

SAMPLE APPRENTICESHIP TRAINING PLAN

SKILLS THAT GROW // WAGES THAT FOLLOW

A competency-based on-the-job training outline for Industrial Maintenance Technician youth apprentices, with related instruction and wage progression.



SAMPLE APPRENTICESHIP TRAINING PLAN — INDUSTRIAL MAINTENANCE TECHNICIAN

SKILLS THAT GROW // WAGES THAT FOLLOW

A competency-based outline of on-the-job training (OJT), related technical instruction (RTI), and wage progression for a two-year youth apprenticeship. Adapt hour counts, competencies, and wages to your registered standards and local agreements.

1. PROGRAM SUMMARY

Occupation	Industrial Maintenance Technician (apprenticeable occupation)
Program type	Youth Registered Apprenticeship — competency-based with minimum hours
Term	Approx. 24 months (junior/senior year + post-graduation continuation)
On-the-job training	2,000 hours minimum, supervised by a journey-level mentor
Related instruction	288 hours minimum (high school CTE + college/program coursework)
Apprentice-to-mentor ratio	1:1 recommended for youth apprentices

2. ON-THE-JOB TRAINING COMPETENCIES

Mentors initial and date each competency as the apprentice demonstrates it independently and safely. Hours are guidelines; mastery governs.

BLOCK A – SAFETY & WORKPLACE FOUNDATIONS (≈200 HRS)

COMPETENCY	TARGET HRS	MENTOR INITIALS	DATE
Lockout/tagout (LOTO) procedures; hazardous energy control	40		
PPE selection and use; shop and site safety rules	30		
Hand and power tool identification, care, and safe operation	60		
Workplace communication, work orders, and documentation	40		
Housekeeping, 5S, and preventive safety inspections	30		

BLOCK B – MECHANICAL SYSTEMS (≈600 HRS)

COMPETENCY	TARGET HRS	MENTOR INITIALS	DATE
Bearings, shafts, couplings, and alignment fundamentals	120		
Belt, chain, and gear drive maintenance	100		
Pumps, compressors, and lubrication systems	140		
Conveyors and material-handling equipment	120		
Precision measurement and mechanical print reading	120		

BLOCK C – ELECTRICAL & CONTROLS (≈600 HRS)

COMPETENCY	TARGET HRS	MENTOR INITIALS	DATE
Electrical safety and basic circuits (under supervision per age/safety rules)	120		
Motors, motor controls, and starters	140		
Sensors, switches, and instrumentation basics	100		
PLC fundamentals: reading logic, monitoring I/O	140		
Electrical print reading and troubleshooting method	100		

BLOCK D – FLUID POWER, FABRICATION & INTEGRATED TROUBLESHOOTING (≈600 HRS)

COMPETENCY	TARGET HRS	MENTOR INITIALS	DATE
Hydraulic and pneumatic systems: components, schematics, maintenance	160		
Cutting, welding, and fabrication basics (per age/safety restrictions)	120		
Preventive/predictive maintenance program participation	140		
Root-cause analysis and end-to-end troubleshooting projects	180		

MINOR SAFETY NOTE

Some tasks are restricted for workers under 18 under federal and state child labor rules (certain power equipment, some welding operations). The onboarding guide (Document 03) includes the restriction checklist; structure Blocks C–D so restricted tasks shift to post-18 or post-graduation phases.

3. RELATED TECHNICAL INSTRUCTION MAP

COURSE / MODULE	PROVIDER	HOURS	ALIGNED OJT BLOCK
Industrial Safety & OSHA-10	High school CTE / program	40	Block A
Mechanical Systems & Print Reading	High school CTE	72	Block B
Industrial Electricity Fundamentals	Community college (dual enrollment)	72	Block C
Fluid Power Fundamentals	Community college (dual enrollment)	54	Block D
Intro to PLCs & Automation	Community college / online lab	50	Blocks C–D

4. WAGE PROGRESSION SCHEDULE (SAMPLE)

Expressed as a percentage of the local journey-level wage for Industrial Maintenance Technicians. Insert actual dollar amounts when registering.

STEP	MILESTONE	% OF JOURNEY WAGE	EXAMPLE AT \$34/HR JOURNEY RATE
Step 1	Program entry + safety block complete	50%	\$17.00/hr
Step 2	500 OJT hrs + Block B core competencies	55%	\$18.70/hr
Step 3	1,000 OJT hrs + Block C core competencies	62%	\$21.10/hr
Step 4	1,500 OJT hrs + Block D core competencies	70%	\$23.80/hr
Completion	2,000 OJT hrs + all competencies + RTI complete	journey track	per employer scale

5. PROGRESS REVIEW RECORD

QUARTER	OJT HOURS TO DATE	COMPETENCIES VERIFIED / NOTES	REVIEWED BY (STUDENT, MENTOR, COORDINATOR)
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Q1

QUARTER	OJT HOURS TO DATE	COMPETENCIES VERIFIED / NOTES	REVIEWED BY (STUDENT, MENTOR, COORDINATOR)
Q2			
Q3			
Q4			
Q5			
Q6			
Q7			
Q8			

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