



12-A Inspiration Lane, Chester, CT 06412

March 3, 2017

The Honorable Art Linares
Legislative Office Building, Room 3400
Hartford, CT 06106

Re: Senate Bill 837, LCO No. 4074: Apprenticeship Opportunities For High Growth, High Demand Jobs

Dear Senator Linares and interested parties,

In the mid-2000's, my Houston-based partner and I, then residing in Rhode Island, invested millions and significant effort turning around a disastrous aerospace manufacturer. My family and I subsequently moved to CT.

We transformed what was once the very worst manufacturer in aerospace to one of the best. The journey was hard. The principal differentiating turn around element was/is our culture -- the way we treat our workforce, and the positive way all of us within AeroCision treat each other. Not unlike all good parents, we want our people to have a better life than we. My partner and I invest our profits in our peoples' skills and in the latest technologies. We celebrate when our people succeed. Promoting from within is common.

Bill #837 is a no-brainer. AeroCision is geographically located at the end of the "aerospace line" here in CT. Therefore, we had to "invent" skill-based, apprentice-style labor solutions within our own labor force deficiencies as the older, more experienced engineers, machinists and quality personnel retired.

For example, we joined forces with Vinal Tech in Middletown and now employ 2 recent graduates and an intern. This past Summer, we employed 5 college interns from various top engineering colleges including UCONN, Purdue and Carnegie Mellon. This group of young, technology-smart people inject fresh energy into our company bloodstream and we more experienced workers learn things every day. In turn, we developed a Mentor/Mentee program that teaches the young people the secrets behind manufacturing and business excellence. **A healthy and rewarding people cycle, a classic win/win.**

In sum, the **quality of our peoples' skills is the life blood of our organization, it is the life blood of any company, educational institution and government service organization.** Operating in a State with a solid basic educational background and sound technology skills set that promotes mentoring will allow us to compete with lower cost countries and other States. Countries and States that make these attributes a priority will succeed, those that don't, will fail.

Our approach works. Just last week, AeroCision won Rolls Royce's "Global Supplier of The Year" out of hundreds of suppliers in the USA, Europe and Asia. This incredible achievement validates two things; **1)** our investments in people education and mutual-mentoring, and, **2)** our culture. AeroCision is a perfect little ecosystem to study for anyone who wishes to study if investments in skill development is a good State investment. Please visit, we are pleased to show you why education, mentoring and apprenticeships work.

Thank you in-advance in working to help secure this Bill's passage.

Kind regards,


Andrew Gibson, CEO