



Industrial Manufacturing Technician (IMT) Apprenticeship Program

Today's advanced manufacturing environment calls for highly skilled workers. New costly production equipment and increased demands for quality and safety require all manufacturing workers to possess advanced manufacturing skills.

With funding from the U.S. Department of Labor (USDOL), the AFL-CIO Working for America Institute is working with industrial unions, employers, the Wisconsin Regional Training Partnership (WRTP), a longstanding labor-management partnership, and Jobs for the Future, a national workforce intermediary, to implement an innovative apprenticeship for manufacturing workers – the **Industrial Manufacturing Technician (IMT) Apprenticeship** program.

The IMT is based on the **Manufacturing Skills Standards Certification (MSSC)** - world-class standards set by industry and labor. The IMT was developed by WRTP in collaboration with a diverse group of manufacturing employers and unions that include machining, electrical and food processing. **Employer representatives** included John Deere, Pure Power Technologies, GE Medical Systems, HB Performance Systems, and Ocean Spray.

Representatives from **key Industrial Unions** included the United Auto Workers (UAW), International Association of Machinists (IAM), United Steel Workers (USW), International Brotherhood of Electrical Workers (IBEW), Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM), Sheet Metal Workers (SMWIA) as well as the Wisconsin State AFL-CIO. This ensured that employer, training and worker interests were aligned in the development of the IMT apprenticeship. Representatives from the **workforce development** system, career and technical education also assisted.

The IMT apprenticeship was **formally recognized by USDOL** in November 2014. Through an initial grant to the Institute, the IMT was piloted in three states – Wisconsin, Michigan and Minnesota. The WAI is a subrecipient in a second grant in which the IMT is being expanded to Pennsylvania, Indiana, Ohio, Kentucky and the Chicago region of Illinois. The IMT includes 264 hours of related instruction and 2,736 hours of on-the-job learning leading to journey-level certification.

The IMT apprenticeship works because it is designed and implemented through a **joint labor-management structure**. The IMT provides career pathways to advanced manufacturing as well as stackable industry recognized credentials. Related instruction is competency-based and the design is flexible to respond to specific employers and industry sub-sector needs.

For more information:

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