

APPRENTICESHIP PROGRAM



OUR COMMITMENT TO TOMORROW

The construction industry's workforce is constantly changing and new people are joining daily. Miron has recognized this and is providing support and guidance to the new construction worker by actively participating in the apprenticeship programs. This effort includes Miron's Risk Management staff teaching subjects such as the OSHA 30-Hour Program, rigging and lifting, and taking an active role by presenting at the AGC of Wisconsin's Annual Safety Day Program and other professional conferences. Miron also supports the program by hiring apprentices and allowing them to shadow an experienced journeyman. This effort benefits not only Miron, but the entire construction industry.

Each year, between 30 and 50 young adults are assigned to Miron's four-year program, learning the trades of masonry, carpentry, ironworker, and millwright services. At the end of their paid training, they emerge as skilled journeymen. Most become full-time Miron employees, proud to count themselves among the 1,200 skilled craftspeople on the company's payroll. In fact, 60 percent of Miron's craftspeople originally started in the apprenticeship program. And many of them—more than 20 in all—are the third generation of their families working for Miron. Over the years, literally hundreds of people have participated in the company's apprenticeship program.

Why such dedication to training and professionalism? Miron sees its role much as a forester sees his role: Repopulating a precious resource to ensure the advancement and continuation of the trade. "Sure, you're helping out and giving back to the industry, but there's a certain amount of self-preservation as well," said David G. Voss, Jr., president of Miron. "We're constantly in need of high quality people, people willing and able to take the lead. The apprenticeship program helps us replenish our supply of top-notch tradespeople."



The breakdown of Miron's tradespeople is as follows:

Carpenters.....	265
Carpenter Apprentices	34
Supervision.....	78
Laborers	284
Laborer Foremen.....	18
Millwrights.....	186
Millwright Apprentices	8
Masons.....	85
Mason Apprentices.....	14
Cement Finishers	54
Ironworkers.....	22
Operating Engineers	40
Total.....	1,088
Total Apprentices	60

