

WHAT IS AN APPRENTICESHIP?



An Apprenticeship Program combines on-the-job training, technical education and related classroom or online instruction that increases an apprentice's skill level and earning potential.

In the United States (U.S.), this registered program provides an opportunity for the apprentice to earn a "Completion of Registered Apprenticeship" certificate, which is a nationally recognized credential that validates proficiency in an occupation that values or requires an apprenticeship.

WHY AN APPRENTICESHIP?



The skill gap of the U.S. manufacturing industry is widening, and skilled workers are in high demand.

Over the next decade, it is estimated that more than 3 million manufacturing jobs will need to be filled with individuals who possess the field knowledge and experience required to succeed.

An apprentice has the opportunity to gain the skills and technical know-how to become one of the best in their designated field.



ABOUT BARNES GROUP



Barnes Group Inc. (NYSE: B) is a global provider of highly engineered products, differentiated industrial technologies, and innovative solutions, serving a wide range of end markets and customers. Its specialized products and services are used in far-reaching applications including aerospace, transportation, manufacturing, healthcare, and packaging. Barnes Group's skilled and dedicated employees around the globe are committed to the highest performance standards and achieving consistent, sustainable profitable growth.

BGInc.com



Create **Your** Future.
Manufacture **Your** Dreams.



EARN.



LEARN.



SUCCEED.



EARN, LEARN, SUCCEED.



Barnes Group's respected and successful Apprenticeship Program provides opportunities for individuals to earn while they learn, and develop in-demand technical knowledge and skills for today's dynamic manufacturing industry.

SAMPLE OF APPRENTICESHIPS

- **Electrician (E-Tech)** – Prepares circuit diagrams, repairs electrical components in machines and installs wiring.
- **CNC Programmer** – Reads and understands engineering drawings, programs, and work instructions to ensure proper set up requirements; determines sequence of operations, dimensions and tolerance levels of finished products.
- **Maintenance/Machine Repair** – Performs routine maintenance, such as inspecting equipment to diagnose machine malfunctions, and performs needed repairs.
- **Tool & Die Maker** – Produces and repairs tools used in manufacturing processes related to the aerospace, industrial and plastic injection molding industries.
- **Machinist/Production** – Sets up and operates a variety of manufacturing machinery and equipment to efficiently fabricate precise, quality products and components.

QUALIFICATIONS

To qualify as an apprentice, the following criteria is needed:

- A high school diploma or global equivalent; completion from a registered and identified technical school is preferred.
- Be self-motivated, dedicated and committed to learning.
- Individual must have resources available to complete required online coursework and supplemental training.
- Must receive a successful score on the Company Assessment.

APPRENTICESHIP BENEFITS

- Provides "On-the-Job" training
- Opportunity to "Earn While You Learn"
- Work towards a nationally recognized credential
- Enable progression to further education
- Participants acquire "Real" and transferable skills
- Career growth and advancement potential within engineering and operations
- Opportunity to be a part of an innovative company, which has reinvented itself for more than 160 years

PROGRAM COMPONENTS

Our Apprenticeship Program offers exciting opportunities for individuals 18 years of age and older (if a minor, parent or guardian consent is required) at our manufacturing and technology innovation facilities across the globe.

At a glance, our program offers:

- **Structured On-The-Job Training (OJT)**
An apprentice will receive hands-on training from an experienced mentor.
- **Training and Instruction**
Our program combines on-the-job learning with technical education. Technical education is received through local community colleges, technical schools or other approved apprenticeship training schools; classes are accessible online or at the respective school site.
- **Rewards and Recognition**
Apprentices have the opportunity to increase their wages as they increase their knowledge and skill set. Progressive wages help reward and motivate apprentices as they continue to advance in the program.
- **Nationally Recognized Credential**
Upon completion of the program, apprentices earn a nationally recognized credential. Within the United States, the program is registered in its respective state. Every graduate of a Registered Apprenticeship Program earns a "Completion of Registered Apprenticeship" certificate.