



The Howard P. Myers Machinist and Apprentice Program

Successful Machining and Manufacturing Career Ladder =

Earning + On-the-Job Training + Self-Directed Learning



Myers Precision Grinding

International Grinding

Centerless Grinding

"The more you learn... the more you can earn."



Howard P. Myers Apprentices Program

February 2015

As a senior in High School or a recent graduate, you now find yourself evaluating career options and where you see your future.

Many of your friends have chosen the college they will attend or join their family business. Some may join the military to gain valuable experience while earning the educational benefits offered by the Veterans Administration.

An increasing number of graduates are weighing the benefits versus the increased cost of college. Graduates are now turning towards the benefits and opportunities in skilled specialty manufacturing.

A growing number of small machine shops in Northeast Ohio are looking for unskilled employees with the right attitude and technical aptitude to fill entry level operator positions. Full time employee benefits include a competitive hourly wage, employee health care, SEP plan (Simplified Employee Pension). Additionally, a structured Apprentices program can lead to earning valuable industry certifications.

Think about it, while your classmates are in college you will be moving up your career ladder earning a competitive wage and not having to incur college debt.

The Howard P. Myers Apprenticeship Program is offered by the current owners of Myers Precision Grinding (MPG). MPG is owned by Joe Tenebria, Sr., the son-in-law of the founder with Mr. Myers children, grandchildren and other family members actively managing and working in the business.

A little bit about the Founder, Howard P. Myers. In approximately 1949 Howard came to Chagrin Falls, Ohio with two things in his pocket: five dollars and a diploma in machining from Indiana High School. His first job was with Chase Bag Company in Chagrin. After a couple of years he moved on to a position at a thread grinding house being his first experience as a thread grinder. With a strong work ethic and the ability to learn quickly, he moved up in the company eventually getting a leadership position. After time a local businessman also in the thread grinding industry offered Howard a job to oversee the day to day affairs of his company while also supervising the workers on the floor. Finally, in 1973, Howard felt it was time to go in a different direction and he started Myers Precision Grinding. His company continues to grow and flourish to this day. Howard strongly believed in the importance of passing the torch on to the next generation of machinist which is the foundation for the Howard P. Myers Apprenticeship Program.

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About the Howard P. Myers Apprenticeship Program

The Howard P. Myers apprenticeship is designed to develop and train the next generation of skilled machinists from the Northeast Ohio region. **The goal of the program is for each apprentice to become skilled in the grinding or machining area that best fits their skills and serves the needs of MPG.** Each candidate has the opportunity to learn and perform all tasks necessary to gain production and machining skills and earn opportunities for advancement.

The program is a combination of:

- **Full time employment:** work in assigned roles based on the skills, knowledge and attitude presented by each candidate
- Starting **Hourly Wage** 20 to 40 percent above the **2015 Ohio minimum wage of \$8.10/hour**
- On-the-job training (OJT), in-house training and coaching
- Skill based on-line courses paid by the company (Outside working hours)
- Skills based classroom instruction and courses paid by the company – Community Colleges
- A broad range of grinding and machining operations
- Use other training resources as business needs dictate and candidates performance warrants

Howard P. Myers Apprentice Candidate and Employability Criteria

Applicants should be willing and committed to learning about their potential career in machining and manufacturing. Preference will be given to those applicants who have invested time in gaining related knowledge and experience. The basic requirements include:

- High School graduate or equivalent –High School transcript required
- Basic math skills and aptitude needed to be able to successful pass the machining training
- 18 years or older (for Machine operation)
- Reliable Transportation
- Pre-employment background check
 - Drug Screen
 - Criminal Record
- Accurate employment application and favorable face-to-face interviews
- Ability to perform physical requirements needed in a manufacturing environment

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Howard P. Myers Apprenticeship Program Benefits Include

- **Start at 20-40 percent above minimum hourly wage** based on experience with increases as you progress in the program
- Opportunity to accelerate your compensation based on your initiative and performance
- After 1 year program completion opportunity to qualify for benefits such as Health Care, SEP, PTO, Holidays
- Appropriate earned industry certifications
- **Upon successful completion of the 4 year program**
 - **Guaranteed job offer**
 - Be in position to earn over \$30,000 per year plus additional time and a half overtime pay
 - Opportunity to qualify for benefits such as Health Care, SEP plan, PTO

Desirable qualifications

- Problem solving skills
- Proven mechanical and mathematical aptitude: High School Math courses which included Algebra, Geometry, Trigonometry
- Specific vocational training courses
- Similar related job experience – 12 to 24 months
 - Machining operation and production
 - Production processes: Quality, assembly, etc.
 - Machine maintenance
- Growth Mindset - Ability, desire and eagerness to learn and expand skills
- Strong interpersonal and communications skills: Reading, writing and verbal

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Howard P. Myers apprentice program summary of training and career opportunities

- 2 to 4 year on the job training based on progressive work rotation which provides
 - Opportunity to develop skills and experience in a manufacturing field which is in demand skilled craft
 - Hands on experience in manufacturing environment
 - Skills with equipment and related technology
 - Ability to have a positive impact on company results

- Typical Career Ladder – Machine and Grinding Technology, skills, certifications and wages at each level are in line with industry standards and regional compensation surveys. Beyond on the job training, individual performance and company results will determine ongoing investment in training.
 - **Rung One – Training and Apprenticeship**
 - Apprenticeship training – 2 to 4 years depending on candidates
 - Basic machine trade skills – Grinding, machining, etc.
 - Prove skills and competence in: Mechanical abilities, Math, reading blue prints, machine operation etc.
 - Inspection

 - **Rung Two – Operator Position (Up to 2 years of proven skills)**
 - Machine operator 1 – One Machine only
 - Production and assembly
 - Begin learning second machine type

 - **Rung Three – Skilled Operator (2-6 years of experience)**
 - Machine Operator 2 and 3
 - Technician - Maintenance
 - CNC operator/programmer
 - Complete Apprentices program

 - **Rung Four – Highly skilled positions (6-10 years of experience)**
 - Master Machinist
 - Trainer
 - Supervisor and Department Lead

 - **Rung Five – Leadership and Management (10 plus years and select college level courses)**

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- Training Matrix, OJT and Work Schedule and number of Hours to achieve training levels. In order to graduate over the 4 year program, training hours and proven evaluations are estimated to be 6000-8000 hours. The schedule will be based on the progress of the individual student and the needs of the business.

Training Goals of Apprentices Program	Skills Focus	Method of Training
Year 1 – Basic Training	<ul style="list-style-type: none"> • Basic Tool knowledge • Measuring materials and work pieces • Grinding Wheels • Manual Tools: Lathe, mills, saws, measuring instruments, etc. • Blue Print Reading 	<ul style="list-style-type: none"> • In-house On-the-Job Training (OJT) • NTMA – University Courses: http://www.ntma.org/initiatives/education • NIMS –National Institute of Machining Skills: https://www.nims-skills.org/web/nims • Tri-C Advanced Manufacturing: http://www.tri-c.edu/workforce/advanced-manufacturing-and-engineering/index.html • Machine Tool manufacturers training courses • Other training sources as needed by the company
Year 2 – Advanced Training	<ul style="list-style-type: none"> • Surface grinding • Form Grinding • OD Grinding • ID Grinding • Thread Grinding • Centerless Grinding 	
Year 3 – Introduction to Specialized Machining	<ul style="list-style-type: none"> • Advanced grinding • Advanced Blue Print reading • Specialized operator 	
Year 4 – Become Expert Machinist	<ul style="list-style-type: none"> • CNC Grinding • CNC Machining • Machine Maintenance 	

- Mentoring, training, coaching and ongoing progress reviews Classroom Hours: Technical schools and class room training
- Training includes:
 - Safety
 - Quality measurements and specifications – ISO
 - Production work orders, lay-out, schedules and documentation
 - Production output
 - Fabrication and Assembly
 - Print reading, templates,
 - Manufacturing and precision measuring tools and processes
 - Equipment and work area maintenance and cleanliness

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Machining – An overview of what we do and offer to qualified and motivated apprentices

A machinist uses a range of equipment to produce parts based on the desired measurements and tolerances outlined by customers in blueprints or specifications. In order to produce desired parts a machinist must develop skills and master the use of the following equipment:

- OD Grinding – Manual and CNC
- ID Grinding
- Centerless Grinding
- Lathe – Manual and CNC
- Mill – Manual and CNC
- Thread Grinding – Screw, Gear, CNC, Internal
- Maintenance

For more information or apply please visit our website at www.myersprecision.com or email Michelle at mokuley@myersprecision.com. No phone calls please.

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