



Program Outline: Production Technician (Youth) 2,000 Hours

Employer Responsibilities for Participation:

- a) Become a Training Agent by signing the AJAC agreement form furnished by the Washington State Labor & Industries Apprenticeship Section.
- b) Grant equal treatment and training opportunities for all apprentices and apply those conditions uniformly.
- c) Have equipment available and rotate apprentices in the various processes and equipment of the skilled occupation.
- d) Identify and hire a youth apprentice to train under apprenticeship program.
- e) Identify Master Tradesperson to mentor youth apprentice(s), provide proper on-the-job training and maintain the appropriate 1:1 ratio.
- f) Periodically review and evaluate apprentices before advancement to the apprentice's next wage progression.
- g) Pay your apprentice(s) the percentage of Journey wage rate for hours worked (see table below).

Youth Apprentice Requirements:

- a) Students must be at least 16 years old
- b) Must be a high school junior or senior enrolled in a school district AJAC has partnered with
- c) Have a minimum grade point average (GPA) of 2.0 (a record of your transcripts will be required)
- d) Must receive a recommendation from a teacher in a school district AJAC has partnered with
- e) Be selected by an AJAC participating employer
- f) Must have completed and passed Algebra Level 1
- g) Must pass a drug screening
- h) Eligible to work in Washington State
- i) Have access to transportation to and from worksite
- j) Able to perform the physical requirements of the occupation.
- k) Sign an Apprenticeship Agreement with AJAC and abide by the AJAC Standards of Apprenticeship
- l) Attend and pass college-level courses (Related Supplemental Instruction – RSI)
- m) Demonstrate progress on the job.
- n) Submit monthly work progress reports.

Wage Progression for Occupation

- a) Employers will provide a journey-level wage scale based on the journey level wage rate established for their business. As a registered statewide apprenticeship program, AJAC is required by the Department of Labor and Industries (L&I), to establish the base hourly rate of a skilled/journey level employee participating in the apprenticeship program.
- b) Pay will vary by employer and number of hours worked.

Please visit www.ajactraining.org, call 206-764-7940 or e-mail info@ajactraining.org

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.

c) Students will start out at minimum wage or higher depending on company.

OJT Tasks & Hours

Task Name	Approximate OJT Hours
Machining Basics	500
CNC Machining	300
Machine Setup Procedures	200
Inspection	200
Bench Work	300
Miscellaneous tool crib, shop maintenance, CNC programming and operation, and assembly	500
TOTAL HOURS	2,000

The above schedule of tasks and hours is designed as a guide. The apprentice shall be instructed and trained in all operations and methods customarily used on the various machines. Each company will adhere to the schedule as closely as facilities will permit in order to provide the apprentice with well-rounded experience and practice on all relevant equipment and processes in the shop.

Base Established Wage for Occupation

2018 - \$12.78 Journey-level Wage

Step	Number of Hours	Percentage of Journey Level Rate
1	0000 - 1000	90% (\$11.50)
2	1,001 – 2,000	95% (\$12.14)

2019 - \$13.33 Journey-level Wage

Step	Number of Hours	Percentage of Journey Level Rate
1	0000 - 1000	90% (\$12.00)
2	1,001 – 2,000	95% (\$12.67)

2020 - \$15.00 Journey-level Wage

Step	Number of Hours	Percentage of Journey Level Rate
1	0000 - 1000	90% (\$13.50)
2	1,001 – 2,000	95% (\$14.25)

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