



Program Outline: Precision Metal Fabricator 4,000 Hours

Employer Responsibilities for Participation:

- a) Become an AJAC Training Agent by signing the Training Agent agreement and EEO forms.
- b) Grant equal treatment and training opportunities for all apprentices and apply those conditions uniformly.
- c) Determine journey level wage rate and report to AJAC annually.
- d) Determine tuition reimbursement policy for apprentices, if applicable.
- e) Identify (or hire) employees to train through apprenticeship.
- f) Identify experienced employees to mentor apprentice(s), provide well-rounded, structured on-the-job training and maintain the appropriate 1:1 mentor to apprentice ratio. If you need assistance or guidance on how to do this, contact your AJAC Program Developer
- g) Identify all shop equipment and processes, and over the course of the apprenticeship - rotate apprentices in the various processes and equipment of the skilled occupation
- h) Periodically review and evaluate apprentices before advancement to the apprentice's next step and wage progression.
- i) Pay your apprentice(s) the percentage of Journey wage rate for hours worked (see table).

Apprentice Requirements:

- a) Have a High School Diploma or equivalent and be at least 17 years old.
- b) Able to perform the physical requirements of the occupation.
- c) Meet minimum scores on COMPASS test, ASSET test, WOWI assessment or college level math and English classes (90 or greater).
- d) Sign an Apprenticeship Agreement with AJAC and abide by the AJAC Standards of Apprenticeship.
- e) Register for class before the first night.
- f) Pay ½ of community college tuition (depending on company reimbursement policy).
- g) Attend apprenticeship courses, off-hours, for a minimum of 144 hours per year.
- h) Demonstrate progress on the job.
- i) Submit monthly work progress reports through Apprentice Tracking System (ATS).

Please visit www.ajactraining.org, call 206-764-7940 or e-mail info@ajactraining.org

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Version 1.0 Current as of January 2016

OJT Tasks & Hours:

Task Name	Approximate OJT Hours
Bench Work	100
Sheet Metal Shop Basics	1,100
CNC Setup and Operations	800
Punch Press	500
Press Brake	500
Lasers and Cutting Technology	200
Inspection	400
Materials and Properties of Bending Metal	200
CAD / CAM	200
TOTAL HOURS	4,000

The above schedule of tasks and hours is designed as a guide. Hours will be completed over the course of the apprenticeship. The apprentice shall be instructed and trained in all operations and methods customarily used on the various machines. Each company will adhere to the schedule as closely as facilities will permit in order to provide the apprentice with well-rounded experience and practice on all relevant equipment and processes in the shop.

Base Established Wage for Occupation - \$20.00

Step	Number of Hours	Percentage of Journey Level Rate
1	0000 - 1000	60% (\$12.00)
2	1001 - 2000	70% (\$14.00)
3	2001 - 3000	80% (\$16.00)
4	3001 - 4000	90% (\$18.00)

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