



HYUNDAI MOTOR MANUFACTURING ALABAMA MAINTENANCE APPRENTICESHIP PROGRAM

Creating career paths that change lives

Hyundai Motor Manufacturing Alabama's (HMMA) Maintenance Apprenticeship Program was established in 2018 to provide any production Team Member within the manufacturing facility with the skills to become a maintenance professional. The formal training program graduated 26 participants prior to the COVID-19 pandemic, which temporarily paused the program. The program was relaunched in 2022 with 10 new apprenticeships beginning the 1-year program.

Recruiting qualified multi-skilled maintenance technicians is a challenge for the industry. Many people entering the workforce rarely consider a career in the auto maintenance field. However, once people are employed by international automakers, they recognize the good pay and career advancement opportunities.

HMMA employs more than 2,600 production Team Members with a variety of work experiences, but rotating shift schedules make it difficult for Team Members to enroll in technical or other degree programs for personal development. HMMA decided to partner with Trenholm Community College to create a career pathway that supports Team Members' ambitions. At the same time, this program addresses the need to fill open maintenance positions.

SUMMARY

- 1-year classroom and on-the-job training program allowing up to 10 current Team Members to train to become maintenance technicians
- Team Members who complete program first in line for open maintenance positions, helping to address highly-skilled maintenance worker shortage



Prospective Apprenticeship Program students complete a written and hands-on assessment. Each year, the top ten candidates are offered a spot in the program, which combines six courses (19 credit hours) at Trenholm State Community College with hands-on work experience in the maintenance department at HMMA.



The current class of 10 students will graduate in December 2022 and likely transition directly to open maintenance positions at that time. The Maintenance Apprenticeship Program will be offered as long as there are qualified candidates ready to join the program. Team Members also have the option to pursue a maintenance technician degree on their own by utilizing the company's tuition assistance program.

"After 15 years as a production team member, I wanted to challenge myself by applying for the maintenance apprentice. The program has raised my confidence in working electrical systems and I've enjoyed the challenge of learning how to repair conveyor systems in our paint shop. "

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