

Apprentice Structure

YEAR 1

GENERAL TRAINING

Within the first year the apprentice will visit the Barloworld Internal Training School of Excellence, where they will be expected to undertake mandatory course on Company Induction, Guide to Safety, Manuals Handling, Product knowledge, and the parts / Hypass Systems of operation.

TECHNICAL TRAINING

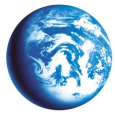
To enhance the apprentices training in the first year they will be attending Internal Technical training at one of our training academies around the country, covering the first of many courses which will be Basic Liquid Petroleum Gas (LPG) followed by Basic Hydraulics and Basic Electrics 1.

COLLEGE TRAINING

During the first quarter of the year you are inducted at the college where you will enrol in a 3 year NVQ Level 3 Forklift Truck Course which covers the underpinning knowledge of the industry, linked with the Industrial Truck Association (IFA). Your stay with the college will be two weeks block release six times each year and will be based on "Home Stay" basis. The dates and enrolment will be advised by the college in due course.

FIRST YEAR AWARDS

Towards the end of each year you will be invited to attend an apprentice awards ceremony where upon the best apprentice of the year will receive an award for there efforts throughout the year which will have be assed by certain panel of judges selected from a list of Barloworld personnel.



Apprentice Structure

YEAR 2

The apprentice second year is based on stability for the individual. The pace of study in college will be increased and the college will be expecting the apprentice to hand in on time assignments and course work. The apprentice working in the workshop will be given more practical tasks and be responsible for certain jobs that the mentor and the workshop team leaders have agreed for them to complete. For example brake system strip down and overhaul. Cooling system overhaul, steering system overhaul. It is important that the mentor/workshop team leader has weekly meetings to ensure that the apprentice completes their apprentice diary on regular basis and that any short falls and/or missing weeks are quickly recovered.

GENERAL TRAINING

The Apprentice during his second year will undergo our own driver training program with consideration to the apprentice's age. When the apprentice turns 17 they will attend a general driver training program which will allow them to undertake driving a counterbalance fork lift truck supervised within the workshop and/or similar if the apprentice is based on site. This may vary between year 2 and year 3 depending on the age of the apprentice.

TECHNICAL TRAINING

In year 2 the technical training program for the apprentice will increase in technical ability where the apprentice will be expected to attend courses including, Advanced LPG, Basic Hydraulics 2, and Basic Electrics 2 & 3.

COLLEGE TRAINING

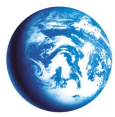
Your stay with the college will be based on 2 weeks block release with six visits to the college within the year. The college will select and forward dates to the apprentices via the apprentice liaison officer and the workshop team leader nearer the time of registration for the year.

HYSTER FACTORY VISIT

It is envisaged that we take the second year apprentices to the Hyster factory at Craigavon for a week, where the apprentices will work as part of the Hyster team, which will include working at different stages of the production line and rotating at timely intervals so that each apprentice will see the complete build of a Fortens machine from start to finish.

SECOND YEAR AWARDS

Towards the end of each year you will be invited to attend an apprentice awards ceremony where upon the best apprentice of the year will receive an award for their efforts throughout the year which will have been assessed by a certain panel of judges selected from a list of Barloworld personnel.



Apprentice Structure

YEAR 3

GENERAL TRAINING

The apprentice in year three will be urged to go that extra mile as college will be approaching the end in respect to the three year NVQ course. Team leaders and mentors will assist the apprentice and if necessary allow extra time during work to complete any assignments, course work, and evidence required to complete the apprentices term within college guidelines.

TECHNICAL TRAINING

The technical training will take the form of complete engineer courses within the third year of the apprentice schedule. It is now that we look at the apprentice as young adult and the course will be driven with a more adult drive where the apprentice will be expected to already understand the fundamentals and now concentrate on the operation and troubleshooting techniques. The apprentice will attend courses covering Basic Transmissions, EV1 introduction to electric control panels, Advanced Hydraulics, Periodic maintenance, and Basic Fortens.

COLLEGE TRAINING

In the third year at college you may see that the apprentice may only attend three sessions of two weeks instead of six due to the course finishing at the begging of summer. It will be expected that all apprentices will hand in all there necessary course work and completed assignments on time.

FIELD SERVICE TRAINING

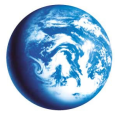
It is envisaged that due to the college finish date and with the extra time available this training will be completed over a 6 week period working between three key areas; two week period working with a site engineer, two week period working with a PM engineer, and two week period working with a senior field service engineer.

HYSTER FACTORY VISIT

Due to the Big trucks working around our ports and terminals and container bases the apprentice will spend a week at the Hyster factory in Nijmegen Holland to experience the challenge and to gain information regarding the handling, build, technology, complexity and above all else the size of these machines. Each apprentice will spend time at different stages of the build working on the production line covering all major parts of the machine.

THIRD YEAR AWARDS

Towards the end of each year you will be invited to attend an apprentice awards ceremony where upon the best apprentice of the year will receive an award for there efforts throughout the year which will have be assed by certain panel of judges selected from a list of Barloworld personnel.



Apprentice Structure

YEAR 4

GENERAL TRAINING

The apprentice in their fourth year will be expected to carry out more technical training courses in line with engineer special product courses while there is a possibility they will not be attending college. This will aid the apprentice with their first step from apprentice into the engineer's role.

TECHNICAL TRAINING

Technical training in year four will consist of Advanced Electrics in DC motors, Introduction to Warehouse Product AC Control, AC Matrix Reach Truck Electrics, and Introduction to VNA Machines DC & AC controlled.

COLLEGE TRAINING – OPTIONAL

College training in year four will be offered to the apprentice as optional. Apprentices will be encouraged to use local Higher Education Colleges to pursue further grades which may be obtained in; BTEC Diploma, Step-in towards HE, HNC, HND, and possible courses in Level 4 NVQ in Management.

INTERNAL TRAINING

To assist the apprentices transition to become an engineer in their own right the aim of the internal training is to allow the apprentice to gain confidence in customer communication, with this in mind it will be part of the apprentices training to attend courses on Customer Care and Sales Support. These courses will be run by the Technical Department and Barloworld's own Sales Management.

TEAM BUILDING / OUTWARD BOUND

During the apprentices final year at a time which is considered to be available to both the apprentice and the management it will be considered that the apprentice will be able to attend a week's course consisting of team building and bonding sessions in the way of an outward bound course.

FOURTH YEAR AWARDS

Towards the end of each year you will be invited to attend an apprentice awards ceremony where upon the best apprentice of the year will receive an award for their efforts throughout the year which will have been assessed by a certain panel of judges selected from a list of Barloworld personnel.