



## NIMS Apprenticeship Services

The National Institute for Metalworking Skills (NIMS) is prepared to partner and help stakeholders meet and exceed performance expectations. The NIMS team is equipped with the subject matter expertise to support and implement a successful apprenticeship training program with industry leaders through the following avenues:

### I. Customizable Competency-Based Apprenticeship Models

NIMS has developed nearly a dozen competency-based apprenticeship models in the machining and metalworking industry. These models monitor progress based on performance, in lieu of rigid hours. The following customizable models are available:

- Machinist
- CNC Machinist
- Tool & Die Maker
- CNC Operator - Milling
- CNC Operator- Turning
- CNC Operator – Milling & Turning
- Stamping Press Set-Up Operator
- Mold Maker
- Machine Tool Maintenance Technician
- Machine Builder
- CNC Set-up Programmer – Milling & Turning
- CNC Set-up Programmer - Milling
- CNC Set-up Programmer - Turning

### II. Apprenticeship Implementation Support and Project Management

Customized support with NIMS experts to ensure that training programs are maximizing the full potential of NIMS competency-based apprenticeship training programs. Subject matter experts will provide programmatic and technical assistance to develop and sustain the project and meet deliverables. The following topics are examples of how NIMS may be able to support your team:

- Identify tools for running an effective competency-based apprenticeship program.
- Assist with training design or review to ensure alignment with credentials, creating defined career pathways
- Strategize marketing materials and recruitment opportunities, especially to reach underrepresented populations
- Review the competency-based apprenticeship model development techniques
- Build and engage a multi-stakeholder program, including education, industry, workforce development and association partners
- Increase and broaden the outreach for apprenticeship opportunities in a community/region
- Build a project plan to ensure deliverables are met and sustainability of the project Receive a working knowledge to credential trainees
- Support with the U.S. Department of Labor apprenticeship registration process
- Understand NIMS Skill Standards and curriculum alignment methods
- Assist with program evaluation to continuously improve the apprenticeship model

### III. Workshop and Training Support

NIMS can provide subject matter expertise in partnership with employers involved and/or interested in the apprenticeship program. NIMS will send at least one team member to support on the following activities:

- Building an apprenticeship training program
  - Implementation and framework for the apprenticeship model
  - Definition of the apprenticeship model
  - Customization of the training for individual companies
  - Guidance regarding any necessary paperwork
- Understanding NIMS skills standards and credentials
- Receiving a working knowledge to credential employees
- Opportunity to earn NIMS credentials. This includes:
  - Blueprint reading and manual/CNC parts manufacturing
  - Critical work activities for CNC machine operations
  - Quality inspection
  - Related theory testing
  - On-the-job training
- Implementing testing procedures and policies within existing training programs.
- Developing in-house OJT expertise
  - Training Methodology - Show-Do-Tell Training Cycle
  - Coaching - Roles, Rules, Coaching & Feedback
  - Communication - Process, Barriers, Skills, Questioning Techniques
  - Adult Learning Styles - Principles, Guidelines, Learning Styles
  - Peer-To-Peer Participant Training Demonstrations
  - Online Theory Examination

*\* This is intended to be a five-day workshop. The model is customizable and flexible to support industry needs.*

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