



TECH ACADEMY

START BUILDING A FUTURE AS A TECHNICIAN AT WESTERN STATES CAT

WesternStatesCareers.com



The Western States Tech Academy (WSTA) program provides the training needed to become an apprentice level technician and develop a fulfilling career with the biggest name in heavy equipment.



PURPOSE

The Western States Tech Academy is a first-class Caterpillar dealership in-house training program that provides the skills, knowledge, acumen and cultural awareness to become a successful apprentice technician with Western States. We will grow and develop technician skills, a high level of safety awareness, and an understanding of Western States practices and protocols based on the foundation of our purpose, vision, goals and values.

WESTERN STATES CORE VALUES

SAFETY. INTEGRITY. ACCOUNTABILITY. EXCELLENCE. TEAMWORK.

To be successful as a diesel technician at Western States Cat, one must hold themselves to the highest standards, reflecting these core values. Not just anyone with a set of wrenches makes the cut. We are passionate about training future technicians who exude a drive to succeed.

PROGRAM OVERVIEW

The WSTA Program is dealer specific training that provides a unique opportunity to learn and grow with Western States Cat. Program leaders consist of skilled technicians and mentors from Western States CAT who know first-hand what it takes to be a successful technician at a Caterpillar dealership.

New classes begin each September and run for 7 months followed by a 2-month paid internship. Successful students will be offered a position as an apprentice level technician at one of our many locations around Idaho, Montana, Washington, Wyoming and Oregon.

Program graduates hired by Western States Cat get the opportunity to work for a world-class brand in state-of-the-art facilities. They will receive competitive pay with a comprehensive array of benefits. Dedicated mentors help establish safe work practices and help technicians to launch a career path with continued training, development and pay increases. The growth opportunities are extensive all while working with excellent people.

CURRICULUM

LABS. Students complete lab assignments in a real environment, not just simulations. The training and lab exercises provide an opportunity to work on the newest Cat machines, using the same software, diagnostic procedures, tooling and service call procedures used at Western States Cat.

TECHNICAL TRAINING. Focuses on Caterpillar heavy equipment and diesel engines while teaching the expectations and protocols specific to Western States Cat. Students will learn to navigate and utilize Caterpillar and dealer management software. The focus then shifts to systems operations, testing and adjusting, disassembly, assembly and repair of diesel engines and fuel systems, modern diesel emission systems, electrical, hydraulic, HVAC and heavy equipment powertrains. Students are also introduced to automated GPS, laser, auto totaling system (ATS) controls, grade control and other new technology.

GUEST SPEAKERS. Subject experts regularly make guest presentations, ensuring students receive the most current information available with curriculum concepts that continually adapt with industry advancements.

**STUDENTS COMPLETE LAB ASSIGNMENTS
IN A *REAL ENVIRONMENT* – NOT JUST SIMULATIONS.**



**Learn skills that transfer to various
service areas within Western States Cat.**

***HEAVY EQUIPMENT.
TRUCK SHOP.
POWER SYSTEMS.***

ADMISSIONS AND PROGRAM ENTRY REQUIREMENTS

Program entry is competitive. It is in part determined by mechanical aptitude, career goals, work ethic and overall cultural fit in addition to available seats in each region of the Western States Cat territory.

Applicants must complete an online application to be considered for the program. Western States Cat will schedule phone and/ or on-site job shadows and interviews with all qualified applicants. Should Western States Cat be interested in offering placement into the program, selected candidates will receive an acceptance letter to the program.

APPLICANTS MUST

- Be 18 or older by the first internship period.
- Be a high school graduate, have a G.E.D., or possess an associate's degree or higher.
- Align with Western States Cat's values.
- Possess valid driver's license.
- Be willing to undergo background check and random drug screenings upon hire.
- Be sincere about becoming a technician at Western States Cat.
- Agree to follow all program procedures and guidelines.

APPLICATION & SELECTION PROCESS

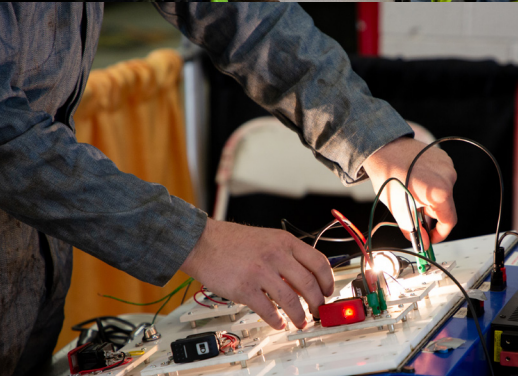
Candidates will apply via the Western States Cat Career website. A member of the Talent Acquisition Team will contact the student. Successful students will then do a job shadow at a Western States Cat location. Job shadows allow the student to see firsthand what it is like to be a technician and employee of Western States Cat.

Successful students will then be interviewed by Service leaders and should be prepared to discuss education and employment goals during the interview. Students who are selected for a position in the Western State Tech Academy will receive a letter of selection and be required to sign a letter of acceptance and place a deposit on tuition.





A PROGRAM DESIGNED FOR
YOUR **SUCCESS.**



STUDENT RESPONSIBILITIES

- Tuition and housing costs.
- Must complete an inventory of, and maintain in good condition, all tools assigned at the beginning of the program.
- Adherence to all Western States Cat safety policies and procedures.
- Behave in a manner that maintains the respect and credibility of Western States Cat.
- Maintain a teamwork attitude in classroom, lab and shop.
- Integrity in one's actions and schoolwork.
- Challenge oneself to be the best.

WESTERN STATES CAT RESPONSIBILITIES

- Recruit, interview and select prospective students.
- Provide a dealership-coordinated internship experience.
- Provide work uniforms for student while in the program.
- Assist in obtaining equipment and training aids.
- Provide a basic tool set and laptop for school and internship use.



INTERNSHIP

Students will be paid during their internship. Student interns will be employed full time during their internship period. For further information, contact Western States Cat.

UNIFORMS

Students will be provided with uniforms and/or coveralls to be worn while in the program. The uniforms will be supplied by Western States Cat. While in student's care it is their responsibility to not lose or intentionally destroy uniforms.

TOOLING

Students will be provided tools for use during the program. Students who successfully complete the program and are hired at Western States Cat are given the opportunity to purchase tools at a discount. Should students choose to take advantage of this discount, they may also elect to utilize an interest free payment plan using payroll deductions throughout the life of the loan.

SAFETY EQUIPMENT

Personal protective equipment, and/or safety related items will be provided to include eye protection, hearing protection, gloves and specific PPE by task. Students must furnish their own safety boots that meet the safety standards of Western States Cat.



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