



WASHINGTON STATE AEROSPACE INDUSTRY TRAINING PROGRAM

There is a shortage of skilled workers in the aerospace industry and as more people retire, the trend is growing. In order to address this issue, in 2008, the Washington State legislature allocated funding to create an apprenticeship program with multiple occupations in order to develop workers for the aerospace industry.

A skilled aerospace workforce is not something the industry can buy, but something that it can and must create. It is imperative to capture and pass on the wealth of skills and knowledge possessed by the aerospace industry's best workers to a new generation of employees.

Only through apprenticeship
can you capture and directly
transfer the knowledge and
skills of your best employees



Aerospace Joint Apprenticeship Committee



**AEROSPACE
TRAINING INITIATIVE**
Your key to a loyal, productive
and trained workforce

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WASHINGTON STATE AEROSPACE TRAINING INITIATIVE

Create, recruit & retain
a highly-skilled workforce





What are the current training areas?

Some AJAC training occupations include: aircraft mechanics, machining, composites, aircraft interiors, tool and die maker, and manufacturing precision metal fabricator. We continue to develop more occupations as we hear from aerospace industry members which occupations are especially in need of an apprenticeship program. Are there specific skills that *you* need?

How do apprenticeship programs work?

The AJAC apprenticeship program is officially registered with Washington State. Ninety-three percent (93%) of the education takes place as paid on-the-job training (OJT) which is managed by an AJAC apprenticeship coordinator. The apprentice is supervised by a journey-level employee from their workplace. Apprentices must also attend related college classroom instruction to learn the theory behind what they are learning on the job.

We are a small to medium sized company, can we get involved?

Yes! Several companies with the same training needs, in close proximity to one another, can each supply apprentices to make up a full class.

We are a large company, how can AJAC help us?

Some companies are large enough to sustain a program populated exclusively by their employees. AJAC works with companies of all sizes to meet their individual needs.

Can open shops utilize apprenticeship programs?

AJAC aerospace apprenticeship programs are open to all employers, organized or not.

What are the advantages for an employer?

- Best way to capture the knowledge and skills of your foremost craftspeople and pass them on
- Sound return on investment (ROI)
- Low cost training program
- Formally train your employees in your facility, on your equipment, in your environment, to fit your needs
- Utilize training programs that are developed with industry expertise and cutting edge technology
- Probationary period mitigates risk
- “Homegrown” employees are more productive
- Apprenticeships foster loyalty
- Improve your ability to create, recruit, and retain highly skilled workers
- Implement industry focused programs that adapt to your needs

“With AJAC’s invaluable help, this apprenticeship program is giving us the ability to maintain a structured, on-the-job training program. This will create a well-rounded journeyman machinist. Our industry is in dire need of a program like this. The structure offers our company the opportunity to train our apprentices, utilizing our people’s extensive knowledge and experience, which cannot be offered at the school level.”

– Kerry Prewett, President - TK Machine Co. (Richland,WA)



What is the Aerospace Joint Apprenticeship Committee?

The committee is comprised of industry leaders and experts, and employee representatives. The committee is growing to include representation from all across Washington State.

With this economy money is too tight for me to do any hiring – what can I do?

You can still train! The workforce continues to age and when things pick up – and they will! – you will have an ever greater need for a skilled workforce. You can train employees who are already on your payroll and who are not being laid off. You can train as few as one employee.

Even if you cannot bring on a new apprentice right now, you can show your support for the apprenticeship training model by signing up as a Training Agent with no obligation.

You can make a powerful statement in Washington State by taking on apprentices when you are ready to train the next generation of our aerospace workforce.



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It is the mission of the Aerospace Joint Apprenticeship Committee that the training of apprentices shall be without discrimination based on race, sex, color, religion, national origin, age, disability, sexual orientation, veteran status or as otherwise specified by law.