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2016 Winter 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

Sponsor AJAC's 2016 Apprenticeship Graduation!

SPONSOR AND INSPIRE OUR GRADUATES



Aerospace Joint Apprenticeship Committee

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 | afferrell@ajactraining.org | 206-456-8858

SPONSOR AJAC'S GRADUATION

What Are Your Hiring Needs?

AJAC, South Seattle College and City of Seattle Host

Pre-Apprenticeship Roundtable

Over 105,000 King County residents currently work in the manufacturing

Maker, Breedt Production
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:**



sector, with an astonishing wage rate 122% higher than the county average. Over 40% of the King County manufacturing workforce is over the age of 45 creating a skills gap that widens each year. The Manufacturing Academy recently partnered with South Seattle College and the City of Seattle Office of Economic Development to host a roundtable

discussion about industry needs to ensure our curriculum continues to be in line with employer needs.

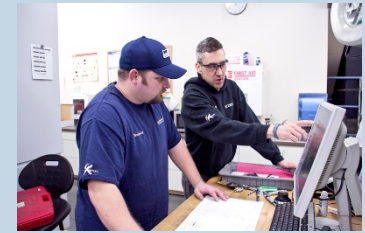
Manufacturing companies, colleges, and workforce development organizations sent representatives that all contributed to the discussion. This employer meeting was imperative to the success of the Pre-Apprenticeship program to continue providing a diverse pool of manufacturing candidates to industry.



During the discussion, each employer explained the hardships they're experiencing to compete in the global manufacturing industry. A consistent pipeline of talent in Washington State was a favorable remark amongst all employers and improving the marketing strategy for millennials could not be understated. "There is a big divide between experience with machinists..." said Anne Bosse and Kathy Powers of Orion Industries. "[the problem is] getting the experienced talent to share knowledge with younger machinists."

The roundtable discussion shifted to the core competencies the Manufacturing Academy is predicated on. There was a unanimous decision on five skills employers look for in potential candidates: team building, resumes, "real world" experience, social skills and safety.

The drought of skilled workers can't be fully attributed to the lack of technical skills -- various factors including substance abuse, criminal history, job hoppers and introvert personality traits all make manufacturing a tough industry to hire for, particularly when there is a disproportional amount of retiring employees and new workers entering the workforce.



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

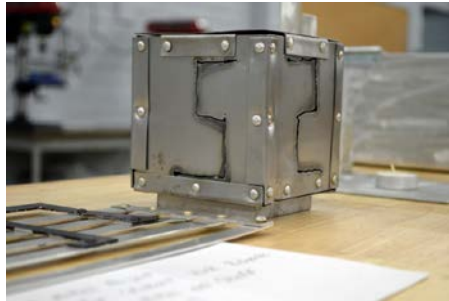
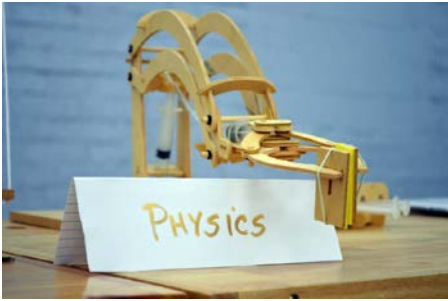
Cadence Aerospace-PMW Operations- Puyallup, WA

"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



"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*

As the Manufacturing Academy enters its sixth year of training, new discussions centered on the idea - what skill set would be perfect for your company? Manual machining, electrical, lean manufacturing and GD&T (Geometric Dimensioning and Tolerancing) were the common skills employers want new workers trained in. Quality control, welding and advanced computer skills is also a common trait missing from the new employees.

According to the U.S. Labor Department, "by the year 2020, approximately 30 percent of all jobs will require a post-secondary degree or credential. Experts also project a shortfall of nearly 3 million Americans lacking the post-secondary education required to fill these jobs." Through pre-apprenticeship programs such as the Manufacturing Academy, our local economy can and will continue to make strides to improve Washington State's competitiveness in the global manufacturing market.

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!



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.

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](#)

#WomenAreManufacturing

The annual Pierce County Career Day is nothing short of ready-to-learn students from all across the state -- eager to experiment with new technology and career opportunities within the trades.

The November 2015 Pierce County Career Day offered a new exhibit for high school girls to highlight females in "non-traditional" careers. The exhibit was complete with several "I Am Manufacturing" posters in an effort to show how diverse manufacturing truly is, but more importantly, encourage high school girls to consider all of their options when thinking about their future careers.

AJAC's former machining and precision metal fabrication apprentice, Miley Molstad and Orion's Production Supervisor, Brenda Williams were featured on the posters along with a few words of wisdom. Thank you Miley and Brenda for being a role model for future women in manufacturing!



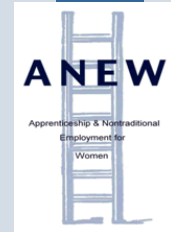
AJAC Molds News Plastic Process Technician Apprenticeship Program

In the United States, the plastics industry is the third-largest manufacturing industry. The outlook is strong nationally, from injection molding companies to high-demand 3D printing, plastics companies are expecting a 4.6 percent growth in 2016, which is projected to double in 2017. The plastics industry isn't just massive - it actually translates to jobs. The industry employs nearly 900,000 workers in the United States alone, making plastics a key building block within manufacturing and for the U.S. job force overall. And that's just part of the story -



MANUFACTURING INDUSTRIAL COUNCIL

Manufacturing Industrial Council



Apprenticeship & Nontraditional Employment for Women



Inland NorthWest Aerospace Consortium



The Museum of Flight



Washington Aerospace Scholars

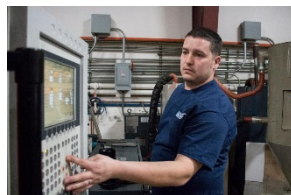
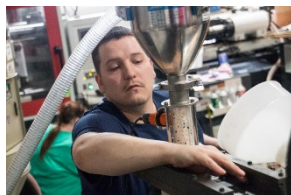
The AJAC Mission:



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

when you include plastics suppliers, the number goes even higher, with the entire plastics industry accounting for roughly 1.4 million jobs nationally.



Washington State is home to plastics manufacturers and establishments engaged in processing, marketing, support and captive activities that directly employ 14,150 people. Nationally, Washington is ranked 22nd in plastics industry employment. Its home to a number of plastics dependent industries to make products or provide services. Plastics and dependent industries combined employ 763,000 people in Washington.



Similar to other advanced manufacturing industries, Plastic Injection Molding lacks credible on-the-job training programs. Specifically, Plastic Process Technician apprenticeships are non-existent. To further support this growing industry, AJAC has partnered with several Plastic Injection Molding companies to kick-off its inaugural Plastic Process Technician apprenticeship program in 2016. Learn more about our Plastic Process Technician program [here](#).

5 Questions With: Trudy Poole

Apprenticeship Services Coordinator

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*



Trudy Poole
Apprenticeship Services Coordinator

AJAC's most recent hire, Trudy Poole, sits down to discuss her new role at AJAC, and of course, a few things we didn't know about our new Apprenticeship Services Coordinator!

What is the best part of your new role at AJAC?

Working with an exceptional team of experts who have a common goal, mission and are passionate/positive. I also enjoy working with apprentices removing barriers to success.

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

Mother Theresa and Margret Thatcher

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

Nothing...I am the hostess with the mostess and would get you a beverage for your enjoyment. My husband would ask what you like and prepare anything from fresh Smoked Duck, Tacos, Pasta...you name it!

What's one thing about you that would surprise me?

When I was younger I quit my job at Micron in Boise, Idaho, purchased an "open ended airline ticket" and traveled to India, Thailand, Jakarta, Lombok to name a few places.

What was the last experience that made you a stronger person?

Quitting my high paying, over the top stressful job for a manger after 15 years and coming here to work :)

Looking for a New Adventure?



AJAC has several openings throughout our pre-apprenticeship and apprenticeship departments! Come join our team as we expand our training programs in the aerospace and advanced manufacturing industries!

Current Job Openings:

- Manufacturing Academy Instructor - Auburn or South Seattle, Washington
- Pre-Apprenticeship Navigator - Seattle, Washington
- Program Manager - Curriculum and Instruction - Seattle, Washington
- Pre-Apprenticeship Program Coordinator - Seattle, Washington
- Machinist Instructor - Renton, Seattle, Yakima Washington
- Industrial Maintenance Mechanic to Teach Apprenticeship Classes- Tacoma or Seattle, Washington

Apply online: <http://www.ajactraining.org/about/employment/>

Aerospace & Manufacturing News

#ThinkApprenticeship #ThinkManufacturing

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

3 Ways The Skills Gap Offers Opportunity (via [Forbes](#))

America has been sold on the myth that a four-year degree is the only ticket to a solid future. But in reality, this idea that everyone should pursue a college degree has fueled a glaring problem that is crippling the economy



and threatening the very future of the Middle Class in America.

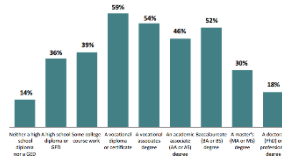
A Wake-Up Call for Work-Based Learning Needs to Happen to Alleviate the Mismatch of Skills (via [IndustryWeek](#))

Without employer input and involvement in training, the risk of further skill mismatch is great, says the head of the Alcoa Foundation.



Skill Shortages in Washington (via [Workforce Training and Education Coordinating Board](#))

Hiring most difficult for jobs requiring vocational certificates, degrees.



How Oregon is Investing in the Next Generation of Blue Collar Workers (via [PBS Newshour](#))

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.



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!

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206-764-7940



Upcoming AJAC Events

February 23, 2016

Enumclaw High School Beyond High School Night

Enumclaw, WA

February 25, 2016

Graham-Kapowsin High School DreamBuilder Panel

Auburn, WA

March 1, 2016

Lindbergh High School Trades Fair

Renton, WA

March 25, 2016

WomenFly! Resource Fair

Seattle, WA