



Summer Wrap-Up Newsletter



Stay Connected with AJAC:



AJAC creates and implements apprenticeship programs in partnership with employers, community/technical colleges, high schools and skills centers to train the new generation of highly skilled aerospace and advanced manufacturing workers in Washington State.

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

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Snohomish County is Washington State's number one county for aerospace and advanced manufacturing supporting an estimated 110,000 direct jobs over 960 companies. To further support the region's need for highly-skilled workers, AJAC expanded the Manufacturing Academy (MA) in January to Monroe, Washington offering

unemployed individuals the skills, knowledge and abilities for manufacturing positions. WorkSource Monroe (located in Snohomish County) was selected as the third location for the Manufacturing Academy, a 400-hour, 10-week pre-apprenticeship program, due to the robust and dynamic cluster of aerospace and advanced manufacturing companies in the area. The Manufacturing Academy also runs in Pierce King and Skagit Counties with plans to expand across the state as the demand for skilled workers continues to rise.

and be paid well. That wouldn't have happened without 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

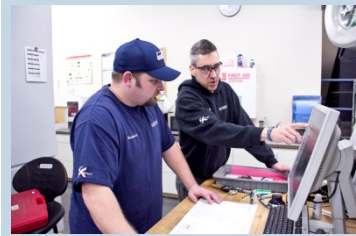
"The skills I've gained in the AJAC program through manufacturing basics and lean manufacturing has helped me improve my efficiency and problem solving abilities during production..."
Dan Porter - Machinist Seattle Lighthouse for the Blind, Inc.



After the success of the first MA class in Monroe this past winter, the second class graduated in early July with eight well-rounded and job-ready individuals looking to take their certifications and hands-on learning to the next level. Jason Craig, a 33-year-old from Lynnwood, Washington enrolled in the Manufacturing Academy not knowing how much he would learn about manufacturing, "I used to think manufacturing was about people who worked in a factory or assembly, but there is so much more to it...Who would have thought years ago that we could type things into a computer and it will print out a 3D model?" Jason said, "Everything from quality assurance to precision measurement, it really opened my eyes to how little I knew about manufacturing."

Throughout the 10-week program, students tour several local-area manufacturing companies and receive hours of hands-on classroom training, resulting in valuable certifications recognized and used throughout numerous industries. Michael Stonecastle, a 27-year-old from Arlington, Washington valued the practical learning in addition to the certifications he earned, "I never had the OSHA-30 certification, nor the LEAN yellow belt, CPR, First Aid or Forklift", he said. "This gave me a lot of new things to say [to employers]."

What AJAC Employers Are Saying:



"The Machinist Apprenticeship program is not only our preferred choice, but our only path to developing a skilled workforce."

Cadence Aerospace-PMW Operations- Puyallup, WA

"The apprenticeship program has provided a robust education for our apprentices, and gives our company much more well-rounded employees, capable of filling any void that comes up...It's a real solid path to better pay."

Machinists, Inc. - Seattle, WA

"In addition to the hands-on learning...the program includes classroom work in subjects like trigonometry, metallurgy and technology...Everyone at the Lighthouse appreciates AJ



Rick Pattison (MA Instructor, left), Michael Stonecastle (MA Graduate, center) and Justin Sherman (AJAC Instructor, right)

Every Manufacturing Academy cohort is designed to create one-on-one interactions between the instructors and students, allowing for higher performance and increased group learning. Math continues to play a key role in manufacturing and with an intimate learning environment, students are able to grasp concepts they couldn't absorb in high school. "...Because of the diverse culture we are able to communicate with each other and I was able to grasp [math] better this time around", Jason Craig added. "These instructors are willing to sit down with you on their lunch break, after class, or work with you in the off time to give you that knowledge. They have such a drive for it, it's awesome! You get to have your voice heard and questions answered. The whole atmosphere is more beneficial because everyone gets the attention they deserve."

As the Monroe Manufacturing Academy graduates were surrounded by family and friends, they received their certificates of completion, signaling a new chapter in their lives as ready-to-work individuals in manufacturing. Whether it was metallurgy or algebra, resume building or interview skills, all eight graduates are now better prepared to enter the workforce with the confidence to begin a new career in manufacturing.

AC's full and enthusiastic support of accommodations for learning of people who are visually impaired or blind."

The Lighthouse for the Blind, Inc. - Seattle, WA

"It has been a challenge for us to get young people coming out of school interested in a manufacturing career...We are happy to now offer a path for young people to get the training needed through our partnership with AJAC."

Buyken Metal Products, Inc - Kent, WA

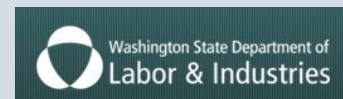
Quick Links



[AJAC is HIRING!](#)



[Washington State Department of Commerce](#)



[WA State Labor & Industry](#)

AJAC Featured in Washington State "National Manufacturing Day" Proclamation



On September 18, 2015, Washington State Governor Jay Inslee signed the inaugural ["National Manufacturing Day"](#) Proclamation to celebrate and create awareness for

Washington State's manufacturing industry during [National Manufacturing Day \(MFG DAY\)](#) on October 2, 2015.

The Aerospace Joint Apprenticeship Committee (AJAC), CAMPS (Center for Advanced Manufacturing Puget Sound), Impact Washington, Bates Technical College and Everett Community College among others are dedicating an entire day to inspire the next generation of machinists, precision metal fabrication and engineers through tours and activities at local manufacturers.

According to the [National Manufacturing Day website](#), "MFG DAY addresses common misperceptions about manufacturing by giving manufacturers an opportunity to open their doors and show, in a coordinated effort, what manufacturing is - and what it isn't. By working together during and after MFG DAY, manufacturers will begin to address the skilled labor shortage they face, connect with future generations, take charge of the public image of manufacturing, and ensure the ongoing prosperity of the whole industry."



[Greater Spokane Incorporated](#)



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



[Pacific Northwest Aerospace Alliance](#)



[Manufacturing Industrial Council](#)



[Apprenticeship & Nontraditional Employment for Women](#)



[Inland NorthWest Aerospace Consortium](#)



[The Museum of Flight](#)



AJAC staff preparing the Marshmallow Challenge for National Manufacturing Day

AJAC will be taking part in National Manufacturing Day at [Buyken Metal Products](#) in Kent, WA and [Belshaw Adamatic Bakery Group](#) in Auburn, WA. AJAC will engage local-area high school students in the [Marshmallow Challenge](#) demonstrating the production process and team work. Students will also learn about the various occupations within manufacturing in addition to utilizing apprenticeship as a pathway to a sustainable career in aerospace and advanced manufacturing.

Find out more about National Manufacturing Day including how you can [participate](#) .



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.

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 wraparound support services*

5 Questions with AJAC's Technical Specialist, Justin Sherman



- *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*

What is your proudest career moment?

From my prior experiences with K LW Manufacturing [a manufacturing design shop located in Arlington, WA], one of my greatest achievements was transitioning the shop from traditional machining methods and basic tools, into advanced tooling and high-speed machining. In some cases, production increased over 300% from the legacy methods used.

What is your favorite part about working in the nonprofit industry?

At AJAC, we are able to leverage public funds in addressing issues ranging from industry-wide skills gaps to helping people take their first step into manufacturing careers. It is very fulfilling, feeds your soul, and is much more motivating than chasing a profit.

What is one word that describes your life?

If there is something that you want to change about yourself, your life, or anything else, then you should always be actively trying to do so. "Kaizen" is a word taught during Lean Manufacturing courses, but really it is a word to live by. It means "constant improvement." It is a principal state of my life, and I feel it should be a part of everyone's.

What's the best part of your job so far?

A great part of my job is having the opportunity to run a program that changes people's lives. The Manufacturing Academy [AJAC's pre-

apprenticeship program] gives the students a sense of hope in their lives that for many was missing before they began. This gets communicated over and over at every graduation, and it will never get old.

What's the #1 most played song on your iPod?

Who uses an iPod anymore?!?!?!? This is a tough question. I mostly listen to random playlists, but one song that always comes up as a personal favorite of mine is Fast Car, by Tracy Chapman.

Connect with Justin on [LinkedIn](#)

WorkSource Skagit and AJAC Offer Pre-Apprenticeship Manufacturing Training for Skagit County

To support Skagit County's manufacturing sector, which accounts for an estimated 12% of the entire workforce, AJAC and WorkSource Skagit have partnered to skill-up unemployed individuals through AJAC's Manufacturing Academy (MA). Two cohorts will be offered starting this fall and will run through spring 2016 at The Manufacturing Academy Training Center in Mount Vernon, WA. MA students will acquire the technical hands-on training, certifications and soft skills needed to pursue entry-level employment in apprenticeable occupations such as, industrial maintenance, machining or precision metal fabrication.

Students participating in this full-time program will:

- Earn college credits
- Develop knowledge and experience with basic hand tools, precision measuring tools and major manufacturing equipment, blueprint reading, industrial safety, job planning, basic electrical, physics, sheet metal, applied manufacturing math, welding, metal forming, composites, etc.
- Cultivate effective communication, resume writing and interviewing skills
- Gain certifications in Manufacturing Basics, CPR/First Aid, OSHA, Flagging, Forklift and Lean principles
- Connect with local aerospace and manufacturing employers regarding potential career opportunities



Manufacturing Academy students work in teams to complete their riveting project

"Over the last four years, AJAC has partnered with workforce development organizations, employers and community and technical colleges in Pierce, King and Snohomish Counties to offer the Manufacturing Academy (MA) program which serves as an additional solution to workforce training and development. These partnerships have helped to prepare over 350 long-term unemployed and dislocated workers annually for careers in the aerospace and advanced manufacturing industries," said Demetria "Lynn" Strickland, AJAC Executive Director . "We're excited about this partnership with the Northwest WorkForce Council, WorkSource Skagit, Skagit Valley College and the tremendous opportunity to serve the residents and employers of Washington State and Skagit County. This training is aimed at providing entry-level skills to address the current skills gap and transition individuals into AJAC apprenticeship programs which provide educational and career pathways to long-term, high-demand livable wage jobs."



Manufacturing Academy students learn hands-on manufacturing skills including machining and riveting

"Northwest Workforce Council is proud to partner with AJAC and Skagit Valley College to bring AJAC's successful Manufacturing Academy to Skagit County", said Gay Dubigk, Northwest Workforce Council Executive Director. "This partnership not only bolsters the manufacturing workforce in Skagit County, but provides opportunities for individuals to receive proven, employer recognized credentials and training, making them valuable employees to the industry."

In 2011, the Manufacturing Academy was established to build an

entry-level workforce that can readily respond to industry need and provide long-term employment and career ladders for graduates. The MA curriculum was developed in collaboration with aerospace and manufacturing employers to ensure the program meets industry needs.

Find out how you can:

- Fill your entry-level positions through the Manufacturing Academy in your area: <http://www.ajactraining.org/aviation-employers/find-employees/>
- Get trained in 11 weeks for careers in manufacturing: <http://www.ajactraining.org/apprenticeship/p-re-apprenticeships/>

Show Your Pride for the Trades with AJAC Swag!

AJAC's new online store offers USA made t-shirts, polo shirts and hooded sweatshirts for men and women as well as our golf umbrella and window cling!



Help support apprenticeship and the trades! The dollars from your purchase of USA made products will not only be reinvested in the local economy, but also in the training of AJAC's Washington State apprentices.

Think apprenticeship, think manufacturing, think made in the USA.

Aerospace & Manufacturing News

#ThinkApprenticeship #ThinkManufacturing

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

Summer is Over but These All-Girls STEM Camps Should be on Your Radar for Next Year (via [Huffington Post](#))

For girls new to STEM, summer programs provide a fun way to explore unfamiliar subjects -- potentially discovering new areas of interest.



Why We Desperately Need To Bring Back Vocational Training In Schools (via [Forbes](#))

The "college-for-everyone" mentality has pushed awareness of other possible career paths to the margins. If we want everyone's kid to succeed, we need to bring vocational education back to the core of high school learning.



How to Save Money on Education through Apprenticeships (via [EverythingFinance](#))

When many students think about life after college, the path ahead to a 9-5 career may seem set as their parents encourage them to seek a four year degree. However, not everyone wants to, or needs to, seek out a college degree to have a satisfying career.



Pioneer's Apprentices in AJAC are Building Solid Careers. (via [Pioneer Human Services](#))

The program provides occupational skills training that combines 93% supervised on-the-job training experience with 7% classroom instruction. Men and women have the opportunity to earn their CNC (machinist) operator certificate in two years, and continue on to become a journeyman (master machinist) after four years of satisfactory progression through the program.



AJAC Welcomes Our New Training Agents!

AJAC is excited to announce the following employers have joined the apprenticeship program as a registered Training Agent :

Training Agent	Location
<u>Progressive Machine, Inc</u>	Pasco, WA
<u>Cascade Gasket and Manufacturing, Inc.</u>	Kent, WA
<u>Jemco Component & Fabrication, Inc.</u>	Kirkland, WA
<u>JD Ott</u>	Seattle, WA
<u>Beckwith & Kuffel, Inc.</u>	Seattle, WA
<u>AvtechTyee Corporation</u>	Everett, WA
<u>3DX Industries</u>	Ferndale, WA
<u>Sakco Precision, Inc.</u>	Auburn, WA
<u>Tri-Tec Manufacturing</u>	Kent, WA
<u>United Medical Services Inc.</u>	Tacoma, WA
<u>OMAX</u>	Kent, WA

Get started with AJAC's apprenticeship programs today!



**Machining, Industrial Maintenance Mechanic
and Precision Metal Fabrication
APPRENTICESHIPS**

**Get an ROI
on Employee Training**

Low cost to employer Reduced turnover rates More industrious and loyal employees

Train your workforce now!

www.ajactraining.org/ROI
206-764-7940

AJAC
Aerospace Joint Apprenticeship Comm

The advertisement features a photograph of two individuals, a man and a woman, in a workshop setting. The man is wearing a blue lanyard and holding a small object, while the woman is looking at it. The background shows industrial equipment. The text is arranged in a clear, professional layout with a blue and white color scheme.

Upcoming AJAC Events

September 28-29, 2015

Spokane T 2-4 Career Fair Circuit

Spokane, Washington

October 2, 2015

National Manufacturing Day

Buyken Metal Products & Belshaw Adamatic Bakery Group

October 6, 2015

Aerospace, Maritime and Manufacturing Job Fair

South Seattle College - Georgetown Campus - Seattle, Washington

October 7, 2015

Snohomish County Regional Job & Resource Fair

Armed Forces Reserve Center - Marysville, Washington

October 8, 2015

Bethel School College & Career Fair

Bethel High School - Spanaway, Washington

October 8, 2015

Graham-Kapowsin College & Career Fair

Graham-Kapowsin High School - Graham, Washington

October 8, 2015

Spanaway Lake High School College & Career Fair

Spanaway Lake High School - Spanaway, Washington