

A YEAR IN REVIEW



To Our Apprentices, Employers, and Community Partners,

We are thrilled to share our 2020 – 2021 Year in Review as we responded to the economic, programmatic, and social disruptions presented by COVID-19 this past year. The pandemic has fundamentally changed how we work, how we learn, and how we manage the risk to our apprentices, instructors, coworkers, and families.

In this report, we highlight the impact AJAC has had on the nearly 500+ participants served over the last year. Our industry has suffered dramatic shifts in production demand causing a record number of our apprentices to lose their jobs. At the same time, our communities have suffered from record unemployment rates. These trends have required a rapid shift in our worker retraining efforts to both stabilize apprentices, and secure new employment for hundreds of displaced job seekers statewide.

AJAC's network of 315 employers have always provided the backbone to our mission as an organization, whether these employers are supporting pre-apprenticeship program graduates, high school students launching their manufacturing career for the first time, or incumbent workers looking to retool their skill set. This remains our primary focus through the continued recovery as our partnering companies rebuild to their former capacity.

Our top priority this past year was to ensure apprentices can continue to learn and instructors are able to teach in environments that are safe, healthy and greatly reduce exposure to COVID-19. Apprentices are hands-on learners and as an apprenticeship organization, our style of teaching reflects those needs. For all of the organizational challenges stemming from the pandemic, COVID-19 catalyzed a statewide shift to online learning across all programs. While we will not abandon in-person hands-on learning in the future, we have come to recognize how some rural communities and other remote learners can be better served through high-quality online learning.

The apprentices and pre-apprentices we serve come to AJAC from every background and corner of our state, each with their own story to tell. This report is more than numbers on a page—it represents those who seek to improve their lives, better their education, and become role models for future generations. It is also a testament of AJAC's strategic partnerships, employer relationships and community connections that are vital to our ability to grow, innovate, and serve.

MEREN

Demetria "Lynn" Strickland Executive Director

AJAC Executive Board

Janet Schmidlkofer, CEO/Owner K&N Electric

Amy Martinez, Chief Operating Office South Central Workforce Council

Lin Zhou, President *Bates Technical College*

Kelly Maloney, CEO *OLI Communications*

Murry Park, President & CEO *Trans-Ocean Products*

Mike Hagen, CEO *American Structures & Design*

Gina Morken, Director & Co-Owner
New Tech Industries

Kathleen Harvey, Director of Community, Reentry & Parole

Washington State Department of Children, Youth & Families

Demetria "Lynn" Strickland, Executive Director AJAC

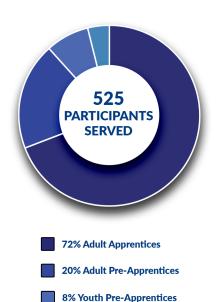


PARTICIPATION



PROGRAM YEAR 2020-2021

AJAC's suite of programs include a diverse body of students, job seekers, high school students, industry professionals, and registered apprentices representing frontline workers, persons of color, women, and underserved populations across Washington State and Northern Idaho.



4% Youth Apprentices

Student Characteristics



\$26/Hour Avg. Journey-Level

Wage



\$20.1 Million

In Total Wages Earned



28 Years Old

Average Participant Age



83.6% Male 10.0% Female

06.5% Unknown



59.4% White

9% Other

7.7% Black

1.4% Native Hawaiian



12.6% Hispanic

WORKFORCE TRAINING FOOTPRINT



OUR MISSION THEIR STORY







There are programs and scholarships to help people like me retrain and find better opportunities. I didn't have a perfect past, but I've dealt with that issue and AJAC still welcomed me. I'd had a barrier to understanding math, but the Manufacturing Academy gave me a solid foundation to find gainful employment after graduating. The skills I developed in this program not only helped me land a new career, but applied directly to my work at Aero-Plastics, Inc.

Trudie Dole | Manufacturing Academy -





I joined the Juvenile Rehabilitation Manufacturing Academy program because I saw an opportunity to grow and better myself. After the way I was heading, I turned a bad thing good. I turned my incarceration into hopefully a career. I'm getting out with a driver's license, a GED, half of the college credits I need for an associates degree. A job. What better stuff could you ask for when you get released from juvenile prison? Either you succeed or you fail and a lot of people are scared to fail. They don't see it as a learning curve.









What I'm most proud of is that my boys have seen the road I've taken to get to where I'm at now, and my oldest son now wants to do the same. Also, I'm proud of the people I've met along the way, that I have a career that I enjoy, and no matter what, I can keep learning.

Abram Potts | Tool & Die Maker -

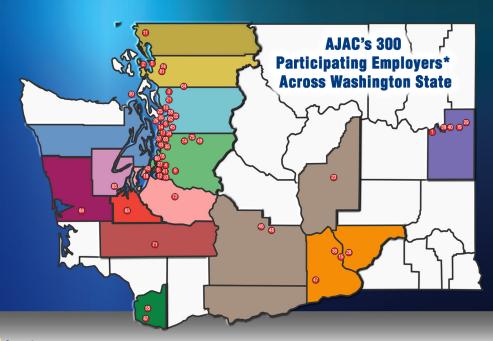




Prior to becoming a maintenance technician, I worked as a secretary for the Department of Corrections. I realized I did not want to work behind a computer for my whole life so I made a career change. Since starting the AJAC apprenticeship, I have learned quite a bit. In my position I was taught as an automotive and diesel mechanic. Now through AJAC, I can go work in many other areas because I am gaining the skills needed for a career as an industrial maintenance technician.







EMPLOYER PARTICIPATION

300

AJAC EMPLOYER **MEMBERS**

YOUTH APPRENTICESHIP **EMPLOYERS**

NEW COMPANIES SIGNED

*ACTIVE AJAC EMPLOYER MEMBERS LISTED BELOW

Anacortes

Trident Seafoods

Bellingham

Trulife Engineered Solutions Trans-Ocean Products, Inc. Trident Seafoods

Burlington

Commercial Aircraft Interiors*

Ferndale

3DX Industries Marcon Metal Samson Rope Technologies

Mount Vernon

Caliber Precision, Inc. DeLeval EDCO. Inc. Goodwinds Composites

Port Townsend

Atlas Technologies*

Arlington

Absolute Manufacturing ABW Technologies, Inc. BCB Enterprises* Five Axis Industries, Inc. Global Machine Works, Inc. J. Newell Corporation Metal Motion Prowse Manufacturing Senior Aerospace–AMT* Trinity Manufacturing

Bothell

Fluke Metal Products, Inc. Romac Industries

Everett

AD Systems AvtechTyee Corporation Bridgeways Bucher Aerospace Everett Engineering*
Integrated Technologies, Inc. JAMCO America* MTorres America Onamac Industries, Inc. Pathfinder Manufacturing* SEA-LECT Plastics* SP Systems Wipro Givon USA* Trident Seafoods (Everett) Umbra Cuscinetti* Vaunell

Westwood Precision, Inc. **Granite Falls**

Questech Unlimited

Lynnwood

Lafarge & Egge Peregrine Manufacturing*

Marysville

Acro Machining* Integrity Machining Northwest Metal Craft

Monroe

AMT Medical* Damar AeroSystems Roberts Precision Machine Toolcraft, Inc.*

Mountlake Terrace

Ryco Equipment, Inc.

Mukilteo

Electroimpact, Inc. **IDL** Precision Machining King Machine, Inc. NewTech Industries*

Snohomish

CNC Machine Services OSW Equipment & Repair*

Auburn

A&G Machine, Inc. Dylan Aerospace Exact Aerospace GMS Metalworks Laser Cutting NW* Machining Technology, Inc.* Microform Corporation Orion Industries Sakco Precision, Inc. Skills Incorporated

Duvall

Pentz Casting Solutions

Enumclaw

AMP After Market Products. Inc. B&G Industries, Inc. DP West, Inc. Hill AeroSystems Parker-Helac

Federal Way

Ellenos Yogurt Neumeier Engineering

Kent

Automatic Products* Bender CCP Blue Origin Breedt Production Tooling & Buyken Metal Products* Centrix, Inc. Ellison Technologies Flow International Gosiger HEXCEL Corp Hydro Systems USA Hytek Finishes* Industrial Repair Service* Machine & Fabrication Industries MVP, Magnum Venus Products Neumeier Engineering Pacific Propeller International Seattle Precision Form*

Skookum Aerospace³

Specialty Metals Corp. Three Sigma Mfg, Inc. Tri-Tec Manufacturing

Kirkland

Jemco Component & Fabrication Systima Technologies

Pacific

American Structures & Design* Farwest Aircraft, Inc.* Norfil, LLC*

Preston

VIEV Machining*

Redmond

Aeroiet Rocketdyne Birdwell Machine Kymeta Corp.

Renton

Aero-Plastics, Inc.* Out of the Box Manufacturing* Renton Coil Spring*

Seattle

Ballard Machine Works Beckwith & Kuffel, Inc. Carsoe US, Inc.* Cascade Machinery & Electric, Inc. Diamond Machine Works Front Panel Express GMN/Boyd Corporation JD Ott LafargeHolcim Ltd. Machinists, Inc. Markey Machinery National Products, Inc. RAM Mounts* NUCOR Bar Mill Group Pioneer Human Services Red Dot Corporation Seattle Lighthouse for the Blind Ser-Pro, Inc.
Sound Propeller Services Washington Machine Works WestRock

SeaTac

Basta Boatlifts*

Shoreline

Firland Foundation & Workshop*

Snoqualmie

Technical Glass Products* Tukwila

Darwin's Natural Pet Products Professional Plastics Fatique Technology*

Woodinville Cascadia Custom Molding*

JIT Manufacturing, Inc. NIC Global Precor, Inc./Peloton University Swaging (PCC Company) Young Corporation

12 Fife

BPI Medical CAB Incorporated RTC Aerospace - Fife Division Tech-Marine Enterprises

Lakewood

Atkins Rotary Specialist Pacific Machine, Inc.

33 Puyallup

P&J Machining Sweeny Industries* Watts Specialities, Inc.

Sumner

Machine Works, Inc* Machine Repair & Design McConkey' MetalTech Inc Northwest Precision OMADA Int.* Quality Stamping & Machining*

Tacoma

3V Precision Machining, Inc. Aero Precision, LLC. Atkins Rotary Specialities Baker Manufacturing Bennett Industries, Inc. Berry Global* Bradken Cadence Aerospace* Creative Casting Company*
General Plastics*
Globe Machine Manufacturing* NW Etch* Pacific Integrated Handling Sterile Surgical Systems' Tool Gauge* Ultra-Poly Polymer Industries* United Medical Services Inc. Western Machine Works

Shelton

Sierra Pacific*

Tumwater

A&R Aviation Services*

Montesano

Vaughan Company*

Chehalis

Mohawk Industries Ridgefield

Alpha Iron, LLC.*

Vancouver

Northwest Dynamics, Inc.*

Moses Lake

Joyson Safety System* SGL Composites* Chemi-Con Materials*

Selah

Tree Top, Inc.* Toppenish

Washington Beef, LLC

Union Gap Macro Plastics'

Magic Metals, Inc.* Pexco Aerospace* Rankin Equipment/Northstar Attachments* Thermoforming Systems Limited

Yakima

Cubcrafters, Inc.* Kiwk Lok Corporation* Triumph Actuation Systems* Yakima Chief Hops*

Kennewick

Sandvik Special Metals LLC

Pasco

AutoZone Distribution Center* Bogert Group Extreme Coatings. Inc. Pasco Machine Company Permobil (Tilite) Progressive Machine

Richland

Columbia Energy Environmental Services Framatome, Inc. (Areva NP) Pacific NW National Laboratory (PNNL) TK Machine Co.

Paterson

Ste Michelle Wine Estates

Airway Heights

Extreme Industrial Coating **Deer Park**

Industrial Support Services LLC

Hayden (Idaho)

Unitech Composites & Structures

Liberty Lake

Proto Technologies*

Post Falls (Idaho)

Buck Knives Romney Motion, Inc.

Spokane

Advanced Machining NW, Inc. B&C Custom Manufacturing Collins Aerospace* Metal Roll Forming Systems Multifab, Inc.
Precision Cutting Technologies Spokane Industries Sterling International Travis Pattern & Foundry Wear-Tek, Inc. WEMCO*

Spokane Valley

Berg Co / HDT Global* H & H Molds K&N Electric Motors KeyTronic EMS Wagstaff, Inc.

* This company also participates in AJAC's Youth Apprenticeship

BEYOND AEROSPACE

When AJAC launched in 2008, our organization was tasked with building comprehensive apprenticeship pathways for Washington State manufacturers. In our first 10 years, AJAC largely partnered with over 100 aerospace employers in Western Washington with a focus on occupations specific to that sub-industry. Today, AJAC's footprint is statewide, serving diverse employers across multiple manufacturing sub-sectors—all major drivers of our economy.

As a major new initiative funded by Career Connect Washington, in 2019 AJAC partnered with both Workforce Development Councils in central Washington to grow our capacity for serving food and beverage manufacturing. Through community partnerships and employer engagement, this initiative resulted in the diversification of relevant apprenticeship programs that meets the needs of regional employers who produce a variety of products such as potatoes, apples, hops, and seafood.

In the coming years, AJAC plans to use a similar strategy to expand apprenticeship opportunities in other critical manufacturing sub-industries such as clean energy, warehouse, and logistics.

Industries We Serve

With advancements in machinery and automation, we address the needs across assembly, production, processing, machine automation, machine operations and maintenance; from raw materials whether they are grown or mined, to finished goods.



Food & Beverage



Wood & Paper



Computer Electronics



Aerospace & Defense



Medica



Spac



Chemicals & Plastics



Transportation & Logistics



Automation & Machinery



Clean Energy



Maritime Manufacturing

EMPLOYER SPOTLIGHT



From ranch to table, Washington Beef is the largest exporter of high-grade beef in the state.

In 2019, Washington Beef became AJAC's largest employer after enrolling 21 adults in AJAC's four-year Industrial Maintenance Technician apprenticeship program. They are also developing a pipeline of high school talent with AJAC's Automation Technician (Youth) apprenticeship program.

Washington Beef became a participating employer to meet their company's goal of retaining talent and educating their maintenance technicians to become journey-level technicians.





\$5.69 BillionBeef Contribution to
Washington State



164,000 JobsCreated by Washington
State's Beef industry



11 EmployersFrom the Food Processing Industry Work with AJAC

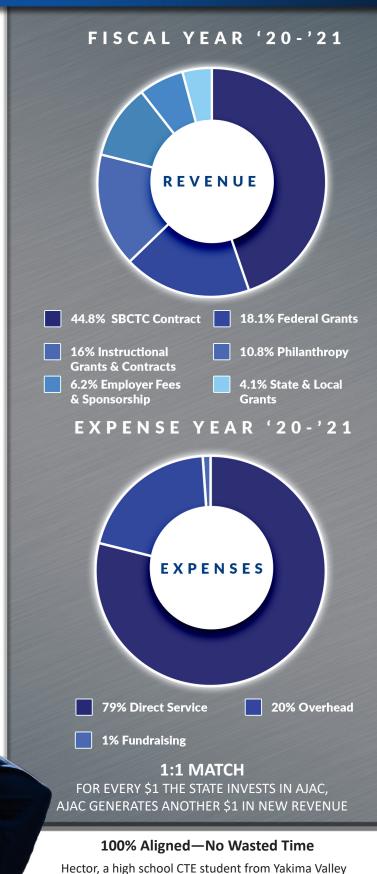
ORGANIZATIONAL OVERVIEW



Washington State funded the creation of the Aerospace Joint Apprenticeship Committee (AJAC) in 2008. AJAC is an industry-driven, 501(c)(3) non-profit apprenticeship organization, founded on the belief that master occurs on the job. Through pre-apprenticeship, youth apprenticeship, and adult apprenticeship, all people have the opportunity to earn competitive wages, find meaningful and fulfilling work, and pursue lifelong learning.

As a Workforce Intermediary, AJAC Is:

- Industry-Led: Representing the collective voice of member employers to the state's K-16 education and workforce development systems.
- Community-Supported: Partnering with community organizations and funders to multiply the state's workforce investments.
- Dynamic and Nimble: Responding for new funding, program and partnership opportunities.
- Equity-Driven: Recruiting, preparing, and training low-income job seekers, young adults, women and persons of color for manufacturing careers.
- Career-Focused: Designing and delivering workplacebased training in manufacturing career paths through a customer-facing approach that matches the needs of employers, workers, and job-seekers.
- Results-Based: Introducing, creating, and exploring data sets that help drive best practice and disseminating findings to broader workforce development community.
- Systems-Oriented: Connecting K-16, public workforce and social service systems, employers and labor increasing access to economic opportunities for Washington State residents.



Tech, enrolled in AJAC's Automation Technician (Youth) Apprenticeship program through Yakima Chief Hops. *Left: Hector at AJAC's Youth Signing Day.*