wage.

## PAID TIME OFF

**10** paid holidays
*incl. Christmas Eve, NYE, Good Friday*

**+**

**20** vacation days (after 5 yrs)
*starting at 9 days, scaling with tenure*

## Health & financial protection

- Health, dental, vision coverage (employee shares cost — see annual benefits guide)
- Employer-paid Short-Term Disability — $420/week, up to 26 weeks
- Employer-paid Life Insurance — $50,000 + AD&D

## Wages beyond the base rate

- Shift premium — +$1.50/hour for 2nd or 3rd shift
- Overtime — 1.5× regular rate after 8 hrs/day, Mon–Sat
- Double time — all hours worked on Sunday
- Call-in pay — minimum 4 hours guaranteed if called in
- Annual raises — scheduled wage increase every April

## 401(k) retirement plan

- Up to 4% employer match on a 5% contribution
- 100% immediately vested — your contributions and the match
- Eligible: 1st of quarter after 90 days of service, age 18+

## Vacation accrual schedule

New hires earn vacation that grows with tenure:

| | |
|---|---|
| To start | **9 days** |
| After 1 year | **10 days** |
| After 2 years | **15 days** |
| After 5 years | **20 days** |

***A year of service = 1,000+ hours in a 12-month period.***

## Other perks

- Safety shoe allowance — $150/year, plus free Rx safety glasses yearly
- Bereavement leave — up to 3 paid days for immediate family
- Jury duty — paid up to 30 days of jury service

## When benefits start

- Health, dental, vision: 1st of the month after 30 days of service
- 401(k): 1st of quarter after 90 days, age 18+

## Myths about apprenticeships

**MYTH:** **College is the only path to a good career.**

**REALITY:** Average annual earnings of someone who completes an apprenticeship equal those of a college graduate and nearly double those of a high school graduate.

**MYTH:** **Skilled trades aren't for students with good grades.**

**REALITY:** The trades demand strong academic foundations. Like college, completing an apprenticeship takes intelligence, dedication, and hard work.

**MYTH:** **Skilled trades are unsafe, repetitive manual labor.**

**REALITY:** Today's trades use cutting-edge technology and software. Most work combines hands-on craftsmanship with advanced CAD/CAM and machining systems.

**MYTH:** **Skilled trades are dead-end jobs.**

**REALITY:** The trades offer real careers with paths into lead, supervisory, and management positions based on your capability and drive.

**MYTH:** **Women don't have the strength for skilled trades.**

**REALITY:** Physical work requires dexterity, coordination, and balance — not raw strength. Anderson's equipment ensures no employee lifts more than 25 lbs.

## Do you have what it takes?

- An eye for detail?
- A knack for building or repairing things?
- A love of solving problems and mathematical puzzles?
- A drive to use state-of-the-art technology to work smarter?
- A good imagination and creative flair?
- A desire to see real results from your work?
- A want to earn while you learn?
- A team-first attitude and self-starter energy?

**If you answered yes to many of these, you should consider an apprenticeship!**

***Students completing an accepted Pre-Apprenticeship Career Tech Center Program are eligible for direct entry into the program with no waiting, if accepted.***

## Earn. Learn. Succeed!

### Paid Education

Earn while you learn—zero student debt.

### College Credit

Tuition paid—credits roll into a degree.

### DOL Certified

Nationally recognized credential.

## How do you apply?

Visit andersonglobal.com's career page to see current open positions and to apply.

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