

A publication of Duncan Aviation Duncan Debrief

Learn More About Careers in Business Aviation

Duncan Aviation Resources

Our magazine, the *Duncan Debrief*, is a great publication to learn more about the company and the industry.

You can find it online here: www.DuncanAviation.aero/debrief

Check out our current opportunities and openings at
www.DuncanAviation.aero/careers

NBAA Resources

The National Business Aviation Association (NBAA) also has some great resources for students, including a student magazine, a career guide to business aviation, a business aviation career fact sheet, and information about scholarships, mentoring and networking.

Check it all out here: www.nbaa.org/for-students/#resources

Watch a video about industry careers here:
www.youtube.be/l4V5r8-6T5w

NBAA & NATA Resources

Learn more about the business aviation industry and the opportunities within the industry at a website developed by NBAA and the National Air Transportation Association (NATA).

Go here: www.noplanenogain.org/resources

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AVIATION



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Cover: Production Onboarding Coordinator Darwin Godemann shows Chad Richardson how to inspect hydraulic lines for condition and proper routing. Darwin has been heavily involved in the Apprenticeship Program since its inception.

2021 STUDENT EDITION

Contents

1 What Is Business Aviation?

3 Who Is Duncan Aviation?

7 Where Can My Career At Duncan Aviation Go?

9 People & Culture A "Work" Family

11 Duncan Aviation Looks To The Future

15 The Apprenticeship Program

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chairman emeritus:
Robert Duncan


company founder:
Donald Duncan (1922-1981)

"We're the best because we hire the best."

Todd Duncan, Chairman




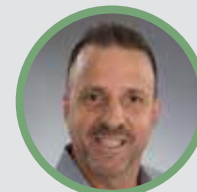
Jayme Park, RTS Inspector II, Duncan Aviation-Provo, Utah

"When I was 12, I had the opportunity to ride in a D23 biplane at an airshow and from that day forward I knew I wanted a career in aviation. My career started at our Battle Creek, Michigan, facility as a shift supervisor leading teams of airframe, engine, fuel, interior, and accessories technicians. I've since relocated to our Provo facility as an RTS Inspector. I consider myself lucky. I get to do what I love, for a company that values me for my skills and leadership abilities." 




Justin Merkling, Engine Manager, Duncan Aviation-Battle Creek, Michigan

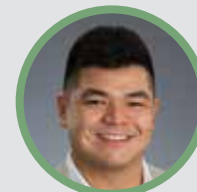
"I can honestly say I have enjoyed coming to work the past 21 years for several reasons. First, no two days are the same, the challenges that this presents has helped me develop and grow in my professional career and my personal life. Secondly, everything I have done in the different positions I've held has provided me with a sense of accomplishment. Finally, the past 20 years we have lived through some substantial world events that have impacted everyone and it comforts me to know that Duncan Aviation's first concern through all those times was not the bottom line but the wellbeing of our team members and customers." 




Andrew Arcuri, Assistant Manager, Duncan Aviation-Engine Rapid Response Teams

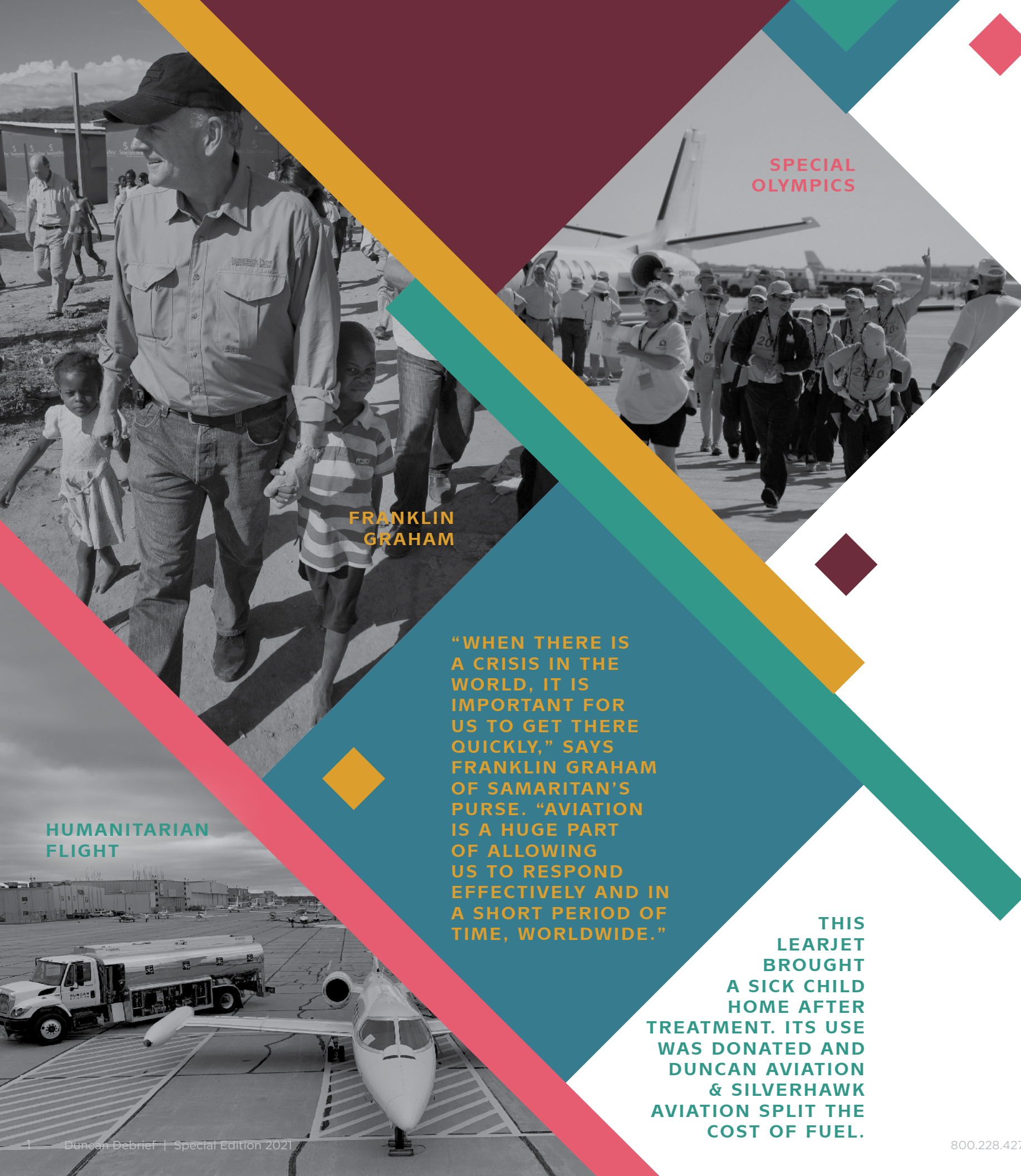
"My parents immigrated to New York from Bogota, Colombia, and Palermo, Italy. They later met in New York City and married a few years before I was born. My aviation dream was launched on my 1st Boeing 747 flight to Italy at the age of two years old and continued with the many other flights that followed as a young boy visiting my grandparents in two different countries. As I grew older, the dream grew stronger; I was fascinated about how an airplane weighing 400 tons could fly the skies. Fifty years later, I still have all that passion for aviation.

Duncan Aviation has helped me turn my passion into a career. For more than 60 years in corporate aviation, Duncan Aviation has always maintained the reputation and brand that I wanted to be a part of. For the last six years, I've enjoyed being a part of all our astounding engine service and RRT growth." 



Robert Suarez, Professional Development Specialist I, Duncan Aviation-Lincoln, Nebraska

"Having the opportunity to intern at Duncan Aviation during my undergrad summers allowed me to grow personally and professionally, which eventually led me to landing a full-time position and discovering the great passion for aviation that I have now. What I love most about Duncan Aviation are the people and work environment that I'm surrounded by on a daily basis. I believe that everyone has a common excitement to be involved with aircraft and that's what makes working here so great." 



SPECIAL
OLYMPICS

FRANKLIN
GRAHAM

“WHEN THERE IS
A CRISIS IN THE
WORLD, IT IS
IMPORTANT FOR
US TO GET THERE
QUICKLY,” SAYS
FRANKLIN GRAHAM
OF SAMARITAN’S
PURSE. “AVIATION
IS A HUGE PART
OF ALLOWING
US TO RESPOND
EFFECTIVELY AND IN
A SHORT PERIOD OF
TIME, WORLDWIDE.”

THIS
LEARJET
BROUGHT
A SICK CHILD
HOME AFTER
TREATMENT. ITS USE
WAS DONATED AND
DUNCAN AVIATION
& SILVERHAWK
AVIATION SPLIT THE
COST OF FUEL.

HUMANITARIAN
FLIGHT

WHAT IS BUSINESS AVIATION?

When looking at aviation career choices, most people think about becoming pilots and flying for the commercial airlines or joining the military and making flight missions. Aviation is much broader than that, though, and business aviation is the specific industry segment that Duncan Aviation is proud to serve.

Business aviation refers to the business use of an aircraft that is not operated by the military or a commercial airline. It consists of many different operators that utilize airplanes, helicopters, and more recently, drones or UAVs (Unmanned Aerial Vehicles). These pieces of equipment are tools that individuals, companies, and governments use to be more efficient, productive, and safe.

Operators of business aviation use their airplanes or helicopters in a variety of ways. One of the most common ways a company may use an aircraft is by transporting their own employees, especially if they have middle managers, salespeople, or subject matter experts who need to visit a variety of locations/plants or facilities. They may also transport customers and vendors to an event or cargo to a location.

General aviation aircraft can utilize more than 5,300 public airports in the United States, where commercial airlines provide service to only about 550. This gives access to more rural areas with less drive time from airport to the locations businesses might want to reach.

Business aviation provides an enormous amount of flexibility and freedom to any and all that utilize it. Passengers on business aircraft can set their own schedules, make quick and easy schedule changes, avoid long TSA security lines and crowded airports, and have private and meaningful business meetings in flight.

Oftentimes, what we don’t think about, however, is how often business aviation can impact people around the world who need help. The industry has been utilized during world disasters, time-sensitive medical emergencies, and especially during the worldwide Coronavirus pandemic.

Business aircraft fly mercy missions every day. They are used in support of a variety of humanitarian and philanthropic organizations, including the Red Cross, Air Care Alliance, Angel Flight, Corporate Angel Network, Honor Flight, Veteran Airlift Command, the Special Olympics and many others. 🇺🇸

WWII
VETERAN
HONOR
FLIGHT

ANIMAL
RESCUE
MISSION



WHO IS DUNCAN AVIATION?

Once you have decided that the world of business aviation deserves a closer career look, you'll probably want to research some of the best employers in the industry. Duncan Aviation should definitely be on your list. Here's why.

A STORIED HISTORY

Duncan Aviation has a long history that dates back nearly 65 years when an entrepreneur named Donald Duncan realized the value airplanes could bring to local businesses and bought into a Beechcraft distributorship in Omaha, Nebraska, forming the roots of Duncan Aviation. Donald sold hundreds of Bonanzas, Travel Airs, Twin Bonanzas, Barons, and Twin Beeches.

In 1963, Duncan Aviation opened a facility in Lincoln, Nebraska, at the then-new Lincoln Municipal Airport and Donald arranged to be a Learjet Distributor. Over the years, he would sell hundreds of Learjets.

Donald moved the headquarters to Lincoln in 1967 and closed the Omaha location. Then in 1968, Donald's son Robert, who had worked full-time for the company for only three years, became President. Although Duncan Aviation no longer had a jet distributorship, the company supported a growing resale market for Learjets and other business aircraft. The aircraft

sales division was led by Donald, and Robert ran the day-to-day operations of line/fuel services and aircraft maintenance and support. He saw the ongoing needs of supporting the aircraft his father sold from tip-to-tail and slowly grew those capabilities.

Throughout the 1980s and early 1990s, Duncan Aviation grew in size and experience with innovative ideas. Many partnerships with aircraft manufacturers were forged and authorized service agreements were obtained for the major OEMs. Innovative growth also came from development of a satellite avionics network, a parts consignment service, and a jet acquisition/consulting offering.

In 1996, Aaron Hilkemann became President of Duncan Aviation and he developed a senior leadership team to help guide the company and make mindful, strategic decisions. Over the next 25 years, the company quadrupled in size. Some of the strategic moves that made this happen include: a 1998 acquisition in Battle Creek, Michigan; continued growth of its avionics network; development of engine Rapid Response service teams; construction projects to enlarge existing maintenance and repair facilities in Nebraska and Michigan; and ground-up development of a maintenance and repair facility in Provo, Utah. Innovation and change have always been a part of Duncan Aviation.

In 2007, Robert retired and his son and longtime Duncan Aviation team member Todd Duncan was named Chairman, where he leads the company's Board of Directors.

"I'm so proud to be a part of Duncan Aviation's 60+ year legacy," says Todd Duncan. "Being family owned gives us the ability to plan long-term for our team members and our customers. With my twin sons entering the business recently, making Duncan Aviation a fourth generation business, our family ownership structure is in place to support the company and our team members for decades to come."

DUNCAN AVIATION TODAY

Today, Duncan Aviation is the world's largest privately owned business aviation support network. We have a history of trying new ideas and an ability to innovate and transition to future aviation trends. Duncan Aviation is headquartered in Lincoln with other locations, shops, and teams located across the United States. Three full-service MRO locations provide tip-to-tail service for just about any business aircraft. These services include airframe maintenance, engine repairs and overhauls, interior modifications and completions, exterior paint, avionics installations, and full-service Fixed Based Operator (FBO) support with

fuel and line services. There are more than two dozen avionics satellite locations that provide avionics line and installations services. We also provide dedicated engine Rapid Response teams at strategically placed launch locations. These team members help customers when they need us most by providing engine line services, troubleshooting, and repairs to get their aircraft back up and running again after various Airplane-On-Ground (AOG) events.

Duncan Aviation believes that the most important contributor to customer satisfaction is the quality of its workforce and the training its team members receive; if the company takes care of its team members, the team members will in turn take care of the customers.

This attitude earned Duncan Aviation placement for four successive years on FORTUNE magazine's list of the 100 Best Companies to Work For.

"Duncan Aviation boasts intelligent, driven and passionate team members, hundreds of whom have worked for us for 25 years or more," Todd says. "We are a company of outstanding individuals who strive to be the best team in the field and provide customers with outstanding service. Ask about Duncan Aviation throughout the industry and you will hear that our brand represents excellent quality, service and ethics for our customers and our team members."

DUNCAN AVIATION LEADERSHIP

CHAIRMAN AND CEO

Duncan Aviation is led by Chairman of the Board of Directors Todd Duncan and Chief Executive Officer/Chairman of the Board of Advisors Aaron Hilkemann. Todd and Aaron spend their days at various Duncan Aviation facilities, partner companies, and industry associations. They regularly interact and mentor team members, talk to customers, forge partner relationships, and provide strategic vision for the future.



DUNCAN AVIATION SENIOR MANAGEMENT TEAM

Duncan Aviation’s leadership team is known as our Senior Management Team. Many Senior Team members built their careers at Duncan Aviation, starting as technicians in the various production shops. The team was formed by Aaron Hilkemann in 1996. It is now lead by President Jeff Lake. Learn more about the Senior Management Team here: www.DuncanAviation.aero/company/senior-leadership-team.

DUNCAN AVIATION BOARD OF ADVISORS

After company founder Donald Duncan passed away in 1981, his son and then-company President

Robert Duncan was seeking advice on best business practices from those outside of the company. After attending a seminar, he heard a fellow business executive speak about having an external Board of Advisors for his company and how beneficial it was for him, his team, and his company. Robert returned and immediately implemented that idea. Members of the Duncan Aviation Board of Advisors are often experts in the aviation industry and have formal leadership or executive experience in their careers. These advisors have no ownership in the company, but consist of a rotating team that helps the Duncan family and the Senior Team see blind spots, identify potential pitfalls and opportunities, and discuss changes in the aviation market and the business world in general. They provide important leadership advice and also assist in holding the company’s Senior Team accountable.

DUNCAN AVIATION BOARD OF DIRECTORS

Duncan Aviation is a privately held company that is legally structured by a formal Board of Directors similar to a publicly traded company. However, this board is comprised of mostly members of the Duncan family. These family members own “shares” in the company and meet when necessary to discuss high-level components of Duncan Aviation such as business strategy, results, and the vision of the company.

DUNCAN AVIATION CUSTOMER ADVISORY FORUMS

Duncan Aviation’s Customer Advisory board was created due to help us continually improve our services. The board represents various external business aviation stakeholders who provide a broad perspective of the industry. Board members play an important role in creating a free-flowing exchange of information about important industry and service issues along with feedback that will enable Duncan Aviation to continue to be the service provider of choice in the industry.

DUNCAN AVIATION CORE VALUES

At Duncan Aviation, We:

- Deliver high-quality products and services.
- Charge fair prices and provide efficient turntimes.
- Lead through action and innovation.
- Focus on solutions and offer positive suggestions.
- Respect others and are accountable for our actions.
- Maintain a team approach.
- Value honesty, integrity, loyalty and trust.
- Promote safety, health and wellness.
- Support our communities and respect the environment.
- Are proud to be the best at what we do.

GRAND PROMISE

Duncan Aviation is committed to provide an experience unlike any other to owners and operators of business aircraft. We do this by providing personalized expertise, innovative services and ongoing support.

MISSION

Duncan Aviation will be the leading provider of business aviation products and services. We will employ and develop the most knowledgeable and trusted individuals in the industry. We will be highly profitable and reinvest these profits in team members, equipment and facilities to extend our leading position.

VISION

Duncan Aviation will be recognized worldwide by its customers, team members and the business aviation community as:

- The highest value provider of products and services
- The industry leader in utilizing innovative technologies, minimizing downtimes, and delivering safe aircraft on time
- Having the most skilled, motivated, stable and family-oriented team members in the industry
- Being committed to team member development in the areas of leadership and technical development skills, wellness, safety and personal growth
- Being responsive to all customer needs through full-service facilities in Lincoln, Battle Creek and Provo, and a growing network of strategically placed Avionics Satellite shops and Engine Rapid Response teams

- Continuing to grow market share and brand recognition by retaining its present customer base and capturing new customers worldwide with special emphasis and focused growth on large business aircraft




DUNCAN AVIATION’S TAKE ON DIVERSITY AND INCLUSION

Duncan Aviation believes it is good business and social policy to have a diverse workforce that reflects the communities in which we live and the worldwide communities we serve. We view equal employment opportunity as a vital element in the employment process and a good leadership practice.

Duncan Aviation defines diversity as a collective mixture of differences among team members, including individual characteristics, values, beliefs, experiences, backgrounds, and preferences.

Duncan Aviation defines inclusion as intentionally supporting and respecting all individual characteristics, beliefs, experiences, and background.

We believe in cultivating an inclusive culture throughout the organization that reflects our core values by listening to diverse voices and promoting practices where we empower multifaceted individuals to be their authentic selves. 

Where Can My Career At Duncan Aviation Go?

A career at Duncan Aviation can take off in a multitude of ways. Many have started in one niche area and then moved other areas or even different geographical locations. You could start at Duncan Aviation as a Parts Runner delivering aircraft parts, equipment, or documents throughout an entire facility or through an internship or apprenticeship position. Maybe you start as an Airframe Mechanic, an Upholstery Specialist, a Sales Representative, a supportive role in Human Resources, or anything in-between. Once you have a position at Duncan Aviation, you're in a great starting place for an aviation career. You're able to build connections with so many people throughout Duncan Aviation and the entire aviation industry. Those connections could lead to new opportunities in other areas of Duncan Aviation. 🛩️

Take a look at the career paths of just a few of our team members.

Duncan Aviation Careers Require a Variety of Skills and Talents

- Aviation careers can include working with aircraft, of course. They can also include working in a variety of positions that don't work directly with aircraft. Here are just a few of the job titles for positions regularly hired by Duncan Aviation.
- Airframe Technician
 - Engine Technician
 - Avionics Modifications Specialist
 - Avionics Line Technician
 - Interior Specialist (Finish, Completions, Upholstery, Cabinet)
 - Paint Specialist
 - Structures Technician
 - Satellite Avionics Technician
 - Accessory Technician
 - Parts Runner
 - Facilities Maintenance/Custodian
 - Quality Specialists
 - Line Service Technicians
 - Customer Service Rep
 - Engineer
 - Information Technology
 - Safety Specialist
 - Service Sales Representative
 - Project Manager
 - Purchasing Specialist
 - Marketing Specialist
 - Accounting/Finance Specialist
 - Human Resources Specialist 🛩️



Gina Evans
Modifications Scheduler
March 2020-Present
Provo, Utah

Training & Safety Specialist
August 2018-March 2020
Provo, Utah

Sr. Credit Analyst
July 2014-August 2018
Lincoln, Nebraska

Avionics Customer Service Representative
November 2007-July 2014

“I chose aviation because of Duncan Aviation. The industry itself is uniquely complicated, and the aircraft are beyond beautiful. But long before I turned in my application, I'd been listening to people in the Lincoln, Nebraska, community talk about what a wonderful company Duncan Aviation is. Knowing that I'm a part of that stalwart reputation within our communities gives me so much pride in what I do. I can't imagine a better place to be.” 🛩️



Matt Nelson
Satellite Operations Manager
June 2007-Present
Lincoln, Nebraska

Satellite Avionics Manager
June 1998-June 2007
Denver, Colorado

Satellite Avionics Manager
June 1997-June 1998
Van Nuys, California

Avionics Technician
November 1992-June 1997
Dallas, Texas

Avionics Technician
September 1987-November 1992
Lincoln, Nebraska

“There were many twists and turns in my life that led me to Duncan Aviation. Once I was here, I chose to make aviation my career choice because it was something different and exciting. Who wouldn't want to work on airplanes? I chose Duncan Aviation primarily because I grew up in Lincoln and had heard it was a good company. After working for Duncan Aviation locations all over the country and seeing much of the industry first-hand, it was clear to me that we had it figured out. From my experience, there was no one else in our segment of the industry worth working for.” 🛩️



Chad Doehring
Chief Operating Officer
July 2020-Present
Provo, Utah

Vice President of Operations
January 2018-June 2020
Provo, Utah

Airframe Services Manager
July 2010-January 2018
Lincoln, Nebraska

Customer Service Manager
October 2004-June 2010

Airframe Assistant Manager
1999-2004

Airframe Night Shift Supervisor
1997-1999

“I choose a career in aviation so I could have the ability to be involved with some of the most sophisticated technological marvels. I enjoy Duncan Aviation's company culture, which encourages our team members to be passionate about what they do. More importantly, Duncan Aviation provides a daily opportunity for our team members to showcase their talents, expertise and drive for excellence to serve our customers, communities and our company.” 🛩️



Janet Beazley
Project Manager
February 2008-Present
Lincoln, Nebraska

Avionics Install Assistant Manager
January 1996-February 2008

Avionics Install Team Leader
1990-1996

Avionics Install Technician
1988-1990

“Since I was a little girl growing up on the farm, I was always fascinated with airplanes! When I was 16, I went to Germany for a year as an exchange student. I came back to Iowa after that year and thought - what is the best way to get back to Germany? Join the military! So I did! I had a choice of 3 jobs - medical, truck driver, or electronics. I chose the latter and that took me back to airplanes, and here I am! There is always something exciting happening each day. You get to meet so many people from all over the world, but yet the corporate aviation sector is relatively small, too. It has been a great ride; I would not have changed a thing. There are so many different opportunities in aviation. You can take your career where you want to.” 🛩️



People & Culture A “Work” Family

Customers and visitors have told us for years that Duncan Aviation has a unique culture. Our culture has been built into the foundation of the company since Donald Duncan started it in 1956. So who is responsible for such world-renowned culture? Every single one of our 2,400 team members. Although they come from all over the world and have diverse backgrounds, what ties us together is the inherent sense to do the right thing with a professional, positive attitude.

In the Duncan Aviation Straight Talk Podcast titled, “Deliver High-Quality Products and Services,” Chairman Emeritus Robert Duncan says that his father Donald would be unbelievably amazed to see the state of the company now.

“He wouldn’t believe what the company has become and to see how many customers we touch all over the world, and how we continue to grow,” Robert says. “The values that Duncan Aviation has today came from Donald. They were inherent in who he was and how he saw life and thought business should be.”

Why is it so important that our culture shines through in everything we do? Because it affects

every aspect of our company and the work that we perform.

How Is This Achieved?

President Jeff Lake explains that the net of our culture is that we trust each other.

“If you have a healthy culture year after year, it creates trust on all levels,” Jeff says. “When you have that trust, it is easy to function as a team to solicit customers, serve them, and maintain their aircraft.”

“Our integrity is another important ingredient in building trust,” says Jeff. “It shows when we are transparent in sharing our challenges, our goals, and our results each year. It builds when we do the right thing for our team members and our customers, and when we make a mistake with a first-time customer, it creates an opportunity to demonstrate who we are as an organization. When they see how we respond, they often transform to a long-term, loyal customer because we made it right.”

Home Away From Home

Aramark Chief of Maintenance Scott Kershaw has personally been bringing aircraft to Duncan Aviation since 1993.

“You always do a great job,” Scott says. “Whenever I’m there,

I feel like you are as committed to my airplane as I am... I try to always get the same crew. They know me and I know them. Your culture is just very friendly. Everybody always speaks to you and makes you feel that Duncan Aviation is your home away from home... The team members at Duncan Aviation are like my friends, and that’s the way they treat me.”

Midwest Work Ethic

Rezich & Rezich Aviation Consulting, Inc., President Jim Rezich has been a customer of Duncan Aviation since 1984. Jim has brought everything from Citations to Challengers to Gulfstreams to our facilities and says that the people and culture of Duncan Aviation are a main reason that he’s continued to bring his aircraft to us.

“I’ve had the privilege of working with so many of your team members, and they all have that ‘culture,’” Jim says. “The way you instill that in your team members is really terrific. Everybody has a vested interest because they know that they want the project out the door on time, right the first time.

“That makes the decision to come back much easier.” 🇺🇸

Straight Talk[®]
BY DUNCAN AVIATION



Duncan Aviation continuously strives to be the voice of clarity by providing information about important topics in business aviation in clear, concise, no-nonsense language.

www.DuncanAviation.aero/StraightTalk



Jacob Sears

Duncan
Aviation's
Technical
Education
Center

"We now have a true pathway to
help new team members become
knowledgeable, well-rounded
aircraft technicians."



Jeremy Rangel

Duncan Aviation Looks to the Future

The aviation industry is currently seeing a workforce shortage for qualified aircraft technicians as the number of retiring certified Airframe Technicians is higher than the number of young adults expressing interest in the field of aircraft mechanics. In response, Duncan Aviation is educating young adults about careers in business aviation and looking at new ways to introduce talented and motivated individuals to the company and the industry. We are working to combat the projected shortage in multiple ways.

Apprenticeship Program

In eight years' time, Jeremy Rangel went from being a technician with no A&P, to a manager of Airframe Services. Within a few months of becoming the Airframe Department Manager, Jeremy recognized that our industry is demanding more qualified technicians than is currently available. Jeremy worked with his team to develop and facilitate a new helper technician program.

The Registered Apprenticeship Program is designed to provide those who enroll a streamlined and focused approach to training for the FAA Airframe Technician certificate. The program carries with it Duncan Aviation's reputation for quality, knowledge, and leadership.

Jeremy says, "The work-based learning strategy helps Duncan Aviation increase team member skills and engagement while developing the company's future leaders."

By on-boarding new team members as Tech Helpers, experienced technicians would offer guidance and on-the-job training.

"Though it was successful, we identified areas of theoretical and practical training that would yield better results through standardization," Jeremy says. "That is exactly what we did, working with the US Department of Labor and the Nebraska Department of Labor. We now have a true pathway to help new team members become knowledgeable, well-rounded aircraft technicians."

This formalized apprenticeship program has now been nationally registered with the US Department of Labor and the Department of Education.

Jacob Sears said that when he heard about the Apprentice Program, he was eager to start working towards obtaining his Airframe Mechanic Certificate.



"I'm pretty much on the floor the whole time, with some necessary classroom training. The team is extremely supportive, and helps me troubleshoot when necessary."



Jakob Reeves

"The possibilities seem endless to advance in my career once I have that certificate," Jacob says. "This certificate is a big first step, and I am very grateful for the opportunity to participate in the program."

Jacob continues, "I have learned so much in the classes. The basic electricity class has set a foundation to learn more about how electrical components work and really helped me understand the aircraft electrical system on another level. I will say that this class has to be accompanied with an ambition to learn the content and at times research some things that you don't quite understand on your own. A lot of my knowledge has come from just working on the floor as well as countless hours studying at home. But since I have really buckled down about six-months ago my knowledge has gained a tremendous amount. Another great benefit to all this knowledge is a lot of it can be applied outside of work when it comes to your own projects at home."

Jakob Reeves was also excited to hear about the program.

"I like how it's hands-on," he says. "I'm pretty much on the floor the whole time, with some necessary classroom training. The team is extremely supportive, and helps me troubleshoot when necessary."

Internships

Duncan Aviation also offers internships. These are paid opportunities where students work full-time during the summer and network with others in the industry.

In 2019, we welcomed a total of 37 production interns to our three full-service facilities in Lincoln, Nebraska; Battle Creek, Michigan; and Provo, Utah. Each year, we offer summer internships that allow students the opportunity to learn more about the company and explore possible career paths.

Angelina Kapp, a former intern on the Avionics Install team in Lincoln, says, "The internship allowed me to see similarities between my college's lab work and the real career field. It was refreshing to know that what I learned during my internship has helped me prepare for my future career."

Interns are treated like any other new hire. They attend orientation to receive a solid understanding of the company and culture. They are placed on teams, paired with a mentor, and given actual projects to work on. By pairing the interns with experienced technicians, they get a chance to build relationships and learn at a deeper level than school can provide.

Teaming Up With Local High Schools

Recruiting Team Leader, Jennifer Monroe, says that the industry is growing, and there hasn't been a big spotlight for youth to see these jobs as valid career

paths, and there has been a decline in the number of people choosing aviation careers.

"We are recruiting at the high school level trying to inform students that the aviation industry exists beyond just pilots," Jennifer says. "We are trying to get them interested and excited about the aviation industry by getting in front of them as they explore what they want to do when they grow up."

SkillBridge and Military Outreach

Approximately 25% of Duncan Aviation's current workforce has served, or is currently serving, in a branch of the military.

The Department of Defense SkillBridge program is an opportunity for service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of service. The program helps them bridge the gap between their end of service and the beginning of their civilian careers.

The SkillBridge program allows service members to receive their military compensation and benefits while we provide training and work expertise.

Eric Czuprynski is on the Lincoln Line Services team. He was in the United States Air Force, stationed at Nellis Air Force Base in southern Nevada as an Aircraft Fueler. After completing the SkillBridge Program, Eric was offered a full-time position and accepted.

Eric says, "I wanted to be a part of the SkillBridge program because the program helps me transition from a military to a civilian job and gain experience with a

company in hopes that I can be hired right away when my enlistment is up."

Eric continues, "I chose Duncan Aviation because they are great with working with veterans, and it is a well-known company throughout the US where I can expand my career by working in different areas."

Recruiter Kendall Folds has been instrumental in the implementation of the Skillbridge Program and military outreach at Duncan Aviation.

Kendall says, "As a veteran friendly company approaching 600+ veterans from all services, we are always looking for ways to attract separating service members."

Eric Czuprynski



Michigan Veterans Affairs Agency

Duncan Aviation was recently recognized as a Silver-level employer for the Michigan Veterans Affairs Agency.

Michigan Veterans Affairs Agency Strategy Specialist David Dunckel says, "With 355 employers and organizations in the program, Duncan Aviation is one of just 30 Silver-level employers in the state. Only 8% of all certified employers have achieved Silver status."





DUNCAN AVIATION'S ONE-OF-A-KIND APPRENTICESHIP PROGRAM



The senior year of high school is something all kids look forward to. Playing varsity sports, singing in the choir, marching in the band, sitting on the student council... and it all culminates when you receive your high school diploma and celebrate with family, friends, and those that matter most.

Things then change drastically as these young adults take very different paths. Some seem to have it all figured out, which is great. Others wonder what they may be good at doing or what they're passionate about, which is also great. If you've ever had a passion for aviation or a talent for mechanics then Duncan Aviation has a unique post-high school option you might consider: an Airframe and Engine Apprenticeship Program.

Duncan Aviation's Apprenticeship Program provides on-the-job training and instruction to qualified airframe and engine technician candidates. Those accepted into the program assist Duncan Aviation technicians with daily technical tasks while gaining the knowledge and experience necessary to earn the FAA Airframe Technician and/or Engine Technician certificate. Through daily exposure on the job, supplemental training in the classroom, and practical

application in a mechanic's lab, apprentices follow a standardized pathway that will ensure they develop into well-rounded and competent airframe and engine maintenance technicians. Technicians must learn flight theory, aircraft structural make-up and repair, aircraft systems design, operation and repair, aircraft inspections, and regulations, privileges and paperwork required for aircraft maintenance.

The program is registered with the US Department of Labor and is available at Duncan Aviation's full-service maintenance facilities in Battle Creek, Michigan; Lincoln, Nebraska; and Provo, Utah.

Jeremy Rangel, Duncan Aviation Airframe Manager, says, "The work-based learning strategy helps Duncan Aviation increase team member skills and engagement while developing the company's future leaders."

Currently, Duncan Aviation has well over a dozen in the program learning and working full-time. In addition to the time spent learning on the job, they will need to study during their own time to ensure they understand the concepts they are taught. They have up to 24 months from joining the program to earn their certificate. They are then asked to remain with Duncan Aviation for an additional 12 months. 