

Building the Future

By: Carol True

It's been many years since Robert Kinsley's vision first laid the ground work for the Kinsley Apprentice Program. The program prepares future leaders who will give back to their communities and to our industry. The 2014 Apprentice Program has enrolled 30 new apprentices across the Highway, Building, Iron Workers, Industrial and Properties Divisions. The apprentices, trained by Kinsley instructors and mentors on Kinsley job sites, are provided with the knowledge to make dedicated, confident and valuable employees who go the distance.



The Apprentice Program at Kinsley is a step above the rest, offering students opportunities that other programs cannot.

After achievement of their Journeyman's papers they may find themselves in positions requiring leadership and management skills. It is for this reason that apprentices may, in addition to on-the-job training (OJT) and classroom instruction, choose to take classes for credit and achieve a degree upon completion of their apprenticeship. The classes and OJT that our apprentices complete give them credit toward an Associate Degree in Technology Studies at Harrisburg Area Community College. With just a few additional classes,

students may earn their degree in addition to their Journeyman's papers. Deb Rohrbaugh, Assistant Director of the Apprentice Program, spends many hours each month visiting schools in Pennsylvania and Maryland counties inviting juniors and seniors to consider what Kinsley has to offer. Often the counselors and teachers at the high schools invite their students to consider a career in the trades.

Kinsley also has employees who mentor students in the ACE Mentor Program of York's skilled trades and design tracts.

The purpose of the program is to introduce students to the opportunities that are available to them in these career fields. Each group meets several times throughout the school year at various locations, including LSC Design and the offices of several local construction companies. The divisions of Kinsley also provide resources for the students to practice hands-on activities, like setting rebar and pouring concrete.



Kinsley Construction's Apprenticeship program trains our students, pays a fair wage, and provides an employee benefit package unique to industry apprenticeship programs. The message to apprentices from the onset is *"the sky is the limit — where you go from here is your decision."* We look forward to watching our next class of students grow and succeed!