



Military veterans make up 18% of AAR's U.S.-based workforce, and nearly half of the Company's business relates to government and defense operations. Our Company helps transitioning military members enter the workforce via AAR's EAGLE Career Pathway program. One pathway includes an apprenticeship program, recognized by the U.S. Department of Labor's Employment and Training Division as a national registered apprenticeship. We also partner with the Department of Veteran Affairs to ensure individuals participating in our Apprenticeship Program receive both VA and AAR benefits.

What is the EAGLE Pathway program?

The EAGLE program partners with different organizations and institutions, including community colleges, high schools and youth centers located near AAR's U.S. aircraft repair stations in Miami; Oklahoma City; Indianapolis; Rockford, Illinois; Patrick Air Force Base, Florida; and its global headquarters near Chicago's O'Hare International Airport designed to provide a systematic path for students to develop their careers at AAR and beyond.

What is an apprenticeship?

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a nationally recognized, portable credential.

How does AAR's Apprenticeship Program work?

AAR apprentices will complete *approximately 2.5 years of workplace-based training supplemented with approximately 144 hours annually of related instruction. *Timeline could vary based on students' ability to achieve competency of Airframe & Powerplant (A&P) certification.

What do I get from participating in the program?

Everyone receives a certification from the Department of Labor. This certification will set you apart from other individuals and help you advance your career.

\$70K

94% of apprentices who complete an apprenticeship program retain employment, with an average annual salary

690,000

aircraft technicians are needed globally. (Source: 2023 Boeing Pilot & Technician Outlook)

2022

demand will outpace the supply of aviation maintenance technicians. (Source: 2019 Oliver Wyman)

EAGLE Apprenticeship Program for transitioning military members

What are the requirements?

Full-time employees with AAR who are a Support Technician, Level III or Level II Technician are eligible. Individuals who are at a Level I Technician are not eligible to participate.

Will I receive my VA housing benefits?

Yes, you will. Because your apprenticeship program is VA approved you can expect a housing allowance between \$1,400-2,600 per month depending on your AAR employment location.

Will I receive my monthly VA allowance?

Yes, you will. The allowance will vary by employment location and if you have dependents. On average, monthly allowances vary between \$1,400 and \$2,600 for individuals without dependents. Visit <https://www.defensetravel.dod.mil/site/bahCalc.cfm> and enter the zip code of the AAR facility and select E-5 for pay-grade. Hit enter and the appropriate monthly allowance will appear.

How much will I be paid?

Apprentices will be paid a progressively increasing schedule of wages based on either a percentage or a dollar amount of the current hourly journey worker wage rate, which is \$23 dollars per hour, depending on location, education and relevant knowledge, skills and abilities.

Payment schedule for monthly housing allowance

Training period	Monthly rate
First six months of training	100% of your applicable MHA
Second six months of training	80% of your applicable MHA
Third six months of training	60% of your applicable MHA
Fourth six months of training	40% of your applicable MHA
Remaining pursuit of training	20% of your applicable MHA

Is there a probationary period?

Every applicant selected for apprenticeship will serve a probationary period of 1,000 hours.

How can I apply to the program?

Contact Ryan Goertzen, VP Aviation Maintenance Workforce Development
E: Ryan.Goertzen@aarcorp.com
aarcorp.com/eagle-pathway-program/

Contact information

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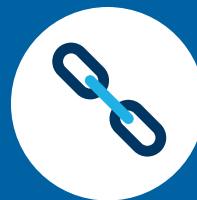
Business overview



Parts Supply



Repair & Engineering



Integrated Solutions



Expeditionary Services