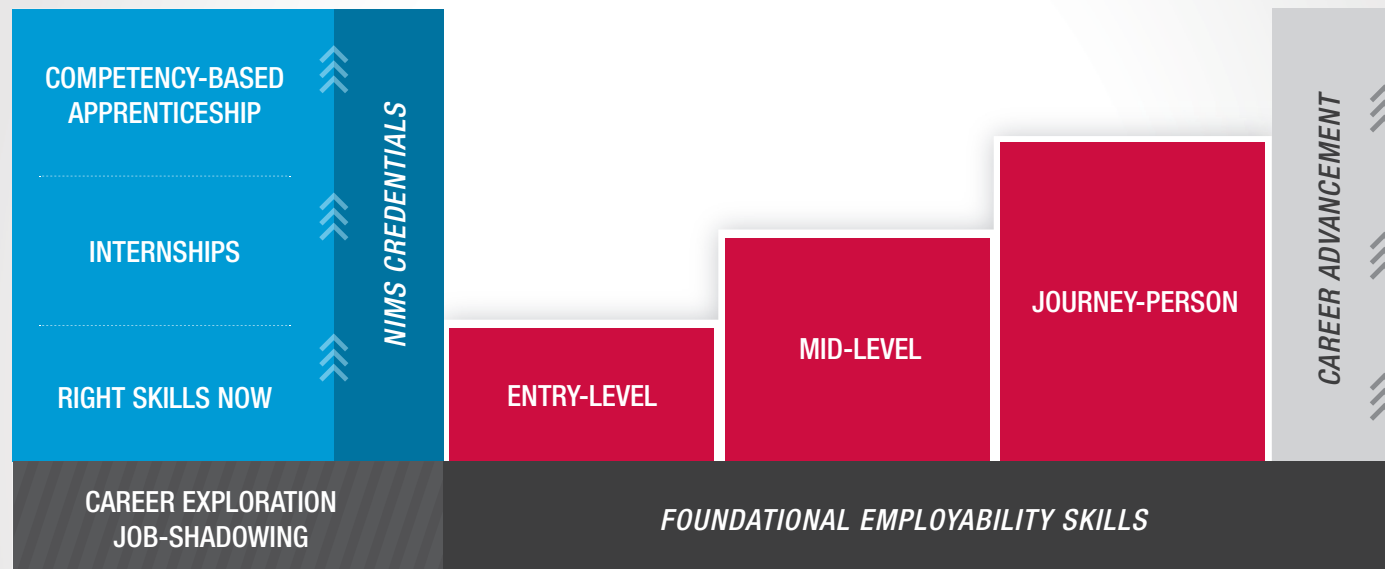


Why “Work and Learn?”

The Competency-Based Apprenticeship can be the capstone of business-led activities focused on attracting, recruiting, and training talent. Work and learn models, in which individuals can combine education and training with real-world experiences and work, enable businesses to help shape how their future workforce prepares for their careers. Activities like career awareness strategies and internships can be the precursors to apprenticeships, giving employers the opportunity to directly engage young people as soon as they start making decisions about their education and career goals. Quality work and learn models are tied to labor market demands and incorporate foundational employability and “life” skills; competency-based learning and advancement; and industry-recognized credentials.

WORK AND LEARN MODELS



THE NATIONAL INSTITUTE FOR METALWORKING SKILLS (NIMS) COMPETENCY-BASED APPRENTICESHIP SYSTEM

Transforming Precision Manufacturing Training



What: The NIMS Competency-Based Apprenticeship System enables companies to source and hire individuals with nationally-recognized skills and train them to company-specific needs.

The blend of classroom and workplace learning provides individuals with the highest quality training while they gain real-world experiences and skills by working and contributing to the sponsoring company.



National Institute for Metalworking Skills®

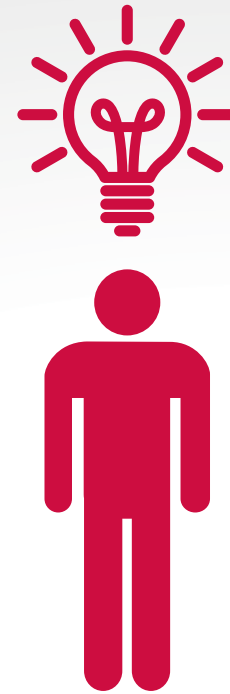
Apprenticeships Help Companies:

- > Recruit skilled and talented individuals to the precision manufacturing industries by offering an attractive opportunity to work and learn towards a valuable career
- > Prepare the next generation of employees by providing a strong foundation of skills that are critical in their career paths and to advance in your company
- > Invest in your future workforce by ensuring they have the right skills, meeting industry-wide and company-specific standards and requirements needed for long-term business success
- > Build a customized training program that leverages national industry-recognized credentials to make on-the-job training more efficient and advanced



NIMS®
National Institute for Metalworking Skills®
www.nims-skills.org/apprenticeship
703-352-4971 // apprenticeship@nims-skills.org

THE NATIONAL INSTITUTE FOR METALWORKING SKILLS (NIMS) COMPETENCY-BASED APPRENTICESHIP SYSTEM



Why Competency-Based?

“**Competency-based**” means that apprentices learn and progress through the training by mastering and performing certain skills and competencies, in lieu of a rigid set of hours. This enables individuals to move through the training more efficiently and companies to focus on the training that’s needed for the individual and the job. Individuals advance at their own pace and employers are able to effectively monitor and measure progress and reward individual initiative.

Why NIMS Credentials?

National, industry-recognized credentials ensure the consistency, quality and rigor of training, while allowing for flexibility and customization. Companies can select from 7 occupational areas a portfolio of skill standards and credentials that are applicable to their careers. These specialized credentials build off of core set of credentials that validate skills needed in 90% of manufacturing companies nationally.

Stackable Credentials—How they work:

The Competency-Based Apprenticeship connects employers directly to students and job-seekers who are ready to learn new skills. Apprentices can start in high school, community college, or on-the-job by earning NIMS credentials in machining and metalforming. Apprentices “stack” higher level and job-specific credentials on top of a core set of credentials that validate fundamental knowledge, skills, and performance abilities in a range of machining and metalforming careers. The curriculum can be delivered both in a learning center and/or on the job, allowing for the benefits of combining applied learning and customized job training.

Apprenticeships Help Individuals:

- > Learn new skills while working and earning a family-sustaining wage
- > Pursue degrees or educational goals by earning academic credit for earned credentials
- > Gain nationally-recognized industry credentials valued across careers and job functions
- > Hone specific skill sets and build strong relationships with employers
- > Define a career pathway built on foundational competencies and specialized technical skills

Flexible Apprenticeship Models: Fitting the company, individual, and job

Core Competencies in Occupational Area:

Apprentice earns a core set of national, industry-recognized NIMS credentials applicable to intended career focus

Job-Specific Competencies:

Apprentice earns additional NIMS credentials determined by employer’s needs and individual’s interests

Company-Specific Competencies:

Apprentice earns credentials external to NIMS that are specific to the company

Current Occupations

- > Machinist
- > CNC Machinist
- > CNC Set-up Programmer
- > CNC Operator
- > Machine Builder
- > Machine Tool Maintenance Technician
- > Stamping Press Set-up Operator
- > Mold Maker
- > Tool and Die Maker

Framework can be applied to a number of other company-specific occupations / job functions depending on the company’s needs