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Spring Wrap-Up Newsletter



Stay Connected with AJAC:



AJAC creates and implements apprenticeship programs in partnership with employers, community/technical colleges, high schools and skills centers to train the new generation of highly skilled aerospace and advanced manufacturing workers in Washington State.

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What AJAC Apprentices Are Saying:



"I've gone from the bottom, basically a dead end career, to being able to go anywhere and be paid well. That wouldn't have happened without this." - Josh Rinehart - Machinist Machinists Inc.

Soft Skills - The New Skills Shortage?

Arguably the biggest hurdle facing manufacturing today is the shortage of skilled workers. With fewer high schools offering hands-on learning through vocational classes, young workers interested in pursuing a career in manufacturing are tasked with figuring out how to start a career in that industry. One facet of the hiring process many undermine is the importance of soft skills, including effective communication, resumes writing and interviewing.

As part of AJAC's and Workforce Snohomish's 10-week pre-apprenticeship training program, the [Manufacturing Academy](#), students are given the opportunity during each cohort to tour a handful of local-area manufacturing companies, to fully understand the soft and technical skills needed to become a productive employee. In May, a dozen students from the Monroe Manufacturing Academy were given the privilege to tour [SEA-LECT Plastics](#), an Everett-based manufacturer specializing in plastic injection molding - particularly for outdoor recreational equipment. SEA-LECT Plastics is a registered Training Agent with apprentices enrolled in AJAC's [Tool & Die Maker](#) and [Industrial Maintenance Mechanic](#) apprenticeship programs.



SEA-LECT Plastics' Vice President and General Manager, [Matt Poischbeg](#), provided an in-depth tour of his facility, starting out in the Tool and Die area. Matt spoke on the various tolerances and molds required to create parts for equipment such as RVs, kayaks and boats. Across the room, two desktop computers laid side-by-side with design models created by the Tool & Die Makers. Matt explained the importance of creating and designing every part correctly, the first time. In an industry that encompasses clients across the globe, designing and manufacturing each part is critical to SEA-LECT's global business model.

"...Because of this program, I now have a career, not just a job. I'm learning skills I can use throughout my life that will help me stay competitive in my industry and make me an asset to my company..."

Miley Johnson - Sheet Metal Technician - Orion

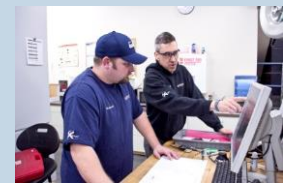
"...My initiative to participate in the program earned me an immediate promotion to part-time CNC programmer and draftsman, allowing me to expand my current knowledge in machining...My career has become more of a hobby to me than work."

Anthony Green - Machinist/Programming Apprentice Exact Aerospace

"The skills I've gained in the AJAC program through manufacturing basics and lean manufacturing has helped me improve my efficiency and problem solving abilities during production..."

Dan Porter - Machinist Seattle Lighthouse for the Blind, Inc.

What AJAC Employers Are Saying:



"The Machinist Apprenticeship program is not only our preferred choice, but our only path to developing a skilled workforce."

Cadence Aerospace-PMW Operations- Puyallup, WA



The students migrated to the machining area, where Matt discussed various job titles, machine operation procedures and job requirements for each position. Amidst the large machines was one of AJAC's apprentices, Ryan Ross. Matt, a former apprentice who studied in Germany, fully understands the importance of structured on-the-job training within manufacturing companies, "I love the Manufacturing Academy concept to begin with. Giving a tour of SEALECT-Plastics was a great opportunity for me to meet the students and tell them about the benefits of skill training, apprenticeships and OJT, as well as getting them interested in manufacturing, specifically Plastic Injection Molding," Matt said. "Many people are discouraged when they think about current job opportunities because all they hear is that a four year college degree is the golden ticket. In Germany for example, apprenticeships are the backbone of the middle class."

As the tour came to a close, students circled around Matt while he discussed the importance of soft skills. When asked what the number one skill everyone at SEA-LECT Plastics has, he replied, "being on- time and giving 100%. Everything else will fall in to place." Matt is the type of supervisor who looks for employees he can mold (no pun intended). A positive attitude can go a long way in his company. All of his employees fit the work environment he has envisioned - team players who are easy to work with. One of the Manufacturing Academy students, Jason Craig, saw several benefits to pursue a career in manufacturing, "It gave me a more in-depth look at the aspect of manufacturing and the environment," he said. "Having never truly seen manufacturing up close, it was enlightening."

"The apprenticeship program has provided a robust education for our apprentices, and gives our company much more well-rounded employees, capable of filling any void that comes up...It's a real solid path to better pay."

Machinists, Inc. - Seattle, WA

"In addition to the hands-on learning...the program includes classroom work in subjects like trigonometry, metallurgy and technology...Everyone at the Lighthouse appreciates AJAC's full and enthusiastic support of accommodations for learning of people who are visually impaired or blind."

*The Lighthouse for the Blind, Inc.
- Seattle, WA*

"It has been a challenge for us to get young people coming out of school interested in a manufacturing career...We are happy to now offer a path for young people to get the training needed through our partnership with AJAC."

*Buyken Metal Products, Inc -
Kent, WA*



Matt emphasized that in an industry where priorities constantly change, employees must be flexible, yet productive and content with their day-to-day tasks. Matt had a few words of advice for the students, "Find an apprenticeship program. Every manufacture in the country is hiring skilled workers right now. Unfortunately not very many businesses offer apprenticeships at the moment, but with the collaboration of AJAC, businesses can be signed up without a hassle."

Arlington Education Foundation Fosters Partnerships With Local Employers and Training Providers



**Arlington
Education
Foundation**

The [Arlington School District](#), in partnership with the [Arlington Education Foundation](#) recently hosted an event on May 28th at Ellie's At The Airport for local-area aerospace and advanced manufacturing employers and

professionals. These industry experts gathered to provide their input on how to incorporate high-demand training into the district's middle and high school career and technical education (CTE) programs. AJAC's role at this event was to support the district by seeking input from local-area aerospace manufacturing employers including AMT Senior Aerospace, Absolute Manufacturing, Universal Aerospace and Onamac Industries.

[AJAC](#) has been actively engaged with the Arlington School District for several years in an effort to kick-start the district's manufacturing program with an emphasis on [STEM-related training including apprenticeship](#). AJAC's aerospace and advanced manufacturing subject-matter expertise has been used by the district to help create sustainable pathways into the workforce via STEM initiatives and apprenticeship.

Quick Links



[AJAC is HIRING!](#)



Department of Commerce
Innovation is in our nature.

[Washington State Department of Commerce](#)



Washington State Department of
Labor & Industries

[WA State Labor & Industry](#)



[Greater Spokane Incorporated](#)



CENTER OF EXCELLENCE
for Aerospace and Advanced Materials Manufacturing

[Center of Excellence for Aerospace and Advanced Materials Manufacturing](#)



[Pacific Northwest Aerospace Alliance](#)



MANUFACTURING INDUSTRIAL COUNCIL

[Manufacturing Industrial Council](#)



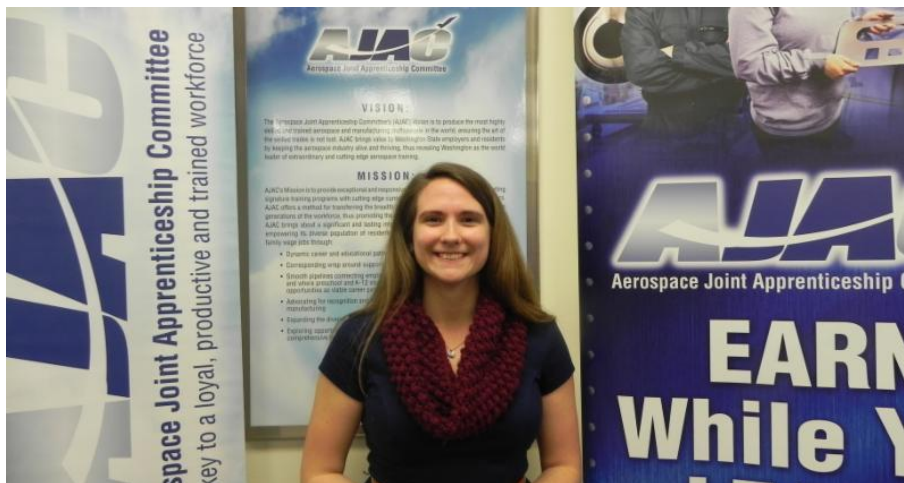
[Apprenticeship & Nontraditional Employment for Women](#)

The district is undertaking these initiatives to strengthen their manufacturing program to better prepare students' careers in advanced manufacturing industries including aerospace. "The District is adopting a manufacturing curriculum and the Foundation saw the need to help the district build partnerships with the manufacturing businesses so that the curriculum is relevant and will help graduates obtain jobs," said Dave Duskin, President of the Arlington Education Foundation. "Our event was successful in that we were able to get the word out as to the District's needs, including the instructor, volunteers for the advisory council, equipment for teaching and opportunities for students to interact and learn about job opportunities."

To better prepare millennials for the technical skills needed in aerospace and advanced manufacturing, partnerships between employers, educators and training providers are essential to the economic prosperity of cities such as Arlington. A skilled 21st century workforce has higher expectations and greater potential than ever before. Through organizations including the Arlington Education Foundation and AJAC, this new generation of workers will have the proper classroom materials and supplies to be trained for the high-demand industries our local communities are built on.

Welcome Devin So, AJAC's New Office Assistant

Southern home cooking and Chumbawamba have very little in common, unless you grew up as a millennial in South Carolina. Tubthumping was a one-hit wonder, but AJAC's new office-assistant will be top of the AJAC charts for years to come. Meet Devin So, AJAC's newest team member who brings a southern flavor to the organization's admin department. Her crock-pot chicken will win you over at the dinner table but her exceptional customer service and go-getter attitude can be directly attributed to her desire for helping others advance in their career.



Devin comes to AJAC with an extensive background in administrative support including the medical, insurance and retail industries. Her passion for meeting a need for others drives Devin to maintain an atmosphere of



Inland NorthWest Aerospace Consortium



The Museum of Flight



Washington Aerospace Scholars

The AJAC Mission:



AJAC's Mission is to provide exceptional and responsive apprenticeships, innovative supporting signature training programs with cutting edge curriculum and highly effective trades trainers.

AJAC offers a method for transferring the breadth and depth of knowledge and skills between generations of the workforce, thus promoting the value of contributing to the next generation.

AJAC brings about a significant and lasting impact on the prosperity of Washington State, empowering its diverse population of residents to thrive as craftspeople and attain secure family wage jobs through:

- *Dynamic career and educational pathways*

professionalism within the organization. Her southern roots have grown from small-town South Carolina to the beautiful Pacific Northwest - where her new found love for Pearl Jam and Seahawks football can be heard throughout the year.

Devin graduated from the University of Washington with a Bachelor of Arts Degree in Sociology. She resides in Seattle where she enjoys reading, journaling and spending time with her husband Victor.

Check out our "5 Questions" Q&A with Devin on our [website](#).

Show Your Pride for the Trades with AJAC Swag!

AJAC just launched its new [AJAC Online Store](#)! The new online store offers USA made t-shirts, polo shirts and hooded sweatshirts for men and women as well as our golf umbrella and window cling!



Help support apprenticeship and the trades! The dollars from your purchase of USA made products will not only be reinvested in the local economy, but also in the training of AJAC's Washington State apprentices.

Think apprenticeship, think manufacturing, think made in the USA.

Aerospace & Manufacturing News #ThinkApprenticeship #ThinkManufacturing

Below is a comprehensive list of aerospace, manufacturing and apprenticeship news from local, national and global publications!

Women Create. Women Build. Women Inspire. Women are Manufacturing (via [The Manufacturing Institute](#))

The Manufacturing Institute recently published an inspirational video on the importance of women in manufacturing today and for the future.



- *Corresponding wraparound support services*
- *Smooth pipelines connecting employers with the next generation of workers and where preschool and K-12 students and their influencers see aerospace opportunities as viable career path options*
- *Advocating for recognition and financial support of training in aerospace and manufacturing*
- *Expanding the diversity of people entering the trades*
- *Exploring opportunities for growth and collaborating with partners to form comprehensive solutions*

You Can't Fly Without Us - The World of Aviation Maintenance (via [ARS Works](#))

A short documentary overview of the aviation maintenance industry. Meet the men and women who keep the world safely in flight.



Arlington Schools Improve Vocational Offerings (via [The Arlington Times](#))

AJAC was recently featured in The Arlington Times for establishing state-of-the-art machines on site at Arlington High School to teach adults at night, which younger students will have access to during the day.



Report: Non-STEM Fields Increasingly Require STEM Skills (via [U.S. News & World Report](#))

A new report suggests technological innovation has opened science, technology, engineering and math opportunities in non-STEM industries.



AJAC Welcomes Our New Training Agents!

AJAC is excited to announce the following employers have joined the apprenticeship program as a registered [Training Agent](#):

Training Agent

Location

[BPI Medical](#)

Fife, WA

[IDL Precision Machining](#)

Mukilteo, WA

[TECT Aerospace Everett](#)

Everett, WA

[Specialty Metals Corp.](#)

Kent, WA

[Get started](#) with AJAC's apprenticeship programs today!

Machining, Industrial Maintenance Mechanic and Precision Metal Fabrication APPRENTICESHIPS



Get an ROI on Employee Training

Low cost to employer Reduced turnover rates More industrious and loyal employees

Train your workforce now!

www.ajactraining.org/ROI
206-764-7940



Upcoming AJAC Events

July 16, 2015

Working With Our Troops: Veterans Spouses Career Expo

Washington State Center - Seattle, Washington

August 15, 2015

Hiring Our Heroes Career Fair

JBLM - Joint Base Lewis-McChord, Washington

August 20, 2015

Boots2Work 2015

Cheney Stadium - Tacoma, Washington