

The Value of Strong Partnerships to Build a Successful Aviation Maintenance Career Pathway Program for Transitioning Military Service Members

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EMBRY-RIDDLE
Aeronautical University

**The Value of Strong Partnerships to
Build a Successful Aviation Maintenance
Career Pathway Program for
Transitioning Military Service Members**

NTAS - October 26, 2022

Presentation Overview

- Introductions
- Academia, Industry and Government Collaboration
- Program Metrics
- Industry Hiring Partner AAR Corp
- Q&A



Angela C. Albritton

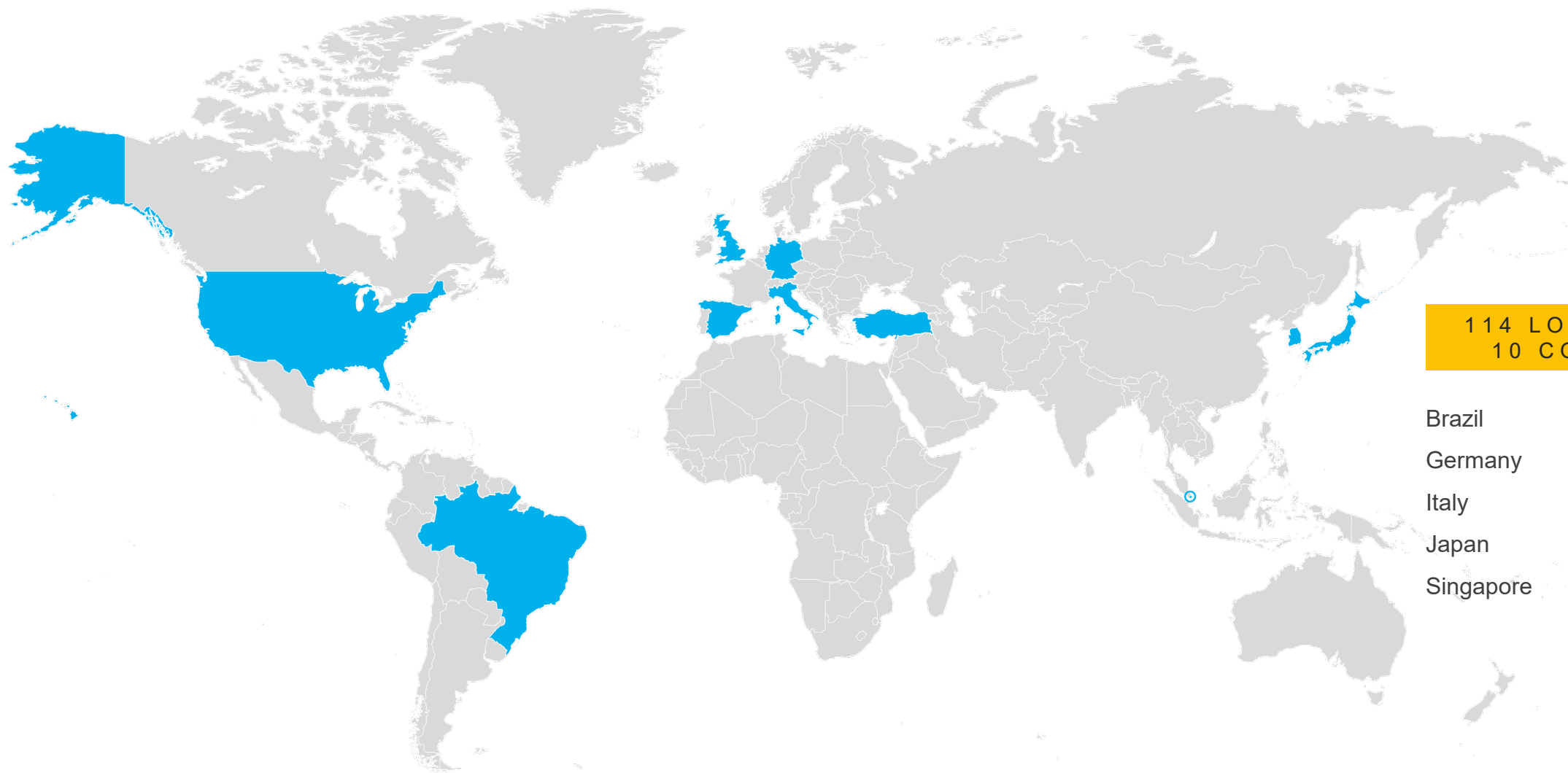
Director of Military Relations and Strategic Initiatives
Worldwide Campus
Embry-Riddle Aeronautical University



Chris Toppin

Group Vice President, Human Resources
Repair and Engineering Services
AAR Corp.

Worldwide Campus



114 LOCATIONS in
10 COUNTRIES

- | | |
|-----------|----------------|
| Brazil | South Korea |
| Germany | Spain |
| Italy | Turkey |
| Japan | United Kingdom |
| Singapore | United States |

| Military Installation that Offers Aviation Maintenance Technology SkillBridge Program | Transitioning Service Members in FY19 |
|---|---------------------------------------|
| • Camp Lejeune-New River, NC | 9,443 |
| • Camp Pendleton - Oceanside, CA | 8,573 |
| • Ft. Carson, CO | 5,590 |
| • Ft. Bragg, NC | 6,928 |
| • Ft. Campbell, KY | 5,780 |
| • Hampton Roads Area (NS Norfolk), VA | 13,274 |
| • Hurlburt Field AFB, FL / Virtual | 1,948 ++ |

These Seven Military Installations Transition Approximately 1/4 of all U.S Service Members Annually

Academia, Industry and Government Collaboration

Department of Defense (DoD)
SkillBridge Memorandum of Understanding
and
Individual Military Installation SkillBridge MoUs

Aviation Maintenance Certificate Program
(18 credits) and B-737 NG Familiarization
Certificate from
Industry Partner AAR

Industry Partner Mentorship and Coaching

Guaranteed Interviews with Industry Partners /
Strong Commitment to Hiring and Providing
Continued Education/Training and Career
Progression Opportunities

Experienced Military
Aircraft Technicians /
Maintainers

Service Members with
Limited / No Aviation
Maintenance
Experience

Gain foundational
knowledge necessary to
take the FAA written, oral,
and practical examination

Provide necessary
practical experience
following 9-week program





~200k
Military Service
Members
Transition Annually

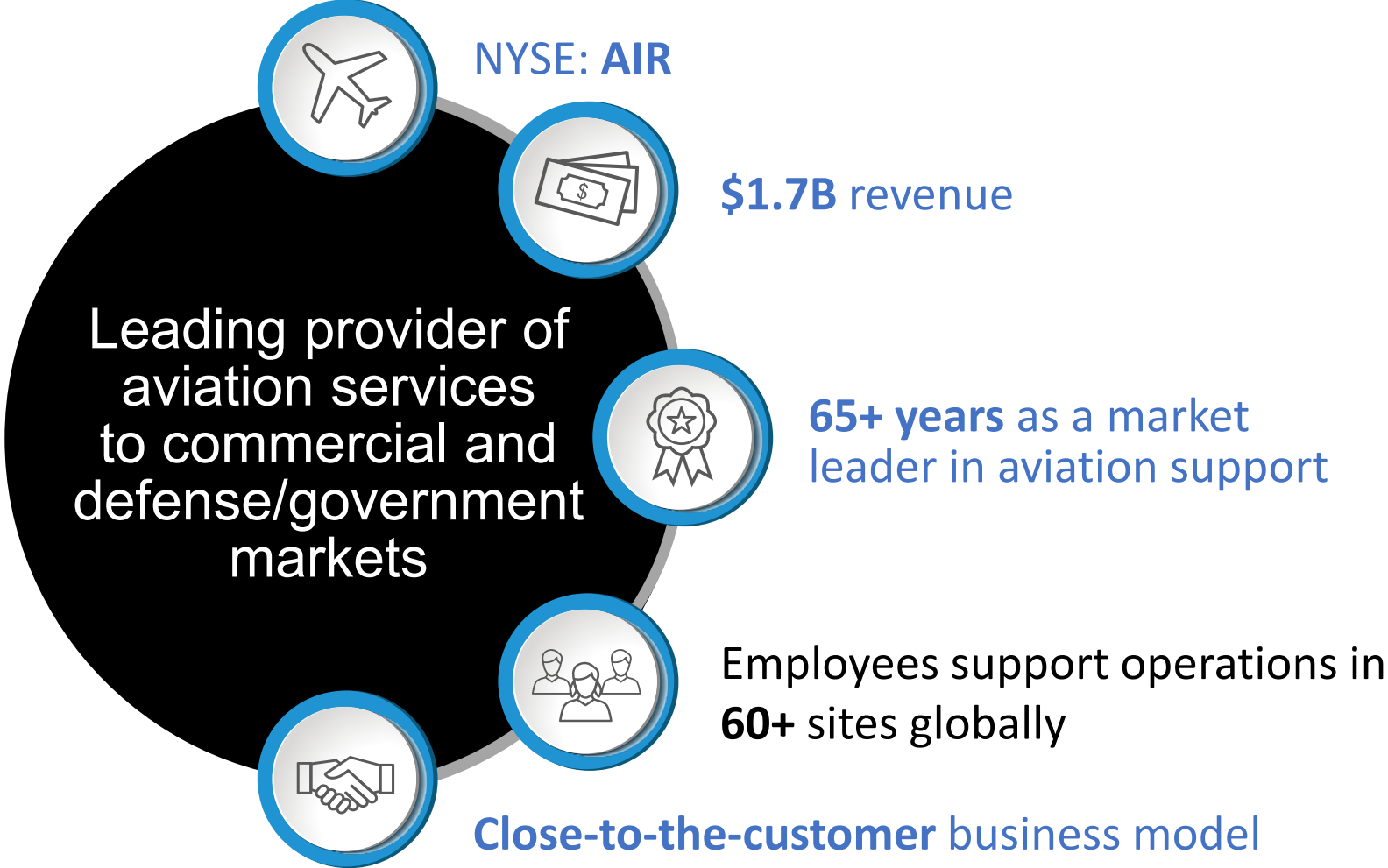
323 Program Graduates

**+ 60 Military Service Members and Veterans
Currently in Training**

- **98% Program Completion**
- **97% Interviews**
- **89% Offers of Employment**

- 9.1% Female
- 18.3% Hispanic or Latino
- 12.1% African American
- 7.5% Asian, American Indian or Alaska Native
- 2.5% Native Hawaiian or Other Pacific Islander

AAR Aviation Aftermarket Expert since 1955



Global Expertise, Emerging Market Reach

Customers in over 120 countries

North America

HQ & warehouse near O'Hare Airport; MRO Services network with Component Repair; Mobility Systems and Integrated Solutions – Government supporting WASS

UK

Integrated Solutions – Commercial and Parts Supply team in Gatwick; Airinmar® Component Repair management services; Integrated Solutions – Government in Waddington and Parts Supply sales office in Heathrow

Europe

Component Repair in Amsterdam; warehouse network includes Brussels & Hannover serving EMEA & supported by sales office in Paris

Middle East

Warehouse and sales support in Dubai for EMEA; Integrated Solutions – Government supporting WASS and other defense contracts

China

Sales support in Shanghai

Japan

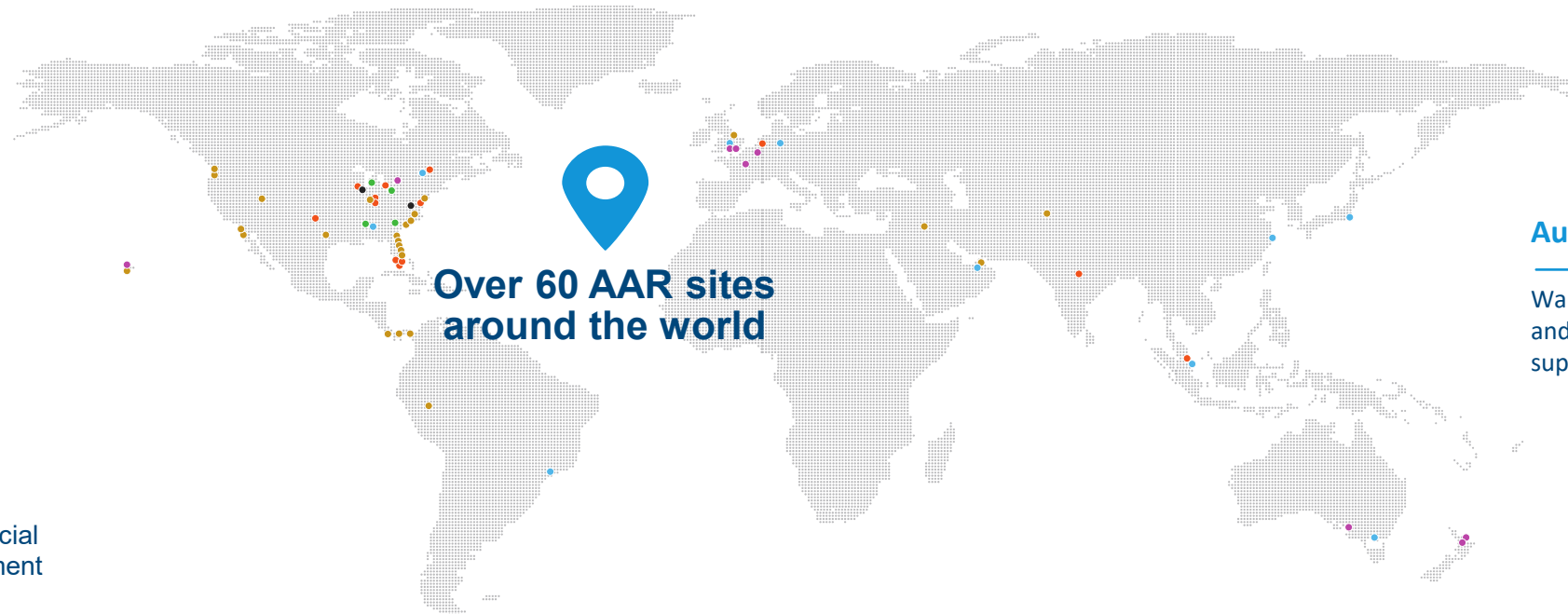
Regional sales support office

Singapore

Regional sales office based in Singapore; warehouse and Engineering Services for interior modifications for Asian airlines

Central & South America

Sales office supporting customers in Latin America and Integrated Solutions – Government supporting WASS and other defense contracts



- Corporate
- MRO Services
- Parts Supply
- Integrated Solutions – Commercial
- Integrated Solutions – Government
- Mobility Systems

Australasia

Warehouse support in Auckland and sales support based in Melbourne

AAR EAGLE Career Pathway Program – Launched in Oct 2018

The EAGLE Career Pathway Program is dedicated to growing the talent necessary to meet the maintenance demands of the future with a focus on five core values:

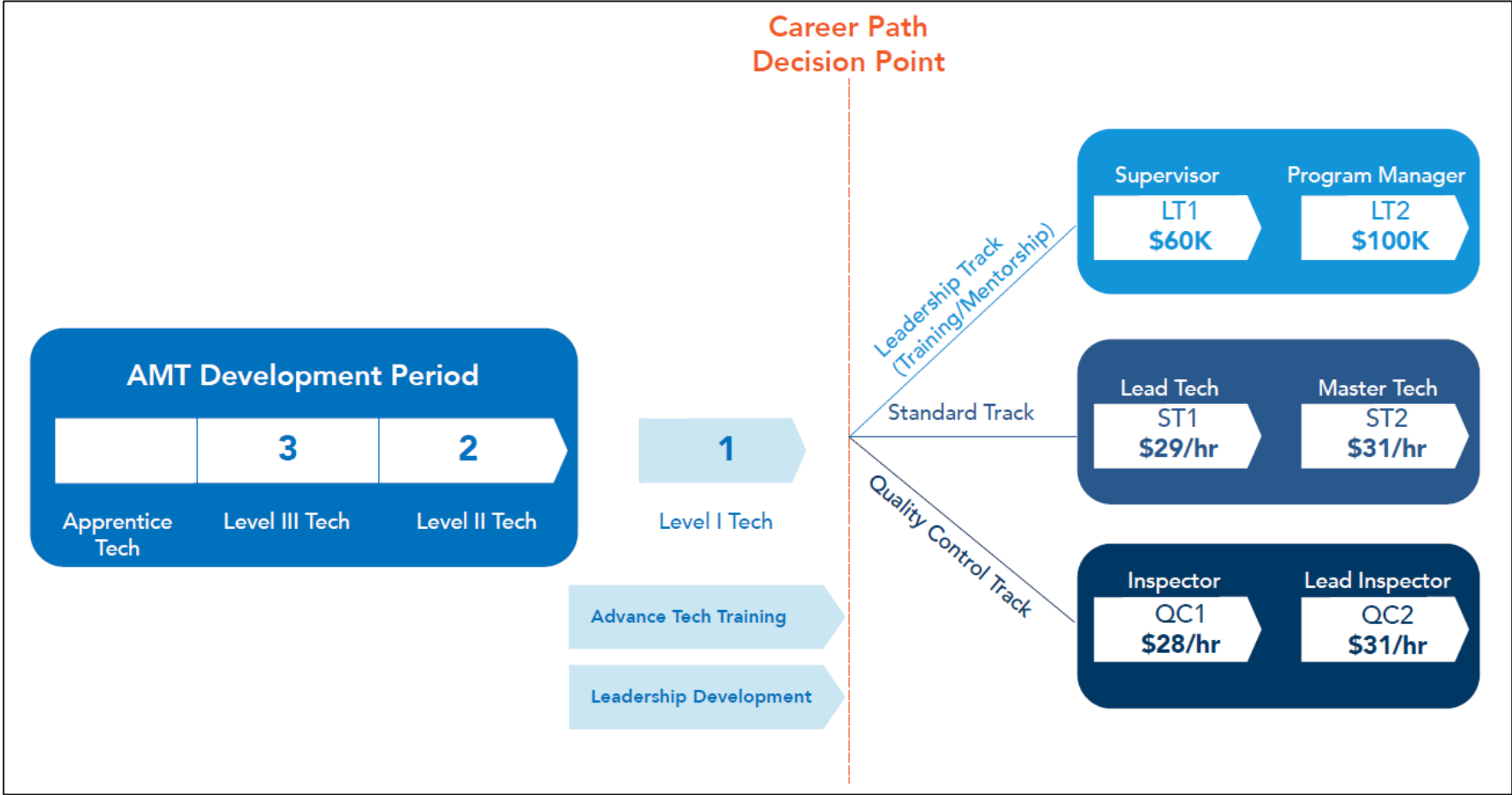
- Ethics
- Airworthiness
- Greatness
- Leadership
- Engagement

Website:

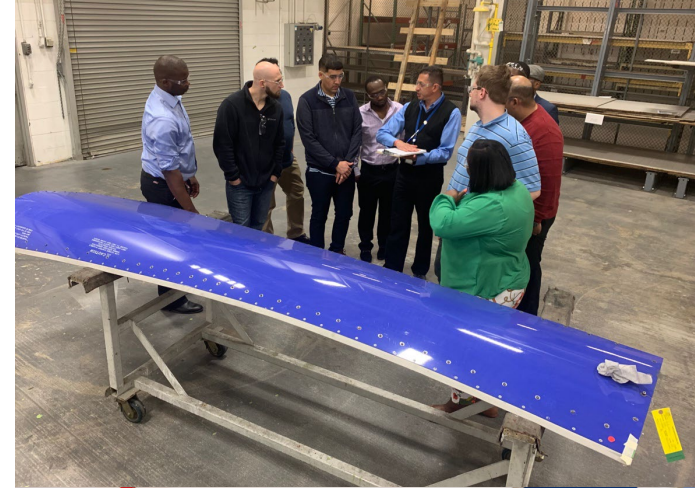
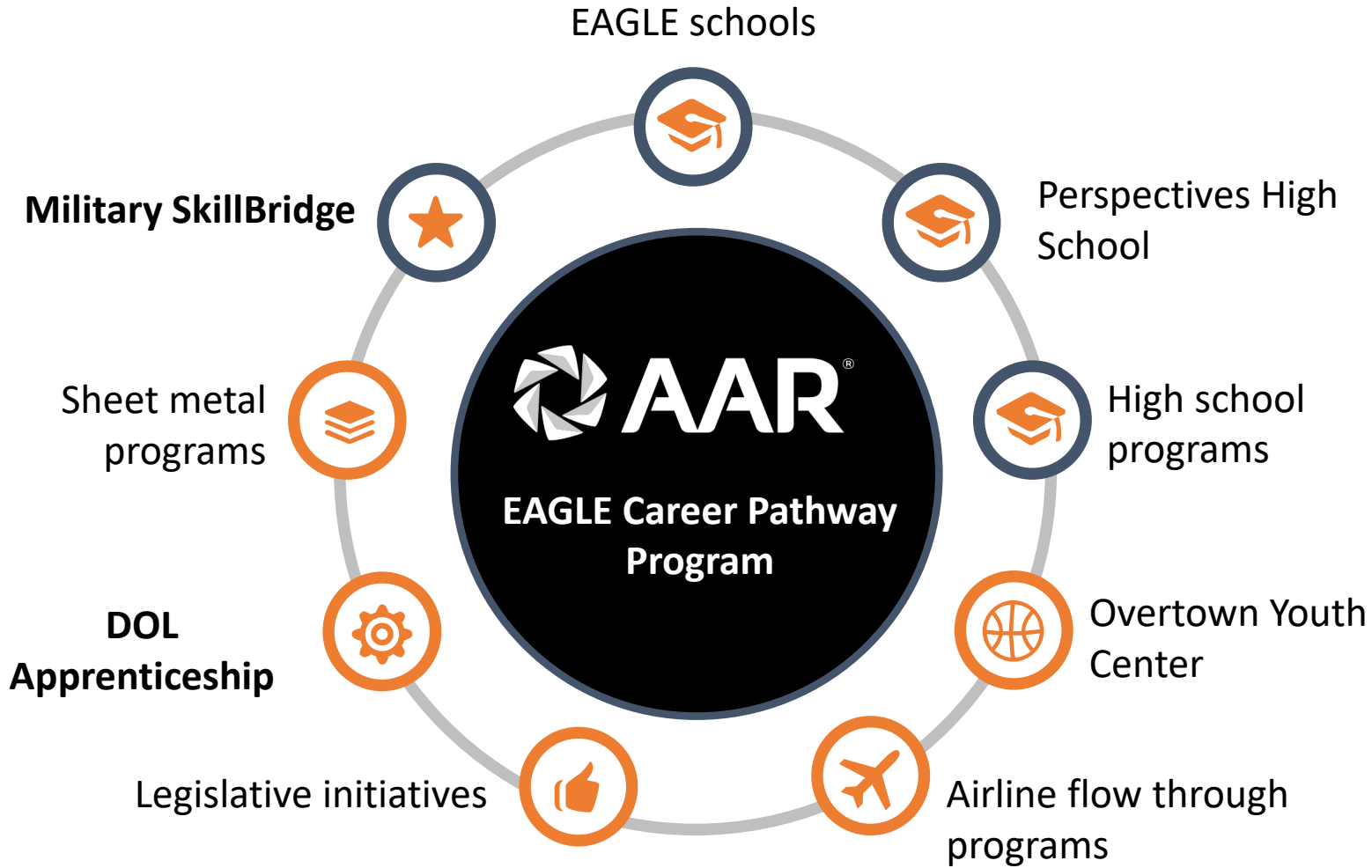
<https://www.aarcorp.com/eagle-pathway-program>



EAGLE Career Pathway to Careers Beyond the Technician



High School to AAR and Beyond



AMT SkillBridge by the Numbers



- 323 student graduates



- 7 bases including DE



- 60 active students



- 1 DOL Apprenticeship Program

- **Successes and Challenges**

- The Process of Transition
- 50/50 with MOS in aviation
- Retention
- DEI

**State of Illinois
Department of Veterans Affairs
State Approving Agency PO Box 19432
Springfield IL 62794-9432**

CERTIFICATE OF APPROVAL FOR APPRENTICESHIP PROGRAMS

Facility ID AAR Corp **Approval Date:** 3/17/2021

Address Information:
1100 North Wood Dale Road
Wood Dale IL 60191-

Attn: Mr. Ryan Goertzen
VP Workforce Development

Other Approval Actions

| | |
|-------------------------------------|----------|
| EffectiveDate: | 2/8/2021 |
| Registered Apprenticeship Standards | |
| VA Forms: 22-8794 and 22-8865 | |

This action approves the following Training Programs:

| Training Objective | DOT CODE | Program Length | Journeyman Wage | Effective Dates |
|------------------------------------|-------------|----------------|-----------------|-----------------|
| Airframe and Powerplant Technician | O*NET 49-30 | 5000 CLOCK | | |

Notes:
This is a Valor Act Approval. The point of contact and Primary School Certifying Official is Mr. Ryan Goertzen.



1st and 2nd Cohorts at Camp Lejeune / MCAS New River, NC



THANK YOU

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