



INNOVATING GEORGIA'S  
**WORKFORCE PIPELINE**  
CONFERENCE 2023



# Building The Future Workforce: Mohawk's High School Programs

*grow*  
**MORE  
WITH  
MOHAWK**

Building The Future Workforce:  
Mohawk's High School  
Programs  
**Mohawk Industries**

# Meet Your Speakers:

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Laura Wood  
Senior Program Manager –  
Workforce Development  
Mohawk Industries

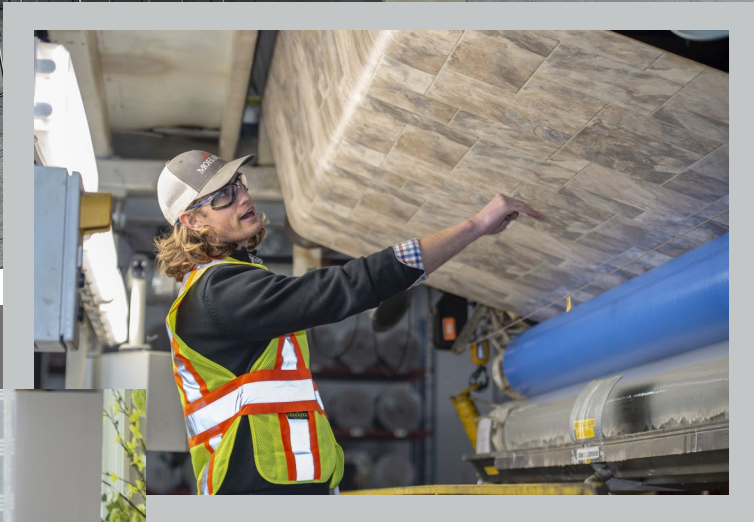
**2023 College and  
Career Academy  
Business Partner of  
the Year**



Brandi Hayes, Ed.D.  
Director of College and Career  
Programs PK – 12  
Calhoun City Schools







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**Georgia**

“Home to the Flooring Capital”

WK



# MOHAWK



**45** acquisitions since 1992



**42k** team members worldwide



**49** states with employees



**25k** customers worldwide



**5** continents

## HOW WE GROW

At Mohawk, we provide opportunities for growth and development.

- Tuition Reimbursement
- Work-Based Learning
- Apprenticeship Programs
- College Internships

These are just a few of the programs available for continuous growth and education!

# WHO WE ARE

Mohawk is the world's largest flooring manufacturer with products in every flooring category and some of the most well-known brands in the industry.

## WHAT WE MAKE

We offer a diverse range of flooring products, including carpet, rugs, ceramic tile, laminate, wood, stone, and vinyl, featuring cutting-edge technologies that set our brands apart in the market. Our products cater to new construction as well as remodeling projects.

## WHERE WE WORK

Discover Your Place at Mohawk  
Join one of our departments, such as IT, Manufacturing, Marketing, Safety, Supply Chain, and many more, and make Mohawk your new home.

Innovation is at the forefront of Mohawk's business, from revolutionary products to environmental strategies aimed at creating a better future for people and the planet.

**23k+** tires diverted from landfills in 2020



**6.5B** pounds of waste recycled annually



**500+** products made from recycled content



**41** zero waste certified facilities



**28%** reduction in water intensity since 2010



**More** than a carpet manufacturer ....





## Some of the Pathways at Mohawk:

Logistics

Marketing and Design

Finance and Accounting

Manufacturing and Engineering

Customer Experience

Ecommerce

Information Systems and Technology

Communications

**What** do you want to be when you  
grow up?




INSPIRE  
EMPOWER  
*cultivation of excellence*

CALHOUN CITY SCHOOLS  
**HEROES**

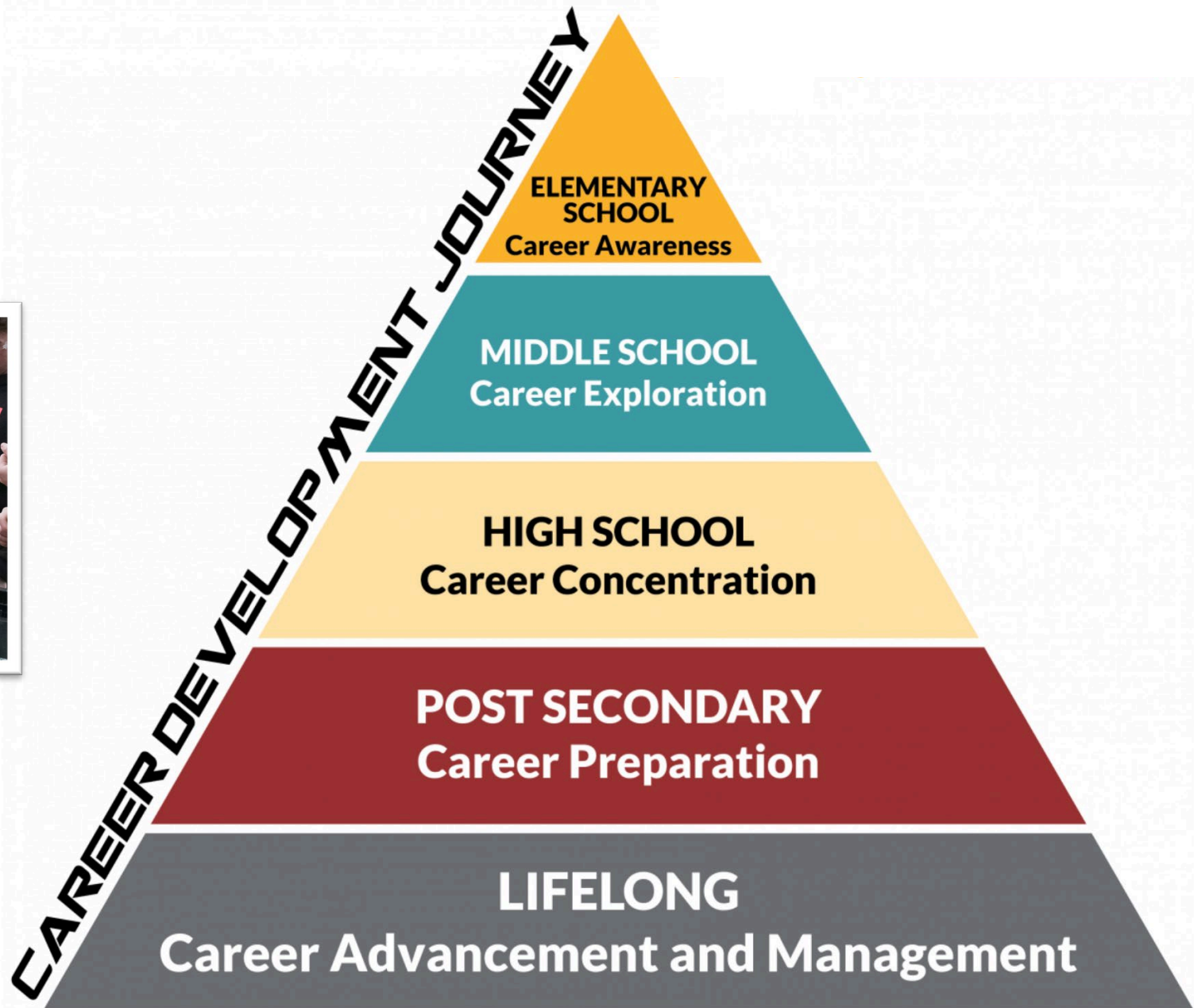


**DISCOVER THE HERO WITH**

**Career, Technical, &  
Agricultural Education**

**CALHOUN**   
*College and Career  
Academy  
at Calhoun High School*

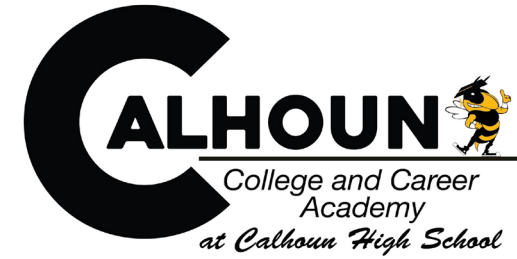
# CRAYONS to CAREERS<sup>®</sup>





# Career Concentration

- Career Pathways
- Field Trips
- Guest Speakers
- Job Shadowing
- Mock Interviews
- Work-Based Learning
  - Apprenticeships, Employability Skills, Internships, [Great Promise Partnership](#)
- Registered Apprenticeships
- [Community Collaboration](#)
- Backpack to Briefcase Trips/Tours
- [Future Educators, Skilled Trades, Military Signing Day Recognition](#)
- Dual Enrollment
- Accelerated Career Diploma



# Industry vs. Education



We need people!

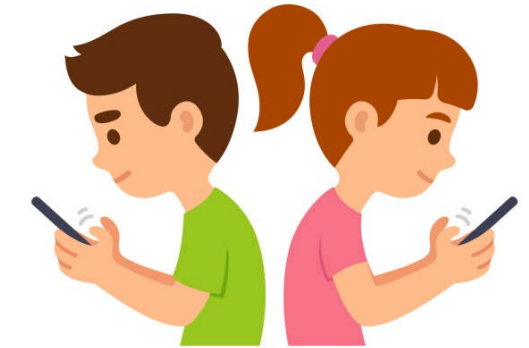
Talent isn't what it used to be

They need better training/skillsets/personal interactions



Industry

Education



Where do I find my career path?

How do I know what is available and if I will like it?

What training do I need to get this job ... or get noticed?



An idea was  
born and  
we got to  
work!



# Mohawk Industries – High School Programs



Student Job and Shadow Opportunities

- Work-Based Learning
- Job Shadows
- Pre-Apprentice



School and Professional Engagement

- Teacher Externships
- STEM Training and Advisory
- Classroom Industry Tours



# Student Programs

FIND YOUR "more" AT MOHAWK



# Work-Based Learning



- Part-time Hours
- Active High School students
- Age Requirements
- Opportunity to continue after graduation!

**Departments:**  
Customer Experience  
Manufacturing  
Distribution  
Talent Acquisition  
Information Technology  
Design

## MOHAWK Work-Based Learning



**Job Opening:**  
**Twisting Operator**  
Entry Level \$16+/ Hour  
& Part-Time  
Chatsworth, GA

**Apply Today:**

<https://bit.ly/3BTITea>

**Or Use Code Below:**



**LAURA WOOD**  
706-624-2224  
Laura\_Wood@mohawkind.com



Are you a current **High School student** with an interest in mechanics, engineering or other trade opportunities?

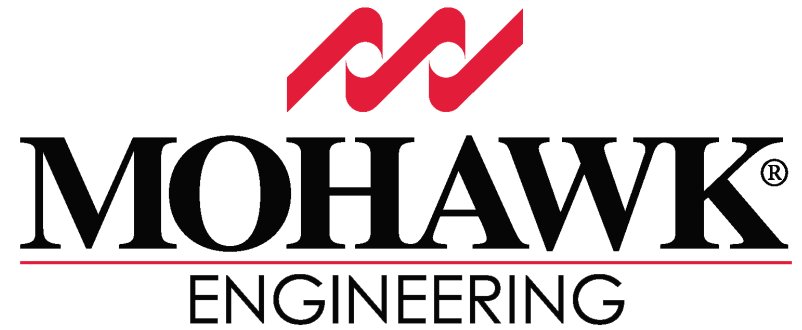
Consider joining our **Caradon Plant** facility in Chatsworth, GA!

- Flexible scheduling around school schedule
- Must be at least 17 yrs. of age
- Paid 2-week training period at our New Training Facility
- Opportunities for advancement and Apprenticeship pathways!

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**Pre-Apprentice**



**The Pre-Apprenticeship Program** is a preliminary program prior to joining as a Mohawk Apprentice.

This will be an **8-week rotational program** that allows individuals the opportunity to shadow and work alongside the following departments:

- **Machine Shop**
- **Mechanical Team**
- **Electrical Team**
- **Motor Shop**



# MOHAWK FUTURE LEADERSHIP WEEK

Building our future leaders of tomorrow



+ w/ 



## Leadership Week

A week-long opportunity for the **future leaders within our workforce** to learn, develop and shadow alongside our corporate leaders within Mohawk.

### Selected Leaders participated in the following activities:

- Executive Leadership Connections through Job Shadows
- Talent Development
- Professional Workshops
- Community Engagement
- Summer Fun with our University Program

The program departments and activities reflected each student's declared area of interest and/or pathway



*lead*  
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# School and Professional Engagement

FIND YOUR "more" AT MOHAWK



**Educating our teachers is equally as important as our students!**

**Teacher Externships**



**And celebrating the student to mentor connection!**



**Industry Education**







# Classroom Engagement







# MOHAWK

## WORK-BASED LEARNING PROGRAM OVERVIEW 2023

2023 Graduation Highlights:

- 100% retention in WBL graduating seniors
- Hired over 50+ WBL students 2023

High School jobs created for Fall 2023

**Departments including:**

- \*Information Technology
- \*Design
- \*Entry Level Manufacturing
- \*Engineering
- \*Customer Experience







# Giselle Rodriguez

Northwest Whitfield High School | Engineering Pre-Apprentice

Mohawk's Work-Based Learning Program has allowed me to work with engineers who work in the field of study that I want to be in. I have learned the different software they use, like AutoCAD. This program has made me feel more comfortable deciding to major in Electrical Engineering before I even step foot in college!

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# Emily Nebb

Calhoun High School | Talent Development Specialist

“The Mohawk Work-Based Learning Program has been such a great opportunity for me. I have been able to learn many employability skills while still being in school and participating in extracurriculars. I have many responsibilities at school, and the Work-Based Learning Program gives me the chance to uphold my responsibilities as well as maintaining a great job! I am very appreciative of this program, and I will continue to encourage students to participate!”

**MORE WITH MOHAWK**







# Jonathan Corado-Guevara

Sonoraville High School | Customer Experience Representative

The Mohawk Work-Based Learning Program has been very beneficial to me. Throughout this opportunity I was able to start my career earlier than most. Sometimes most high school students are undecided on what they want to pursue after they graduate but this opportunity has helped me decide on what career path to choose. Also this job has demonstrated to me that team work plays a very important part in my role here at Mohawk.

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# GRADUATES





*Learn*

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Questions