

2012 Second Quarter



Primus International: Company of the Quarter

Primus International (A PCC Company) was selected as the Washington Aerospace Training & Research Center's (WATR) Company of the Quarter for 2012. Primus is a leading Tier II supplier of highly engineered metallic and composite parts, kits, and assemblies to the global aerospace industry.

The relationship between Primus and the WATR Center began in late 2011 following a Primus presentation on their recruitment needs to WATR students. Per Nan Mitzel, HR Manager, "WATR has created a pipeline of assembly workers for our company. We find that students from the WATR center are much further ahead with basic knowledge and skills. This is a cost savings to Primus shaving approximately six weeks off our new hire our training. We have hired WATR students in various areas of the company, due to their acquired knowledge and experience."

Primus International has a very clear focus on people, integrity, value, and customer satisfaction which has helped to make it an aerospace and medical devices industry leader in its field and products. The company with its Divisional Headquarters in Bellevue and factories in Bothell, Auburn & Woodinville WA, Avibank & AVK CA, Tulsa OK, China and the UK has masterfully kept the feel of a small company to its employees and customers.

The pride for its people seems to be echoed by several WATR

WATR: Surpasses New Milestone



Since opening the doors of the Washington Aerospace Technical & Research Center (WATR) in June of 2010, WATR has been focused on providing the best quality training for our industry partners. At the opening ceremonies federal, state, county, and local government officials including Governor Gregoire, joined Linda Lanham, AFA Director and aerospace industry representatives who all expressed high hopes for this unique model of training new aerospace workers. WATR's first class of 18 students found jobs immediately following graduation. This month we surpassed a new milestone, with over 700 graduates for our program and a 77% interview to job offer rate.

We are really proud that our training has led to people finding skilled jobs with over 15 aerospace companies. We are hearing back from a number of our prior students not only about their success with finding work, but also obtaining promotions once they are hired. Recruiters are now coming to our center to let our students know of job openings at their companies.

Today, there is much more work that needs to be done. Now the center is expanding by adding 9,000 square feet. We are adding new classes to address industry demand for Tooling and Quality Assurance training. We have formed partnerships with schools, federal agencies, other colleges and skills centers to offer our program statewide. There are now four funding sources to help students who qualify pay for the program (GI BILL, GET, Sallie Mae, and State Student Low Interest Loan) as well as special government funding for displaced workers.

We were recently featured on NPR as a model for Community College Partnerships to meet the needs of High Tech Industry. This month we were proud to be able to provide industry, The Washington Higher Education Board, and The Governor our graduation results and to let them know that their investment in WATR was well worth it.



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graduates who work at Primus. "I like the opportunities here including the education and benefits offered by a smaller company which makes it easier to communicate throughout the organization with the right people," said Robert Jones (WATR Class of August 2011).

Several managers indicated that the students from the WATR Center are much further ahead than most hires. You can start them on a job and just check in with them because they have the basic knowledge of blue prints, tools, and hands-on knowledge.

"Hiring students from the WATR Center is a cost savings to Primus because it reduces training. Aerospace manufacturing is a dynamic industry for young people today. It provides another avenue for students who may not want to attend college. High Schools need to do more to help prepare students for vocational education where they can graduate and earn a livable wage", says Nan Mitzel.

"We are extremely proud to have a relationship with Primus and recognize them as our company for the Second Quarter of 2012", says Larry Cluphf, Director, WATR Center.





NPR: To the Point 2/21/2012: Can Community Colleges Keep High Tech Jobs at Homes?



Transcription-Excerpts: Announcer - The US Leads the world in manufacturing but 25 million people are out of work. The US leads the world in manufacturing but mechanization has wiped out 70 years of job growth between 2000 and 2009 and Americans lacks the skills re-

quired for the new high tech economy. President Obama wants \$8 billion for Community Colleges to train the workforce of the future. Will employers in healthcare, new manufacturing and new information technology stop importing foreign workers because American workers can't do the job? The President and his Republican challengers battle over who can create the most jobs. But mechanization has devastated the workforce and Americans are not being trained for the high tech economy of the future.

How much would the President's plan to mobilize Community Colleges help to create jobs for the future? Mark Schneider, formally a Commissioner of Education with the Us Dept of Education, now with the American Institute for Research. Announcer: "Mark, you were skeptical of the President plan what would it take and would it require more than \$8 billion to do more the same with other Community Colleges that are not up to snuff? "

Mark Schneider, "I think you can find examples like Valencia College in Orlando FL (partnership with Northrop Grumman). Another Community College is Edmonds in WA that created an interesting partnership with Boeing, one of our premier indus-

tries. The Edmonds example is really interesting because they partnered, when Boeing started looking for Community Colleges to partner to help them train their workers, only one Community College stood up and said that they would partner. So this tells you that those kinds of examples like Edmonds and Valencia are not that frequent. So Edmonds stood up and created that partnership and then Edmonds did something even more interesting. Edmonds contracted with a company called 180 Skills to develop an on-line portion of the curriculum.

Now I will go back to Adam Davison's example about how hard it is to get people trained on these machines which are really expensive and if you someone screws it up you end up with a broken \$500M machine, Edmonds now have a lot of training on-line so you can learn how to operate these high tech machines in an on-line laboratory, which is a very creative way of getting skills in the hands of people which is much more flexible and much more efficient than on ground laboratory traditional training that most Community Colleges do.

We need to start thinking about that kind of partnership, like between very progressive Community Colleges like Valencia, Edmonds, and high tech companies that could move a lot of the training into online flexible delivery systems that could solve some of the problems with people finding the time and the opportunity to be trained." Announcer: We are going to leave it at that.

WATR Partnership with Sno-Isle Tech Skill Center



Career and jobs choices are difficult for adults and can be overwhelming for students. To assist in making those decisions Sno-Isle Tech Skill Center provides students with hands-on industry related experience. Sno-Isle Tech Skills Center is a public school

offering technical training for high school students within Snohomish and Island County. Students from 44 schools come together in one location to learn in state of the art classroom environments too expensive to offer at every high school.

Following High School graduation, then student are able to complete their second certification in either Aerospace Manufacturing Assembly Mechanic or Aerospace Electrical Assemble Mechanic certification.



Per Karen Traversie, "This is a win-win for the students, their parents and the industry". We had a number of students enroll in the program following an orientation by the WATR staff with students, parents, and teachers of Sno-Isle. We are looking forward to this great partnership which is helping student graduate High School with skills that can lead to high paying jobs in the Aerospace Industry.

New Curriculum Industry Responsive Development Model

At WATR we are charged with responding to training needs and requests of a number of industry suppliers and partners. We are excited that companies are requesting both customized and general training for new and incumbent workers.



To address this demand we are enhancing our curriculum development model to provide a faster response time. To assist us in these efforts, we are assembling an advisory panel of companies and Subject Matter Experts which will allow us to develop industry driven curriculum more rapidly. The advisory panel will provide guidance at critical parts of development and assurance the training is relevant for suppliers.

By assembling Companies and Subject Matter Experts in advance, we can identify common training elements. This new process has been well received with the three initial companies we approached agreeing to join our effort. We expect to have a full complement of companies on our panel when we fully launch our new model in May. If you or your company is interested in serving on one of these industry skills panels please contact Raphael Madison at raphael.madison@edcc.edu or (425) 267-5729.

"We see this new curriculum development model as our way of responding to industry demands, a real cost savings to our industry partners, and a true example of partnering with industry," says Cyndi Schaeffer, Executive Director.