



## Will This Training Articulate Into Other Apprenticeships?

Yes! AJAC's Production Technician youth apprenticeship program develops skills and core-competencies for apprentices to move into machining, metal fabrication, industrial maintenance and plastic injection molding.

## What Are The Employer's Responsibilities?

- 1** Identify key mentors in your company willing to offer assistance and guidance to youth as they pursue this apprenticeship program.
- 2** Employ youth in an entry-level position and allow them to work for 10 to 20 hours per week during the school year, and 40 hours a week during the summer.
- 3** Pay the apprentices a minimum wage or higher.
- 4** Ensure a safe work environment for the apprentice.
- 5** Conduct training as needed on-the-job to aid in student exposure in the industry.
- 6** Provide feedback on the youths' performance on a quarterly basis, so we can support the youth and the employer as they progress in their training



## Launch AJAC's Youth Apprenticeship at Your Company Today!

[www.ajactraining.org/youth-apprenticeship](http://www.ajactraining.org/youth-apprenticeship)  
or [youth@ajactraining.org](mailto:youth@ajactraining.org)

The Aerospace Joint Apprenticeship Committee (AJAC) is a state-funded, non-profit organization that develops and implements advanced manufacturing apprenticeships primarily for Washington State's aerospace industry. AJAC currently serves over 350 apprentices and 200 employers across six high-demand occupations. Only through apprenticeship can you capture and directly transfer the knowledge and skills of your best employees.

**6770 E. Marginal Way South, Bldg A-106  
Seattle, WA 98108-3405  
206-764-7940**

It is the mission of AJAC that the training of apprentices shall be without discrimination based on race, sex, color, religion, national origin, age, disability, veteran status, sexual orientation, gender identity or as otherwise specified by law. AJAC also encourages women, minorities and veterans to apply with their employer.



# Apprenticeship in the High School

## The Future of Workforce Training



## What Is AJAC's Youth Apprenticeship?

AJAC's **Production Technician** Youth Apprenticeship is a 2,000 hour program designed for qualified high school juniors and seniors to develop career-ready skills in the aerospace and advanced manufacturing industries. This apprenticeship program combines paid on-the-job training at an AJAC employer and college-level classroom instruction.



## What Is a Production Technician?

Production Technicians (PT) set up, test, and adjust manufacturing machinery or equipment, using any combination of electrical, electronic, mechanical, hydraulic, pneumatic, or computer technologies. They also calibrate or adjust equipment to ensure quality production, using tools such as calipers, micrometers, height gauges, protractors, or other specified equipment.

PTs operate and maintain machinery in the machine shop; cut and prepare work; maintain traceability from first to final cut with paperwork and job number; meet internal due dates and deadlines; and maintain a clean, neat and safe machine shop.

Lastly, PTs load materials into production equipment. Remove products or workpieces from production equipment. Operate machinery used in the production process, or assist machine operators. They will place products in equipment or on work surfaces for further processing, inspecting, or wrapping and examine products to verify conformance to quality standards.






## What is the Cost and How Much Will I Pay Each Apprentice?

The Production Technician apprenticeship is a no-cost program for AJAC employers. Pay will vary by employer and number of hours worked.

## How Will The Apprentice's Progress Be Tracked?

Progress of apprentices will be tracked by the mentor on a monthly basis based on core competencies. This progress will be reviewed by program staff to ensure satisfactory performance on-the-job.

## Why Youth Apprenticeship?

-  Young adults will drive product and process innovation to new heights
-  Apprentices will boost a company's productivity and retention of employees
-  Apprenticeships allow employers to save money on wages, develop a committed workforce and customize their training needs
-  Apprenticeships build a pipeline of talent and generate a positive ROI
-  Young adults are tech savvy and eager to work with emerging technologies

## When Will The Apprentice Work?

Apprentices will take class every Thursday night, from 3:00 p.m. to 7:00 p.m. It is up to the employer and the student to work out an appropriate work schedule that adheres to L&I guidelines and school district schedule.

## How Many Hours Can Each Apprentice Work?

During the school year, apprentices can work 10-20 hours per week. Summer hours can be expanded to full time.

## How Can an Employer Participate in this Program?

Employers who have signed an AJAC Training Agent agreement or those who are interested in becoming an AJAC employer can participate.



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