

West Los Angeles College – Culver City, CA

**Award Amount: \$12,000,000**

**Project Name: Growing Advanced Manufacturing Apprenticeships Across America (GAMAA)**

**Projected Apprentices to Be Served: 5,000**

**Industry Focus:** Advanced Manufacturing

**Private Sector Partners** include national industry associations, Aerospace Industries Association (AIA), Society of Manufacturing Engineers (SME), and Institute for American Apprenticeships (IAA), and employer partners including IBM, Aerojet, Rocketdyne, Aerospace Dynamics, Ampaire, Bachem, Husky Injection, Hypertherm, and Impresa Aerospace.

**Type(s) of Apprenticeship Program Proposed:** Registered Apprenticeship Program (RAP), Industry-Recognized Apprenticeship Program (IRAP), Apprenticeship (Other), Pre-Apprenticeship

The Growing Advanced Manufacturing Apprenticeships Across America’s (GAMAAA) project is building pre-apprenticeships and apprenticeships in the advanced manufacturing industry by encouraging collaboration on a national level using the tested and flexible Aero-Flex model. Lead applicant West Los Angeles College was part of the team in 2016 that formed Aero-Flex, an employer-driven methodology and framework in engineering, designed to meet the needs of the aerospace industry, while also working across all advanced manufacturing subsectors. The framework creates a career pathway for individuals interested in engineering that is based on a three-track training model, incorporating work readiness, technical skills, and work experience/internship. The framework also provides for a customized layer that allows each employer to design or “flex” its own program by selecting curriculum aligned to its specific needs. The Aero-Flex partnership has created the first-in-the-nation, USDOL-approved, Aerospace Engineering Registered Apprenticeship program, as well as the first bachelor-degreed engineering apprenticeship ever registered with USDOL. The partnership is planning to create a RAP in Avionics Technician and a Bio-Flex pre-apprenticeship/apprenticeship program, among other programs.

With its national focus, GAMAA is building on the Aero-Flex design by bringing together that model and other partner apprenticeship development models into a joint effort that aims to expand and extend apprenticeship. The result will be a mixture of current apprenticeships, new and emerging apprenticeships, and hybrid- and competency-based apprenticeship approaches, all based on the Aero-Flex methodology. For instance, among the multiple pathways that it is incorporating into the Aero-Flex model, GAMAA is converting existing internships or work experience to new IRAPs or RAPs, and creating new IRAPs or RAPs where no internship, work, experience, IRAPs, or RAPs currently exist.

GAMAA is launching initially in several service areas, including Southern California, Reno/Sparks (NV), Brevard and Palm Beach Counties (FL), Kentucky, New Hampshire, Vermont, and New York. To reach a national scale, GAMAA’s national industry association partners will promote the project to their national memberships, while assisting the project’s national employer partners, such as Northrup Grumman, who joined the partnership with the aim of expanding their apprenticeship activity within several states.

IHE consortium members include West Los Angeles College (lead), College of the Canyon, El Camino College, Truckee Meadows Community College, Columbia College, and Onondaga Community College.