

Aerospace Joint Apprenticeship Committee Newsletter

Summer
Wrap-Up 2013

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

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What AJAC Apprentices Are Saying:



**"...AJAC's program
helped me turn my job
into a career..."** Brian
Helmbrecht - Machining Center
Technician
-Orion

**"...Because of this
program, I now have a**

AJAC Continues Mentor Training Workshops!

Starting in mid-August, AJAC resumed its Mentor Training workshops across the state of Washington in an effort to increase on the job performance and empower mentors as leaders. Over the course of five months at various locations, AJAC's four-hour Mentor Training teaches shop leads and journey-level workers how to be mentors and transfer their knowledge to less experienced employees.

Mentors will gain the tools and techniques needed to pass on their knowledge by learning how to:

- Evaluate competency based learning
- Identify learning styles and strengths of their apprentice
- Define roles and responsibilities of both mentor and apprentice
- Apply performance based assessments
- Develop soft skills
- Practice effective methods for transferring knowledge and skills

Below are the remaining Mentor Training workshops AJAC will provide:

- September 18th (Pasco, WA) 5:00-9:00 p.m.
- October 22nd (Spokane, WA) 5:00-9:00 p.m.
- October 24th (Everett, WA) 5:00-9:00 p.m.
- December 10th (Tacoma, WA) 7:30-11:30 a.m.

AJAC's goal through the Mentor Training program is to increase each company's productivity and profitability in order to stay competitive in the manufacturing industry.

AJAC's Mentor Training costs \$285 per person or \$260 per person if 2+ employees attend from one company.

To register your shop leads, journey-level workers etc., for one of AJAC's future Mentor Trainings or schedule a training for your company (minimum of eight employees required), please contact AJAC at 206-764-7940 or info@ajactraining.org

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**


Machining and Precision Metal Fabrication **APPRENTICESHIP**


Get an ROI on Employee Training

Low cost
to employer

Reduced
turnover rates

More industrious
and loyal employees





Find out how you can train your workforce now:
www.ajactraining.org/ROI • 206-764-7940

Register your Employees for AJAC's 2013 Fall Apprenticeship Programs

The [Aerospace Joint Apprenticeship Committee](#) (AJAC) is filling their aerospace and advanced manufacturing apprenticeship classes for the fall quarter. Apprenticeship programs include machining and aircraft mechanics airframe. Registration is ending soon. Register your employees now!

Check out the full list of AJAC's courses by county and registration deadline:

- [King & Pierce Counties Fall Apprenticeship Programs](#)
- [Snohomish County Fall Apprenticeship Programs](#)
- [Spokane, Franklin and Yakima Counties Fall Apprenticeship Programs](#)

AJAC implements a structure that trains a company's workforce in

Saying:



"...The value this program will bring us is long-term retention of well qualified, trained and certified employees..."

*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

a variety of skills and on a wide range of equipment to shift with the demand. **AJAC's Apprenticeship Program** could be at your company through these four easy steps:

1. Sign your company up as a Training Agent
2. Select your apprentices
3. Identify your mentors
4. Implement your On-the-Job Training (OJT) System or ask AJAC to help develop the system

Register your employees now! Contact AJAC at 206-764-7940 or info@ajactraining.org.

AJAC's Program Opens Doors for Breedt Production Tooling & Design Apprentice



Serdar Gumustel &
Andries Breedt

Breedt Production Tooling & Design, a Northwest based engineering and design company has been an AJAC participating employer for nearly two years. Since October of 2012, Serdar Gumustel has been enrolled as a Tool & Die apprentice through our program.

Recently, we were fortunate enough to have an extended conversation with Serdar regarding his time as an AJAC Apprentice at Breedt. Serdar explained the benefits of the AJAC program, why the path through apprenticeship is so valuable and what opportunities have been made available during his time as a Tool & Die Maker.

AJAC: Why is the pathway through apprenticeship so valuable for people interested in starting a career in the trades?

SG: "It's not just school, I'm learning on the job. I have learned more here in two years than I have learned in all of my schooling combined; that's really valuable.

I wasn't sure what I wanted to do. I used to be an artist and took drafting in high school as an elective and I immediately fell in love with it."

what we've experienced in the past."

*Janie Pierce, Director of
Human Resource- Precision
Machine Works, Inc.*

"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**

"I have learned more here in two years than I have learned in all of my schooling combined."

AJAC: What are the long-term benefits for enrolling in AJAC's apprenticeship program?

SG: "I am already in the field. By [the] time I graduate, I [will] have connections and my career [will have] already been going. The doors are opened several years in advance."

AJAC: Has your apprenticeship helped you reach your career goals?

SG: "What felt surreal about the situation [apprenticeship] was it closely matched the vision I had earlier in life. When I came here [Breedt], I thought this was a wonderful alternative, why isn't this more common?"

Breedt's founder, Andries Breedt, shared his view on apprenticeship: "Immediately he [Serdar] brings money back into the economy. He is not four-years in school and after that he takes another four years to learn the skill. The person that goes straight to work in an interesting program really benefits the country."

After our discussion, Andries gave us a tour of his shop to show firsthand how people from all walks of life have benefited from AJAC's apprenticeship program through their on-the-job training experience.

Through AJAC's programs, his company has lead the charge here in Western Washington to provide a holistic service from concept, to design, to fabrication.

Visit ajactraining.org/apprenticeship to find out how you can launch your career as an apprentice.



**Center of Excellence for
Aerospace and Advanced
Materials Manufacturing**



**Pacific Northwest
Aerospace 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:

Coming Winter 2014: The AJAC Online Store

This Winter, you will have the opportunity to show your pride and support for apprenticeship programs and the aerospace and advanced manufacturing industries. The AJAC store will offer an array of apparel for men and women as well as other items including umbrellas, hats, magnets, window clings and more.



All items sold in the online store will help financially support our apprenticeship programs and our initiative to inspire and encourage men and women to pursue a career in the trades.



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 influencers see aerospace opportunities as viable career path*

THE AIM-MTU IS NOW OPEN FOR CLASSES!



Advanced Inspection and Manufacturing Mobile Training Unit (AIM-MTU)

Sign up your employees now to get trained in Advanced Inspection and Manufacturing without stopping production on your shop floor with AJAC's [Advanced Inspection and Manufacturing Mobile Training Unit \(AIM-MTU\)](#). The [AIM-MTU](#) is a 53-foot classroom on wheels that offers state-of-the-art equipment combining training in design, production and inspection. The [AIM-MTU](#) can travel anywhere in Washington State to your company, and train your employees on your schedule.

Courses available include:

- Modularized Math for Manufacturing 1, 2, and 3
- Engineering Drawings
- ROMER Arm Portable Coordinate Measuring Machine (PCMM)
- Coordinate Measuring Machine (CMM)
- G-Code Programming
- Geometric Dimensioning and Tolerancing (GD&T)
- 3D Scanner & Rapid Prototyper (Using SolidWorks)
- And more!

[Find out more about these courses](#) and how the AIM-MTU can bring them to your company.

AJAC Inspires High School Students at Women in Trades Event

On June 28th, the Aerospace Joint Apprenticeship Committee (AJAC) was given the opportunity to present at the Women in Trades Summer School Program at [Sno-Isle Tech Skills Center](#) in Everett, Washington. This three week exploratory class was designed to excite 9th and 10th grade female students about non-traditional careers. AJAC and professionals who work in other trades, such as electrical, plumbing, carpentry, etc., were invited to present to the students. AJAC's presentation created awareness of the career opportunities in the aerospace and manufacturing industries and how apprenticeships can serve as a pathway to those careers.

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*



Terry Hegel and Tara Kincaid, two highly skilled machinists with experience in manufacturing, spoke on their backgrounds and their successful journey. Hegel, AJAC's [Mobile Training Unit](#) Program Specialist, has over 30 years of experience that includes all aspects of machining and manufacturing, from working as a machinist to research and development to teaching high school students and apprenticeship classes. Kincaid, a journey-level machinist, enthusiastically agreed to join AJAC for this particular event because of her expertise in what is usually a male dominated trade.

During the presentation, AJAC was thrilled to incorporate two visual aids, which helped explain the equipment machinists typically use and how aircraft parts are manufactured and maintained for an airplane engine. Hegel and Kincaid discussed how a Computer Numerical Control (CNC) Mini Mill works, why it is a common tool in their field and how technology has changed the way people operate it. During the second-half of the presentation, the students learned the inner-workings of a cutaway display O-320 engine for a Cessna 172 airplane and how it operates.



The event concluded with our guest speakers showcasing instruments machinists use, including a non-digital caliper and a composite damage tester. They also answered questions from the students.



AIM-MTU Sponsorship Opportunities Available!

Sponsorship packages include a number of ways for your organization to gain exposure, such as:

- Logo placement on:
 - The 53' AIM-MTU trailer
 - AIM-MTU marketing materials and web site
- Invitation to events
- Cross marketing opportunities
- Plus more!

To find out how you can become an AIM-MTU sponsor and get increased exposure for your company [check out our sponsorship packages](#) or contact Megan Fiess at 206-388-9336 or AIM-MTU@ajactraining.org

AJAC Outreaches to Students, Veterans & Job Seekers about the Value of Apprenticeship

This summer, AJAC hit the road and attended numerous college and career fairs across the state of Washington. At these events, AJAC hosted informational booths and spoke with students and job seekers about apprenticeship and the exciting career opportunities available in aerospace and manufacturing industries. Career fairs AJAC attended include:

- **WorkSource Snohomish County Apprenticeship Information Fair**
- **2013 Women Veterans Summit**
- **Sno-Isle Women In Trades Summer School Program**
- **2013 Pierce County Aerospace & Advanced Manufacturing Summit**
- **2013 Boots2Work Military Career Fair**
- **2013 STEM Back-to-School Weekend Event at The Museum of Flight**

Need Assistance Completing Your Airman Certificate and/or Rating (8610-2) Application? AJAC Can Help!

If you have 18+ months of documented practical experience maintaining aircraft, AJAC can advise you through the entire process of completing your Airman Certificate and/or Rating (8610-2) application, requesting permission from the FAA to test for:

- Airframe certificate, or
- Powerplant certificate, or
- Airframe & Powerplant (A&P) certificate

AJAC can assist you by:

- Reviewing your documented practical experience required by 14 CFR Part 65.77
- Creating an 8610-2 application package including all of your documented experience and on-the-job training (OJT) that you can take to the FAA for approval

- Providing a recommendation letter from AJAC to the FAA in support of your Airman Certificate (8610-2) and/or Rating (8610-2) application
- And more!

Get FAA A&P test and application support from AJAC now!

*AJAC cannot and does not guarantee FAA approval. The FAA is the only authority who can determine eligibility.

AJAC is Looking for Precision Metal Fabrication and Machining Instructors!



The Aerospace Joint Apprenticeship Committee (AJAC) is currently recruiting:

- Experienced PRECISION METAL FABRICATORS to teach Precision Metal Fabrication Apprenticeship classes
- Experienced JOURNEY-LEVEL MACHINISTS to teach Machining Apprenticeship classes

Benefits include:

- Competitive pay
- Part-time/evening hours
- Instructor training
- Opportunity to become an even more valuable resource to your industry

If you are interested in passing along your knowledge to the next generation workforce while earning extra income, check out [AJAC's Employment Opportunities page](#).

AJAC Events Calendar

September 12, 2013

[2nd Annual JBLM Apprenticeship & College Fair](#)

Joint Base Lewis-McChord - Tacoma, Washington

September 25 & 26, 2013

[2013 Smartmap Expo](#)

TRAC Center - Pasco, Washington

September 30, 2013

AJAC/Enumclaw Open House - Celebrating the Launch of AJAC's Machining Apprenticeship Program at Enumclaw H.S.' New Multi-Trade Machine Shop

Enumclaw High School - Enumclaw, Washington

October 1-2, 2013

[Governor's Aerospace Summit](#)

Comcast Arena - Everett, Washington

October 1-3, 2013

[Aircraft Interiors Expo Americas](#)

Washington State Convention Center - Seattle, WA

October 16, 2013

Arlington School District College & Career Exploration Fair

Arlington High School - Arlington, Washington

October 21, 2013

Glacier Peak High School Career Fair

Glacier Peak High School - Snohomish, Washington

Stay Connected with AJAC:

