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November 29, 2021

Teri Gardner 12-17-2021

Washington State Apprenticeship Training Council
7273 Linderson Way SW
Tumwater, WA 98501-5414

Teri Gardner 12-6-2021

RE: Recognition of Continuance

Dear WSATC,

AJAC is requesting continued recognition for our apprenticeship preparation program named Manufacturing Academy™.

Program Demographics

Demographic and program information for the period covering January 2019 to November 2021 is as follows:

- 416 individuals served
- 350 completed (84%)
- 263 employment into industry within 3 months of program completion (75%)
- Demographics:
 - 118 women (28%)
 - 294 minority (71%)
 - 88 incarcerated/justice involved (21%)
 - 44 of youth 16-21 years old served had an IEP or 504 Plan (55%)
- Of the 350 completers, 214 were adult (18+), non-incarcerated completers eligible for next-step employment and apprenticeship opportunities
- 24 individuals or 11.2% of the 214 transitioned to apprenticeship during the reporting period
 - 20 individuals or 17.9% of the 112 eligible, non-incarcerated adults who completed pre-apprenticeship prior to COVID transitioned to apprenticeship
 - 4 individuals or 3.7% of the 102 eligible, non-incarcerated adults who completed pre-apprenticeship after COVID transitioned to apprenticeship

AJAC continues to expand its partnerships with State agencies, high schools/School Districts, Community and Technical Colleges and Community Based Organizations (CBO) to recruit and provide increased access to careers in aerospace and advanced manufacturing with a focus on underrepresented populations to include women, communities of color, veterans, low-income youth and adults, justice involved youth and adults, at-risk youth and youth with Individual Educational Plans or 504 Plans. AJAC combines its partnerships with 1:1 informational sessions through the AJAC Advanced Manufacturing Preparation (AMP) program, Career Fairs, testimonial videos, social media postings, online newsletters, and job search platforms to also recruit individuals into the Manufacturing Academy™ program.

Supportive services are integral to both recruitment and retention of participants. These services are provided through continued partnerships with the local Workforce Development Councils, AJAC's strong partnership with Department of Children, Youth and Families' (DCYF) Juvenile Rehabilitation (JR)

department, and through newer partnerships with the Department of Correction's Washington Correctional Center for Women (WCCW), the Department of Vocational Rehabilitation (DVR), the Boys & Girls Club of King County's EX3 Teen Center, Federal Way Public Schools and the YMCA Social Impact Center.

Program and Curriculum Updates

While there have been no significant changes to the curriculum during this reporting period, Manufacturing Academy™ was endorsed as a Career Launch option for young adults and provides an additional structural change of up to 120 hours of paid, structured work-based learning with a partnering employer Training Agent following program completion. This serves to provide relevant work experience, application of knowledge and skills learned in a real-world setting, an opportunity for employment and enrollment into the AJAC registered apprenticeship programs.

Designed to serve state-wide, prior to COVID, Manufacturing Academy™ operated in Pierce & King Counties, historically in Snohomish County and expanded into include Yakima County. The main challenge at the beginning of COVID was converting from in-person to online instruction while maintaining the quality of training, hands-on projects and participant engagement. Online instruction provided the opportunity for participants all over the state, from Snohomish to Spokane Counties to participate in online cohorts combining individuals from different geographical areas and backgrounds.

The conversion to online also enabled more individuals who faced barriers to participation such as transportation and/or childcare, to participate in online cohorts. In addition, hands-on project kits were sent to the home of each participant so they could still engage in some hands-on projects and a Job Club was formed to assist completers (and laid off apprentices) with resumes and connection to hiring employers and access to registered apprenticeships.

AJAC respectfully requests the WSATC approve continued recognition of the Manufacturing Academy™ apprenticeship preparation program which provides an opportunity for individual to gain entry-level industry skills, obtain employment in the industries represented and access to registered apprenticeship programs across Washington State.

Sincerely,



Demetria Lynn Strickland
Executive Director/Training Coordinator
Aerospace Joint Apprenticeship Committee



Teri Gardner 12-6-2021

November 30, 2021

Washington State Apprenticeship Training Council
7273 Linderson Way SW
Tumwater, WA 98501-5414

RE: Letter of Endorsement for AJAC Manufacturing Academy™ Apprenticeship Preparation Program

The Aerospace Joint Apprenticeship Committee (AJAC) continues to provide a Professional and Technical Endorsement of the Manufacturing Academy™ as an apprenticeship preparation program.

This endorsement means the Manufacturing Academy™:

- Is in good standing with the AJAC Committee;
- Employs a staff of Technical Instructors, Curriculum Developers and Subject Matter Experts with professional qualifications to provide essential job skills, technical skills and hands-on training necessary for individuals to gain entry-level employment into the aerospace & advanced manufacturing industries and pathways into the following AJAC registered apprenticeship programs: Machinist, Machinist (Aircraft Oriented), Industrial Machine Operator, Industrial Maintenance/Automation Technician, Industrial Manufacturing Technician or Tool & Die
- Partners with Community and Technical Colleges to provide college credit to instruction where possible providing an opportunity for continued career and educational pathways that may lead to further college educational opportunities and AJAC registered apprenticeship programs;
- Intentionally partners with State agencies such as but not limited to Workforce Development Councils, other state and federal agencies and community-based organizations to provide a much-needed diverse pipeline for interested individuals into aerospace and advanced manufacturing industry careers;
- Has the confidence and approval of the Aerospace Joint Apprenticeship Committee for continued recognition as a State recognized apprenticeship preparation program.

AJAC registered apprenticeship programs are for incumbent workers therefore, successful completers of the Manufacturing Academy™, will be provided with a preferred entry endorsement into AJAC apprenticeship programs in the form of a Certificate of Completion and informed of approved Training Agents and other employers who are hiring for entry or mid-level positions. Once employed at an approved Training Agent, completers apply for AJAC registered apprenticeship programs through their employer and in accordance with AJAC Standards and may receive credit for previous education where applicable.

Thank you for your consideration,

Tim Rabe
AJAC Committee, Chairman

A handwritten signature in black ink, which appears to read "Tim Rabe", followed by the date "11/30/2021". The signature is written in a cursive style.