



Aerospace Joint Apprenticeship Committee Newsletter

Summer Wrap-Up
2014



Working with employers to create apprenticeship programs to develop the next generation of highly skilled aerospace and advanced manufacturing workers for Washington State.

In This Issue

[AJAC Announces New Executive Director](#)

[AJAC Celebrates Machining Apprenticeship Graduates As They Lead the Way in Aerospace and Manufacturing](#)

[Pioneer Human Services' "Manufacturing Academy" Provides a Chance for Change](#)

[AJAC Training Agent Precor Named Finalist for Washington's Best Workplaces](#)

[Aerospace & Manufacturing News](#)

[AJAC's New Participating Employers \(Training Agents\)](#)

[AJAC's Fall Apprenticeship Programs](#)

[AJAC's Upcoming Events](#)

What AJAC Apprentices Are Saying:



"...AJAC's program helped me turn my job into a career..."

Brian Helmbrecht - Machining Center Technician - Orion

"I've gone from the bottom, basically a dead end career, to being able to go anywhere

AJAC Announces New Executive Director

AJAC is delighted to announce that former Assistant Director, Demetria "Lynn" Strickland, will begin her new role within the organization as the Executive Director. Lynn has served as the Interim Executive Director since last April.

When asked about her vision of AJAC moving forward, Lynn said, "My vision is to grow the AJAC apprenticeship program so that it continues to serve as a valuable part of the solution to creating and sustaining a highly skilled workforce and address the skills gap we are currently facing."



Founding Executive Director, Laura Hopkins (left) and new Executive Director, Demetria "Lynn" Strickland (right)

In February of 2012, Lynn accepted the role of Aviation Maintenance Program Manager at AJAC to manage the [Part 147 Aviation Maintenance Technician Schools](#) Fighting 147 group, [AJAC's Advanced Inspection and Manufacturing Mobile Training Unit \(AIM-MTU\)](#), and the [Manufacturing Academy](#). Lynn was promoted to Assistant Executive Director in July 2012 and Executive Director in August 2014.

Lynn has over 22 years of management experience in the for-profit, military, non-profit, and state organizations. Lynn is a proud veteran of the U.S. Army where she served as a Radio/Communications Security Repairer with additional duties as a Battalion Diversity Trainer, etc. Lynn concluded her service as a Non-Commissioned Officer in Charge of the 181st Signal Company Battalion Electronic Maintenance Section at Fort Lewis in Tacoma, Washington.

Lynn's educational background includes a Bachelor of Arts in Business Administration with an emphasis in Management, a Master of Arts in Organizational Leadership, and a Graduate Human Relations Certificate.

As the new executive director, Lynn is thrilled to take AJAC to the next level, "I'm excited to have the opportunity to take an organization that was developed as part of a workforce solution for the employers of Washington State to the next level of growth." [Read Lynn's full biography](#) on AJAC's website.

and be paid well. That wouldn't have happened with out this." - Josh Rinehart
- Machinist; Machinists Inc.

"...Because of this program, I now have a career, not just a job. I'm learning skills I can use throughout my life that will help me stay competitive in my industry and make me an asset to my company..."
Miley Johnson - Sheet Metal Technician -Orion

"...My initiative to participate in the program earned me an immediate promotion to part-time CNC programmer and draftsman, allowing me to expand my current knowledge in machining...My career has become more of a hobby to me than work."
Anthony Green -
Machinist/Programming Apprentice Exact Aerospace

"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.

What AJAC Employers Are Saying:

AJAC Celebrates Machining Apprenticeship Graduates As They Lead the Way in Aerospace and Manufacturing

The **Aerospace Joint Apprenticeship Committee (AJAC)** hosted their largest graduation ceremony on Friday, June 27, 2014, at The Museum of Flight in Seattle, Washington to celebrate AJAC's 21 graduating Machinist (Aircraft-Oriented) Apprentices. The graduates were awarded a nationally recognized journey-level certificate for completing AJAC's four year apprenticeship program. These new journey-level professionals are employed across **10 aerospace and advanced manufacturing companies in Washington State**, including Damar AeroSystems, Orion Industries, The Lighthouse for the Blind, Inc., Umbra Cuscinetti, Inc. (UCI), and others, who participate in AJAC's apprenticeship program as registered Training Agents.



AJAC's graduates heard from a variety of speakers including :

- Chandra Brown, Deputy Assistant Secretary for Manufacturing at the U.S. Department of Commerce
- United States Senator, Patty Murray (video welcome message)
- Jon Holden, District President & Directing Business Representative, Aerospace Machinists District Lodge 751
- Miley Johnson Molstad, AJAC graduating apprentice and Orion Industries Sheet Metal Technician
- Janie Vigil, Human Resources Director, Cadence Aerospace



"The apprenticeship educates them in everything, and gives you much more well-rounded employees, capable of filling any void that comes up...Its a real solid path to better pay."

*Jeff Tomson -
Engineer/Marketing
Machinist, Inc.*

"...This program can take someone with basic skills, and turn him or her into an invaluable employee and a vital asset to our company. As we expand and grow as a company, this program should also help us attract better qualified entry level candidates."

*Kerry Prewett - President TK
Machine Co.*

"Our Production Manager stated that this group of graduates has raised the bar. The quality of these three graduating machinists is superior to what we've experienced in the past."

*Janie Vigil, Human Resources
Director, Cadence Aerospace.*

"87% of U.S. workers who complete apprenticeships get excellent jobs and make \$300,000 more than their peers over their lifetime" - Chandra Brown, Deputy Assistant Secretary for Manufacturing at the U.S. Department of Commerce

Miley Johnson Molstad, Orion Industries Sheet Metal Technician, represented the graduating class of 2014 and spoke on how AJAC's program and Orion Industries empowered her, "I choose the AJAC apprenticeship because it seemed like the best way to learn and work at the same time. The AJAC program and Orion have helped me become more self-reliant and financially self sufficient," said Miley Johnson Molstad. "The classes at AJAC have given me the theory behind what I do. The benefits of taking apprenticeship classes are that it allows for essential hands-on experience - and it makes it easier to communicate with those I work with and mentor. I'm proud of being the only female machinist...as a woman; it is satisfying to be successful in a historically male-dominated position."



2014 AJAC "Outstanding Apprentice" Award recipient Kyle Kirsop (left) and Deputy Assistant Secretary for Manufacturing, U.S. Department of Commerce, Chandra Brown (right)

The graduation keynote speaker was Chandra Brown, Deputy Assistant Secretary for Manufacturing at the U.S. Department of Commerce. Chandra spoke highly on the growth of the aerospace and advanced manufacturing industries. Brown is also a proponent of apprenticeship programs and she explained why receiving on-the-job training is beneficial, "87% of U.S. workers who complete apprenticeships get excellent jobs and make \$300,000 more than their peers over their lifetime".

District Lodge 751 President, Jon Holden, also spoke on the importance of a registered apprenticeship program, "The skills you learned in this program are valued throughout the aerospace industry and make you one of tomorrow's leaders."

"The value I believe the AJAC apprenticeship program provides to Damar AeroSystems is the ability to upgrade the skills of our workforce and therefore create better educated and trained employees..."

Sharon Black - Human Resources Manager -Damar AeroSystems

Quick Links



[AJAC is HIRING!](#)



[Washington State Department of Commerce](#)



[WA State Labor & Industry](#)



[Greater Spokane Incorporated](#)



[Center of Excellence for Aerospace and Advanced Materials Manufacturing](#)



[Pacific Northwest Aerospace](#)

The ceremony concluded with AJAC presenting the "Outstanding Apprentice Award" to JWD Machine's, Kyle Kirsop. The "Outstanding Apprentice Award" is given to one graduate for their exemplary leadership skills in carrying on the knowledge of their mentors and instructors. Kyle's ability to program machines in a quick and timely manner and maintain an impressive GPA is testament to his professional-development growth and academic success. In addition to earning his journey-level certificate, Kyle also received an Associate's Degree in Aerospace Machining from Bates Technical College. Kyle will continue his involvement with AJAC this fall as a CNC Programming Instructor.



CHECK OUT AJAC'S
2014 GRADUATION PHOTOS

bit.ly/ajacgrad

AJAC's next apprenticeship graduation will be held in June 2015. AJAC is expected to graduate 39 apprentices from 24 different companies representing five counties across Washington State.

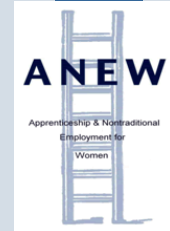
Congratulations to AJAC's 2014 Machining (Aircraft Oriented) graduates on this amazing accomplishment!

Alliance



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.

Pioneer Human Services' "Manufacturing Academy" Provides a Chance for Change

A chance for change - four words Tabitha Stokes rarely heard growing up in Evansville, Indiana. Her life was less than ordinary, and in talking with her, it was apparent Tabitha was missing a positive figure in her life, a mentor. Mentorship has been a vital aspect of aerospace and manufacturing for decades - from on-the-job training (OJT) to classroom instruction.

Tabitha was released from prison and put on work release in October 2013. She was determined to get her life back on-track as a contributing member of society, using Pioneer Human Services' (PHS) job readiness training programs. She first completed PHS' four-week Roadmap to Success class and quickly moved in to the Manufacturing Academy (MA) - an accredited curriculum created by the Aerospace Joint Apprenticeship Committee (AJAC). MA is a 10-week pre-apprenticeship program that helps individuals develop the basic skills in manufacturing and safety to better position them for entry-level careers.



Competing in the manufacturing industry today can be a challenge - particularly for those individuals who lack the skills and resources to get trained and hired. PHS' Manufacturing Academy immediately opened the doors for Tabitha to turn her life around, "I realized that I need to make a change in my life and not do what I had done in the past. I knew that I enjoyed building things and working with my hands," Tabitha said. "I know this is a field I can advance in that will never run out of work."

"Don't doubt yourself. If you try something and fail, then who cares? Don't give up and don't settle - nothing worth having comes easy." - Tabitha Stokes

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 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*

The MA instructors are the backbone of the program - pushing every student to succeed both academically and through OJT. Tabitha's motivating factor to complete the class was, she answered, "James Steele. Hands down. He was our instructor for most of the class, and he pushed us whenever he saw that we doubted ourselves. He was always there to help us make sure that we completed our assignments," said Tabitha. "He kept us on our toes and never let us try to pity ourselves or think less of ourselves. He is an awesome instructor and I thank him for my successes." Success doesn't come easy for people re-entering civilian life. According to two studies, there are 700,000* people released from prison each year, with only 45%** employed eight months after being released.



The Manufacturing Academy enabled Tabitha to use a variety of tools, cutting-edge technology and in-class theory to develop her manufacturing acumen, "I had a lot of fun welding and using the Plasma cutter. For our final project we built a metal tool box using blueprint readings with multiple drawings and 3D pictures." Tabitha persevered through the final project and even lent a helping hand, "I didn't think I would be able to do the drawings but I actually did really well. I helped other students with their drawings and as a result, I gained a lot of self confidence with this class."

"I realized that I need to make a change in my life and not do what I had done in the past. I knew that I enjoyed building things and working with my hands." - Tabitha Stokes

For aspiring females, particularly those who recently got out of prison, Tabitha encourages them to never give up, "Don't doubt yourself. If you try something and fail, then who cares? Don't give up and don't settle - nothing worth having comes easy."

Shortly after completing the Manufacturing Academy, Tabitha was hired on as a Production Assistant at Pioneer Human Services, where her road to a rewarding career began. Tabitha plans on pursuing AJAC's four-year Machining (Aircraft-Oriented) apprenticeship program, with the same level of hard work and determination to work in the manufacturing industry.

* According to the [Department of Justice](#)

** According to [Urban.org](#)

AJAC Training Agent Precor Named Finalist for Washington's Best Workplaces

The [Puget Sound Business Journal](#) released their list of Best Workplaces in Washington State last month and one of AJAC's registered Training Agents, [Precor](#), was named a finalist for the category "Extra Large Company." Companies were rated on their employee engagement, management, communication, benefits and more.



Precor has participated as a registered [Training Agent](#) in AJAC's Machining (Aircraft Oriented) Apprenticeship Program since March 2013. For the last three decades, Precor has designed and built premium fitness equipment for health clubs, hotels and spas, universities, and individuals all over the world.

Join us in congratulating Precor for being recognized as one of Washington's Best Workplaces!

Aerospace & Manufacturing News

#ThinkApprenticeship #ThinkManufacturing

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

The Bottom Line: Apprenticeships are Good for Business (via [AmericanProgress](#))

Research has shown that apprenticeship offers a myriad of benefits to employers. By investing in talent development through apprenticeship, employers gain a pipeline of loyal and skilled workers, increased productivity, and an improved bottom line.



The First-Ever White House Summit on American Apprenticeship (via [DOL](#))

The first-ever White House Summit on American Apprenticeship catalyzed action to dramatically increase apprenticeship in America.



Washington State Designated Federal "Manufacturing Community" (via [EDA](#))

Washington was selected as one of 12 "manufacturing communities" across the nation due to high paying manufacturing jobs.



Manufacturing Growth Soars to 4-Year High (via [Markit](#))

According to the Markit report, the U.S. Manufacturing Purchasing Managers' Index (an indicator of economic health of the manufacturing sector) rose to its highest point since 2010.



Four Steps to Increasing Women in Manufacturing (via [IdeaLabs](#))

1. Increase STEM education participation and proficiency for girls
2. Provide the technical skills training needed through vocational and community college programs
3. Increase women in leadership roles
4. Develop mentoring programs



Want Your Kids in a Highly-Paid Industry? Think Manufacturing (via [GilCommunity](#))

The bottom line for parents and students planning their professional future: Manufacturing jobs pay better.



AJAC Welcomes Our New Training Agents!

AJAC had another amazing summer of outreach with several new Training Agents (participating employers) signing on to our registered apprenticeship programs!

Check out the full list:

Training Agent

Location

Cablecraft

Tacoma, Washington

Triumph Structures

Everett, Washington

GCM North American Aerospace

Kent, Washington

Imaginetics, Inc.

Auburn, Washington

Hexcel

Kent, Washington

KeyTronic EMS

Spokane Valley, Washington

Microform Corporation

Auburn, Washington

Epic Aerospace

Marysville, Washington

Front Panel Express

Seattle, Washington


[Get started](#) with AJAC's apprenticeship programs today!

**Machining, Aircraft Mechanics
and Precision Metal Fabrication**
APPRENTICESHIP
Get an ROI on Employee Training

Low cost
to employer

Reduced
turnover rates

More industrious
and loyal employees



AJAC
Aerospace Joint Apprenticeship Committee

Find out how you can train your workforce now:
www.ajactraining.org/ROI • 509-533-8299

AJAC's Fall Apprenticeship Programs in Full-Swing!

AJAC will kick-off the 2014 Fall Apprenticeship Programs as it continues to grow and expand reach in the aerospace and advanced manufacturing industries.

AJAC is thrilled to announce that **312** registered apprentices are currently enrolled in various AJAC programs including Machining (Aircraft Oriented), Precision Metal Fabrication, Tool & Die Maker and Aircraft Mechanic Airframe.

Find how you can start an AJAC apprenticeship program at your company in four easy steps:



To start and AJAC apprenticeship program at your company, contact AJAC at 206-764-7940 or info@ajactraining.org.

Upcoming AJAC Events

September 12, 2014

[Skills Inc., Aerospace Internship Program Golf Fundraiser](#)

Druids Glen Golf Club - Covington, Washington

September 20, 2014

[Women Veterans Summit](#)

Spokane Convention Center - Spokane, Washington

September 29-30, 2014

[Inland Advanced Manufacturing Expo](#)

Spokane, Washington

September 29-30, 2014

[Governor's Aerospace Summit](#)

Everett, Washington

October 8, 2014

[Arlington High School Career Fair](#)

Arlington High School - Arlington, Washington

October 8, 2014

"Beyond High School Night"

Lake Stevens High School - Lake Stevens, Washington

October 9, 2014

Clover Park Technical College 8th Grade Math Conference

Clover Park Technical College - Lakewood, Washington

October 9, 2014

Auburn High School "Reaching Out Fair"

Auburn High School Commons

October 13, 2014

Spanaway Lake High School College & Career Fair

Spanaway Lake High School

October 15, 2014

Federal Way School District "Life After High School"

Thomas Jefferson High School - Federal Way, Washington

October 23, 2014

Highline High School Career Fair

Highline High School - Burien, Washington

October 23, 2014

JBLM Transitional & Education Summit

Joint Base Lewis-McChord

November 3, 2014

College & Career Fair

Puget Sound Skills Center

November 5, 2014

Snohomish County Regional Job

November 7, 2014

Sumner High School "Beyond High School Night"

Sumner High School