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| OFFICE OF APPRENTICESHIP  BULLETIN | **NO.**  2025-152 |
| **DATE**  July 30, 2025 |

**TO:** NATIONAL APPRENTICESHIP SYSTEM STAKEHOLDERS

OFFICE OF APPRENTICESHIP STAFF

STATE APPRENTICESHIP AGENCIES

**FROM:** MEGAN BAIRD /s/

Acting Administrator, Office of Apprenticeship

**SUBJECT:** New National Occupational Framework (NOF) Apprenticeable Occupation: Industrial Maintenance Mechanic

1. **Purpose.** To inform the staff of OA, State Apprenticeship Agencies (SAA), Registered Apprenticeship program sponsors, and other Registered Apprenticeship partners of the following new National Occupational Framework (NOF) to an apprenticeable occupation: Industrial Maintenance Mechanic.
2. **Action Requested.** OA staff should familiarize themselves with this bulletin and the attached Work Process Schedule and Related Instruction Outline, as a source for developing apprenticeship standards and/or providing technical assistance.

Industrial Maintenance Mechanic will be added to the List of Occupations Recognized as Apprenticeable by OA located on www.apprenticeship.gov. A suggested Work Process Schedule and Related Instruction Outline are attached.

1. **Summary and Background.**
   1. Summary – The occupation Industrial Maintenance Mechanic was submitted by Mr. Zachary Boren, Senior Policy Program Manager on behalf of Urban Institute, was processed by Dr. Ricky C. Godbolt, Program Analyst, and approved by the OA Acting Administrator on July 29, 2025.

The National Office has approved a new National Occupational Framework (NOF), developed in partnership with the Urban Institute. This NOF has met industry standards and approval; it covers job titles and occupational pathways, related functions, and performance criteria, as well as academic, workplace and personal competencies for job success. While use of NOFs in developing standards utilizing the competency-based training approach is voluntary, no additional vetting of a Work Process Schedule (WPS) utilizing the NOF should be required where a program aligns to the occupational framework described in a NOF, beyond the basic requirements set forth in 29 CFR Part 29. While on-the-job learning (OJL) is ordinarily outlined in the WPS, sponsors who utilize a NOF must develop the Related Instruction Outline, which should be included in the standards. Within certain limits, the sponsors of NOF apprenticeship programs are permitted to customize the job functions or competencies contained in a NOF for the Industrial Maintenance Mechanic occupation.

However, OA encourages the use of all core competencies to be included in the approved WPS.

* 1. Background –

***New/Revised Occupation Background -*** Under 29 CFR section 29.4, an occupation for a RAP must meet the following criteria to be determined apprenticeable:

1. Involve skills that are customarily learned in a practical way through a structured, systematic program of on-the job supervised learning;
2. Be clearly identified and commonly recognized throughout an industry;
3. Involve the progressive attainment of manual, mechanical, or technical skills and knowledge which, in accordance with the industry standard for the occupation, would require the completion of at least 2,000 hours of on-the-job learning to attain; and
4. Require related instruction to supplement the on-the job learning.
5. **New NOF Apprenticeable Occupation.** The occupation Industrial Maintenance Mechanic was submitted for an apprenticeability determination.

Industrial Maintenance Mechanic  
O\*NET-SOC CODE: 49-9041.00

RAPIDS Code: 0308CB

Type of Training: Time-based, Hybrid, Competency-based

Term Length: Time-based 6000, Hybrid 6,000 – 8,000, Competency-based 3 years

Industrial Maintenance Mechanics perform the following duties:

* Follows safety and quality assurance guidelines.
* Evaluates, performs, and documents installations, maintenance, and repairs.
* Monitors, troubleshoots, installs, and repairs basic mechanical systems.
* Monitors, troubleshoots, installs, and repairs basic hydraulic systems.
* Monitors, troubleshoots, installs, and repairs basic pneumatic systems.

Industrial Maintenance Mechanics work in the private sector and are critical to ensure the smooth and reliable operation of the industrial plants and equipment in their industry. They maintain, repair, and install manufacturing equipment across a variety of systems, including mechanical, hydraulic, pneumatic, electrical, and piping. They are also responsible for documenting these processes and ordering new materials as needed. Industrial maintenance mechanics are skilled at diagnosing and troubleshooting problems, possess a strong attention to detail, and have the ability to lift heavy objects and stand for extended periods of time.

The job titles of Industrial Maintenance Mechanics include industrial maintenance mechanic, industrial mechanic, machine adjuster, machine mechanic, maintenance technician, mechanic, overhauler, commercial and industrial equipment mechanic, millwright.

Apprenticeship Prerequisites:

At least a high school diploma or GED. Additionally, some apprenticeship programs may require apprentices to pass drug testing prior to commencing the apprenticeship. Other programs may require apprentices to possess a driver’s license.

Manual dexterity and some knowledge of math are recommended.

1. **Inquiries.** If you have any questions, please contact Dr. Ricky C. Godbolt, Program Analyst, Division of Standards and Quality at (202) 693-3815 or [Godbolt.Ricky.C@dol.gov](mailto:Godbolt.Ricky.C@dol.gov) .
2. **Attachments.**

