



## Apprentice Program Outline

Apprenticeship programs already exist in King, Pierce, Snohomish and Spokane counties and the Tri-Cities and can be created anywhere there is industry need.

Skilled Occupational Objective(s)	Term (Hours)	Term (Approx Months)
Composite Mfg Specialist	4600 HRS	24 MONTHS
Machinists (Aircraft Oriented) (With provisions for CNC Operator)	8000 HRS / 4000 HRS	48 MONTHS / 24 MONTHS
Aircraft Mechanic Airframe	8000 HRS	48 MONTHS
Aircraft Interiors Assembly Mechanic	4000 HRS	24 MONTHS
Machinist	8000 HRS	48 MONTHS
Maintenance Machinist	8000 HRS	48 MONTHS
Maintenance Machinist (Aircraft Oriented)	8000 HRS	48 MONTHS
Outside Marine Machinist	4000 HRS	24 MONTHS
Tool & Die Maker	10,000 HRS	60 MONTHS
Industrial Controls Tech (Mfg. Plant Only)	6000 HRS	36 MONTHS

### Employer Responsibilities for Participation:

- a) Become a Training Agent by signing the AJAC agreement form furnished by the Washington State Labor & Industries Apprenticeship Section.
- b) Grant equal treatment and training opportunities for all apprentices and apply those conditions uniformly.
- c) Have equipment available and rotate apprentices in the various processes of the skilled occupation.
- d) Determine tuition reimbursement policy for apprentices if applicable.
- e) Identify (or hire) employees to train under apprenticeship program.
- f) Identify Master Tradesperson to mentor apprentice(s) and maintain the appropriate 1:1 ratio.
- g) Periodically review and evaluate apprentices before advancement to the apprentice's next wage progression.
- h) Pay your apprentice(s) the percentage of Journey wage rate for hours worked.

Please visit [www.ajactraining.org](http://www.ajactraining.org), call 206-764-7940 or e-mail [info@ajactraining.org](mailto:info@ajactraining.org)

It is the mission of the Aerospace Joint Apprenticeship Committee that the training of apprentices shall be without discrimination based on race, sex, color, religion, national origin, age, disability, sexual orientation, veteran status or as otherwise specified by law.

### **Aerospace Joint Apprenticeship Committee Responsibilities:**

- a) Committee will be comprised of equal management & non-management (worker) representatives.
- b) Offer training opportunities on an equal basis to all employers.
- c) Determine the ability of an employer to furnish proper on-the-job training in accordance with the provisions of the Standards.
- d) Grant equal treatment and training opportunities for all apprentices and apply those conditions uniformly.
- e) Develop and maintain related training agreements with appropriate training institutions.
- f) Advocate for aerospace training in Washington State.
- g) Assist with apprentice recruitment as required.
- h) Report apprentice OJT and college course progress and status to L&I Apprenticeship Section.
- i) Track apprentice OJT and college course hours.
- j) Representation and accountability to the WSATC and L&I Apprenticeship Section.
- k) L&I Apprenticeship Section compliance reviews, including EEO guidelines and Fair Labor Standards.

### **Apprentice Requirements**

- a) Have a High School Diploma or GED and be over 18 years old.
- a) Able to perform the physical requirements of the occupation.
- b) Meet minimum scores on COMPASS test, ASSET test, WOWI assessment or college level Math and English classes (090 or greater).
- c) Sign an Apprenticeship Agreement with AJAC and abide by the AJAC Standards of Apprenticeship.
- d) Pay ½ of community college tuition (depending on company reimbursement policy).
- e) Attend and pass college courses off-hours.
- f) Demonstrate progress on the job.
- g) Submit monthly work progress reports.

The apprentice benefits by usually advancing more rapidly than other workers, leading to higher wages and transferrable journey-level certificates. The apprentice earns wages while learning a skilled profession and earns college credits towards an Associate Degree. Veterans can access their G.I. Bill educational benefits while participating in AJAC programs.

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**WAGE PROGRESSION**

Apprentices start out earning a certain percentage of the journey level wage rate (for example, 60%) and if the apprentice demonstrates satisfactory progress in both related classroom instruction and on-the-job training, that percentage increases approximately every six months. Below is an example of Wage Progression based on an hourly Journey Level rate of \$24.00 for an aircraft oriented machinist:

Step	Number of Hours	Percentage of Journey Level Rate	Wage Progression
1	0000 - 1000	60%	\$14.40
2	1001 - 2000	65%	\$15.60
3	2001 - 3000	70%	\$16.80
4	3001 - 4000	75%	\$18.00
5	4001-5000	80%	\$19.20
6	5001-6000	85%	\$20.40
7	6001-7000	90%	\$21.60
8	7001-8000	95%	\$22.80

**For More Information Please Visit our Website**  
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