

## NKY FAME Advanced Manufacturing Technician (AMT) Frequently Asked Questions and Answers for 2016 Recruitment

### What is an Advanced Manufacturing Technician?

Advanced Manufacturing Technicians (AMT) are individuals who have gone through the NKY FAME Apprenticeship Program to obtain a skill set that will contribute to the competitive advantage within the sponsoring company. These individuals will be able to use their knowledge to troubleshoot and improve several maintenance and robotic systems.

Gained knowledge will be within the following technical fields:

- |              |              |          |
|--------------|--------------|----------|
| -Electricity | -Mechanics   | -Welding |
| -Fluid power | -Fabrication |          |

They will use the skills obtained to consistently practice the manufacturing core activities such as:

- |                                |                                   |
|--------------------------------|-----------------------------------|
| -Culture                       | - Lean manufacturing              |
| -Problem solving               | -Reliability Centered Maintenance |
| -Visual workplace organization |                                   |

While embracing and demonstrating professional behavior like:

- |  |             |
|--|-------------|
| -Work attendance                             | -Initiative |
| -Diligence                                   | -Teamwork   |
| -Effective interpersonal relations           |             |
| -Effective verbal and written communications |             |

### What will a typical week look like when I begin the NKY FAME AMT Program?

A typical week will consist of two full days, 8-10 hours at the participating community college and three days, 8 hour shifts at the organization that is sponsoring you.

In doing so, you will be able to gain hands-on experience onsite and in-plant coaching and mentoring while receiving a competitive wage.

### What can I do to improve my chances to get into the NKY FAME Programs?

- Maintain good grades in high school with a GPA ranking towards the upper 50% of the class.
- Participate in programs such as STEM and/or Project Lead the Way, Raise the Roof.
- An ACT or ACT equivalent Compass Math score of 19 or higher
- Demonstrate a mechanical ability through hobbies or after school programs
- If the opportunity presents itself, participate in the Certified Production Technician (CPT) program while in high school.

### What will I learn?

As a participant in the AMT program, you will study and receive hands-on training in many of the following areas:

- |                                  |               |               |                            |
|----------------------------------|---------------|---------------|----------------------------|
| • Workplace Organization         | • Electricity | • Mechanics   | • Fluid Power              |
| • Safety & other behavior skills | • Robotics    | • Fabrication | • Problem Solving and more |

## **What happens when I complete the program?**

You will earn:

- An Associate in Applied Science degree
- 71 AMT credit hours that are transferable
- Approximately 2,000 hours of on-the-job training and work experience
- Potentially zero student-loan debt
- Opportunity for full-time employment with sponsoring employer
- The option to continue your education in pursuit of a Bachelor's degree in Advanced Manufacturing Engineering at University of Kentucky, or continue University in another discipline.

## **What other career track is available to me, after I complete the KY FAME AMT Program?**

In your third semester of the program, a discussion between you and your sponsor will take place. At that time, we will ask you about your long term goal and interests. Together, we will form a career path within our company structure, to help you achieve those goals.

## **What schools will accept my credit hours, if I decide to continue with my Bachelor's degree?**

Most Kentucky public universities such as, University of Kentucky and Northern Kentucky University will accept the credit hours earned and apply them to a Bachelor's Degree. Currently, and since this is a new program for the area, reciprocity discussions are in the works between KCTCS and University of Cincinnati.

## **What type of compensation, do I receive while in the KY FAME AMT Program?**

While in the Northern Kentucky Chapter program, you will receive a minimum of \$12.00 per hour while working, paid tuition and book fees (debt free to you), and in some cases, incentive based compensation (medical and dental).

## **Am I eligible for benefits, while in the KY FAME AMT Program?**

In some cases, based on the employer's health and welfare and retirement plans, you may be eligible for medical, dental and other benefits, such as 401K plan. The company(s) that you are interviewing with can provide you with more information.

## **Am I eligible for paid time off, while in the KY FAME AMT Program?**

In some cases, based on the employer's paid time off programs, you may be eligible for paid holidays and vacation. The company (s) that you are interviewing with can provide you with more information.

## **What is the potential wage I can achieve after completing the program?**

Advanced Manufacturing Technicians make a good living. Anticipate \$40,000 - \$70,000 depending on business need, performance, overtime required, + benefits at approximately 30% - 35% for a first year technician. With experience, continued learning, and good work ethic the technicians within the sponsored businesses of KY FAME have moved through the ranks to Sr. Technicians, Supervisors, Managers, and are today in the range of \$70,000-\$100,000 again, based on the above + benefits. These

are the same ladies and gentlemen that we trust to send globally to support equipment purchases, training, etc.

### **If I am currently in a certified program or in college, can I be part of the program?**

The program will have the determined classes for each semester. It is expected that the cohort group in the continuous 5 semester program will take all of the pre-determined classes assigned to them. If you are currently in a certified program, this program may be a repeat of classes you have already taken. You will not be able to transfer credit hours to the program.

### **Do I have to stay with the company for a certain time after I complete the program?**

Yes. We will have invested a lot of time, resources and investment in your successful graduation from the KY FAME AMT Program. We require 3 years of your time, after the program is completed to benefit from your education.

### **What happens if I drop out of the program?**

If you should leave the program, or asked to leave the program, you will be responsible for repaying your Sponsor the accumulated tuition and book fees. You will be asked prior to beginning the program to sign a contract showing good faith.

### **What is my obligation to the Sponsored Company, if I decide to leave the Company within the 3 years after I graduate from the KYFAME AMT program?**

Keep in mind the investment and faith your sponsor has put in you and the wonderful benefits you receive as a full time employee, before making such a decision. However, should you choose to leave your Sponsored Company within the 3 years after graduation, it will result in pro-rated repayment of all education related expenses including college tuition and any specialized training and travel expenses.

Year 1	Year 2	Year 3
100%	67%	33%

### **As a participant of the program, what are my responsibilities?**

Since this is a real work environment (even while attending school), participants are expected to;

- Work, study and lead with integrity (Give your best effort and no cheating).
- Ask questions to your teachers and mentor, if you need clarification.
- Attend school and work as scheduled. Attendance is mandatory. In the real business world, employees are expected to be at work daily and on time and follow company policies.
- Daily use and respect for all Safety Rules, even while attending classes at school. Be sure to wear safety glasses and safety shoes and know your personal commitment to safety.
- Use daily organization discipline when using tools and space. Every piece of equipment and tool used goes back to its original place of origin when you are finished using it. Work area is clean and sustained, ready for the next day. "Everything in its place and a place for everything".
- Complete all homework and study for tests.
- Be respectful to others when learning, problem solving, working as a team and presenting materials.

## Where and when can I apply for an interview?

**Go to KYFAME.com.** The program is currently accepting applications for the 2016 year. You will be directed to select the region you wish to apply to. For our region, select Northern Kentucky.

The application will require your ACT scores; your high school transcript and an essay on why you want to be an Advanced Manufacturing /Maintenance Technician.

## What is the timeline for the entire process?

Initial Application Deadline Date	December 31, 2015
Selection Date	Spring 2016
Start Date at your Sponsored Employer	Summer 2016
KY FAME AMT Program Start Date	Fall 2016

## Who are the Northern Kentucky FAME Chapter Members?

The founding Chapter Members are:

- MUBEA
- Robert Bosch Automotive Steering Systems LLC
- HAHN Automation
- L'OREAL
- SAFRAN Messier-Bugatti-Dowty
- Linamar
- Wagstaff
- Stober Drives

We partner with TRI-ED, Gateway Community and Technical College, KCTCS and the Kentucky Labor Cabinet for Economic Development.

The NKY KY FAME Chapter will continue to expand with the addition of interested Manufacturers located within the Northern Kentucky Counties.

Since the end of the 2014 year, the following companies have joined the NKY FAME Chapter:

- Skilcraft
- Krauss Maffei
- Zotefoams
- Nucor
- Diversified Composites
- Greif Company
- Steinkamp Molding
- Steinert US