

## What is PJAM ?

PJAM stands for Precision Jobs for American Manufacturing. The PJAM Program is being designed and implemented by the National Tooling and Machining Association (NTMA). The NTMA is a non-profit trade association that represents all sectors of the precision tooling and machining metalworking industries, which employs over 440,000 skilled workers in over 20,000 companies across the United States. The goal of the PJAM program is to upgrade and standardize regional industry practices in the recruitment, training, placement and retention of the workforce. A key outcome will be the transformation of existing metalworking training centers into world-class Centers of Excellence. These best practices will be gathered by the PJAM teams, from the most successful current programs in the metalworking sector as well as from innovations originating in the growing industry revolving around talent management and recruitment.

Implementation of the best practices shall be performed starting with six regional sites, and adding five to six new sites every two years. NTMA will be applying for and/or helping sites acquire federal, local and private funding for the program, to support the site implementation process. The process may include the development of materials in the arenas of recruitment, screening and testing, retraining of instructors, onsite audits, National Institute for Metalworking Skills (NIMS) credentialing, and purchasing of up to date equipment and/or training aids. It is expected that the sites will eventually find local renewable funding sources to keep their programs current and active.

Each site will undertake a site audit, based on PJAM's program elements. This audit will highlight the site's strengths and weaknesses (against best practice standards). Using the audit results each site shall develop its own unique site plan. The site plans shall list five-year implementation and funding schedules. The audit will be repeated each year to measure the effectiveness of the implementation and review the financial activities. This will allow the site to make real time adjustments to its plans.

PJAM program materials, such as best practices and audits, will be available online for all training centers and companies in the US, including government and defense contractors.

The NTMA members have been reporting critical shortages of skilled metalworking workers, as baby boomers retire and fewer education facilities are training students in the metalworking trades. There isn't a generation of skilled employees ready to replace them. Skill shortages impact the abilities of manufacturing firms to achieve desired production levels, increase productivity, and meet customer and program demands. Precision tooling and machining is fundamental to America's manufacturing economy. From aircraft, satellites, automobiles and weapon systems to every object used in daily living, all manufactured things have their roots in precision machining. With the successful implementation of the PJAM program the NTMA hopes to bring over 50 regional training centers to world-class Centers of Excellence within the next fifteen years, producing over 10,000 Precision Machinist, Tool and Die and Mold makers per year. This will help the metalworking industry to locate, train, place and retain the workforce required to support America's future national and defense needs.