

ICATT

APPRENTICESHIP
PROGRAM
TRAIN.RETAIN.GROW.

PROGRAM BASICS



The background is a blurred industrial setting. On the left, a robotic arm is visible, extending from the top towards the center. The floor is filled with rows of white, cylindrical objects, possibly parts or containers. Large windows are on the right side, and the overall scene is brightly lit, creating a clean and modern industrial atmosphere.

INDUSTRY CONSORTIUM FOR ADVANCED TECHNICAL TRAINING



ICATT APPRENTICESHIP: EMPLOYER-SPONSORED TRAINING AND EDUCATION

- **Employer** selects and hires the apprentice; this is the primary relationship
- Employer provides on the job training (OJT). Active training and not job shadowing is an important aspect.
- Employer invests in the apprentice:
 - Hourly wages while at work
 - Tuition for associate degree
 - Stipend while in classes
- 3-year apprenticeship for most profiles; optional 2-year FTE commitment upon successful completion ensures return on investment



COLLEGE COURSEWORK

- College courses align with OJT
- 2 days at college, 3 at the company; or 8-week blocks
- Apprentice earns associate degree
 - Candidates must place into college program



85%

of ICATT Apprentices complete the program

ICATT TEAM SUPPORTS AT EVERY STEP

- Develop customized company training plans based on industry-defined competencies
- Assist with recruiting
- Offer “Train the Trainer” programs
- Collaborate with community colleges for classroom training
- Prepare and administer ICATT Apprenticeship Program Exams
- Provide program administration, management, and ongoing oversight



ICATT NETWORK COMPANIES



ICATT NETWORK PARTNERS



WAUKESHA
COUNTY TECHNICAL
COLLEGE



TRAINING PROFILES

ADVANCED MANUFACTURING TECHNICIAN

Technology

- Set up, troubleshoot and repair mechanics, pneumatics and hydraulics, incl. reading technical diagrams and schematics
- Understand and repair motors and drives
- Choose or develop correct test procedures and use quality management systems
- Use manual and CNC machinery
- Understand properties of different materials and how they affect production processes
- Select and perform correct joining technology, e.g. welding, brazing
- Install and configure programs for hardware and software components
- Set up basic PLCs (with option to expand)

Methodology

- Work systematically (Plan-Do-Check-Act)
- Analyze problems for effective troubleshooting
- Understand the importance of correct documentation
- Work safely, understand appropriate precautions and use PPE correctly
- Estimate manufacturing costs based on machine cost, material costs and labor costs
- Communicate effectively

Potential Roles:

- Build, assemble, and/or set up production machinery
- Maintenance
- Service

MECHATRONICS TECHNICIAN

Technology

- Set up, troubleshoot and repair mechanics, pneumatics and hydraulics
- Wire up motors and drives
- Choose and carry out joining techniques
- Install and configure programs for hardware and software components
- Build, test, modify, and maintain industrial control systems
- Install, test, modify, and maintain electrical assemblies
- Read technical diagrams and schematics
- Choose or develop correct QA test procedures
- Assemble, disassemble, secure and transport machinery and systems

Methodology

- Work systematically (Plan-Do-Check-Act)
- Analyze problems for effective troubleshooting
- Understand the importance of correct documentation
- Work safely, understand appropriate precautions and use PPE correctly
- Quality management
- Communicate effectively

Potential Roles:

- Build, assemble, and/or set up production machinery
- Maintenance
- Automation

CNC MACHINING PROFESSIONAL

Technology

- Program and operate manual and numerically controlled machine tools
- Use precision machining tools to produce components
- Analyze and prepare drawings
- Identify and use geometric data; metrology
- Understand properties of different materials and how they affect production processes
- Plan and organize computer-aided production
- Plan, monitor and improve production processes in discrete manufacturing

Methodology

- Work systematically (Plan-Do-Check-Act)
- Analyze problems for effective troubleshooting
- Understand the importance of correct documentation
- Work safely, understand appropriate precautions and use PPE correctly
- Estimate manufacturing costs based on machine cost, material costs and labor costs
- Communicate effectively

Potential Roles:

- Program CNC machines and production systems
- Set up machines and systems, conduct test runs, maintain and inspect machine tools
- Tool and die maker (with additional coursework)



TIMELINE

NOW PREPARING THE 2019 COHORTS

- Fall 2018: Recruiting for 2019-2022 Spring and Fall cohorts: open houses, job fairs
- October 9-12, 2018: Train the Trainer course Chicago region
- November 16, 2018: Deadline for companies to join for the Spring 2019-2022 cohort (Chicago region, Adv Mfg Technician)
- Fall 2018: Customization of company training plans for Spring cohort, recruiting
- *January 2019: Spring cohort begins (Chicago region, Adv Mfg Technician)*

- Spring 2019: Recruiting for Fall 2019 continues
- May 2019: Window of opportunity closes for effectively reaching HS grads
- June 30, 2019: Deadline for companies to join for the fall 2019-2022 cohort
- Summer 2019: Customization of company training plans; potential job/internship for ICATT Apprentice
- July - August 2019: Company training plan development; annual reviews



LEARN MORE:
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