



**Right Skills Now:
Pre-Apprenticeship for
21st Century Manufacturing**

Key Principles of Right Skills Now

- ▶ **Fast-Tracked, For-Credit Career Training**

An accelerated, modular curriculum allows students to gain credentials with immediate value within competency-based apprenticeships, educational settings, and in the workplace.

- ▶ **Industry Credentials with Value in the Workplace**

This model allows students to prepare for apprenticeships while continuing their studies and their accumulation of industry-recognized credentials.

- ▶ **Pathways to Advancement and Degrees**

Apprenticeship sponsors recognize the importance of educational goals while guiding students through the career pathways that support their bottom line.



Right Skills Now* (RSN) is a nationally replicable pre-apprenticeship model created as a 16- to 24-week hands-on training program that provides industry demanded competency-based skills and credentials for success in precision manufacturing careers.

Program completers will earn ACT's National Career Readiness Certificate, up to four NIMS credentials for precision machining skills, and have the opportunity to work at an advanced manufacturing internship.

Registered apprenticeships can rely on RSN as a mechanism for apprentice selection or pre-screening, which establishes a sustainable pipeline for the next generation workforce.

Right Skills Now (RSN) students develop in-demand skills, earn industry-recognized credentials, and accumulate credit toward a degree — all while working and attending an educational program.

Those who complete the program are not only positioned in a competitive job market, but also have access to local apprenticeship programs where they can begin working and learning towards a successful career in advanced manufacturing.



RSN students have the opportunity to earn up to five national credentials that tell employers that they can trust a student's skills and abilities:

- ▶ ACT National Career Readiness Certificate
- ▶ NIMS CNC Milling: Operator Certificate
- ▶ NIMS CNC Turning: Operator Certificate
- ▶ NIMS Job Planning, Benchwork and Layout Certificate
- ▶ NIMS Measurement, Materials, and Safety Certificate

For RSN students who wish to continue their education, these industry-recognized credentials also establish a pathway for high school programs to articulate earned credentials into college credit.

For more information, interested individuals can write to apprenticeship@nims-skills.org.

Interested educational programs can download an Implementation Package from <http://rightskillsnow.org/resources/>.

Right Skills Now (RSN) provides manufacturers with accelerated access to a trusted pipeline of skills, apprenticeship-ready talent while offering an efficient and sustainable system for identifying and screening new apprentices.

To start a new apprenticeship program or connect an existing apprenticeship to a RSN school, write to apprenticeship@nims-skills.org.



Looking at the big picture, RSN allows manufacturers to:

- ▶ Reduce or eliminate time and effort wasted on unqualified or uninterested apprenticeship candidates
- ▶ Compare apprenticeship candidates more equitably
- ▶ Validate whether a potential apprentice has both the book smarts and job skills needed for the occupation in question
- ▶ Reduce apprentice turnover
- ▶ Invest in a more qualified workforce to increase productivity and competitiveness
- ▶ Maintain consistent and regular HR practices through changing business climates

The Right Skills Now for manufacturing program was started in 2011, at a time that manufacturers were reporting significant difficulty recruiting skilled candidates to fill more open positions.

Right Skills Now was designed by NIMS, in partnership with ACT and The Manufacturing Institute, the 501(c)3 affiliate of the National Association of Manufacturers (NAM). Inaugural program educational partners included Dunwoody College of Technology and South Central Community College, both located in Minnesota. Right Skills Now programs have since spread across the country.

Visit www.rightskillsnow.org for resources, testimonials, and more.

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