

WHY IMT?

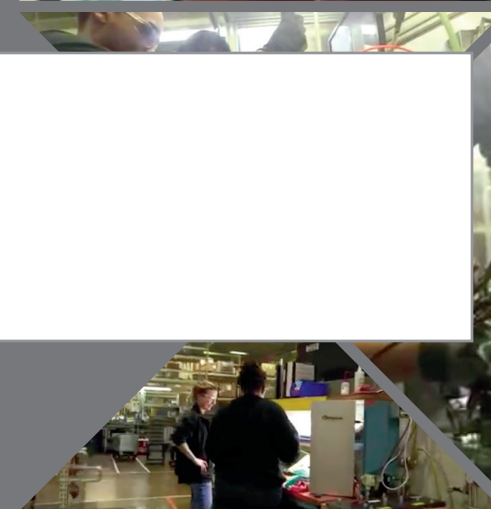
- The IMT apprenticeship was developed to meet manufacturing firms' needs to upgrade the skills of the frontline production workers.
- The IMT on-the-job learning and related instruction are relevant in manufacturing settings ranging from food processing or metal fabrication to plastics or bio-medical production, and can be customized to a particular firm's criteria. Upon completion of training, workers earn nationally recognized manufacturing journey worker credentials.

WHAT'S INVOLVED: Employer Responsibilities

- Provide range of work process experiences in accordance with agreed upon training
- Provide on-the-job learning instruction and competency assessments
- Provide feedback on apprentices' progress

“The IMT was a no-brainer for us because it was an opportunity to offer training not just to maintenance but to our production workers. You elevate their skills, and automatically, they start thinking how to do this job better.”

DeAnna Mullins,
Human Resources Manager at Renaissance
Manufacturing Group



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INDUSTRIAL MANUFACTURING TECHNICIAN APPRENTICESHIP



WHAT IS THE IMT?

The **Industrial Manufacturing Technician** hybrid registered apprenticeship provides production workers with the knowledge and competencies needed in the advanced manufacturing environment.

- The 18-month or 3,000-hour apprenticeship trains workers to:
 - Set up, operate, monitor, and control production equipment
 - Help improve manufacturing processes and schedules to meet customer requirements
 - Understand manufacturing as a business system that integrates multiple disciplines, processes, and stakeholders
 - Efficiently and safely manage raw materials/consumables

THE HYBRID APPROACH

Hybrid competency-based apprenticeship involves:

- 2,736 hours on-the-job learning
- 264 hours related classroom instruction

OR

- Demonstrated skill attainment according to Job Book; 4 MSSC CPT tests passed, OSHA 10, First Aid/CPR certifications, and completion of shop math, communication, and train-the-trainer courses

1

Worksite, on-campus, online, or distance learning options

2

Flexible scheduling

3

Apprenticeship Navigators to help apprentices stay on track

Courses for Related Instruction

- Industrial Math for the Trades & Blueprint Reading
- Industrial Manufacturing, CPR, OSHA 10
- 4 MSSC modules: safety, quality practice & measurement, manufacturing processes & production, maintenance awareness
- Communication for Apprentices
- Transition to Trainer
- Additional Requirements identified by employers

IMT On-the-Job Competencies

- Protect self and other workers from accidents and injuries: 100 hours
- Operate production equipment: 1000 hours
- Produce quality: 500 hours
- Interpret technical information: 200 hours
- Measure and inspect work using mechanical tools and testing equipment: 200 hours
- Demonstrate knowledge of routine equipment maintenance: 100 hours
- Demonstrate knowledge of inventory and material processes: 100 hours
- Demonstrate knowledge of trends and the current state of the business: 100 hours
- Demonstrate continuous improvement: 100 hours
- Set-up production equipment: 200 hours
- Local options: 138 hours

“Employers were excited to participate in the program because they were having the opportunity to directly address a key need of theirs, which is having a strong, reliable source for skilled, entry-level workers.”

Owen Smith,
Wisconsin Bureau of Apprenticeship Standards

“The entry-level skills have changed from a mass production line to high-performance work.”

Phil Neuenfeldt,
Wisconsin AFL-CIO President