

How does the Aviation Technical Services (ATS) Apprenticeship Program work?

After getting hired with ATS, a new apprentice goes through 2-3 weeks of initial training that will equip them with the basic skills needed to get started.

Then, they go to work on the hangar floor, where they are paired with a Lead or Master Mechanic and learn through On-The-Job Training.

After completing the program and graduating (approx. 18 months) they are eligible to pursue certification with the FAA.

The Aviation Technical Services Apprenticeship Program

is our internal workforce development program. The FAA Aviation Workforce Development Maintenance Technical Workers Grant awarded to

ATS will support the ability of the business to grow a talented workforce.

Statistics below are current as of March 1, 2023.

85 - Current Apprentice headcount in our airframe business

132 - Total graduates since program launch in 2019

66 - Number of graduates who have become **FAA certified**. Many more will follow.

The FAA Grant will support our current, extensive training costs and allow us to improve the quality of the training experience for new apprentices.

In 2022, ATS hired a record 113 Apprentice Mechanics at a cost of over \$6,000 per apprentice, just for the initial onboarding and training. We are a self-funded program, so ATS commits to paying for all new hire training, plus costs associated with running the training department.

While our desire is to keep all of these talented, well-trained individuals employed at ATS, some go on to work at other aerospace companies in the Pacific Northwest region. We are proud to help our industry with its workforce shortage and consider ourselves a strong contributor to the supply of skilled aerospace workers in our region.

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