

ADVANCING CAREERS IN AEROSPACE MANUFACTURING

SEATTLE-KING WORKFORCE FUNDERS COLLABORATIVE

What is On-the-Job Training?

On-the-job training (OJT) is a hands-on method of teaching workers the knowledge, skills, and competencies needed to perform a specific job. Employees earn a paycheck while learning in the actual environment where the work is performed.

Regional Goals

1. Coordinate and expand existing resources and pathways for apprentices, workers, and employers in manufacturing
2. Identify and place workers in manufacturing OJT opportunities, especially women and people of color

Targeted Occupations

- Machinist
- Industrial maintenance mechanic
- Manufacturing technician
- Industrial manufacturing technician
- Precision metal fabricator

Target Population

- Low-income individuals
- Women
- People of color
- Refugees and immigrants
- Opportunity youth

Participating Employers

- > Aero Plastics
- > Laser Cutting Northwest
- > Out of the Box Manufacturing

OJT Program Design

This program works with existing employer partners to help workers develop critical competitive skills and create career advancement opportunities for job seekers that complete Aerospace Joint Apprenticeship Committee (AJAC)'s 10-week pre-apprenticeship bridge program. Program resources are an incentive for employers to offer apprenticeship opportunities to underserved populations — hiring and training a diverse set of apprentices in an accelerated, cost-effective way.

Whenever possible, OJT participants continue in AJAC registered apprenticeship training programs with employer partners after the end of the OJT subsidy. Participants are placed with AJAC employer partners who have open positions. Employers agree in writing to hire apprentices within a structure that provides workers with continued career pathways and wage increases that culminates in a journey-level card and up to 60 college credits.

“As manufacturing employers in the region, we continue to see critical labor market shortages for well-trained, entry level workers in manufacturing and believe that creative strategies are required to permanently fill our open positions and support workers along apprenticeship pathways that lead to higher wages and fulfilling careers.”

BOEING ON-THE-JOB TRAINING 2.0

With a grant from the Boeing Company, the National Fund is implementing an OJT program in five communities across the country. The goal of this project is to assist 200 job seekers and/or incumbent workers acquire in-demand advanced manufacturing skills. Participating employers will be able to fill open positions and introduce more racial and gender diversity into their workforce – and in manufacturing occupations generally. Additionally, this project will develop employer leaders who can advocate for public policies to encourage investments in skill development and work-based learning opportunities.

ABOUT SEATTLE-KING WORKFORCE FUNDERS COLLABORATIVE



The Seattle-King Workforce Funders Collaborative is led locally by JPMorgan Chase Foundation and Boeing. Funders including Microsoft, Ballmer Group, and the Seattle Foundation meet regularly to plan and advocate for strengthened workforce and educational systems, promote inclusive community development, and ensure that philanthropic resources and public resources are coordinated. The collaborative's goal is to see low-wage workers develop skills, obtain industry-supported credentials, and advance in careers paying family-sustaining wages.

The Funders Collaborative is hosted by the Workforce Development Council of Seattle-King County, a nonprofit, grant-making organization dedicated to creating career pathways for adults and youth through demand-driven workforce and training programs.

About National Fund for Workforce Solutions

The National Fund for Workforce Solutions invests in a dynamic national network of 30+ communities taking a demand-driven, evidence-based approach to workforce development. At the local level, the National Fund's partner organizations contribute resources, test ideas, collect data, and improve public policies and business practices that help all workers succeed and employers have the talent they need to compete. Learn more at www.NationalFund.org.



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