



WIEGEL *Solutions
Manufactured*

APPRENTICESHIP PROGRAM



**BECOME AN APPRENTICE.
SECURE YOUR FUTURE.
SHAPE THE WORLD.**

WHAT'S IN IT FOR YOU?

- Expert Training and Instruction
- Professional Experience
- Apprentice Training Courses at the Technology & Manufacturing Association
- Hourly Compensation with Scheduled Pay Raises Every 6 Months with 1,000 Hours Completed
- Employee Fringe Benefits
- National Certification and College Credits
- Opportunity for an Entry Level Position as a Journeyman Tool and Die Maker

Training the Next Generation of Manufacturing

We recognize a true crisis in what is known as the U.S. manufacturing skills gap where talented labor has become scarce and many available manufacturing positions are going unfilled. As the current workforce ages and retires, and the draw of new workers to manufacturing declines, the skills gap grows.

Wiegel's registered apprenticeship program was developed to address the decline of next generation workers in manufacturing by growing the talent and skills needed to fulfill manufacturers' demand and provide workers with a strong and secured career path. Our program recruits and shapes potential talent to produce highly-skilled, qualified workers that will evolve and strengthen today's manufacturing industry and secure its future.



ABOUT THE PROGRAM

Wiegel's apprenticeship program combines hands-on instruction and training with the use of cutting-edge manufacturing technology along with classroom instruction covering key technical engineering and tool making concepts. Our apprenticeship program operates over a period of 5 years to complete the program. During this time, apprentices will achieve 10,000 paid working hours of on-the job training at Wiegel's plant headquarters and 3 years of debt-free schooling at the Technology and Manufacturing Association (TMA). Wiegel covers all expenses for TMA schooling.

Upon enrollment in Wiegel's apprenticeship program, apprentices will work 40+ hours a week, Monday through Friday at Wiegel and take required 3-hour session night courses at the TMA offered twice a week. Each year of TMA schooling includes 2 semesters, 14 weeks each. At the end of the program a national certificate of completion from the U.S. Department of Labor is awarded to the apprentice along with a full-time Journeyman Tool and Die Maker position at Wiegel. Wiegel's apprentices are also eligible for employee benefits such as health insurance, dental insurance, life insurance, supplemental insurance, holidays, vacations, retirement savings and more.

Becoming an apprentice is the perfect pathway towards a career in manufacturing with the opportunity to learn a high-skilled and high-paying career debt-free, work with pay on live manufacturing programs, learn to use and operate leading manufacturing tools, technology, and equipment, be exposed to networking opportunities and gain invaluable lifelong experiences in a variety of manufacturing processes and principles.



On-The-Job Apprenticeship Training Applications (10,000 Hours Total)

TOOLING DEPARTMENT

- Tool Design
- Jig Boring
- Turning
- Die Machining
- Electrode
- Manufacturing
- Plunge EDM
- Jig Grinding
- Die Assembly
- CNC Machining
- Wire EDM Operating
- Polishing
- Die Maintenance
- Die Grinding
- Wire Programming
- CNC Programming
- Heat Treat Prep
- Hole Popping
- Layout Inspection

QUALITY DEPARTMENT

- Inspection
- Sensors

PRODUCTION DEPARTMENT

- Press Room



COLLEGE COURSES AT THE TECHNOLOGY & MANUFACTURING ASSOCIATION

The Technology and Manufacturing Association (TMA) offers strategic training and education programs designed to develop workers and meet the needs of today's manufacturers. Wiegel has partnered with the TMA to provide apprentices with college grade courses that focus on basic industrial studies and advanced tool and die making concepts. Apprentices enrolled in Wiegel's apprenticeship program will take key concepts learned in TMA school and apply them to real-life manufacturing programs at Wiegel manufacturing plant headquarters in Wood Dale, IL.

Technology & Manufacturing Association

1651 Wilkening Road
Schaumburg, IL 60173



TMA Education Schedule for Wiegel Apprentices

YEAR 1 OF TMA CLASSES:

- Courses cover Math, Print Reading, and the basics of Machine Tool Technology

YEAR 2 OF TMA CLASSES:

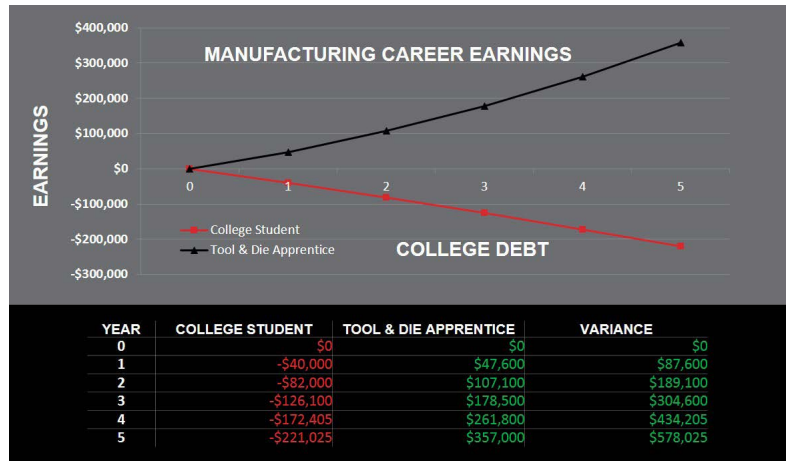
- Courses focus on Basic Tool & Die Making and continue the study of Blueprint Reading and Shop Math, as well as Process Planning, Process Control, Heat Treatment, Identification of Steels, and more.

YEAR 3 OF TMA CLASSES:

- Students Will acquire knowledge involving Advanced Tool & Die Making such as the principles of cutting and forming sheet metal as applied in progressive dies and in single operation stage tools.

TMA Education Schedule for Wiegel Apprentices

The following chart illustrates debt incurred by a college student versus the earnings accumulated by a tool and die apprentice over a 5-year period (the term of Wiegel's Apprenticeship Program). The data featured in this illustration was calculated based on an estimated annual college cost of \$40,000 per year with a price inflation rate of 5%. The tool and die apprentice wages are based on 45 hours worked per week (40 hours minimum and 5 hours overtime) and actual yearly earnings. Apprentice wages at Wiegel start at \$16 per hour and increase up to \$32 per hour due to scheduled pay raises earned approximately every 6 months with 1,000 hours completed.

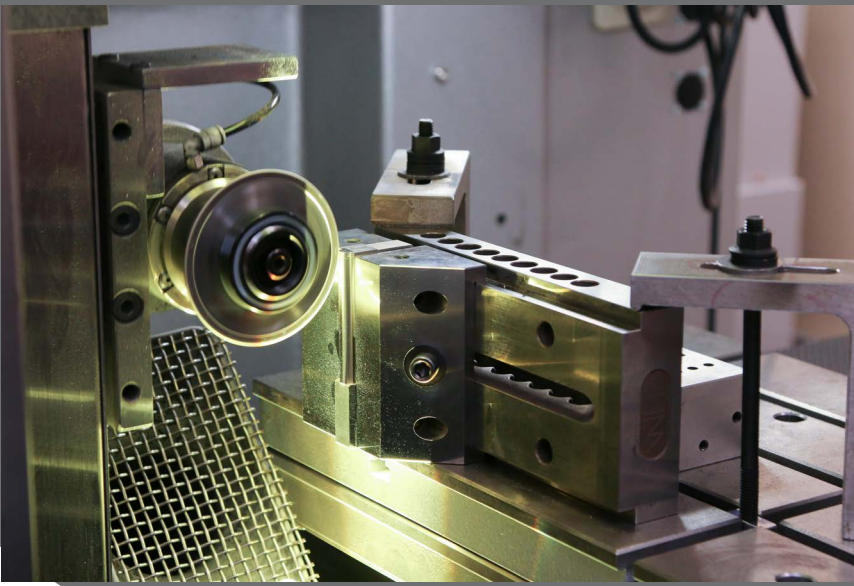


Applicant Qualifications

- 18+ years of age
- High school diploma or GED
- Applicant is mechanically inclined and can work with hands
- No experience needed
- No technical education required

Application Requirements

- Physical assessment – Applicants are tested on physical capabilities of performing essential functions of the apprenticeship program
- Aptitude test – Applicants are tested and scored in reading, applied mathematics, and locating information
- Drug screening
- Background check



"I WANTED TO WORK WITH MY HANDS AND DO SOMETHING TECHNICAL. MANUFACTURING ALIGNED WITH WHAT I WAS LOOKING FOR, AND IT CONTINUES TO EVOLVE. CNC AND ROBOTICS AREN'T SOMETHING PEOPLE USUALLY THINK ABOUT WHEN THEY HEAR MANUFACTURING, BUT TECHNOLOGY HAS CHANGED THE INDUSTRY. IT'S AN EXCITING TIME TO BE A PART OF THIS CAREER."

- Third Year Apprentice



"I'M A U.S. MARINE CORPS VETERAN WITH A BACKGROUND IN COMPUTER PROGRAMMING AND DESIGN ENGINEERING, AND I DIDN'T KNOW MANUFACTURING WAS A CAREER OPTION UNTIL TWO YEARS AGO. BEFORE THIS POSITION, EVERYTHING WAS CEREBRAL AND THEORETICAL. BUT IN MANUFACTURING, YOU NEED TO BE IN TUNE WITH YOUR SENSES AND INCLUDE THEM IN YOUR WORK. IN THE END, THE REAL-WORLD PHYSICAL RESULTS ARE MUCH MORE IMPORTANT THAN JUST THE UNDERSTANDING OF HOW AND WHY."

- Second Year Apprentice



A CAREER AS A TOOL AND DIE MAKER

“Tool and die makers are the shapers of our world. They create the molds, dies and fixtures that shape the products you use every day. Think doorknobs, cooking pots, staplers, even your iPhone and TV. All of these products come from the molds, dies and fixtures created by tool and die makers. A career in tool and die making means a career in shaping the things that make up our lives.” - Precision Metal-forming Association/Manufacturing Institute

A Tool and Die Maker is responsible for making and repairing tools, dies, and fixtures used to run in punch press machines (stamping machines) and related metal fabricating machines. The tool and dies produced for punch press machines are what is used to hold raw metal into place while the machine forms metal into shaped, precision parts.



Responsibilities of a Tool and Die Maker:

- Make tools, dies, fixtures based on 3D models
- Perform tool maintenance
- Set up and operate various conventional and computer-controlled machines and tools to build dies and fixtures
- Read blueprints, sketches, computer-aided design (CAD) files, computer-aided manufacturing (CAM) files, and solid 3D modeling files
- Measure and ensure blueprint and die specifications meet tolerances
- Operate material handling equipment to lift and move dies
- Conduct production machine maintenance
- Troubleshoot production lines with issues relating to dies and mechanical tooling
- Verify dimensions, alignments, and clearances of finished parts for conformance to specifications



Tool and Die Makers typically work early morning shifts across 40-hour-work-weeks and may be subject to overtime. The annual wage for a Tool and Die Maker in the United States ranges between \$58,000 and \$85,000 with the average annual wage at \$70,132 per year as of June 2023 according to salary reports from glassdoor.com. Tool and Die Makers are among the most highly skilled positions in manufacturing. It requires high-precision and attention to detail, analytical skills, math skills, physical endurance, mechanical skills, and technical skills.

The Tool and Die Maker works closely with Engineers and Production Machine Operators to ensure the tools they make and maintain are performing to specification. Wiegel relies on our qualified tool makers to produce the tools that ultimately produce the quality precision parts our customers need for applications across numerous industries. With the help of our tool and die makers, engineers, and production experts, Wiegel manufactures quality precision solutions that are used to produce our world's greatest automotive vehicles, airplanes, solar panels, appliances, military communication devices, and many more innovative and imperative products.

Tool and Die Makers are the backbone of our company and without them we would not have achieved the output and efficiency that has continuously made Wiegel the leading global metal stamper it is known to be today.

A LETTER FROM OUR PRESIDENT

Wiegel was founded by Otto Wiegel on December 6, 1941. With the dream of owning and operating his own tool and die shop in America, Otto emigrated from Germany to the United States and started his own manufacturing business.

In 1968, after receiving his bachelor's degree in Industrial Engineering at Purdue University and serving three tours of duty in Vietnam as a naval officer, Otto's son, Martin Wiegel, joined the business. Martin carried on the legacy his father started by embracing and maintaining the integrity and vision that Wiegel had already established. Martin began expanding Wiegel's capabilities by starting a metal stamping division. With this vision, Martin built the company's current headquarters in Wood Dale, Illinois, in 1978. In 1997, Martin expanded the headquarters, adding 23,000 square feet to total 48,000 square feet to accommodate the rapid growth of the business.

Today, Wiegel is owned and operated by Martin and his wife Elza's three children, Erica, Ryan, and myself. Since the third generation assumed business leadership in May 2010, Wiegel has grown into four different facilities and expanded operations to a total of 207,000 square feet. Led by three family generations sharing the same goals, passion, and vision for Wiegel and for American manufacturing, Wiegel has evolved into a world-class, full-service metal stamping company.

When you step back and reflect on the evolution of Wiegel and the family that has owned and operated it throughout the years, it is amazing to see how far the company has grown and how

strong we still are today. Statistically, not many family-owned companies can withstand multiple generations along with different swings in the economy. Yet, Wiegel has passed those tests, and our vision will continue to press forward for generations to come.

I am a firm believer that manufacturing is a key to economic success for the United States because it creates wealth. Not only does manufacturing create goods and services that can be sold and used throughout the world, it has also proven to withstand the test of time. Many industries have come and gone as the world economy evolves, but one thing that's been proven constant is the demand for the goods and services that manufacturing provides. Due to the demand of these goods, many highly skilled careers are created to help grow middle-class families.

Wiegel has been a part of the strong fabric of the American economy. With Wiegel's growth and expansion, both domestically and internationally, we have been able to consistently provide families with careers and opportunities in manufacturing while strengthening the local economy.

Wiegel is an example of what is right in America. We hire and train highly skilled people in the United States to produce high-quality manufactured goods. My family and I are proud of what this great organization and our team have been able to accomplish for our customers, and we are grateful we get to do what we love every day. We have always said, Wiegel is a hobby that we just happened to make into a career.

Aaron Wiegel,
President & CEO of Wiegel

For more information on Wiegel's Apprenticeship Program and to apply online, go to www.wiegelapprentice.com.

For questions regarding the program, email HR@wiegel.com.



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