



# **INTERFOR APPRENTICESHIP PROGRAM**

Tim Lowrimore

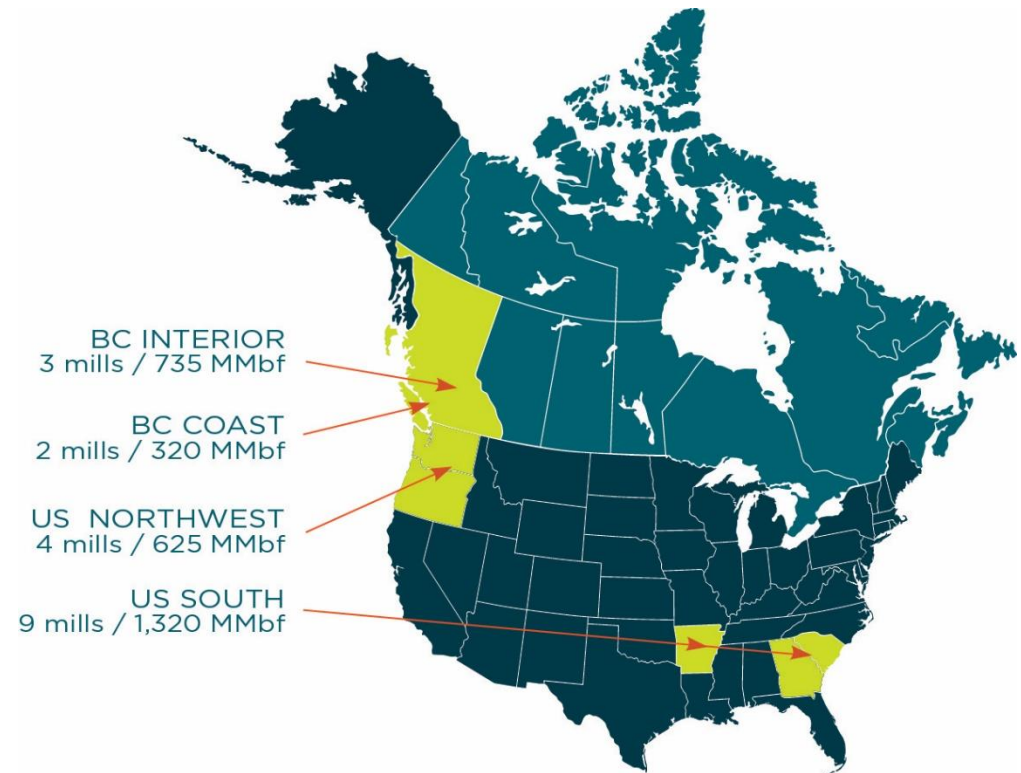


# OBJECTIVES

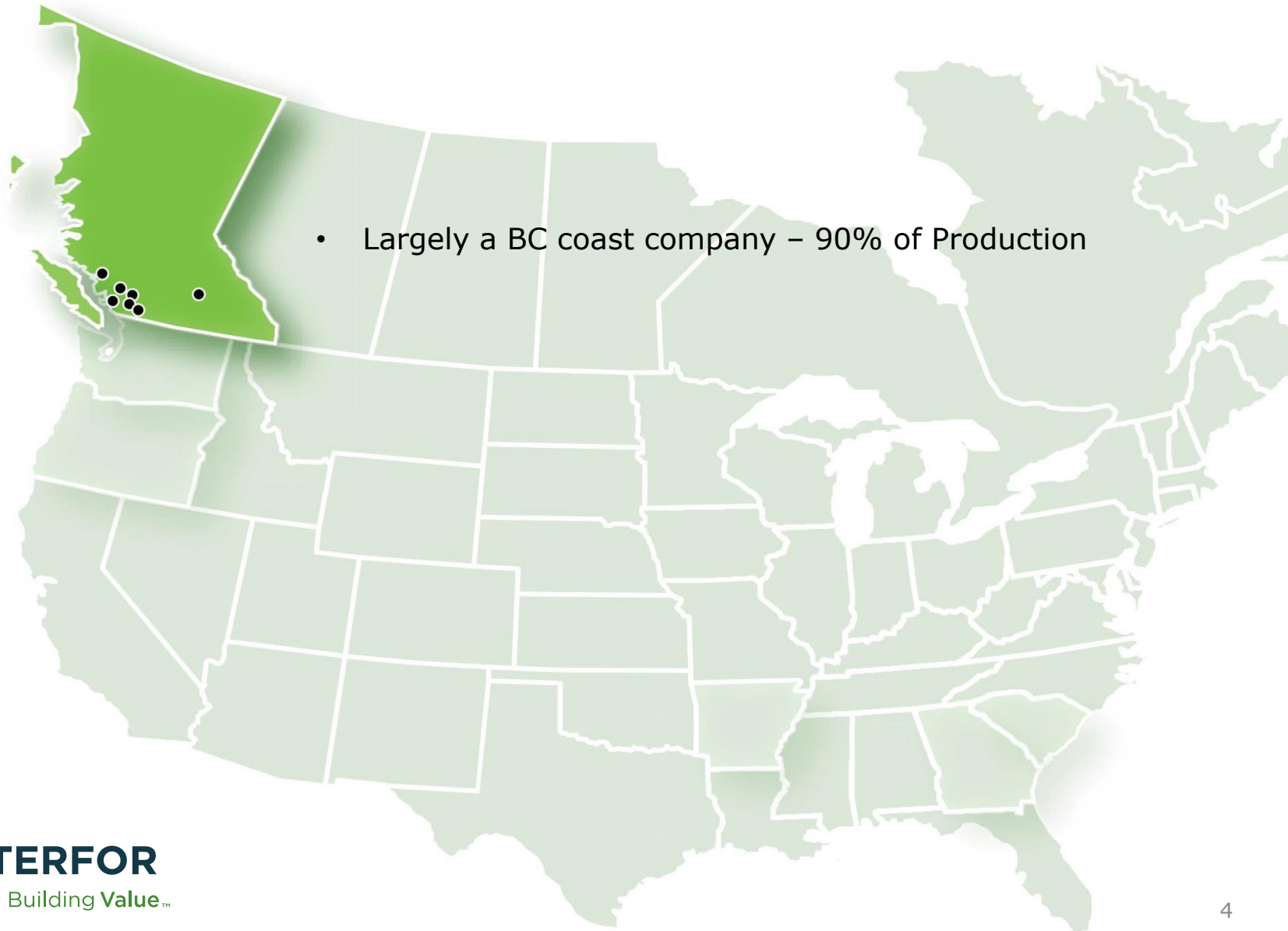
- Interfor Platform
- Business Strategy
- Addressing Skilled Labor: Apprenticeship Program

# INTERFOR AT A GLANCE

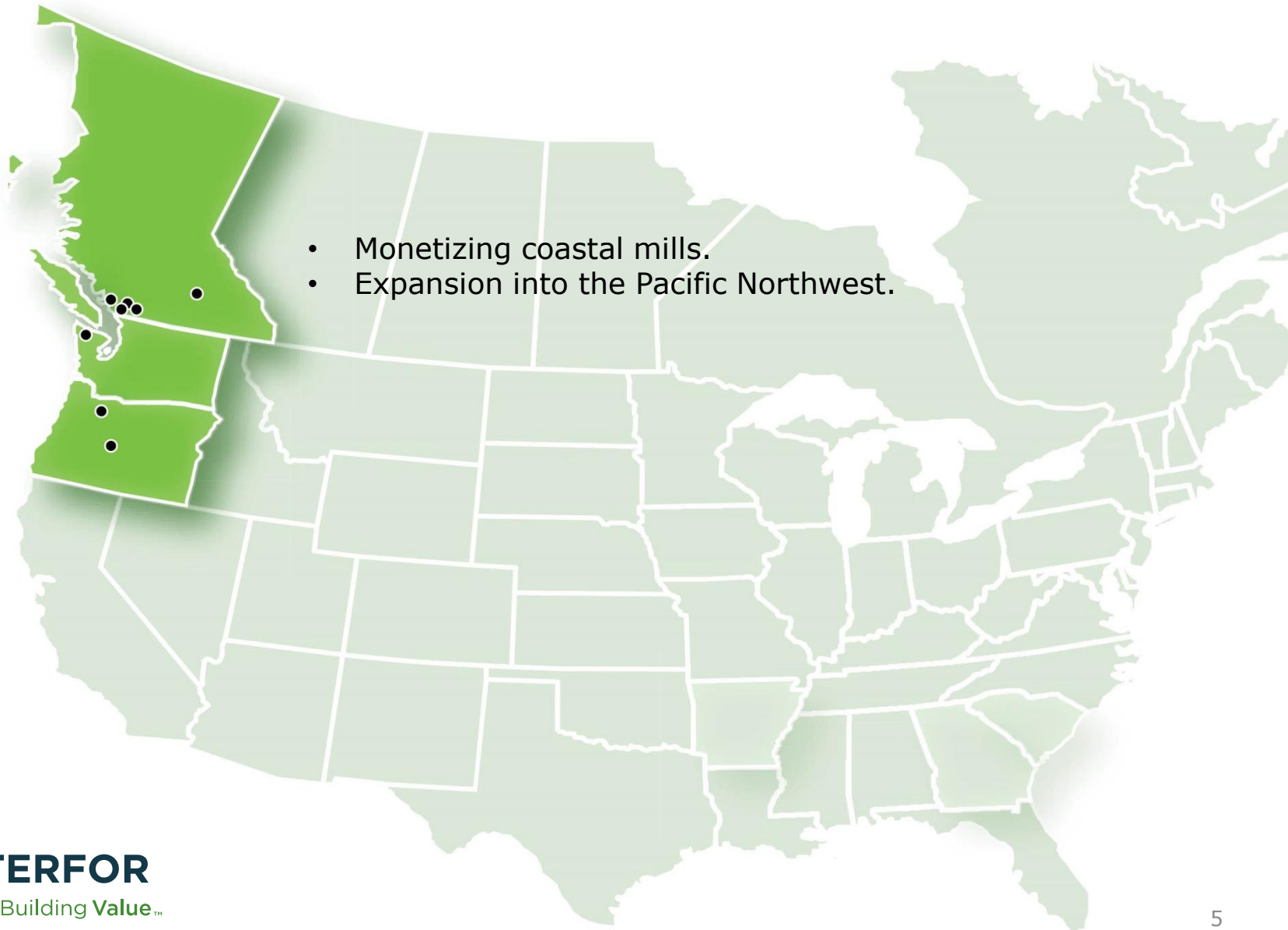
- 3,000 employees (2,000 US; 1,000 Canada).
- 18 mills; 5 in Canada and 13 in the US.
- 4<sup>th</sup> largest lumber producer



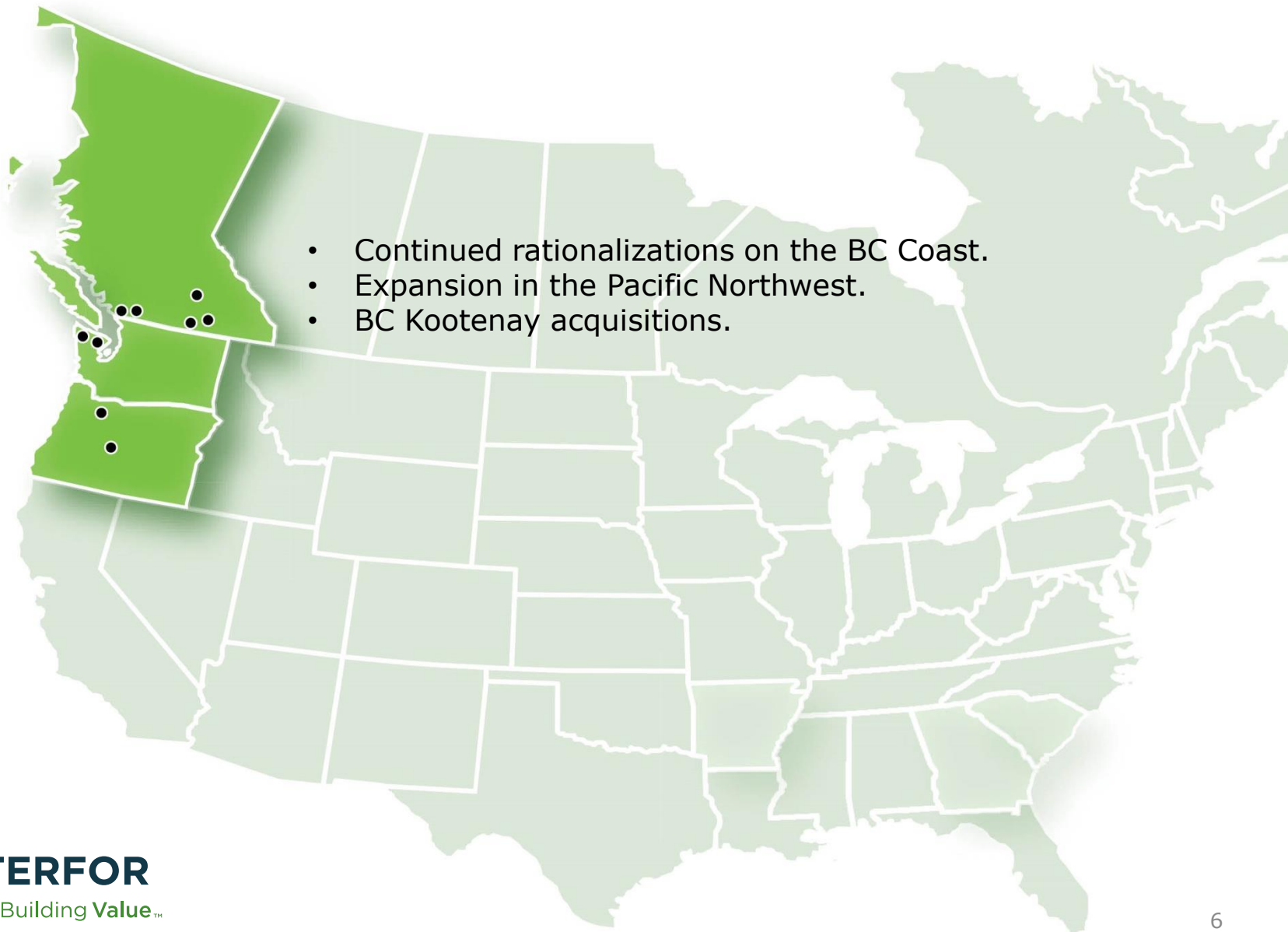
# INTERFOR – 1999



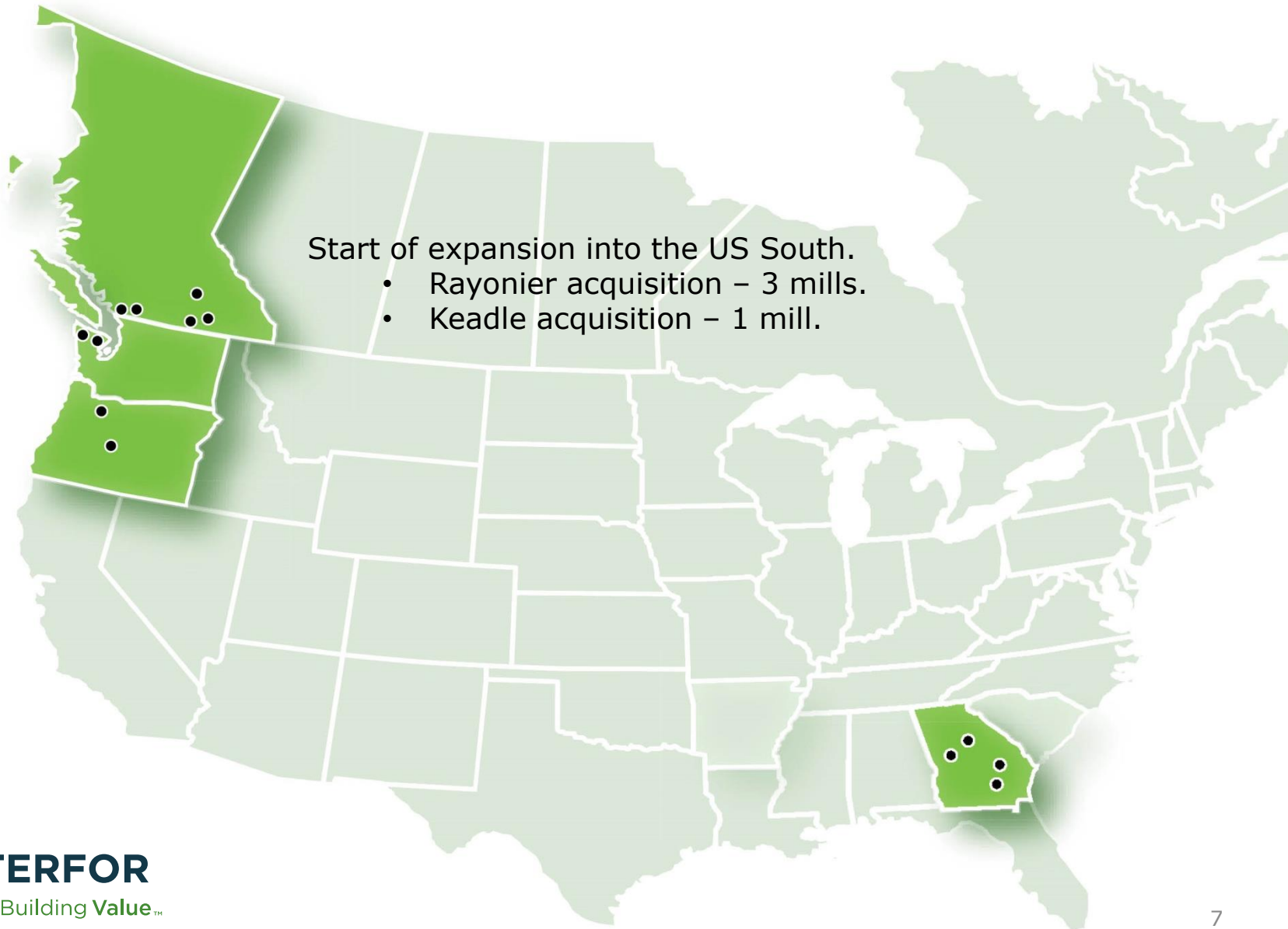
# INTERFOR – 2005



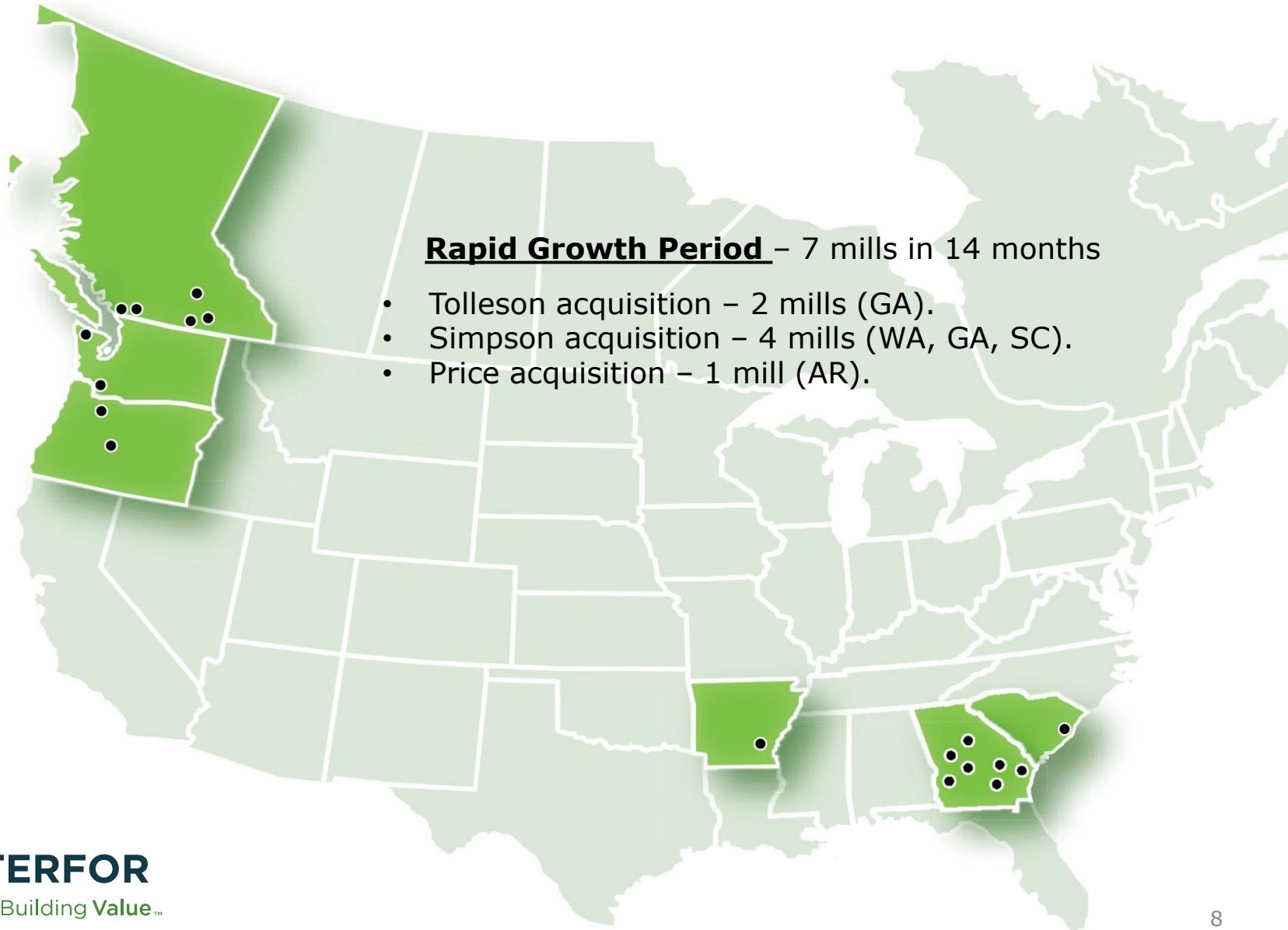
# INTERFOR – 2008



# INTERFOR – 2013

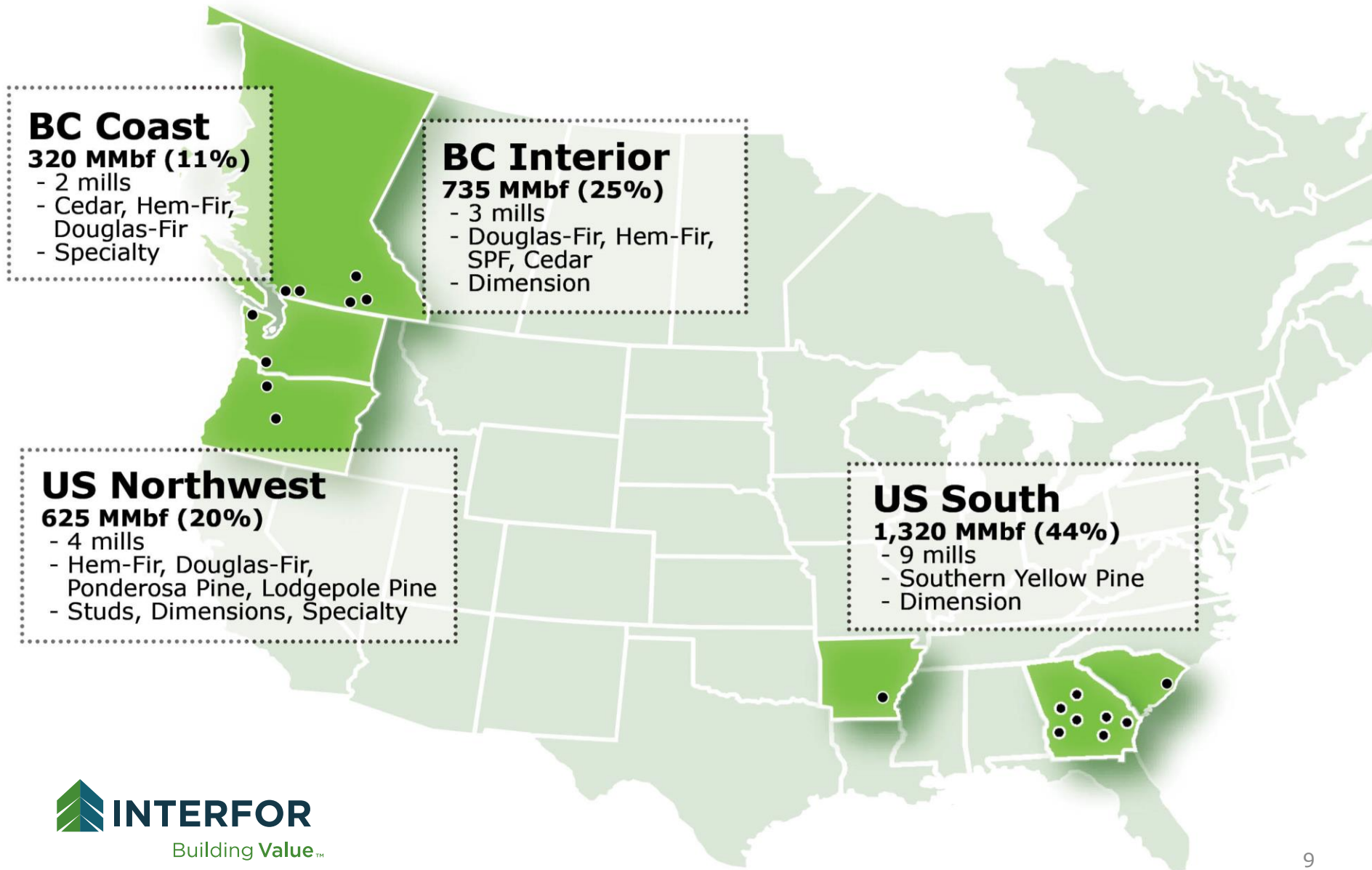


# INTERFOR – 2014/15

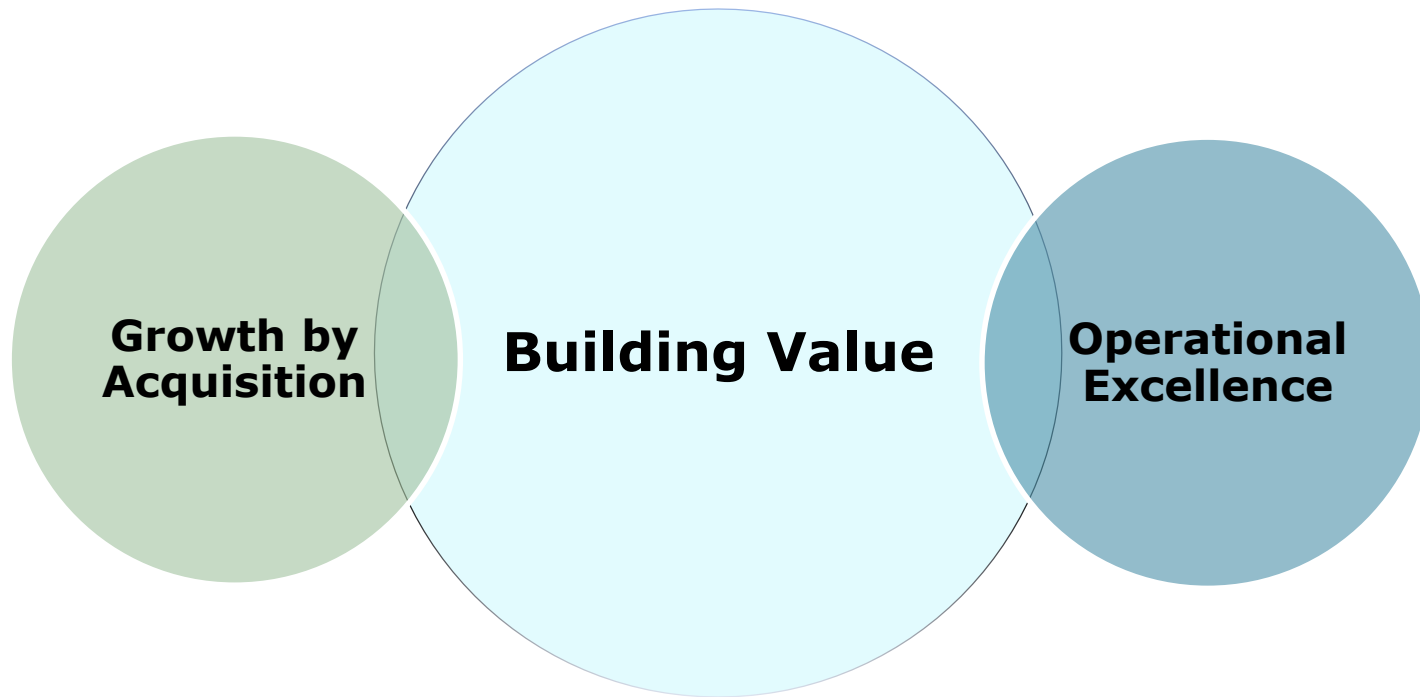




# INTERFOR – 2016



# INTERFOR BUSINESS STRATEGY



# REPOSITIONING FOR SUPERIOR RETURNS GRAND FORKS, BC



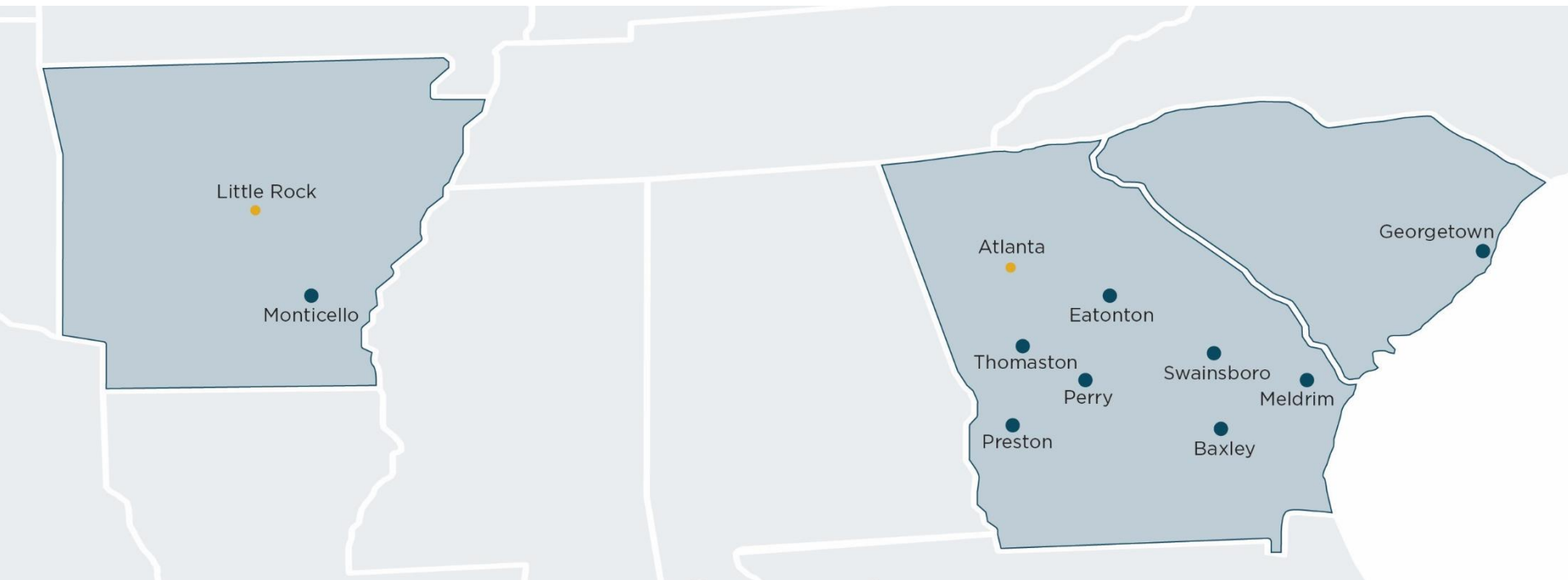
# REPOSITIONING FOR SUPERIOR RETURNS

## PRESTON, GA



# PREPARING FOR REINVESTMENT

- 9 Mills from 5 acquisitions
- Opportunities for high-return capital projects
- A willingness to reinvest



Shortage of Maintenance / Technical Resources

# SKILLED TRADES SHORTAGE A SYSTEMIC ISSUE

## The **HARDEST SKILLS** to find

For the seventh consecutive year, **Skilled Trades** are the hardest jobs to fill in the United States; **Drivers** are in second place, followed by **Sales Representatives** and **Teachers**



# INTERFOR'S APPRENTICESHIP PROGRAM

Distance Learning



Practical  
Workshops



On the Job  
Learning



Partnering to Build our Own...

# INTERACTIVE ONLINE TRAINING

## MILL102 - Millwright Apprenticeship Training - Level I, Section II (2017/2018 Summer Term (1170)) (Q01)

### NAVIGATION

#### Dashboard

- Site home
- Site pages
- Current course

#### MILL102.1170.Q01.CRT

- Participants
- General
- Measuring (ILM No. 160102a)
- Measuring Tools - Part A (ILM No. 160102bA)
- Measuring Tools - Part B (ILM No. 160102bB)
- Layout (ILM No. 160102c)
- Hand Tools - Part A (ILM No. 160103aA)
- Hand Tools - Part B (ILM No. 160103aB)
- Portable Power and Air Tools (ILM No. 160103b)



DEPARTMENT OF CORPORATE,  
INTERNATIONAL AND CONTINUING EDUCATION



### Millwright Level 1 Section 2



### CALENDAR

September 2017

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

### EVENTS KEY

- Hide global events
- Hide course events
- Hide group events
- Hide user events

### ACCESSIBILITY

- A-
- A
- A+
- Accessibility icon



# PRACTICAL WORKSHOPS



# PRACTICAL WORKSHOPS



# ON THE JOB LEARNING



Millwright  
Apprenticeship  
Program  
Skills Passport



# SKILLS PASSPORT

## Skills Passport

### WORKPLACE SKILLS

TASK/SKILLS	LEVEL 1	LEVEL 2	LEVEL 3
<b>Maintains hand tools</b>	Date	Date	Date
Direct Qualified Supervisor (Print and Sign)	Initial	Initial	Initial
<b>Maintains portable power tools</b>	Date	Date	Date
Direct Qualified Supervisor (Print and Sign)	Initial	Initial	Initial
<b>Maintains drill press</b>	Date	Date	Date
Direct Qualified Supervisor (Print and Sign)	Initial	Initial	Initial
<b>Maintains precision measuring tools</b>	Date	Date	Date
Direct Qualified Supervisor (Print and Sign)	Initial	Initial	Initial
<b>Maintains layout tools</b>	Date	Date	Date
Direct Qualified Supervisor (Print and Sign)	Initial	Initial	Initial
<b>Maintains access equipment</b>	Date	Date	Date
Direct Qualified Supervisor (Print and Sign)	Initial	Initial	Initial

### WORKPLACE SKILLS

TASK/SKILLS	LEVEL 1	LEVEL 2	LEVEL 3
<b>Maintains PPE &amp; Safety equipment</b>	Date	Date	Date
Direct Qualified Supervisor (Print and Sign)	Initial	Initial	Initial

### WORK ORGANIZATION

TASK/SKILLS	LEVEL 1	LEVEL 2	LEVEL 3
<b>Uses documentation</b>	Date	Date	Date
Direct Qualified Supervisor (Print and Sign)	Initial	Initial	Initial
<b>Uses drawings and schematics</b>	Date	Date	Date
Direct Qualified Supervisor (Print and Sign)	Initial	Initial	Initial
<b>Identifies job requirements</b>	Date	Date	Date
Direct Qualified Supervisor (Print and Sign)	Initial	Initial	Initial
<b>Communicates well with others</b>	Date	Date	Date
Direct Qualified Supervisor (Print and Sign)	Initial	Initial	Initial
<b>Maintains safe work environment</b>	Date	Date	Date
Direct Qualified Supervisor (Print and Sign)	Initial	Initial	Initial

# OTHER PROGRAM ELEMENTS

- Internal job postings for three apprentices per Mill (27 total)
- Rigorous selection process: aptitude testing, interview physical
- New wage system for Apprentices and Millwrights
- Funding: GA, SC, AR
- DOL Certified



# THE CLASS OF 2020



# OUR VALUES

- We conduct ourselves with honesty and integrity.
- We respect, value and engage our employees.
- We embrace world-leading safety and environmental standards.
- We are fact-based, strategic and proactive.
- We strive for excellence in everything we do.

**We are responsible for our own success.**



**INTERFOR**

Building Value™