



# Machinist Pipeline/Apprentice Program

## Program Description

The Machinist Pipeline Program was created by the Prototype Fabrication Division to fill a critical need for skilled journeyworker machinists. It is based on a program developed by the National Institute for Metalworking Skills (NIMS) in conjunction with metalworking trade associations to develop and maintain a globally competitive U.S. workforce. The goal is to develop and implement apprenticeship programs that are aligned with industry-defined core competencies. Company-specific competencies are used to tailor the apprenticeship to the needs of individual businesses. Apprentices from our program are hired as undergraduate students with a modified wage progression.

**Core competencies** NIMS specifies 26 machinist core competencies and organizes them into a series of 11 “credentials” that must be obtained to complete the apprenticeship.

- Each credential requires completion of on-the-job learning objectives, related instruction, a performance demonstration, and a theory exam
- Theory exams are available online through NIMS, and are proctored
- LANL bears the cost for theory exams (approximately \$1,025 per apprentice)
- When the apprentice obtains all required credentials, LANL submits for a journeyworker certification
- The journeyworker may be hired as a Machinist 3; however, obtaining journeyworker status does not guarantee employment rights

**Program Cost: \$271,000**

### Benefits of a Competency-Based Program to Apprentices

- Greater assurance that graduates have the competencies needed for employment as a journeyworker at LANL
- Higher starting salary to begin the apprenticeship
- Moves apprentices to journeyworker status more quickly, with commensurate increases in their wage rates

- NIMS credentials are “owned” by the apprentice/journeyworker and are completely portable and nationally recognized

### Benefits to LANL

- Sustainable program creating a continuous pipeline of appropriately skilled machinists
- Builds local labor force
- More cost effective than previous time-based programs
- Moves apprentices to journeyworker status more quickly

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