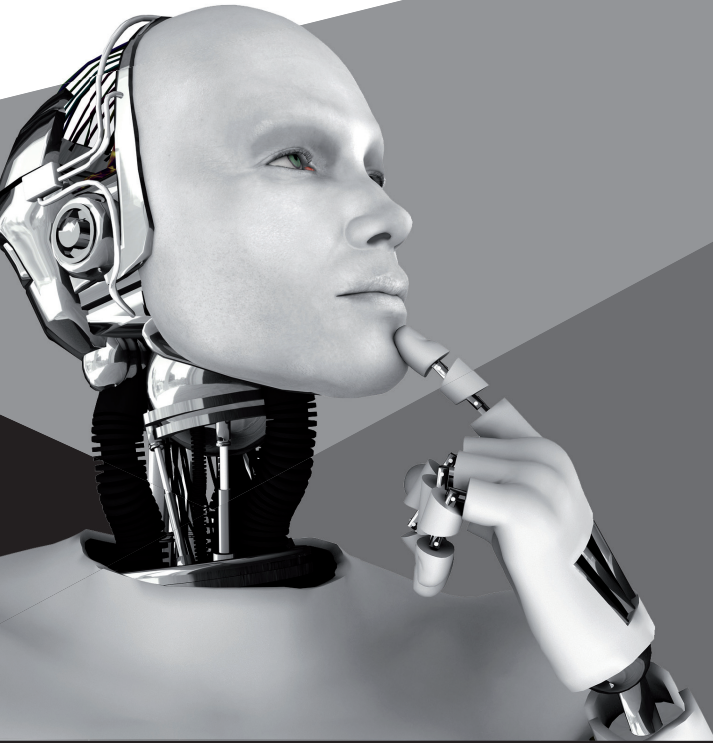




**Eastern  
Millwork**



# **HOLZ TECHNIK**

Dual Education Program  
2019 – 2020

[www.easternmillwork.com](http://www.easternmillwork.com)

# Elevating the Craft.

“This program addresses almost everything we have put forward as the blueprint for New Jersey’s economic future. It is a program focused on advanced manufacturing, one of the sectors in the innovation economy that I know we can dominate ... Quite simply if you want to catch a glimpse of New Jersey’s economic future, in how we knit all of our advantages together, it’s right here at Eastern Millwork.”

*Phil Murphy, Governor of New Jersey*

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## About Eastern Millwork, Inc.

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Eastern Millwork, Inc. (EMI) is a 27 year old custom woodworking company that has embraced technology to automate high-end manufacturing and installation. We operate from a newly constructed facility factory in Jersey City, New Jersey.

EMI challenges the common belief that high quality woodwork can only be provided manually. In an industry slow to evolve, our company's focus has been to employ technological innovations in architectural woodwork to deliver uncommon value to our customers without sacrificing old world quality.

We have developed and implemented both information management and

production automation solutions within a lean and high production velocity program. The result is reduction of all non-value actions and increased supply chain speed with flexibility for a dynamic project environment. This limits quality control variables and increases our productivity through the focused reduction of labor per parts produced. The end product is higher quality, faster delivery, and lower cost for our projects.

*Andrew Campbell, Founder / CEO*

Technology.  
Craftsmanship.  
Innovation.

“... students, you are destined to promising careers that will contribute significantly to the technological advancements and challenges that are crucial to everyone’s well-being ...”

***Dr. Christopher Reber,***  
*Hudson County Community College President*

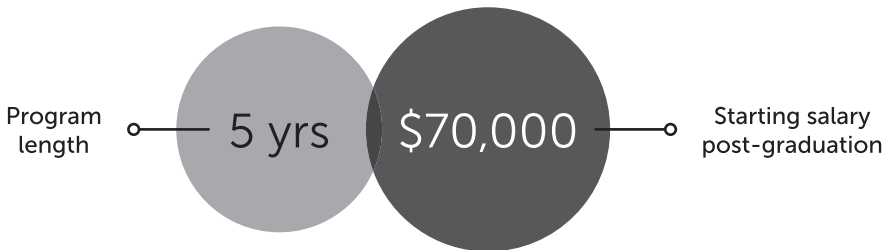
## About Holz Technik Academy

“ I’m very excited to have more creative work to be doing, I’m excited to get my education and to start working with everybody.

**Amber Gutierrez**, Holz Technik Class of 2024

A lot of what Eastern Millwork does is very much in line with things that I have always been interested in ... and as an added bonus, it’s local here in New Jersey where I was born and raised – I have a great sense of community for this place.

**Isaiah Montalvo**, Holz Technik Class of 2024 ”



Eastern Millwork (EMI) has entered into partnership with Hudson County Community College (HCCC) to develop and implement a joint apprenticeship program. Apprentices that complete this earn-while-you-learn program will climb the career ladder at Eastern Millwork and acquire their college degree without any college debt.

This partnership embraces both talent and technology. It will open the doors for the young people of our community to have well-paying careers and it will enable EMI to continue to grow its thriving business in Jersey City.

An industry leader in custom high-end woodwork, EMI is committed to hiring qualified high-school students each year. The Jersey City based company’s five-year, dual-education program will have a starting salary of \$24,500 and will rise up to \$70,000 upon graduation.

The Apprentices will be awarded an Associate of Applied Science (A.A.S.) degree in Advanced Manufacturing from HCCC in four years and potentially earn their Bachelor’s degree in the fifth year.

Holz Technik’s dual-education model is based on proven European forms of education. In this model, apprentices hired by EMI will devote three days a week to practical experiences and two days a week to coursework for their degree. One day of coursework will occur at HCCC facilities and one day at EMI’s Jersey City interactive classroom. The interactive classroom will allow the apprentices to engage with the out of state wood technology professors along with fellow classmates in Kansas, Florida, and California.

# Eastern Millwork, Inc. Benefit Highlights



## 401 K Profit Sharing Plan

Eastern Millwork, Inc. will make a contribution combination of safe harbor and profit sharing contributions, which on average have been 5% of the employee's salary, subject to change annually.

Requirements:

- Attained the age of 21
- Completed 12 Months of Service
- Eligible employees can contribute through payroll deductions up to the
- maximum amount allowed by law for 2019 is \$19,000.

## Vacation/Holiday

Each year, Eastern Millwork employees will get:

- Ten days (10) paid vacation
- Ten days (10) company holidays

## Health Insurance

Eastern Millwork, Inc. provides premium health insurance benefits for the:

- Employee
- Their spouse
- Their Dependents (under 26)
- Coverage is provided through United Health Care/Oxford
- Employees will have access to the vast network of doctors/providers/facilities that are covered by United Health Care/Oxford
- Employee will be eligible for coverage 90 days after their date of hire
- Premiums are 100% paid by Eastern Millwork, Inc.

## Summer Experience

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The newly hired apprentices start their careers and education mid-July. They will first take a 1 week class at Hudson County Community College; "CSS-100 College Student Success". This class helps students acquire the skills and perspective they need in order to simultaneously succeed in college and prepare for careers. Students explore the cultures of college and the workplace with an emphasis on the role of communication skills, credentials, and research techniques in each. Time and stress management are also considered. Students submit weekly journals on assigned topics.

In addition, they participate in small group discussions and seminars, investigate the support services available in the College and community, and prepare job search portfolios.

Following the college prep class, the apprentices will spend 4 weeks learning basic cabinetry and woodworking. They will be introduced to terminology and skills at a basic level at the wood shop at High Tech High in Secaucus New Jersey. They will learn how to identify wood, design and build several projects including part lists, raw materials preparation and hand assembly.



## On the Job Training

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While we have an extensive curriculum to achieve degrees in Advanced Manufacturing and Architectural Manufacturing Management we also believe in the German dual education system of working while learning. Our apprentices will be applying what they learn in the classroom with

participation in the day-to-day activities at Eastern Millwork. They will be rotated through all aspects of the business to gain a solid foundation in our trade. This includes estimating, engineering, fabrication and installation departments. As their skill set grows, so does their responsibilities and pay scale.

“It is a close connection of theoretical learning and practical work that makes this training so valued. The students learn a hands-on attitude and are being taught the knowledge that they can immediately apply on their job. This inclusive educational system is an essential part of the ‘Made in Germany’ brand.”

**David Gill,**  
*Consul General, Federal Republic of Germany*

# Anticipated Holz Technik Classes

## HOW SATISFIED

### General Education

CSS-100 College Success

ENG-101 College Composition I

ENG-112 Speech

MAT-100 College Algebra

SOC-101 Principles of Soc

CHP-111 College Chemistry I

PHY-113 Physics I

### Major Requirements

EGS-100 (until ADM-112 developed)

AMMT-185 Fund. Arch Mfg

ADM-230 Mfg for Plastics & Rubbers

ADM-231 Computer Num. Control (3)

ADM-240 Computer-Integrated Mfg

ADM-XXX Adv Mfr Internship

BUS XXX Supply Chain Mgt

CSC-118 Python Programming

ENG-103 Technical Report Writing

ENG-211 Business Communication

## HOW SATISFIED

### Major Requirements Cont.

EGS-101 Engineering Graphics

AMMT-182 Wood Science

### Core Elements

ENG-101 College Composition I

ENG-103 Technical Report Writing

ENG-112 Speech

MAT-100 College Algebra

### Essential Studies Elements

ART-106 Drawing

SOC-101 Principles of Soc.

ECO-201 Principles of Macroecon.

Listed HS equivalent

Listed Equivalent

### Natural World Global Context

PHY-113 Physics I

### Wellness

EXSCI-200 Intro Exercise Science (1)

PSY-101 Introduction to Psychology

# Anticipated Holz Technik Classes

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## HOW SATISFIED

### Other Courses

Gorilla Gateway

Scientific Inquiry

Scientific Inquiry

CHP-111 College Chemistry I

### AMMT Requirements

BUS-XXX Supply Chain Management

MAT-110 Precalculus

BUS-211 Business Communications

ECO 202 Principles of Microecon.

### Technical Courses

AMMT182 Wood Science

AMMT-185 Fund Arch Mfg

EGS-100 (unil ADM-112 developed)

Machine Process for Arch Mfr

CSC-118 Python Programming

ADM-XXX Adv Mfr Inernship

AMMT301 Finishing

AMMT326F CAD for Arch Product Dev II

## HOW SATISFIED

### Technical Courses Cont.

AMMT333 Tool Technology

ADM-231 Computer Numeric Control

AMMT399 AMMT Professional Dev (1)

AMMT 400 AMMT Internship

AMMT412 Overlay and Lam. Materials

AMMT426 Arch Millwork and Casework

AMMT454 CNC Apps AMMT Ind (3)

AMMT511 Prod Tech in AMMT

AMMT523 (3) Comp Apps Cabinetmaking

AMMT525 (3) Cabinets and Fixtures

AMMT585 Arch Product Prod Est

AMMT Mfr Facility Maint & Mgt

AMMT691 Arch Prod Design & Dev

ADM-XXX Manufacturing Design

AMMT699 AMMT Senior Sem

## Multiple Career Options

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This program will give you the foundation to move into many job opportunities we have as outlined above and equip you with a valuable understanding and credentials to work in the rapidly expanding advanced manufacturing industry.



**IT DEPARTMENT**



**ENGINEERING DEPARTMENT**

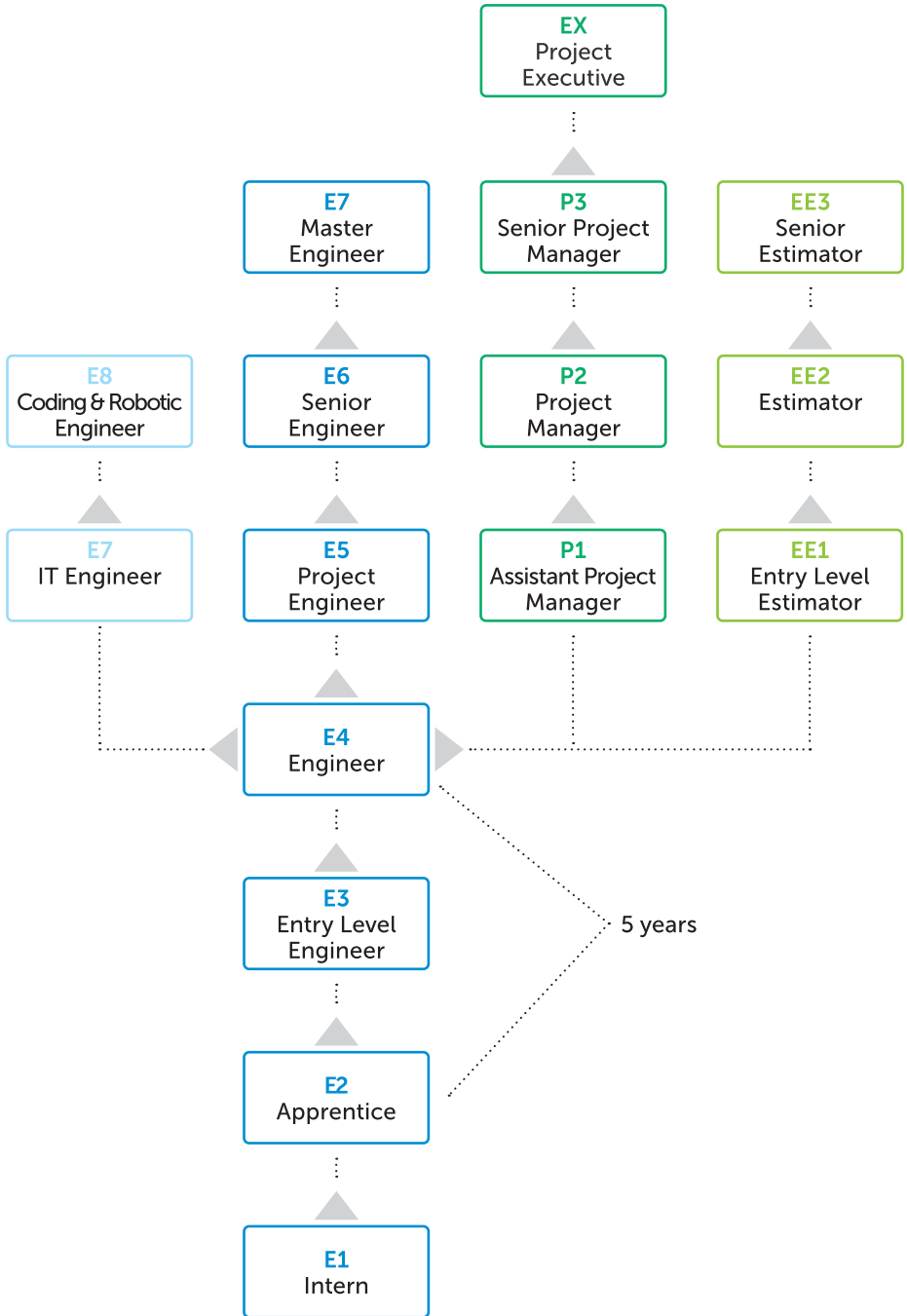


**PROJECT MANAGEMENT DEPARTMENT**



**ESTIMATING DEPARTMENT**

# Multiple Career Options





CURRENT STUDENTS OF HOLZ TECHNIK ACADEMY WITH THE GOVERNOR OF NEW JERSEY

“This program will create the direct connections we need between our higher education and community on one hand and innovation and economy on the other.

*Phil Murphy, Governor of New Jersey* ”

# Holz Technik 2019 – 20 Milestones

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## We are looking for

Four (4) High School Graduates – to fill our Class of 2025

## In the application, we want to know your

Ability to think spatially

Ability and desire to build

Ability and desire to commit to your employer, Eastern Millwork

Academic ability to persevere through this intense program

## Students and Parents Open House \* By invitation only from selected applications \*

Location: Eastern Millwork, 143 Chapel Ave, Jersey City NJ 07305

Dates: January 2020 (2 dates to be announced)

February 2020 (2 dates to be announced)

## Application Dates

November 1, 2019

Applications activated

February 1, 2020

Last day to submit

## Application available from these sites

Eastern Millwork

[easternmillwork.com/apprentice-program/](http://easternmillwork.com/apprentice-program/)

Hudson CCC

[hccc.edu/apprenticeship/application/](http://hccc.edu/apprenticeship/application/)

## Interviews and Selection Process

February – March 2020

## Acceptance Notification

April 1, 2020

## Employment and Classes Commence

July 2020



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