

U.S. Department of Labor American Apprenticeship Initiative Grant Summary

PATAM² (Partnership for Advanced Technology Apprenticeships in Manufacturing and Marine Engineering)

Grant Project Duration: 10/01/2015 – 9/30/2020
(\$4,100,008 awarded)

Grant Lead: South Seattle College

Consortium Partners: Aerospace Machinist Joint Training Committee (AJAC), Apprenticeship and Non-traditional Employment for Women (ANEW), Center of Excellence for Aerospace and Advanced Manufacturing, Clover Park Technical College, Edmonds Community College, Manufacturing Industrial Council of Seattle, Renton Technical College, Seattle Central College, Tacoma-Pierce County Employment and Training Consortium, Workforce Development Council of Seattle-King County, and Workforce Snohomish.

The advanced manufacturing and maritime sectors share trouble recruiting workers, face unprecedented labor-market, competitive, and regulatory shifts that threaten productivity and demand for future labor; and significantly contribute to economic prosperity in Washington with 181,000 jobs and over \$16 billion in economic activity.

PATAM² will serve at least 1,000 apprentices in the advanced manufacturing and maritime sectors, including 300 from underrepresented populations, create infrastructure to scale and sustain apprenticeships into the future by improving pathways into apprenticeships and degrees, and expand the employer base.

The specific goals of the project are to:

1. Create three new apprenticeship programs
 - AJAC will create a Computer Numerical Control machining apprenticeship program. This new program will be designed carefully in close partnership with employers to use competency-based mechanisms that shorten the amount of time needed in training;
 - Seattle Central College's Seattle Maritime Academy will partner with MITAGS/PMI to create a Marine Engineering apprenticeship. MITAGS/PMI will also work with employers to further refine the competences and work-related processes used to teach and certify mastery and incorporate these into the apprenticeship, which must be approved by the U.S. Coast Guard;
 - Edmonds Community College will create an Occupational Safety and Health Technician apprenticeship which will serve industries as diverse as food processing and manufacturing.
2. Expand existing apprenticeship programs
 - Increase number of people seeking apprenticeship through outreach and recruitment by apprenticeship navigators;
 - Modernize curriculum and purchase new equipment/technology to meet changing employer needs;
 - Grow employer base through employer outreach by employer liaisons.

3. Improve pathways into apprenticeship

- Develop common competences and learning outcomes for advanced manufacturing pre-employment and pre-apprenticeships by vetting with aerospace and advanced manufacturing stakeholders throughout the state to ensure programs meet employers' needs;
- Create new maritime pre-apprenticeship program at Seattle Maritime Academy and build robust pipeline for attracting candidate into the trades;
- Increase recruitment of underrepresented populations. Serve participants from underrepresented populations, such as Veterans, women, youth, and minorities, by partnering closely with community-based organizations already working to improve apprenticeship diversity such as Apprenticeship and Non-traditional Employment for Women;
- Implement an apprenticeship navigator strategy to help participants traverse the variety of experiences and supports available to proceed from a new recruit through a pre-apprenticeship program if necessary, into a formal apprenticeship. The Navigators will work closely with grant partners to ensure support services are available to eligible participants in need;
- On-the-Job training consultant will work with selected employers to increase the skills and abilities of mentors. The consultant will work with employers and/or JATCs to work with mentors who require enhanced knowledge around adult education and OJT techniques;
- Provide industry-focused employer intermediary services. Work with employers in specific industry segments to help them understand the value of apprenticeships, encourage and assist workers to advance into journey level/mentor positions, and otherwise promote apprenticeship;
- Develop and pilot a new Red Book of Advanced Manufacturing Standards. Work with employers to identify a method through which workers need only be certified once on a skill, not each item they move to a new employer. This will create portability for workers moving between companies while reducing company cost by eliminating the need to re-certify new hires.
- Promote AAS and BAS degree opportunities for apprentices. This program will lead to job advancement, college credit, and industry-recognized credentials for newly hired and incumbent workers. In Washington State, college credit is attached to all apprenticeships and articulation into associate and baccalaureate degree are readily available in all trades covered by PATAM². Am

For more information, please see contact:

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