



Millwright Apprenticeship Program

Start here. Go far.

Interfor's **Millwright Apprenticeship Program** will pay you to learn this highly respected trade as a Journey Millwright. Millwrights play a vital role in keeping our mills and equipment running efficiently—*on time and on quality*. If you are detail oriented, are mechanically inclined and a good problem solver, this might be the value-building opportunity for you.

Your career starts now

Interfor has a plan to unleash your potential and help you launch your career. Discover the rewards and benefits of working as a Journey Millwright.

How the program works

The Millwright Apprenticeship Program is a three-year program that allows you to learn a new skill while you work. The program has three parts: online learning, hands-on classroom training, and on-the-job experience gained in the mill.

As an apprentice you will spend your working hours learning your new trade, and your current job will be backfilled. You can expect to spend 10 hours or more studying each week, with some time allotted for study during the workday. We will encourage your success by pairing you with an experienced mentor for ongoing guidance and support. Upon completion of the program you will earn your Journey Millwright Certificate. As an apprentice you will receive pay increases as you advance through the three-year program.

See page two for more details. >>

Applicant selection process

Apprenticeship positions will be announced through internal job postings. If you would like to apply, please contact your Human Resources representative to complete an online application. All applicants must meet the following **minimum requirements**:

- » Be at least 18 years of age
- » Preference will be given to current maintenance and production employees
- » Have the physical capability to perform essential trade tasks, including lifting up to 50 lbs
- » Be willing and able to work any shift, including rotating, variable, weekend/holiday shifts
- » Be able to travel overnight to participate in classroom training four to five times per year
- » Be able to successfully complete the following Work Keys assessments: Applied Math, Locating Information and Reading for Information. (Scheduling of assessments will be coordinated through your local HR representative.)
- » Be able to provide your own laptop or tablet, as well as other selected tools

Applicants who meet the minimum requirements will enter the following application process:

1 Apply Online

Submit your online application on Talent Center.

2 Complete Work Keys Assessment

3 Job Performance Review

A review of your safety performance, attendance, and any work performance issues over the past 12 months.

4 Candidate Interviews

You will be interviewed by the mill leadership team and finalists will be interviewed by a regional selection panel.

5 Physical Fitness Assessment

If you are selected, you will complete a physical fitness assessment.

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At Interfor we provide the framework that lets you master your career; advance your knowledge, skills, and performance; earn better wages; and enjoy stable, long-term employment.

Contact your Mill Manager or Human Resources representative for more information.

