



Tooling U-SME's *Apprenticeship Acceleration Framework* pairs on-the-job-training (OJT) with classroom instruction which in-turn supplies a talent pipeline of qualified workers for employers and industries. Apprenticeship is a proven strategy that provides a direct line to skills training and your Workforce expansion. Bottom Line – It is good for your business. With the widening skills gap – apprentices are a positive solution with measurable Return on Investment (ROI) results. Visit <http://www.toolingu.com/training/apprenticeship> for more information.

## FREQUENTLY ASKED QUESTIONS

### Q. What is the Apprenticeship Acceleration Framework?

Tooling U-SME has worked with several states across the country on meeting the requirements of a 21<sup>st</sup> Century Apprenticeship program. Based on this work, Tooling U-SME is offering an Apprenticeship Acceleration Framework. This framework follows the guidelines of a competency-based or hybrid apprenticeship program, as opposed to a strictly time-based apprenticeship program. Tooling U-SME has leverage their long-standing competency work with industry to develop competencies that will validate an apprentice can perform tasks associated with their selected occupation. Organizations and States have adopted these frameworks as is, or have worked with Tooling U-SME to customize the frameworks towards their requirements. In addition to the competency framework, Tooling U-SME has mapped training resources and assessment to support the training requirements of the apprenticeship. Finally, Tooling U-SME provides a tracking system to log On-the-Job Training (OJT) hours via our Learning Management System or mobile application.



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**Q. What is included in the Apprenticeship Acceleration Framework?**

The Apprenticeship Acceleration Framework includes an outline of Related Training Instruction (RTI) and On-the-Job Training (OJT). Within the RTI section, Tooling U-SME lists the topics of instruction to be covered for each competency related to the occupation. For the OJT section, Tooling U-SME has identified a number of performance indicators for each competency that an apprentice should be able to demonstrate at end of training and development.

To support the RTI hours, Tooling U-SME has mapped our online class content, as well as books and videos. The subscription to the online content will include access to the Tooling U-SME Learning Management System for tracking the completion of Tooling U-SME online classes and OJT hours and competency validation. This tracking is available through the website, but also apprentices can track hours through our mobile application.

**Q. What motivated Tooling U-SME to create an advanced manufacturing apprenticeship program? How did you determine which skills and occupations it would target?**

Every day, Tooling U-SME works with manufacturers who are struggling to find qualified workers to fill skilled positions in their organization. With the emergence of unprecedented Federal apprenticeship funding and a desire for manufacturers to align programs more towards competency-based models, Tooling U-SME saw an opportunity to leverage methodologies we work with day after day to develop incumbent worker programs. We have identified the most common hard to fill skills gap occupations, based on our own and industrial studies.

**Q. Is Tooling U-SME Apprenticeship Framework tied in with the DOL standards? Has it been endorsed by industry standards?**

Tooling U-SME has worked in partnership with DOL registered apprenticeships in multiple states. In fact, our partner the Robert C. Byrd Institute for Advanced Flexible Manufacturing (RCBI) was granted \$4.9 million to expand its model apprenticeship program nationwide. As part of this project, Tooling U-SME developed competency frameworks for this program that have been registered as part of the national program. Tooling U-SME continues to work with other State and individual manufacturing programs to register apprenticeships through DOL.

**Q. How is Tooling U-SME's Apprenticeship Framework program different from other apprenticeship programs?**

Tooling U-SME provides a competency-based approach to apprenticeship that fits into a hybrid or competency-based requirement for DOL registration. Our framework comes with online class mapping to supplement RTI hours and we provide tracking systems to ease on the administration and reporting of apprenticeship programs.

**Q. How do community colleges or technical schools work within a Tooling U-SME apprenticeship program?**

Tooling U-SME believes in a blended program for apprenticeship success. In fact, we acknowledge that Tooling U-SME is more than likely not the sole source to meet all RTI requirements. Tooling U-SME will help consult with manufacturers to write custom training plans that will include all possible training resources to meet the requirements of the program. This plan could include local schools, other training vendors or internally development training course delivered by the manufacturer themselves.

**Q. What is the strategy for engaging all of the necessary players to make this successful?**

Tooling U-SME has experience in working and partnering with all levels of the registered apprenticeship system. From National to State to Local DOL representation, our team is available to assist you to most benefit your workforce and business.

**Q. What types of apprenticeships are available?**

Tooling U-SME has created competency frameworks for the following apprenticeship occupations: 1) CNC Machine Operator, 2) Electrician, 3) Maintenance Technician, 4) Assembler, 5) Grinding Operator, 6) Quality Control Inspector, 7) Welder, 8) Tool and Die Maker, 9) Press Operator, 10) Composites Technician, 11) 3-D Technician, 12) CAD/CAM Design, 13) Robotics Technician

**Q. Can a student get credit for work done in the past or for military training that relates?**

Some states do recognize military experience for prior-learning and can reduce the time to competency. For those states to do recognize military experience as prior-learning, our assessments can help validate knowledge and skills are current.

**Q. Is it difficult for a manufacturer to set up an apprenticeship program?**

There is a great deal of paperwork required to both register and administer an apprenticeship program. Tooling U-SME can help your organization with this process.

**Q. Why do an apprenticeship program? What are the benefits?**

Apprenticeship is good for business. It helps manufacturers recruit and develop a highly skilled workforce. It is also a great opportunity to create career pathways for incumbent workers to develop towards an apprenticeship roles within the organization. Creating this highly skilled workforce will improve productivity and the bottom line. Companies can benefit through opportunities for tax credits and employee tuition benefits in some states. Finally, apprenticeship created industry-driven and flexible training solutions to meet both national and local needs. For workers, apprenticeship gives them an opportunity to earn a salary while learning the skills necessary to succeed in high-demand careers.

To learn more about Tooling U-SME's Apprenticeship Acceleration Framework and find out how to get started, visit: <http://www.toolingu.com/training/apprenticeship>



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