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# President's High Growth Job Training Initiative

## *Flexible Training Options for the Metalworking Industry*



**Grant amount:** \$939,815

**Grantee:** National Institute for Metalworking Skills (NIMS)

**Key Partners:** NIMS will work with 25 companies to serve as pilots for the project

**Location of Grant Activities:** Nationwide

**Leveraged amount:** \$318,000 from companies participating in the pilot project

### **Challenge:**

Modern metalworking is increasingly turning to advanced technology to enhance productivity and competitiveness. This technology revolution depends on a more highly skilled and flexible workforce than ever, which in turn requires innovation in providing a wider variety of training delivery options. More specifically, the metalworking sector has identified the following challenges:

- Creating just-in-time training models that meet companies' changing needs, combined with self-paced theory instruction;
- Meeting industry demand for workers who are continually focused on innovation;
- Establishing nationally recognized skill certifications; and
- Sustaining a model for meeting the changing training needs of incumbent workers.

### **Addressing the Challenge:**

This project builds on NIMS' existing High Growth Job Training Initiative grant to develop a competency-based apprenticeship system for eight jobs. It also takes it in a new direction. Specifically, this grant will focus on more competencies and develop flexible yet structured training delivered "just-in-time" on the shop floor. Separate training models will be developed for, and piloted with, five targeted sub-sectors, including: machine tool builders, tool shops, contract stamping and mold making companies, Computer Numerical Control (CNC) job shops, and CNC high volume machining companies.

NIMS will work with 25 pilot companies from its consortium to provide training tools and technical assistance to the metalworking industry for a later national rollout. In addition, NIMS will create nationally recognized certifications for company coordinators and trainers, as well as career ladders and lattices for technical metalworking competencies.

### **Projected Outcomes:**

- Defined metalworking competencies, assessments, and curriculum, along with certifications based on those competencies.
- A model approach for defining competencies and a technical assistance guide for just-in-time, on-the-job training.
- A pilot project that trains new and incumbent workers at 25 companies and then distributes materials to NIMS' 6,000 stakeholder associations employing 2 million metalworkers.

