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2016 Spring 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:



"It's not just school, I'm learning on the job. By [the] time I graduate, I have connections and my career has already been going. The doors are opened several years in advance.." - Serdar Gumustel, Tool & Die Maker, Breedt Production

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Sponsor AJAC's 2016 Apprenticeship Graduation!

SPONSOR AND INSPIRE OUR GRADUATES



APPRENTICESHIP GRADUATION CEREMONY

PLATINUM - \$1,500 **Sponsor**

- Logo on AJAC's Advanced Inspection and Manufacturing Mobile Training Unit (AIM-MTU) to Support K-12 AIM-MTU Workshops
- VIP Table with 10 tickets (\$250 Value)
- Signage on Dessert and Buffet Table
- **Company logo on:**
 - ✓ Graduation Ceremony Program
 - ✓ AJAC Graduation Webpage
 - ✓ AJAC Donor Webpage
 - ✓ Graduate Slideshow

GOLD - \$1,000 **Sponsor**

- 4 Tickets (\$100 Value)
- Signage on Dessert Table
- **Company logo on:**
 - ✓ Graduation Ceremony Program
 - ✓ AJAC Graduation Webpage
 - ✓ AJAC Donor Webpage
 - ✓ Graduate Slideshow

Questions? Please Contact:

Aaron Ferrell | aferrell@ajactraining.org | 206-456-8858

SPONSOR AJAC'S GRADUATION

Sponsor

Tooling & Design

"I chose the AJAC apprenticeship because it seemed like the best way to work and learn at the same time. The AJAC program has helped me become more self-reliant and financially self-sufficient..."

Miley Johnson - Sheet Metal Technician - Orion

"From being in the apprenticeship, I was able to learn beside machinists that came from vastly different backgrounds, as a result I was able to grow as a team player and also learn a little from everybody. In the end, I was able to learn more about lathes and become more patient..."

Beau Squire, Machinist, Tech Mahindra

"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.

"It's been a good program to help me better my career and help my family. It definitely makes living a lot easier having the steady paychecks and a lot better pay than most jobs would start out with..."

Jeremy Moreland - Machinist,

Damar Aerosystems

What AJAC Employers
Are Saying:

Chipping Away at the Glass Ceiling

Apprenticeship Builds Confidence, Not Just Skills



Beverly Sandoval grew up in Auburn, Washington, a small city south of Seattle where aerospace and manufacturing took flight after World War II. It's a city that transformed from farming to industrial, which cultivated a new generation of blue collar workers to support Boeing's growing demand for precision aerospace parts.

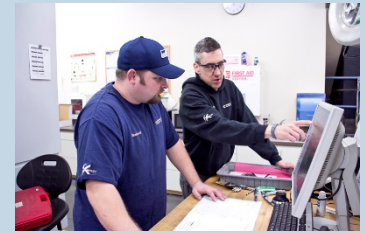
Sandoval, a soon-to-be graduate of the Aerospace Joint Apprenticeship Committee (AJAC) Precision Metal Fabrication apprenticeship program, was the oldest of three siblings. Growing up, Sandoval's grandparents were an integral part of her upbringing to manufacturing. Her grandfather was a Boeing Tool & Die Maker for over 40 years, and her grandmother served in the fast-paced aerospace industry as a draftswoman, detailing technical drawings.

Sandoval started her manufacturing career with no prior experience. Her determination to start from the bottom laid the foundation for her relentless motivation to work in an industry where women are vastly underrepresented. "I think the hardest part for me is having to work extra hard to prove myself in a man's world," Sandoval said. "I would tell other girls to never give up no matter the obstacles. Just do your best."

"I would tell other girls to never give up no matter the obstacles. Just do your best."



The glass ceiling in manufacturing is real - especially for women who feel a constant pressure to prove themselves. More importantly, empowering females to join the manufacturing workforce will inevitably contribute to the growth of women in the industry. Today, Women make up 47 percent of the labor force, but only 27 percent of the manufacturing workforce. STEM initiatives from middle schools to technical colleges are making an



"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 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*

impact on how women perceive an industry historically represented by men. But what will get this century-long problem over the hump?



One method to solving the gender-gap is women to surround themselves in an environment that feeds off creativity and mentorship. In return, this will motivate others to work in an industry that bases its premise on learning from others. Apprenticeships, the original four-year degree, offer the most comprehensive method for building technical and soft skills – while earning a livable wage and college credits. Sandoval has reached the top of her profession, but her journey has just begun.

After her completion of AJAC's two-year Precision Metal Fabricator apprenticeship program, Sandoval will move onto the most rigorous program in manufacturing - tool & die making. This program requires 10,000 hours of structured on-the-job training coupled with over 700 hours of college-level classroom instruction.

By 2021, Sandoval will have two journey-level certificates – a testament that women are experienced, well-educated and most importantly, driven to succeed. Lastly, until manufacturers motivate more women to pursue this industry as a career, closing the gender gap will continue to be America's number one challenge.

OMAX Corporation: a Company Cultured on Professional Development

"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*

Quick Links



[AJAC is HIRING!](#)



[Washington State Department of Commerce](#)



[WA State Labor & Industry](#)



[Greater Spokane Incorporated](#)



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



[Pacific Northwest Aerospace Alliance](#)



From apprenticeships to formal coursework and academic degrees, professional development is the driving force behind those who want to continually grow their career. However, finding a company that instills an atmosphere of reaching your full potential is hard to come by.

OMAX Corporation, the global leader in abrasive waterjet technology, recently offered a tour of their Kent, WA facility to AJAC's South Seattle College Manufacturing Academy class which was led by third-generation Tool & Die Maker Dan DeWaal. Aside from the students learning OMAX's manufacturing process – from design to manufacturing - the students were offered a glimpse inside a company that is taking the lead in developing their own from within.



OMAX continually provides exceptional customer service, but more importantly, understands the importance of building relationships as stated by DeWaal, "Multiple OMAX employees as well as representatives from companies that do business with OMAX commented on how highly they regard their relationships that seemed to be a result of a high quality product made in a healthy and nurturing work environment. OMAX empowers its employees to grow within their profession by driving continuous improvement."

OMAX frequently hires machinist assistants to mold them into future journey-level workers. The engineering department has interns year-round who get a first-hand look at how concepts and designs play a vital role to ensure every customer's specifications are met.



MANUFACTURING INDUSTRIAL COUNCIL

[Manufacturing Industrial Council](#)



ANew

Apprenticeship & Nontraditional Employment for Women

[Apprenticeship & Nontraditional Employment for Women](#)



Inland NorthWest Aerospace Consortium

[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



DeWaal emphasized the need for understanding what skills employees bring to the table by determining where their interests lie and what makes them excited about manufacturing. "It's my job to get you where you need to go" DeWaal said to the students.

OMAX has several in-house programs for employee professional development including a waterjet training center and AJAC's apprenticeship programs. "OMAX has teamed up with AJAC (Aerospace Joint Apprenticeship Program) and offers this program to any employee who can professionally benefit from it," DeWaal explain. "OMAX also encourages employees who demonstrate aptitude to gain advanced degrees from local colleges as well."

OMAX's employees demonstrate daily their contributions to help the company grow and remain competitive in our global economy, "A machine shop employee suggested a great idea about how to fixture raw material to a rotary axis that presented the opportunity to perform 90% of cutting in a single operation," DeWaal added. "The fixture was purchased, implemented and has been a major contributor to increased product yield."



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*
- *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*

The manufacturing industry can be challenging to break in to, particularly for job-ready individuals who don't have the skills necessary to be hired at entry-level positions. The South Seattle Manufacturing Academy provides a holistic approach to developing an in-demand skillset for an industry that predicts over 2 million job openings nationwide in the next ten years.

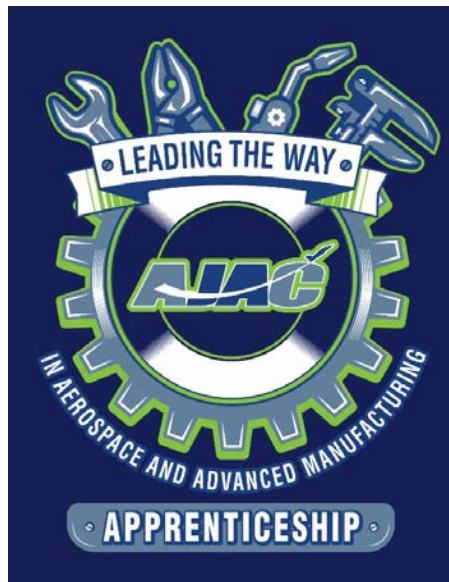
Equally as important are the co-workers you surround yourself with. Finding the right company, one that values different opinions, while demonstrating respect and equal opportunity for all, is rare. OMAX has instilled a culture within its facility that allows everyone to reach their potential, a notion all Manufacturing Academy students witnessed first-hand.

This is part-one of a two-part series. Part two will be featured in our Summer Newsletter. Stay tuned!

New AJAC Clothing Coming This Fall!

AJAC's line of clothing is receiving a complete make over this summer. Below are the new designs AJAC will be implementing on its t-shirts and hoodies! There will be two design options available, a 3-color and 4-color treatment (featuring action green).

Pre-orders will be made available in the summer issue of AJAC's newsletter. Check out our entire catalog of AJAC swag [online](#).



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.

3 Ways to Use Social Media to Find Manufacturing Jobs



Part of the new wave of manufacturers on LinkedIn is also due to the social media platform's policy changes: Last year, the Financial Times reported that Allen Blue, co-founder of LinkedIn, wanted the site to shed its elitist image as a website that only had fitting options for white-collar workers. Blue also explains that understanding the skills of laborers in various geographic areas could help employers plan where to build a factory or a distribution center based on a local labor force's skill sets.

LinkedIn's push to attract manufacturing and tech industries is also a reaction to alternative specialist websites like Workhands, a platform designed exclusively to be the LinkedIn for the skilled trades. Marketplace calls the website a "LinkedIn-style job network for the blue-collar crowd." Founded by two Silicon Valley brothers, the network is designed for carpenters, machinists, painters, and skilled laborers who work with their hands. Rather than uploading your resume, "You can upload pictures of projects that you've worked on in the past," said founder James Dunbar. "You can upload licenses and certificates that you've earned and list the tools that you know how to use."

Whether you're using Workhands, LinkedIn, or any other professional social media site, here are a few tips for skilled workers looking for jobs in the manufacturing industry.

1. Fill out a complete profile. Particularly if you're a job-seeker in manufacturing, employers will want to know most about your skills profile, so be as specific as possible when filling out that section. For many manufacturers, formal education is less important than skills, certificates, and work experience, so be sure to detail those sections accordingly.
2. Connect with the right organizations. One benefit of being on a job site like LinkedIn is the ability to follow some major manufacturing organizations that are also on the platform, like the National Association of Manufacturers. Whether you're interested in custom metal fabrication, woodworking, or something else, find your relevant organization and make sure to follow their posts in order to see any jobs that could be a good fit for you.
3. Utilize keywords. Use keywords to rank more strongly in searches for employees with your skills. Having as many connections as possible is key, but including keywords in your profile can also ensure that you're found more easily. Look at job descriptions for your dream job, and pull that terminology to use in your profile. JobHunt gives this example: "An Operations Director who finds production, Lean Six Sigma, manufacturing, process improvement, and cost savings in job descriptions could add this achievement to her Summary: Leveraged Lean Six Sigma for process improvement and 31% cost savings on manufacturing production line upon promotion to Director of Manufacturing Operations."

This is an excerpt from NebraskaManufacturing.com's blog post on "3 Ways to Use Social Media to Find Manufacturing Jobs". To read the entire article, please visit: <http://www.nebraskamanufacturing.com/2016/03/3-ways-to-use-social-media-to-find-manufacturing-jobs/>

5 Questions With: Tracey Turcotte

Pre-Apprenticeship Manager



Her music taste is eclectic and movie trivia is her middle name. Ch-check out more about AJAC's new Pre-Apprenticeship Manager, Tracey Turcotte:

If you could choose anyone, who would you pick as your mentor?

The two mentors that really stand out from my career are Don Brunell (Retired AWB President) and Steve Hyer (Retired Washington Business Week Executive Director). Both are incredible leaders that taught me being a leader is more than what your name tag reads, it's about your actions.

What do you like to do outside of work?

Travel! I love to explore and I live in an amazing area to do it. My favorite quote is "Not all those who wander are lost". Movies! I am a huge movie connoisseur, especially when it comes to movie trivia - you want me on your trivia team.

What is your favorite thing about working in the nonprofit industry?

The PNW nonprofit industry it is a very close, collaborative group. I love going to events and working on projects with amazing nonprofit colleagues. There are so many talented individuals working on great missions to strengthen our state's communities.

What's the best part of your job so far?

The best part of my job is to work for a team that is incredibly supportive and collaborative. Even in times of increased stress and workload, I know that anyone of my team members will have my back and help me figure out solutions.

What's the #1 most played song on your iPod?

Wow, there are so many I love! How about top 5 artists on rotation? Lady GaGa, AC/DC, Beastie Boys, Madonna and Adele.....can you say eclectic music taste?

AJAC Tool & Die Maker Apprentice Featured on KING 5 News!



NBC Seattle-affiliate KING-TV recently featured AJAC's Training Agent GM Nameplate and their Tool & Die Maker apprentice, Yuriy Kanonik to highlight the company's 20-millionth part to Boeing.

GM Nameplate has been serving the aerospace industry for over 50 years, and recently signed on as an AJAC Training Agent, providing their employees with an opportunity to earn while they learn.

Yuriy is currently enrolled in his second quarter as a Tool & Die Maker -- AJAC's most rigorous program spanning 10,000 hours of on-the-job training and 720 hours of college-level classroom instruction.

Watch the interview [here](#).

Meet Lynette: Pioneer Human Services' Precision Metal Fabricator Apprentice



This is Lynette's second time working at Pioneer and she is excelling in her work. She has held positions in the aerospace metal/vinyl division, cargo liners and now she is working in the QA department. Lynette also applied for, and was accepted into, the AJAC Apprenticeship two-year sheet metal fabrication program. Lynette has a drive now to learn and succeed.

"Over the past year, I have learned a lot - including how to love myself. I have really stayed on the right track this time and I can say that I am proud of my accomplishments. Every direction I turn Pioneer has supported and helped me with what I need."

In her youth, Lynette had three horses that she cared for and competed in equestrian shows around the region. Her childhood was pretty normal. When she was a teenager her parents divorced and she started to feel like she didn't fit in the social circles at school. After she graduated she went to work in warehouse/distribution centers and was doing pretty well until she was introduced to drugs by a boyfriend. Her addiction grew and after several years she lost custody of her children and was eventually incarcerated.

Her first time out she came through Pioneer's training program and got employed in the manufacturing division but then she relapsed and fell back into the vicious cycle of addiction. When she was released from jail the second time, Lynette was sent to Pioneer's Helen B. Ratcliffe work release program.

"Pioneer gave me a second chance as they know that recovery is a journey and we don't all get it right the first time. They referred me into the Roadmap to Success training program my second time around, hired me at Plant 2 and have really been there for me. I have had 360 degrees of support from Pioneer

between finding permanent housing for me in one of their facilities, offering case management and counseling services, and peer and supervisory support. I have received what I need to live my life in a positive way."

Lynette just bought a car and is focusing on her studies in the apprenticeship program and her work. She is also trying to build a relationship with her children.

"This path isn't easy, but I have worked really hard to get this far and I don't want to go back to my old ways. It's so important to me to achieve what I know I can be, and build a bridge back to my children."

This story was originally published by Pioneer Human Services (PHS). AJAC was granted permission to share Lynette's story. For more information about PHS, please visit: PioneerHumanServices.org

Welcome Our New Training Agents!



AJAC's continuing effort to skill-up Washington's manufacturers expanded this spring with seven new companies signing on as Training Agents. Please welcome (from left to right): Trident Seafoods, Jeld-Wen Windows & Doors, DeLaval, Sterling International (RESCUE parent company), Buck Knives, Professional Plastics and GM Nameplate.

These companies have hand-selected employees to enroll in one of AJAC's six apprenticeship programs. Learn how your company become an AJAC Training Agent [today](#).

Aerospace & Manufacturing News

#ThinkApprenticeship #ThinkManufacturing

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

Washington State Works to Improve Employment Outcomes for Incarcerated Youth (via [CSG Justice Center](#))

There is growing recognition in the field of juvenile justice that vocational training and employment are crucial in promoting positive outcomes for incarcerated young adults, many of whom are aging out of the juvenile justice system. Despite this awareness, however, incarcerated youth typically have limited access to job readiness and training opportunities.

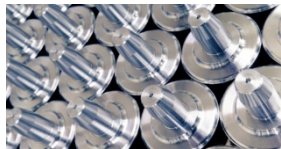
[Read more...](#)



EvCC to add offerings in Arlington (via [The Everett Herald](#))

Ultimately, AMTEC-North will train students for high demand jobs in aerospace, maritime, transportation infrastructure, aviation and related industries. The site will include a replicated manufacturing facility, using industry-driven curriculum and employing cutting-edge technologies, adding a fresh new layer to the area's available education and skilled training courses.

[Read more...](#)



Investing in Apprenticeship, Investing in Our People (via [U.S. Department of Labor](#))

The Department of Labor announced that it will invest \$90 million to support state strategies to expand apprenticeship, catalyze industry partnerships in fast-growing and high-tech industries, and ensure that apprenticeship opportunities are available for all.

[Read more...](#)



Machining Is Its Own Outreach, Says Young Engineer (via [Modern Machine Shop](#))

Over the next decade, economists and business leaders say America faces a shortage of millions of skilled workers for blue collar jobs as Baby Boomers



retire. Now, Oregon is planning ahead by ramping up efforts to train Generation X'ers and Millennials to fill middle-skill job openings in technical fields.

[Read more...](#)

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

May 11, 2016

MTU High School Visit: Lincoln High School

Tacoma, WA

May 11, 2016

Apprenticeship Information & Resource Fair

Everett, WA

May 12, 2016

Try-A-Trade at Clover Park Technical College

Lakewood, WA

May 13, 2016

Lummi Nation Annual Career & Education Fair

Bellingham, WA

May 18, 2016

MTU High School Visit: Auburn High School

Auburn, WA