



## Aerospace Joint Apprenticeship Committee Newsletter

Winter  
2014

Stay Connected with AJAC:



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*

"I've gone from the bottom,  
basically a dead end career,  
to being able to go anywhere  
and be paid well. That

## AMT Machinist Uses AJAC Apprenticeship Program to Reach New Heights

Arlington, Washington, once dubbed "The Shingle Capital of the World" is a small-sized town located 20 miles north of Everett that was built on the economic success of the timber, railroad and farming industries throughout the 20th century. Arlington is also home to one of AJAC's newest apprentices, Davelyn Patrick.

Davelyn, or better known around her friends and family as Davie, is an AJAC machining apprentice for AMT Monroe -- a state-of-the-art manufacturer of precision-machined surgical implants and instruments for OEMs in the orthopedic, spinal and dental industries.

***"...GO FOR IT! Don't let anyone tell you 'you can't'"***

Davie's first exposure to heavy machinery was in a 7th grade shop class where she learned how to operate a manual lathe. Although becoming a machinist wasn't an occupation she gave much consideration, it opened her eyes to the careers and opportunities available in the advanced manufacturing industry.



Davie was hired on as an entry-level machine operator for AMT Monroe in May 2012 where she developed a strong foundation and knowledge of the industry, "I knew from the first day in the shop that this is what I was going to do." She explained, "I continuously asked questions, took notes and began asking about the apprenticeship program."

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:**

Davie's inspiration to pursue a career as a machinist stemmed from her parents who were mechanically-savvy with engines and machines of all types. Her previous work experience in the construction and roofing industry undoubtedly helped Davelyn develop a strong work-ethic and desire to be a well-rounded individual in the workplace.



As a woman in a male-dominated industry, Davie has become a role model to the thousands of aspiring female manufacturers our state has to offer through her persistence and go-getter attitude, "I say if you're interested or think you might enjoy it GO FOR IT! Don't let anyone tell you 'you can't'". Machine shops are often hiring (employees) with little to no experience. All you have to do is get your foot in the door and keep moving forward."

From her first day on the job, Davie's personal goal was to be a part of AJAC's machining apprenticeship program, "I knew I wanted to be in it from the first month I was at work and getting chosen was a huge deal to me." As an apprentice, Davie is thrilled to finish her first year in the program and uses it as a platform to expand her knowledge and "share with others to build a stronger work team".

Davelyn is on pace to finish her first year as an AJAC machinist next winter and will graduate from the program in 2017.

### **AJAC Launches First Maritime Manufacturing Academy**

The manufacturing industry is constantly evolving to reflect the need for skilled entry-level workers here in Washington State. The Workforce Development Council of Seattle-King County initiated a report to measure the maritime industry's health in the Puget Sound region.

The **results of the report** found many maritime occupations are not only projected to grow fiscally over the next decade, but there will be hundreds



**"The apprenticeship educates them in everything, and gives you much more well-rounded employees, capable of filling any void that comes up...It's 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 Pierce, Director of  
Human Resource- Precision  
Machine Works, Inc.*



of entry-level job openings in King County from 2016-2021. The report also found that the highest in-demand occupations will also experience the greatest work force shortages if nothing is done to correct this problem.

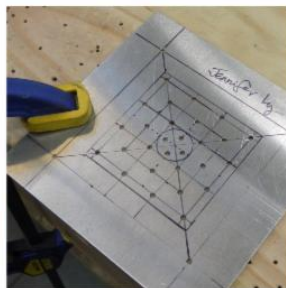
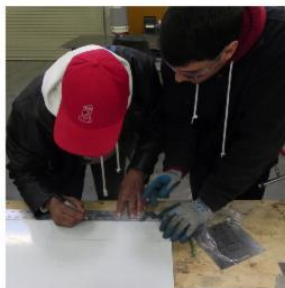
To prevent the forecasted shortages, the Workforce Development Council of Seattle-King County, South Seattle College, maritime industry employers and AJAC helped develop the Maritime Manufacturing Academy (MA) to meet this growing demand for maritime industry workers.

The Maritime MA is a ten week workforce pre-employment training program developed in partnership with the above organizations to provide students with industry related knowledge and skills necessary to fill entry-level jobs in the maritime industry.



***"We wanted to identify the specific maritime occupational demands in King County to make sure the sector continues to get a supply of qualified workers now and in the future."***

Marlena Sessions, CEO of the Workforce Development Council



The Maritime MA graduates will be eligible to work in many different sectors of the industry including companies that operate in shipyards, dry docks and marine repair shops. In a recent press release, Marlena Sessions, CEO of the Workforce Development Council said, "We wanted to identify the specific maritime occupational demands in King County to make sure the sector continues to get a supply of qualified workers now and in the future."

The Maritime MA students will be introduced to:

- Hydraulics and pneumatics
- Composites
- Blueprint reading, including electrical and structural (ship)

**"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

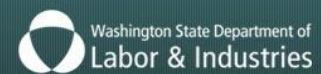
## Quick Links



[AJAC is HIRING!](#)



[Washington State Department of Commerce](#)



[WA State Labor & Industry](#)



[Greater Spokane Incorporated](#)



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



- schematics
- Welding (Arc and GTAW).
- Sheet metal, including HVAC techniques commonly used in the maritime sector

Students will receive certifications in forklift and OSHA safety training.

Graduates from the Maritime MA will be better prepared for entry-level jobs in the maritime industry with a greater skill set.

## Skills Inc., and AJAC Partner to Offer Precision Metal Fabrication Apprenticeship Class

In 2013, Skills Inc., and AJAC came together to fulfill each other's workforce training needs. Skills Inc., is a local organization that creates and maintains a stable, rewarding place of work, where persons with disabilities contribute their skills particularly in the manufacturing industry.

Skills Inc., was looking to provide Precision Metal Fabrication (PMF) training for its employees. While Skills Inc., did own PMF equipment, it did not possess the curriculum to implement this type of training. AJAC already developed the curriculum for a PMF Apprenticeship Class, and was finding employer demand for this program in the Auburn, Enumclaw and Federal Way areas. However, AJAC was in need of a location, equipment and an instructor for this once a week class, because PMF equipment is very unique and high in cost. After a long and thorough search, AJAC was unable to find a PMF instructor or a community/technical college with available space or PMF equipment in the Puget Sound area.

### 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:



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



Skills Inc., is already a participating employer in AJAC's Machining Apprenticeship Program, owns PMF equipment and has experienced Precision Metal Fabricators on staff that could serve as instructors. The two organizations considered it a natural fit to continue this partnership and establish AJAC's inaugural PMF Apprenticeship Class at Skills Inc' Auburn South Facility. This is also the first time AJAC is hosting an Apprenticeship Class at an employer's facility. Traditionally, these classes are hosted by a community/technical college or high school and taught by AJAC instructors, using AJAC's curriculum.

In January 2014, Skills Inc., opened its classroom doors one evening a week to not only its employees, but also to area companies who were interested in training their employees. Through this partnership, Skills Inc., and AJAC are:

- Collaborating with the community to create training opportunities and a skilled manufacturing workforce in PMF
- Creating education and training for persons with disabilities to grow and expand their skills
- Providing advanced manufacturing employers the resources to train their workforce in PMF
- Offering area apprentices the opportunity to take their evening PMF classes directly in a workplace environment

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*

## AJAC Speaks on the Changing Landscape of



## Registered Apprenticeship Programs

The U.S. Department of Labor recently hosted a webinar to discuss the changing landscape of apprenticeships and how innovative ideas are creating new pathways for successful careers through registered apprenticeship programs. The webinar addressed four main goals to illustrate how public policy, partnerships and the diversity of apprenticeship programs can help overcome economic and workforce development challenges.

AJAC's Director of Apprenticeship, Andrea Anderson was thrilled to discuss how Americans can use registered apprenticeship programs as a valuable post-secondary pathway to a rewarding career. Anderson articulated on post-secondary education, partnerships with secondary education organizations and education outreach campaigns.



AJAC's apprenticeship program "required creating innovative partnerships with employers, the Washington State Apprenticeship and Training Council, the community and technical colleges and also the high school and skills centers," said Anderson. Through these partnerships, AJAC realized the employer demand for skilled entry-level workers.

Anderson also explained how AJAC addresses employer demands by offering pre-apprenticeship programs in various locations across the state. She stated how AJAC's pre-apprenticeship programs exposes students to classroom theory and hands-on training in the aerospace and advanced manufacturing industries.

The pre-apprenticeship and apprenticeship programs at AJAC have generated interest by creating a curriculum that's been approved for college credit through partnerships with educational institutions across Washington State. "Right now, we're also working on articulation for apprentices moving from two-year into four-year degrees." Anderson added.

To watch the entire webinar and download the presentation and transcript, visit Workforce One's website:

<https://www.workforce3one.org/view/5001331830276690133/info>

## AJAC Attends "Bowling with Bounds" to Support Skills Incorporated

This past Saturday, Skills Inc. held their 7th annual Bowling with Bounds Fundraiser at Kenmore Lanes. Over 200 people attended the event, over 150 bowled. Local celebrities that participated included: Dennis Bounds (Host), Ian Furness (Emcee), Rich Marriott, Mark Wright, Greg Copeland, and Allen Schauffler.



(Left to Right: Roxane Jonson, Pre-Apprenticeship and Facilities Manager; Aaron Ferrell, Marketing Communications Assistant; Elizabeth Slaughter, Office Assistant)

Nearly \$20,000 was raised for Skills Inc.'s Customized Employment Program (CEP) and Vocational Services. The CEP is designed to meet the needs of individuals with disabilities who face barriers to full-time employment but are still interested in working and contributing their skills. Vocational Services provide clients with a wide range of personalized employment services, including assessment, community job placement, job retention, and internships.

## AJAC In The News

AJAC had an amazing winter with several media outlets featuring AJAC and its participating employers. Here is our media round-up:

### Publisher

Gear Technology

### Article

[Learn to Work, Work to Learn](#)



Puget Sound Business Journal

[Parts and Tooling Manufacturer  
Machinists Inc. Expands in Seattle](#)

Puget Sound Business Journal

[Boeing 777X Decision Re-energizes  
Renton Aerospace Training Project](#)

Puget Sound Business Journal

[AJAC & Machinists Inc., Cover Story](#)

Enumclaw School District

[STEM Luncheon Feeds Off Teacher  
of the Year's Keynote](#)

Enumclaw School District

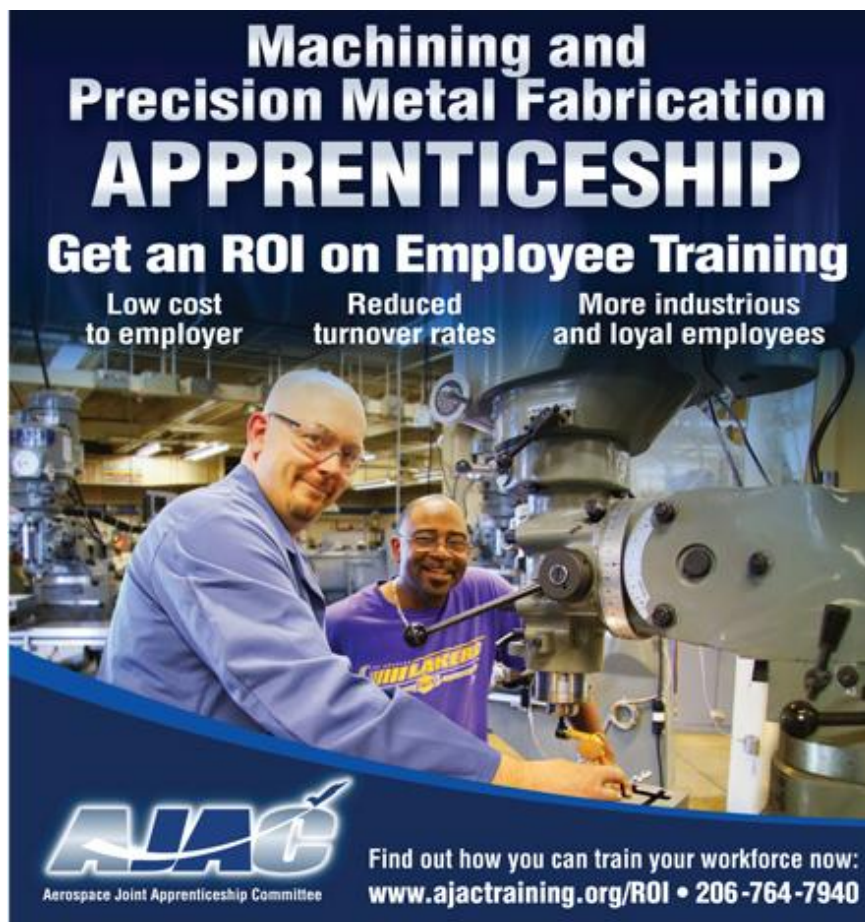
["Spirit of Innovation" STEM Expo](#)

Spokane Journal

[Liberty Lake Prototyping Shop Crafts  
Steady Growth](#)

KING-TV

[Airliner Parts Supplier Orion  
Expanding Job Horizons for Those  
Who've Struggled](#)

An advertisement for AJAC (Aerospace Joint Apprenticeship Committee) featuring two men in a workshop setting. One man is wearing a blue shirt and glasses, and the other is wearing a purple shirt. They are standing next to a large industrial machine. The text on the advertisement includes: "Machining 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", and "Find out how you can train your workforce now: www.ajactraining.org/ROI • 206-764-7940".

**Machining 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](http://www.ajactraining.org/ROI) • 206-764-7940

## AJAC's Spring Apprenticeship Programs in Full-Swing!

AJAC kicked off the 2014 Spring Apprenticeship Programs as the organization continues to grow and expand its reach in the aerospace

and advanced manufacturing industries.

AJAC currently has **270** registered apprentices enrolled in various programs including machining, precision metal fabrication, tool and die maker and aircraft mechanic airframe. AJAC also made a strong push this winter with industry employers by signing several new Training Agents!

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



Register your employees now! Contact AJAC at 206-764-7940 or [info@ajactraining.org](mailto:info@ajactraining.org).

**Hazard Communication Standards Are Changing! Are You Ready?**

**VIGILANT™**  
● counsel for employers

**HAZARD COMMUNICATION  
TRAINING FOR TRAINERS**

**FREE TO ATTEND**

Made possible by Washington State  
Department of Labor & Industries Ship  
Grant Funds.

OSHA is requiring that all employers who have chemicals onsite train their employees on the new labeling elements and SDS format prior to June 1, 2014.

To help you prepare for these changes, Vigilant is offering a course aimed at giving your staff representative the tools needed to train other employees on these new requirements.

### **REGISTER TODAY!**

This class is FREE but space is limited so register today.

Please email Phyllis French at [p.french@vigilantcounsel.org](mailto:p.french@vigilantcounsel.org) or call:

800-733-8620 or 425-349-4477

## **Upcoming AJAC Events**

**March 26, 2014**

### **Greater Auburn Area Career Conference**

Emerald Downs - Auburn, Washington

**March 28, 2014**

### **Expanding Your Horizons Conference**

Bellevue College - Bellevue, Washington

**March 28, 2014**

### **Washington TSA Education Fair**

Bellevue Hilton - Bellevue, Washington

**April 14 & 15, 2014**

### **Pacific Northwest Apprenticeship Conference 2014**

Emerald Queen Casino Showroom - Tacoma, Washington

**April 15, 2014**

### **JobFest 2014**

STAR Center at MetroParks - Tacoma, Washington



**April 17, 2014**

**Bates Technical College Open House**

Bates Technical College - Tacoma, Washington

**April 22, 2014**

**Opportunity Expo 2014**

Tulalip Resort - Marysville, Washington

**April 24, 2014**

Kent-Meridian High School Career Day

Kent-Meridian High School - Kent, Washington

**April 30, 2014**

**Snohomish County - Build Your Future 2014**

Evergreen State Fairgrounds Event Center - Monroe, Washington