Apprenticeship Training FAQ’s

What is the cost of the program to me? There is no cost to you. This is virtually a free education. On average, Oberg will invest approximately $200,000 on each apprentice (hourly compensation, bonuses, and benefits) over a four-year period while you complete the program. The company provides you with the materials, knowledge, training, facilities, and equipment so that you can successfully complete the program.

How will I know how I am doing? Talk with your supervisor about your on-the-job performance. Talk with your classroom instructor about your classroom performance. Do not be afraid to ask questions. You can also ask the Apprenticeship Program Coordinator if you have questions about anything.

How can I make sure my performance is satisfactory? Apply yourself in everything you do. Start by paying close attention in class. You must receive at least an 80% in all of your classes. Work diligently while out in the shop. Learn how to do things the right way, then strive to do them faster. Ask questions if you are not sure of something. Your progress is directly proportional to the effort that you put forth.

What if I need help? Talk to someone – your supervisor, classroom instructor, Human Resources or the Apprenticeship Coordinator. Everyone is willing to help you but you must initiate the action. You are accountable for your career. If we did not think you could do the work, we would not have hired you.

What Is Certified Apprenticeship Training?
Oberg’s Apprenticeship Training is an “earn while you learn” program that combines work-based learning with related classroom instruction. Our program is designed to provide a Journey-worker certificate in a specific skilled area of work to each apprentice that completes the requirements set forth by Oberg Industries and the federal government. Oberg offers more than a dozen Apprentice Programs. Each is competency-based and certified by the Department of Labor and the Veteran’s Administration.
Apprenticeship Training FAQ’s continued

Do I get paid as well as receive pay raises while I am in the program? Yes. this is an “earn while you learn” program and you will receive competitive starting wages and benefits and be eligible for pay increases every six months based upon the competencies demonstrated during that period. Unsatisfactory performance will have consequences and will be dealt with on an individual basis.

How soon can I graduate? Once you have successfully completed your classes and demonstrated all on-the-job competencies, then you can graduate. The speed at which that occurs is entirely up to you. The quicker you complete your training requirements, the sooner you graduate. You can “test out” of the classes if you receive a 90% or better.

When am I officially a “Journey-worker”? When you pass all of your classes and demonstrate that you have the required competencies for the job, you will receive a Journey-worker certificate, a merit pay increase, and a bonus for completing the program. You will also be given the opportunity to earn two NIMS (National Institute of Metalworking Skills) credentials during your apprenticeship. NIMS is the organization that establishes performance standards for the metalworking industry nationwide. Their credentials, like journey-worker papers, are personal, portable, and recognized everywhere.

For over 60 years, Oberg’s Training Programs have successfully developed and equipped more than 800 employees with the skills and knowledge to succeed in the metal forming job market of their day and the growing industries of tomorrow. Our Apprenticeship Program has been an essential component for developing and maintaining a workforce with the right skills that enables us to meet and exceed the expectations of our customer partners. Our highly skilled workforce truly enhances our company’s performance and competitiveness.

Customers rely on us...

We Rely On Our People!

Oberg Quick Facts

- Founded in 1948
- More than 800 employees worldwide
- Manufacturing facilities located in Pennsylvania, Costa Rica, and Mexico
- Over 350,000 sq. ft. of manufacturing space
- Specialize in metal stamping, tooling, multi-axis machining, turning, EDM, grinding, and lapping
- Market focus: Aerospace, Consumer/Industrial, Energy, Medical, and Metal Packaging
- In-house technology group develops creative manufacturing solutions to provide customers with a competitive advantage

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