

Ascend to New Heights With a Highly Skilled Workforce

"As the aerospace industry becomes more technically advanced, finding people with appropriate skills and knowledge is difficult. Using apprenticeship programs to train our workforce for Boeing-specific and industry-specific skills has proven to be invaluable. The programs meet our current and future employment needs. We are able to capture the knowledge, experience, and skills of our more senior workers and combine them with the latest technical training. The result is highly skilled employees trained in all aspects of their craft."

Gina Ames
Apprenticeship Coordinator
The Boeing Company
Seattle, WA

"I served two apprenticeships and know first-hand the value of this skill-building methodology. At JMP Industries, we use apprenticeship to train our workforce in our specialized processes and techniques. It is an excellent way to prepare your workforce to consistently meet the needs of your customers."

Jim Pinchot
President
JMP Industries, Inc.
Cleveland, OH



Aerospace is an industry in transition. Encompassing a broad sphere of endeavors (space exploration, air transportation, airport/ground services, freight handling, and others) it requires a workforce with a diverse set of competencies. Individuals with expertise in the areas of science, math, and technology are particularly in demand. Although many of the aerospace occupations are highly compensated, the recent dramatic decline in investment and employment in the industry has made securing and sustaining a suitably qualified workforce problematic.

How do you attract and maintain the workforce you need? How do you develop a secure and qualified workforce that will enable you to persevere and position your company for the success that lies ahead?

Registered Apprenticeship is a strategy that has proven its worth time and again. It combines the concepts of on-the-job learning, mentoring, and related instruction. It offers the flexibility to train your workforce to meet your standards and needs and to counter the industry's current economic challenges. Competency levels increase rapidly; workers very quickly put their newly acquired knowledge and expertise to productive use.

Apprenticeship programs are designed to respond to real-world business goals, such as increased productivity/performance, greater efficiency, and improved attentiveness to security and safety concerns. Sponsors often partner with credentialing and licensing agencies to ensure that apprentices get the training and related instruction needed to meet applicable requirements.



Advantages That Drive Success

Apprenticeship:

- Provides a catalyst for high performance and productivity
- Imparts the knowledge and skills of experienced workers to new employees
- Offers an excellent return on your training investment
- Develops processes for building partnerships with certification and licensing agencies
- Increases employee attentiveness to policies, procedures, safety issues, and security programs
- Adds a valuable inducement for recruiting and retaining a highly qualified workforce

Registered Apprenticeship

Registered Apprenticeship is a highly flexible training model combining on-the-job learning and related instruction in which paid employees receive technical and practical training in highly-skilled occupations. It offers a proven methodology that allows employers to establish the standards of proficiency required of its professionals.

The time requirements and substance of an apprenticeship training program depend on the occupation. Apprentices work and learn under the direction of qualified personnel who are experienced in their professional field. Over time, apprentices are provided diverse and complex training that helps them become highly skilled in their chosen occupations.

Apprenticeable Aerospace Occupations Include:

Registered Programs:

- Air Transport Pilots
- Aircraft Inspector
- Airframe and Power Plant Mechanic
- Aircraft Electrician
- Aircraft Mechanics
- Aircraft Structures Assemblers
- Machinists
- Tool and Die Makers

Programs are being considered for many other Aerospace occupations, such as:

- Cargo Freight Agents
- Computer-Controlled Machine Tool Operators
- Computer Systems Analysts
- Flight Attendants
- Ground Support Specialists
- Ticket Agents and Travel Clerks
- Security Agents

To find out more about how to maximize your workforce potential, contact your state or regional apprenticeship representative.

For a list of contacts, visit:

www.doleta.gov/atels_bat/contacts.asp

We can provide you with expert support in program development and on-going technical assistance

U.S. Department of Labor
Employment and Training Administration
Office of Apprenticeship Training,
Employer and Labor Services
200 Constitution Avenue, NW
Washington, D.C. 20210

www.doleta.gov/atels_bat

1.877.872.5627

