

January 1, 2023
M23-003

TO: SPEEA Council
FROM: SPEEA Council's Legislative & Public Affairs Committee
SUBJECT: **PRESUBMITTED NEW BUSINESS:** Supporting Apprenticeships

Background

Across the U.S., as our nation prepares to make major investments in our infrastructure, it is critical to remind workers and employers of the importance and value of Registered Apprenticeships. The gold standard for workforce training and development, the Department of Labor's Registered Apprenticeships are a time-honored, "earn-as-you-learn" model that open pathways to good-paying careers that provide better benefits and greater job security.

Another theme is recognizing how the socially accepted norm of pursuing a four-year degree upon graduating high school, as opposed to pursuing a trade that may provide more direction and quicker financial gains, is still a stigma that is alive and well.

We are also seeing structured apprenticeship programs being considered for students in college degree programs.

The US Congress have had several bills supporting a National Apprenticeship promoting pathways to improve the skills of our nation's citizens, increase the availability of skilled labor to industry.

- S.3341 – American Apprenticeship Act of 2015
- S. 862 – American Apprenticeship Act of 2017
- H.R.3368 - Apprenticeship and Jobs Training Act of 2019
- S.2899 – Apprenticeship and Jobs Training Act of 2019
- H.R. 447 – National Apprenticeship Act of 2021
- And many more

These apprenticeship acts vary from paying less than minimum wage or reduced wage as a "training wage" to U.S. Government funded efforts with oversight varying from government funded with no oversight to government oversight and reporting. Because of the polarization of the two parties, a middle ground protecting and promoting jobs for our citizens has not been found.

Many of SPEEA represented technical positions could be filled by employees who gained knowledge through structured apprenticeship programs.

While a pilot shortage is a prominent issue in the media facing today's ongoing staffing challenges, it oftentimes takes the spotlight away from another specialty whose workforce shortage is equally dire to the long-term health of the aviation industry—Aviation Maintenance Technicians (AMTs). According to Boeing's Pilot and Technician Outlook 2022-41, there will be a projected global demand for 610,000 civil aviation AMTs over the next 20 years, compared to a need for 602,000 new pilots, excluding business aviation. The consensus is clear that filling the much-needed pilot slots is meaningless unless a new AMT is also added to the workforce.

SPEEA is working with apprenticeship programs but has not officially taken position on apprenticeship. We need to endorse and encourage apprentices in the aviation/aerospace industry

Prior to council action (voting) on any proposal for legislative or public affairs, the SPEEA Council's Legislative & Public Affairs Committee shall investigate and produce both pro and con statements and a majority committee recommendation.

Passage or adoption of any legislative or public issues proposal shall be by published ballot and require: Total affirmative vote must be a majority of all votes cast by Council members in attendance.

- Pro: Apprenticeship programs should focus on the Labor Department's traditional registered apprenticeships which require tougher standards for program operators as the pathway to expand the nations earn-as-you-learn job-training system.
- Con: Government oversight on programs to ensure compliance, does not allow below minimum wage "training wages"

Motion

It is moved that: **THE SPEEA COUNCIL SUPPORTS THE CREATION AND EXPANSION OF NEW AEROSPACE JOINT LABOR MANAGEMENT APPRENTICESHIP PROGRAMS WITH HIGH STANDARDS, COMPARABLE LIVING WAGES AND JOB OPPORTUNITIES UPON COMPLETION.**

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