



**LET'S GET
TO WORK.**

Virginia Chamber of Commerce Work-based Learning Spotlight

Company Name: Carter Machinery Co Inc.

Tell us about your company's internship/apprenticeship/returnship program(s):

We have two registered apprenticeships with the Dept. of Labor that are 100% in-house instructed and managed. Construction Equipment Technician and Electric Power Generator Technician. Both are also accredited through the Dept. of Veterans for GI benefits providing a mixed applicant pool.

What is something that is interesting or innovative about your internship/apprenticeship/returnship program that you would want colleges/high school students to know about?

Our programs are 100% managed and instructed in-house by our team of Caterpillar certified instructors. Both programs are 15-months long and all successful applicants are full time employees with good pay and benefits from day one. We do not charge for the education, therefore for high school graduates there is a full-time work opportunity with one of Caterpillar's most successful dealerships, education, and a nationally recognized accreditation on completion. After the program, there is future career development and opportunities.

What kinds of work assignments are interns/apprentices responsible for at your company?

The On-the-Job training portion of our programs includes learning how to maintain, repair and diagnose heavy construction equipment or large generators.

If another company wanted to start an internship/apprenticeship/returnship program, what words of advice would you share with them?

Partner with the Dept. of Labor and have them help build out the program, they can be tailored. To do an in-house program with large numbers of apprentices (we currently have almost 200 active) takes a lot of resource.

Contact person (for those who want to reach out to you to talk about your program):

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