

Employer Grant

Applicant	Linda Headrick
Applicant ID	APP-000385
Company Name	Aerocet
Recipient Address	Aerocet 265 Shannon Lane Priest River, ID 83856
Email	lheadrick@aerocet.com
Funding Requested	\$12,500.00
Status	Submitted
Funded	<input type="checkbox"/>

Review Notes:

Aerocet – Employer Grant - Grant Review Committee Notes:

Aerocet, Inc. is an aerospace Original Equipment Manufacturer (OEM) and a contract manufacturer of aerospace composites, as well as electrical, mechanical and hydraulic systems. The company is located in a rural community without much local industrial opportunity for employment. The aerospace industry has grown in northern Idaho and job opportunities for skilled labor have increased within the county and the region. Aerocet recently created ten (10) aerospace Registered Apprenticeship positions. They will be training 5 of their more experienced employees in the registered apprenticeship program. The program requires a 1:1 journeyworker-apprentice ratio for on-the-job learning. Because the first employees in this program are industry experts in their fields (trained by Aerocet in-house in their positions) the wages they receive are higher than the beginning wages in the apprenticeship program. These employees are already paid commensurate with or above the local wage standards in their positions. This program will allow, upon completion of the 4 YR-8000 hour apprenticeship, the full journeyworker rate of \$22.50. All employees in the program will gain promote-able and portable skills within an industry that will increase their earning potential in the workplace.

WDTF Request: \$12,500

The staff analysis states that Aerocet will receive funds from IDOL. How will those funds be used?

- The \$3,000 for sponsorship reimbursement goes to the employer to offset mentorship costs. None of the funds go to the apprentices nor can they be used to offset the wages of the apprentice.

Does Aerocet's application include a train the trainer line item?

- They will be providing training to those who will mentor apprentices but removed that from what the WDTF will pay for when they adjusted the budget to match the amount available.

Where does subsidizing the journeyman wages during training come in?

- IDOL received grant funds from USDOL for the ApprenticeshipIdaho initiative. There are incentives available to employers to offset the mentorship cost. The WDTF funds would reimburse vendor costs associated with the related training portion of the apprenticeship, IDOL funds would help with the journeyman wages.

Who are the journeyman and their apprentices? Are they new or existing positions?

- They are all existing positions – they will be moving individuals in lower level positions to higher level positions and through the apprenticeship the apprentices will have the ability to earn an associate degree.
 - o The journeyman are more knowledgeable employees who are going to be training the apprentices.

Who is the vendor providing the training?

- o North Idaho College. They have an aerospace program.

Becoming a registered apprentice regardless of the employee being new or existing makes the individual more marketable and desirable to employers. The employees are also getting to work towards an associate degree. In turn this also provides higher wages for the employee.

Motion by Mr. Larsen to approve the Aerocet employer grant in the full amount of \$12,500. Second by Mr. Touchstone. Motion carried.

Company Information

Question: Legal name as registered with the State of Idaho - Secretary of State Office

Aerocet, Inc.

Question: Doing business as (if applicable)

Aerocet, Inc.

Question: Federal Employer Identification Number

91-1354279

Question: Street Address

265 Shannon Lane, PO Box 2119

Question: City

Priest River

Question: State

ID

Question: Zip Code

83856

Question: First name of grant administrator

Linda

Question: Last name

Headrick

Question: Title

Human Resources

Question: Contact phone number

208-448-0400

Question: Email

lheadrick@aerocet.com

Question: Company Website

www.aerocet.com

Question: Briefly describe the nature of the company's business including the type of products and services provided:

Aerocet, Inc. is an aerospace Original Equipment Manufacturer (OEM) and a contract manufacturer of aerospace composites, as well as electrical, mechanical and hydraulic systems. We have FAA PMA (Parts Manufacturing Approval) and can obtain Technical Standard Order (TSO) and Type Certificate (TC) and Supplemental Type Certificate (STC) approvals both domestically and internationally. We currently have six different float model designs and four cargo pod designs with TSO and twenty-two TC and STC aircraft applications, as well as experimental and R&D designs. Our products are sold for government, humanitarian, business and personal applications.

Question: Does the company provide a health benefit plan that meets the requirements of this grant application. (For full health benefit plan requirements click on the WDTF Policy link at the top of this section.)

Yes

No

Project Information

Employer Eligibility:

Idaho employers who are increasing their current workforce and/or retraining existing workers with skills necessary for specific economic opportunities or industrial expansion initiatives. The fund is designed to support an employer's innovation of its processes, products and services; and/or the development of new goods or services which will improve the employer's competitive position within the industry.

Question: Please describe why your company is increasing its current workforce and/or retraining existing workers.

Aerocet, Inc. is located in a rural community without much local industrial opportunity for employment (our company is a HUBZone certified small business with the Federal government). The aerospace industry has grown in northern Idaho and job opportunities for skilled labor have increased within the county and the region. Many aerospace employers exist within a 50 mile radius of our community and certainly more within the Pacific Northwest. Aerocet wants to attract and train local laborers to build a workforce that is skilled in aerospace technologies. We have recently created ten (10) aerospace occupations as Registered Apprenticeship positions. We want to train our more experienced employees to become journeyworkers to help lead apprentices to journeyworker status. Our Registered Apprenticeship program requires a 1:1 journeyworker-apprentice ratio for on-the-job learning. North Idaho College Workforce Training Center's Structured on the Job Training (SOJT) program will help train these mentors to use performance data and evaluation methods to verify the application of learned skills, so they can in turn train the next apprentices. Partnering with North Idaho College will fulfill the related education portion of our apprenticeship and provide exposure and training in innovative industry

practices which would increase the company's competitive advantage in the aerospace industry. Our company continues to invest in research & development to expand its composite manufacturing to include prepreg, Kevlar, carbon fiber and 3D printing processes, as well as other aerospace processes. Increased knowledge in these areas would expand our product line and allow the company to provide additional work opportunities within the company and in the community. For our community's youth, Aerocet wants to offer educational and skilled trade opportunities. Partnering with local high schools through the FAA's AVSTEM program will allow students to continue their education and train in a growing industry in their local area while getting paid industry competitive wages. For us as a company, for our local community, and for our youth, we see it as an opportunity to come up together.

Question: Total number of employees in Idaho?

38.00

Question: Please provide a brief description of how the training will impact existing employees? (i.e. will the training significantly increase the promotability or employability of the worker(s) and will training result in a significant wage increase?)

Our Registered Apprenticeship program will develop transferable skills in employees and increase wages in ten different aerospace manufacturing-related positions (five in this application) to journeyworker level (currently \$22.50). This opportunity will provide the related instruction component of the apprenticeship program and train our current apprentices to be the trainers of new apprentices within our company, community or schools. Because the first employees in this program are industry experts in their fields (trained by Aerocet in-house in their positions) the wages they receive are higher than the beginning wages in the apprenticeship program. These employees are already paid commensurate with or above the local wage standards in their positions. This program will allow, upon completion of the 4 YR-8000 hour apprenticeship, the full journeyworker rate of \$22.50. All employees in the program will gain promote-able and portable skills within an industry that will increase their earning potential in the workplace.

Question: Number of full-time, non-seasonal employees to be retrained in Idaho during grant period?

5.00

Question: Please provide a brief description of how the training will impact new employees? (i.e. will the training significantly increase the employability of the worker and will training result in a significant wage increase?)

Because Aerocet will have trained experts to mentor and train new employees in a well-implemented and monitored Structured OJT program, all new employees will receive consistent, effective and efficient training. The training will provide new employees with entry into a growing local and regional industry. Skilled employees are desirable to hiring agents and can usually command wages commensurate with their skills. With the aerospace industry growing in northern Idaho, the skills are portable without having to move out of the area.

Question: Number of full-time, non-seasonal new employees to be hired in Idaho during grant period?

0.00

Question: Please provide an estimate of the business's investment in property for this project during the 24 month grant period.

0.00

Question: Please provide an estimate of the business's investment in facilities for this project during the 24 month grant period.

0.00

Question: Please provide an estimate of the business's investment in equipment for this project during the 24 month grant period.

0.00

Workforce Training Information

[Idaho LEADER Initiative](#)
[Work-Based Learning Continuum](#)

Question: Does your business use a workforce training model that aligns with the Idaho LEADER Initiative? If yes, please explain. For information on LEADER click on the links at the top of this section. For questions call Matthew Thomsen at 208-488-7562

Aerocet partners with West Bonner County schools to routinely participate in STEa(arts)M Career Day and STEaM Olympics, where children grades 5-12 are exposed to industrial jobs, vocational schools, and college-driven career paths in a fun and interactive way. Aerocet provides a hands-on demo of some of our basic processes and materials of interest to students and parents defining a path to working in the aerospace industry. Before obtaining the Registered Apprenticeship program, we were prevented by OSHA regulations from giving tours to or interning students under the age of 18. So while we were in schools, students could not experience our workplace until their senior year or after graduation. This limited our ability to influence youth to choose Aerocet, but we still partnered with schools (public and private, in Idaho and Washington) to intern with several students 18-years-old and older. Aerocet Cares, Aerocet's wellness and community outreach program, has also provided scholarships for several students to go on to vocational or technical college. The Registered Apprenticeship accepts 16-year-old high school students in the FAA's STEM Aviation and Space Education (AVSED) program as pre-apprenticeship students to teach workplace skills. We are excited to present this in area schools this next school year. Aerocet also regularly participates in North Idaho College and Idaho Department of Labor job fairs where we present advantages to working in the aerospace industry. We also bring samples of the work we produce and have technicians on site to explain our processes to future job applicants.

Question: Are you interested in being contacted to learn more about the Idaho LEADER Initiative?

Yes

No

Positions to be Trained Summary

Employer grant applications require a training plan that includes all training taking place during the two year period of the grant. Please download Training Plan using link below. A grant application will not be considered until a completed training plan has been uploaded to this section. Note: The information on the training plan assists with determining the amount awarded to the applicant. Please be as thorough as possible.

[Training Plan](#)

Question: Do all position being trained as part of the grant application pay at least \$12 per hour.

Yes

No

Question: Please attach your Training Plan here. A link to the Training Plan is provided at the top of this section.

[Aerocet grant training plan.xlsxm](#) (5/18/2020 12:47 PM)

[Aerocet Employer Grant Training Plan \(Adjusted\).xlsxm](#) (5/18/2020 12:46 PM)

Question: Please attach job descriptions for all positions receiving training during grant period.

[APP-CNC-Job Description-CNC Setup Programmer.docx](#) (4/27/2020 11:23 AM)

[APP-IMT-Job Description-Industrial Manufacturing Technician.docx](#) (4/27/2020 11:23 AM)

[APP-EMT-Job Description-Electro-Mechanical Technician.docx](#) (4/27/2020 11:22 AM)

[APP-PRC-Job Description-Procurement Clerk.docx](#) (4/27/2020 11:22 AM)

[APP-ACL-Job Description-Accounting Clerk.docx](#) (4/27/2020 11:21 AM)

Terms and Conditions

[Link to Terms and Conditions](#)

Question: I certify I have read the terms and conditions governing the Workforce Development Training Fund grant and agree to comply if awarded a training grant. Click on the link above to view a copy of the terms and conditions.

Yes

No