



## Heineken Electric Company Apprenticeship Program for Graduating Seniors

Heineken Electric Company, Inc., located in Beloit, Kansas, is a commercial electrical contractor that has been in business for twenty-five years. Heineken Electric provides electrical services throughout the state of Kansas and its surrounding states.

Realizing a need for skilled Journey worker electricians, Heineken Electric started their own apprenticeship program to educate and train their own employees with the goal of preparing them to successfully pass the Journey worker electrical exam. Registered with the State of Kansas and recognized as a hybrid apprenticeship program with the U.S. Department of Labor, the three-year program combines classroom instruction and on-the-job training to help employees gain the knowledge and expertise they need to become Journey worker electricians. Once they pass the exam, they then apply for a Journey worker license to practice the trade.

Our program is ideal for those students, both male and female, who would like to learn a life-long profitable trade while they earn an income. Our company will be interviewing in April, 2020 and hiring in May, 2020 with classes starting in August, 2020. Starting pay, if accepted into the program, is \$15.00/hour with full benefits (employee health insurance after 90 days of employment, dental, life insurance and, after one year of employment, paid holidays, vacation and company-matched Simple IRA retirement, plus a daily per diem if company requires overnight stays.)

### **For those students who may be interested in our program, these are a few of our requirements:**

Complete a high school level of education with a diploma or GED (apprentice could be 17 years of age at time of hire)

Provide official high school transcripts

Provide three character and/or work references (include name, relationship to you, and phone number or e-mail address)

Complete a high school algebra class

Pass a pre-employment drug test and background check

Willing to work in a physically demanding environment (like to work outdoors)

Willing and able to travel to job locations with overnight stays possible in company provided accommodations (most require no weekend stays)

Have or can obtain a state issued driver's license and a social security card

Take and pass a basic aptitude test

Come in for a personal interview

### **Once accepted into the program:**

Apprentice must attend scheduled technical instruction classes one Friday a month, unpaid, and attend special training

periodically. Apprentice must have reliable transportation to and from Beloit, Kansas for classes although some training may be in Manhattan or Salina.

Provide Personal Protection Equipment (PPE) that is not company supplied which includes compliant footwear, long pants/jeans, winter coat/outerwear, etc.

Purchase required basic tools (arrangements can be made for payment)

Sign a non-compete and tuition contract for instances of unexcused exit from the program

Have an active e-mail account

Have an active checking or savings account for direct deposit payroll

Be able to read, write and understand the English language

### **Benefits of the program:**

Apprentice wage increases every 1000 hours of time worked on the job

After program completion, receive certification acknowledging completion and qualification to take the Journey worker electrician exam (although all expenses to take the exam are at employee's expense-exam fee itself is around \$115)

Tuition and text books for the program at no cost to apprentice (there will be no need to pay for the cost of tuition and class materials if the program is completed and employee stays employed with the company for two years following completion)

Pay increases to the company's Journey worker pay level once the employee passes the Journey worker exam

Job stability and higher job satisfaction

### **How to apply:**

Go to our web-site: [www.heinekenelectric.com](http://www.heinekenelectric.com) and fill out the required information under the "Electrical Apprentice" job position.

This is a great opportunity to learn while working and the skills acquired will be a life-long benefit and career. If you have any questions about the program, please contact me, and I will be happy to answer your questions or to discuss the program further.

Michelle Grove

Business Development and Apprenticeship Program Administrator

[michelle@heinekenelectric.com](mailto:michelle@heinekenelectric.com)

Cell: 785-738-7777

Office: 785-738-3831



Heineken Electric Apprenticeship

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