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# Fall 2015 Newsletter



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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 Tooling & Design

## What Do Marshmallows, Small Metal Airplanes and Manufacturing All Have in Common?



Buyken Metal Products, Belshaw Adamatic Bakery Group, CAMPS (The Center for Advanced Manufacturing Puget Sound) and AJAC came together on October 2nd to host two separate events for Manufacturing Day - a globally recognized day dedicated to addressing the misperceptions about manufacturing by giving manufacturers an

opportunity to open their doors and inspire the next generation of machinists, precision metal fabricators and engineers.



Kent-Meridian, Kent-Phoenix Academy and Auburn Mountainview High School students participated in a fun-filled morning of tours, presentations and manufacturing projects. The Kent high school students visited Buyken Metal Products while the Auburn Mountainview students visited Belshaw Adamatic Bakery Group. Students were inspired to consider a career in today's modern manufacturing environment and discover how apprenticeship can serve as a pathway to manufacturing careers including machining, precision metal fabrication and more. All of the students participated in the Marshmallow Challenge, an "instructive design exercise that encourages teams to experience simple but profound lessons in collaboration, innovation and creativity."



AJAC, a Washington State aerospace and manufacturing apprenticeship program, taught students the basics of Lean while at the same time challenging them to build the tallest structure of free-standing spaghetti, using only tape and string. The ultimate test for students was the structure had to withstand the weight of a marshmallow on top, which is heavier than it looks.

Buyken, a Washington State metal products manufacturer, offered students the opportunity to build a metal airplane while they toured each area of the facility involved in the design, production and inspection processes. Students learned

"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 to start out with..."

*Jeremy Moreland - Machinist,*

*Damar Aerosystems*

**What AJAC Employers Are Saying:**

first-hand how different machines, including punch presses, press brakes, laser cutters and laser-guided inspections complete a manufacturing process from start to finish.

Belshaw Adamatic Bakery Group, a donut and bakery equipment designer and manufacturer, took students on a tour, giving them an up-close look at how parts are machined, welded and fabricated for donut production equipment, fryers, convection ovens, deck ovens and other bakery equipment used at restaurants, supermarkets, cafes, wholesale bakeries and more. Students concluded the tour by observing Belshaw's industrial machine fry and glaze donuts for the class.



This year, over 2,300 manufacturing companies celebrated Manufacturing Day by hosting open houses, public tours, career workshops and other events for over 100,000 participants across the United States. AJAC is dedicated to taking part in Manufacturing Day each year with the intention of inspiring young people to pursue careers in manufacturing through apprenticeship.



## Show Your Pride for the Trades with AJAC Swag!

[AJAC's 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!



**"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*

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.

## AJAC Celebrates National Apprenticeship Week with Machining Open House



In today's highly competitive global market, occupations are continually advancing with specific technical skills and cutting edge technology. The next generation of workers can choose between different types of work experience opportunities to advance their careers. One of these options, which favors those who aspire to work in aerospace and

advanced manufacturing - is apprenticeship.

To celebrate the inaugural [National Apprenticeship Week](#), AJAC hosted its first Machining Open House on November 2nd at the [South Seattle College Georgetown Campus](#) machine shop.

Students in AJAC's pre-apprenticeship program, the [Industrial Manufacturing Academy](#), helped facilitate questions and offered hands-on machining demonstrations on a Bridgeport and on a HAAS CNC Mill. Several attendees from local Workforce Development Centers, college representatives, transitioning military programs, high school career and technical education teachers and unemployed individuals learned in-depth about the various programs AJAC offers and how it can be beneficial to their specific employment needs..



Increasing apprenticeship awareness, educating the public, and partnering with local leaders and businesses will fast-track the "earn while you learn" model to a national level. Through events like open houses, apprenticeship will continue to gain traction as one of the most successful work-based training programs in the country.

"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!](#)



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](#)



[Pacific Northwest Aerospace Alliance](#)

# AJAC Forges New Apprenticeship Program in Whatcom County



The Aerospace Joint Apprenticeship Committee (AJAC) in partnership with [Bellingham Technical College](#), the [Port of Bellingham](#) and the [Northwest WorkForce Council](#) are excited to announce the launch of three new apprenticeship programs in Whatcom County - [machining](#), [precision metal fabrication](#) and [industrial maintenance mechanic](#). In an effort to address the demand for skilled advanced manufacturing employees in the greater Bellingham area, AJAC's in-house training program will combine supervised on-the-job training with college-level classroom instruction.



According to a recent survey conducted by the Employment Security Department and the U.S. Census Bureau, Whatcom County supports an estimated 9,011 local jobs in manufacturing with an average annual wage of \$59,613 in 2014. From 2010 to 2014, Whatcom County's manufacturing workforce grew 18% with a projection to grow an additional 1.7% through 2018.

Nearly 45% of Whatcom County's manufacturing workers are over the age of 45 with an expectation that more will retire in the next decade. Nationwide, companies are in dire need to replenish an aging workforce with new talent they can train to compete in the global advanced manufacturing market.



[Manufacturing Industrial Council](#)



[Apprenticeship & Nontraditional Employment for Women](#)



[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



Establishing an apprenticeship program that supports ambitious workers has benefits to employers, employees and the local economy. "Apprenticeship is a proven method employers across Whatcom County can use to attract and retain the top talent this region has to offer," said Demetria "Lynn" Strickland, AJAC's Executive Director. "Employers increasingly are understanding they need to 'grow their own.' College-credited classroom training combined with time spent on-the-job with skilled mentors will help to transition new generation workers into leaders. These leaders will help sustain Whatcom County's footprint in aerospace and advanced manufacturing."

New emerging technologies coupled with production demands and impending retirements has forced employers to reinvent the way manufacturing can continue to grow not only in Whatcom County but across the state and nation. With the help of AJAC's structured on-the-job training, local technical colleges, workforce development agencies and employers, Washington's aerospace and advanced manufacturing sector will be supported by a growing pool of skilled workers.

## **Lighthouse for the Blind, Inc. Wins 2015 Association of Washington Business "Operational Excellence" Award**

Congratulations to AJAC's [Participating Employer](#), The Lighthouse for the Blind, Inc., for receiving the [2015 Association of Washington Business Award for Operational Excellence](#)!

[The Lighthouse for the Blind](#), with operations in Seattle and Spokane, received the award for continuous process improvement and use of technology to create aerospace parts made by individuals who are blind, DeafBlind, and blind with other disabilities.

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*



[2015 Manufacturing Award for Operational Excellence: The Lighthouse for the Blind, Inc.](#)

## Aerospace & Manufacturing News

[#ThinkApprenticeship](#) [#ThinkManufacturing](#)

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

### **The \$100,000 Job: Be an Apprentice and Bridge the Skills Gap** (via [CNN Money](#))

There are 5.8 million job openings in the United States -- a record high number. It's a positive, and indicates that companies are hiring. But hidden behind the huge number of job openings is the fact many Americans don't have the skills to fill them.



### **Apprenticeships Are Springboards to Quality Careers** (via [Lansing State Journal](#))

One of the best ways young talent can gain experience is through internships and apprenticeships. Internships may be more commonly discussed, but apprenticeships are just as beneficial in preparing for a career.



### **Teen's Delight at His New Apprenticeship** (via [News Guardian](#))

Support from training providers has allowed an UK apprentice to gain the skills to secure a successful future.



**'#ILookLikeAnEngineer:' How a Kirkland Company Is Helping to Change STEM Stereotypes** (via [Puget Sound Business Journal](#))

What does an engineer look like? A Kirkland company is helping to change the way you might answer that question.



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206-764-7940

**AJAC**  
Aerospace Joint Apprenticeship Committee

## Upcoming AJAC Events

**February 3, 2016**

**Kent School District "Beyond High School" Night**

Kent, Washington

**February 4, 2016**

**Auburn School District "Beyond High School" Night**

Auburn, WA