



Summer 2016

In This Issue...

Disadvantaged Youth Learn Aerospace While in High School

Women in Manufacturing Symposium

Apprenticeships Can Change Lives, AJAC Grad Says

Manufacturing Academy Goes Full-Throttle with 'Earn While You Learn Model'

5 Questions with Bri Durham

Welcome AJAC's New Training Agents

What's New: A Distillation of Industry News

Upcoming AJAC Events

Disadvantaged Youth Learn Aerospace While in High School



In 2012, the median age in manufacturing was nearly 45 years old, a number that is expected to rise continually over the next decade. An influx of young talent into the industry will undoubtedly offset the widening gap between baby boomers and millennials.

AJAC's Training Agent, the Work Force Development Center, partners with 36 Snohomish, North King, and Island County high schools to provide structured on-the-job training for Washington State's booming aerospace industry. Over the last 23 years, trainee's at the center earn high school credits while preparing their skill-set for a rewarding career in aerospace and advanced manufacturing.

AJAC recently sat down with two current employees - one apprentice and one recent high school graduate - to share their story on how manufacturing has bettered their lives while obtaining job-ready skills. Learn more about the Work Force Development Center [here](https://youtu.be/iyRG0B2GOKg).

Watch the short-film here: <https://youtu.be/iyRG0B2GOKg>

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—CONNECTED—



2016 Women in Manufacturing Symposium

Women in Manufacturing

Symposium on Career and Training Opportunities

LAUNCH YOUR CAREER!

Network with industry professionals to learn about dynamic opportunities for women in Advanced Manufacturing. Meet women working in the industry and get expert advice on career resources, college planning and apprenticeship opportunities.

Our Panelists include:

- Aerospace Joint Apprenticeship Committee (AJAC)
- South Seattle College
- General Plastics
- Orion Industries
- And More!

YWCA Manufacturing Career Pathways for Women will be available to discuss career navigation and support services for women interested in an 11-week women's cohort of the Manufacturing Academy offered by AJAC starting October 17th.

SEATS ARE LIMITED - RSVP NOW

Pre-register online at: <http://tinyurl.com/WIM-Sym>
Or by Phone at 206-456-8860 *Walk-ins are also welcome!*



AJAC Launches New Blog

AJAC has launched its [online blog](#) featuring thought-leadership articles, videos and industry news covering local and national topics including aerospace, advanced manufacturing, apprenticeship and pre-apprenticeship!

If you have a story you would like published on the AJAC blog, please send us an email at info@ajactraining.org.



Women in Manufacturing Symposium
August 29, 2016
Join us for this forum and networking event introducing women to career and training opportunities in the exciting and dynamic field of advanced manufacturing. Hear [...]
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Disadvantaged Youth Learn Aerospace While in High School (Video)
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Apprenticeships Can Change Lives, AJAC Grad Say

TUKWILA — Apprenticeships have the power to change lives. That's the message graduates of the Aerospace Joint Apprenticeship Committee gave in June, as they collected their certificates.

"If you had told me in high school that this is where I was going to be, I would have laughed at you," said Ryan Booth, the class speaker. "What's a machinist?"

AJAC graduated its largest class ever during a ceremony at the Museum of Flight on June 24: 40 men and women from 28 companies statewide, who had either completed a four-year course to become journeymen machinists or a two-year course to earn a precision metal fabrication certificate.



The apprenticeships trained entry-level workers to be masters of their craft, and "the next leaders, the next mentors and hopefully the next instructors in the aerospace and precision manufacturing industries," said AJAC Executive Director Lynn Strickland.

Their certificates will allow them to work in good-paying manufacturing jobs anywhere in the world, and they graduate without the heavy student-loan debt that many college graduates struggle with, said Jesse Cote, a Machinists Union District Lodge 751 staff member who is chairman of AJAC's governing board.

AJAC, which was started in 2009, now has 325 apprentices learning to be master craftsmen in aerospace and related manufacturing fields, Strickland said. She said the program's goal is to "keep Washington state's workforce one of the best in the world."

During the ceremony, Abram Potts was honored as the year's top apprentice.

He said he'd spent "half my life running the streets." In-and-out of prison, he found himself in a halfway house where he realized that "I had to have a job."

An AJAC recruiter found him and got him enrolled in the program's Manufacturing Academy, a state-certified



Abram Potts, recipient of the 2016 Outstanding Achievement Award

pre-apprenticeship program that creates a pool of applicants for employers to choose from. From there, he landed an apprenticeship.

"I never knew what CNC was — never heard about it," Potts said. But now he's training to be a CNC machine operator. "AJAC came and found me, and gave me everything."

Like Potts, Booth said he never considered working in manufacturing. "I grew up thinking 'I'm going to go into computers.' I was a computer science major in college."

But then he got married, and had a family to support. "I had to find the first job I could."

After years of poorly paying jobs, he took a chance on an AJAC apprenticeship, which taught him skills that are "giving me an opportunity to be something, in a career that has the opportunity to be something more."

AJAC is strongly supported by District 751. Cote is one of two union representatives to sit on AJAC's board of directors, and the union played a key role in the launch of the program.

"If it were not for IAM 751 and their efforts to secure our funding, none of us would be here," Strickland said.

Working with AJAC is "rewarding and important," Cote said.

"On an individual level, it's incredible to see these workers develop skills that will give them and their families secure futures," he said. "And on a larger scale, the work AJAC does is essential if our state is to retain high-skill, high-wage manufacturing jobs. If the best workers in the world are here, then aerospace companies and other precision manufacturers will want to be here too."

Originally formed in 1935 by hourly workers at the Boeing Co., District Lodge 751 of the International Association of Machinists & Aerospace Workers now represents more than 32,000 working men and women at 53 employers across Washington and California.

AJAC was granted permission from IAM 751 to include this article in the 2016 Summer Newsletter

Manufacturing Academy Goes Full-Throttle With 'Earn While You Learn' Model



Internships can be a grueling yet necessary step most of us endure before we are accepted in the working world. In manufacturing, internships are far-and-few between – but one program in Auburn, Washington is transforming the way this industry builds its pipeline – one student at a time.

The Aerospace Joint Apprenticeship Committee (AJAC) recently launched its first Auburn Manufacturing Academy cohort in spring 2016. This pilot program includes five weeks of classroom instruction and eight weeks of paid on-the-job training for displaced workers striving to work in one of Washington State's most vital industries – aerospace and advanced manufacturing.

Grant Oliver, one of the first students to enroll, quickly went out of his comfort zone after accepting his slot in the program. "For the first time in my life, I gave up certain expectations; my right to understand just how it would turn out or the best way to get there." Grant's leap of faith from unemployment to manufacturing came easier than expected, "After being unemployed a few months, the new normal; five days a week plus homework. My instructor said, 'this is your full-time job'. Although I possessed that work ethic, it was valuable advice and I appreciated that AJAC's high expectations were clearly communicated."



The five weeks quickly ended and Grant was placed at Skills Inc. whom agreed to offer eight-weeks of paid on-the-job training. Grant accepted this position and soon-there-after began his journey in manufacturing, "one overall supervisor was designated for the three interns at Skills. He rotated us through different departments for the first four weeks, then introduced us to a Supervisor who in turn chose a mentor with whom we job-shadowed." "

Grant's mentors led by example from his time in Quality Assurance Dimensional Inspection, Assembly, CNC Machining and Sheet

Metal. "In every area I was treated with respect. As we interacted with persons in all sorts of roles...I began to recognize the extraordinarily high quality of individuals throughout the company," Grant concluded. Skills Inc., a nonprofit social enterprise, has created and maintained a stable, rewarding place of work for decades. Their commitment is to helping people succeed, even those who are still learning, by offering life-changing opportunities for individuals such as Grant.



Grant never fell into the trap of discouragement or impatience. His instructors, mentors, and most importantly, his fellow interns and now employees stuck with him throughout the journey. After his paid on-the-job training, Grant was offered a full-time position at Skills Inc. as a Receiving Inspector, "my ardent hope is that any individual considering to participate in this program...will take the chance. I'm thankful I took this chance on myself to participate." Grant, like many others, found a new hope through AJAC's Auburn Manufacturing Academy program, "Don't let a shadow of a doubt creep in," Grant said. "Give of yourself to soak up every bit of learning presented to you. It's all pertinent to the type of work you will soon be doing."



Since his graduation from the Manufacturing Academy program, Grant has excelled at Skills Inc., taking advantage of every new opportunity. In the coming years, Grant has aspirations to begin an apprenticeship and build off his breadth of manufacturing knowledge, and for the second time in his life, he will take a new leap of faith.

Launch your career with [AJAC's pre-apprenticeship program](#) today.

5 Questions With... Bri Durham



5
questions
with

Bri Durham
On-the-Job Training Advisor

What is your proudest career moment?

I worked on 1.5 million dollar grant that was awarded by OJJDP to Pioneer Human Services and JJRA to run a pilot AJAC Manufacturing Academy project to reach 75 incarcerated students in 2014 and give them tools and job skills before they were released from prison. 51% of the students that completed or graduated the program went on to get entry level jobs in the industry.

What is your favorite part about working in the non-profit industry?

I am able to collaborate with passionate people in the industry. I enjoy working with all types of people and thrive on the diversity everybody brings to the table. I have a heart for helping people get to the next level with their career or journey in life. I believe everybody deserves a second chance. I am passionate about today's youth and mentoring them in the directions that they are passionate about.

What do you like to do outside of work?

I love adventure of any kind, my biggest passion is kayaking and being on the water. In the summer, Ross Lake in the North Cascades is my favorite local destination. I was a kayak guide, naturalist, and fishing guide up in Southeast Alaska and enjoyed kayaking around humpback whales, seals, bears and glaciers with tourist during the summer.

If you could bring one musician back from the dead, who would it be and why?

Johnny Cash, because I have always wanted to see him live with June Carter. He was an innovator, even later in life he collaborated with many artist and made amazing music. I loved that he began performing concerts at prisons starting in the late 1950s. The Folsom State Prison Concert he performed, was a significant and historical performance that brought light on the prison population and was one of his best albums in my book.

If we came to your house for dinner, what would you prepare for us?

Poached Halibut with a spring herb sauce or Smoked Salmon glazed with a brown sugar and cracked pepper. Literally these are the only two things I know how to make. Other than that I am helpless in the kitchen.

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 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*

"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*

What's New: A Distillation of Industry News



[Patty Murray Visits Manufacturing Academy Program](#)

Patty Murray's visit stemmed from her involvement with the WorkForce Investment Opportunity Act.

[Read More...](#)



[Goodwill aerospace students gain altitude with early start to getting a job.](#)

When the Seattle Goodwill started its Youth Aerospace Program five years ago, it was aiming to take advantage of the high density of aerospace manufacturing expertise in Snohomish County.

[Read More...](#)



[Aspiring Youth + Comprehensive Training](#)

In high school, Keith Bernasconi's talents on the baseball diamond fueled dreams of a career in the major leagues. Then, one day during practice, an errant ball crushed the bones in his cheek and eye socket.

[Read More...](#)



[Inspiration in machinist's training at Senior Aerospace AMT](#)

Senior Aerospace AMT is building pipelines with our local high schools and community colleges to attract young people to the manufacturing industry where many opportunities await.

[Watch...](#)



[Tommy - Boeing Tech, Pioneer Industries](#)

Getting hired in a job where you can grow your position is really important. I want to be a good father and provider and this AJAC apprenticeship training that Pioneer is giving me brings some light to the end of the tunnel.

[Read More...](#)



[AJAC Training Agent Featured on KING 5 News](#)

In 2016, while still strong, orders at Boeing and Airbus have been gradually slowing and companies like Aero-Plastics of Renton say by gaining more customers outside of aerospace, buying more tools and hiring more workers, they'll be better able to weather what storm that might come without having to constantly start over.

[Watch...](#)

Welcome Our New Training Agents!



AJAC's continuing effort to skill-up Washington's manufacturers expanded this summer with four new companies signing on as Training Agents. Please welcome Travis Pattern & Foundry, Chukar Cherries, Cortland Company and Industrial Support Services (not pictured above). 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.

What AJAC Apprentices Are Saying:

"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*

Machining, Industrial Maintenance Technician and Precision Metal Fabrication APPRENTICESHIPS



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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

September 9, 2016
Skills Inc. Annual Golf Fundraiser
Druids Glen Golf Course

September 13, 2016
Women in Manufacturing Symposium
South Seattle College - Georgetown Campus

September 16, 2016
Seattle Manufacturing Academy Graduation
South Seattle College - Georgetown Campus

September 27-29, 2016
Spokane T 2-4 Circuit Career Expo
Spokane, WA

September 29, 2016
Pioneer Human Services: 2016 Change Maker Luncheon
Seattle, WA

October 5, 2016
Bethel School District Career Day
Spanaway, WA

October 6, 2016
Governors Aerospace Summit
Lynnwood, WA

October 7, 2016
National Manufacturing Day
Tacoma, WA

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

EARN While You LEARN



**Launch Your Career in
Aerospace as an Apprentice!**

BECOME A:

- Machinist
- Aircraft Mechanic
- Precision Metal Fabricator

ajactraining.org/apprenticeship