

Washington State Apprenticeship
and Training Council
(1941-2012)

72 Years of Registered Apprenticeship



to the Director of the Department of
Labor & Industries and the Citizens
of Washington State

April, 2012

www.Apprenticeship.Lni.wa.gov

April 19, 2012

Judy Schurke, Director
Department of Labor & Industries
PO Box 44001
Olympia, WA 98504-4001

Dear Ms. Schurke:

On behalf of the Washington State Apprenticeship and Training Council, I present the 2011 Annual Report. The decrease in registration activity started toward the end of 2008 continued through 2011. What is somewhat surprising is the pace of system contraction actually increased compared with 2010. This decrease in total numbers of apprentices remains directly related to the downturn in the building and construction industry. Just over three quarters of our apprentices in the state are registered within building trade occupations. Anecdotal reports suggest the unemployment rate for registered apprentices is consistent with the overall unemployment rate for the construction trades - up to three times higher than the state's average.

Given these challenges, one can appreciate even more the innovative and energetic activities are taking place throughout the state in the name of registered apprenticeship - please take some time to review the 2011 Apprentice Spotlights beginning on page 18. Another bright spot not to be overlooked is the fact that our system continues to add employer training agents. While some of this increase is likely due to employers planning for future labor force needs, the data suggests state and local efforts to require registered apprentice utilization on public works projects are bringing new employers into the system.

As employers sign on to registered apprenticeship programs, the system in Washington stands ready with an unemployed potential, more employer training agents than ever before and a new rules and laws allowing for greater flexibility in apprenticeship delivery methods. Our state's apprenticeship system stands ready with untapped potential to meet the challenges ahead.

Sincerely,

Lee Newgent, Chair
Washington State Apprenticeship and Training Council

Washington State Apprenticeship & Training Council
2011 Annual Report

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Apprenticeship System Mission, Vision, Values

The Washington State Apprenticeship and Training Council (herein after referred to as “the Council”) and the Department of Labor and Industries promote a highly skilled and diverse workforce by developing and supporting apprenticeship training programs throughout the State. This work is carried out under the authority of Chapter 49.04 RCW, in partnership with business, labor, and education. The Council:

- Views the safety, health and education of all apprentices as the number one concern.
- Believes apprenticeship produces highly skilled workers and contributes to the economic vitality of the state.
- Ensures all who are interested have access to information about apprenticeship programs and equal opportunity to participate in them.
- Supports diversity of thought, ideas and people in the apprenticeship community.
- Assesses the potential for apprenticeship opportunities in green and emerging occupations and technologies.
- Regularly evaluates customer needs to ensure the quality and relevance of apprenticeship training remain high.
- Communicates with all apprenticeship stakeholders in a consistent, open and fair manner.
- Establishes policy and makes decisions in an open, collaborative manner with equal input and representation from business and labor.

The Council also recognizes key indicators of an effective program:

- The ratio between apprentices and journey-level supervisors (low ratios indicate greater attention to on-the-job skill development).
- Commitment of the apprenticeship committee to diversity, availability of pre-apprenticeship orientation and training, and quality classroom trainers.
- A high ratio of apprentices are retained and graduate as certified journey level workers

2011 Apprenticeship and Training Council Members

The Council oversees registered programs in our state and is composed of seven members; three representing the interest of labor, three representing the interests of business and one representing the general public. All members are appointed by the director. The 2011 Apprenticeship Council composition is as follows:

REPRESENTING BUSINESS:

David D'Hondt,
*Executive Vice President, The Associated
General Contractors of Washington*

Ed Kommers (Vice Chair), *Executive Director
Mechanical Contractors Association of W. WA*

Tim Wilson, *Manager
The Boeing Company*

REPRESENTING LABOR:

Al Link, *Executive Secretary
WA State Labor Council, AFL-CIO*

Lee Newgent (Chair), *Executive Secretary
Seattle/King County Building & Construction
Trades Council, AFL-CIO*

Nancy Mason, *Business Representative, LU46
International Brotherhood of Electrical Workers
(Term expired July, 2011)*

Pat Perez, *Business Manager, LU 44
United Association of Plumbers and Pipefitters
(Appointed October 20, 2011)*

REPRESENTING THE GENERAL PUBLIC

Susan W. Crane, *Executive Director
Skill Up Washington*

2011 Washington Apprenticeship and Training Council Ex-Officio Members

Eleni Papadakis, *Executive Director*
Workforce Training and Education Coordinating Board (WTECB)

Paul Trause, *Commissioner*
Employment Security Department (ESD)

Charlie Earl, *Executive Director*
State Board for Community & Technical Colleges (SBCTC)

Anne Wetmore, *State Director*
US Department of Labor, Office of Apprenticeship (USDOL/OA)

2011 Department of Labor & Industries, Apprenticeship Program Staff

The Department of Labor and Industries (L&I), Apprenticeship Section is the administrative arm of the Council. Along with supporting the quarterly meetings and activities of the council, the apprenticeship section, located in the Tumwater L&I building, oversees the registration and cancellation of apprentices, program compliance reviews and investigations. One apprenticeship consultant position was dedicated in 2011 to business outreach in response to two grant awards involving the apprenticeship division at the department of labor and industries. One additional apprenticeship consultant with an emphasis on compliance was hired in response to a legislative initiative. In addition to the Central office staff, there are seven apprenticeship consultants in field offices around the state.

José Rodriguez, *Assistant Director and Secretary to the Council*

Eric Peterson, *Assigned Assistant Attorney General for the Council*

Melinda Nichols, *Apprenticeship Program Manager*

Judith Morton, *Assigned Assistant Attorney General for the Department*

Bill Chrisman, *Apprenticeship Compliance Specialist*

Jody Robbins, *Apprenticeship Technical Specialist*

Erik Sackstein, *Apprenticeship Compliance Consultant*

Tani Biale, *Apprenticeship Business Outreach Consultant*

Central Office Staff, Tumwater:

SuAnne Pettit, *Council Recording Secretary*

Shawna Benitez, **Nhung Nguyen** and **Roger Washburn**, *Office Assistants*

Regional Apprenticeship Consultants



Region 1 (Northwest Washington)

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Seattle, WA 98104-2607
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Region 3 (Pierce & Kitsap Counties, Tacoma)

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Region 4 (SW Washington, Tumwater)

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Phone: 360-902-5366
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Region 5 (Central Washington)

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Region 6 (Eastern Washington)

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July 2011 Council Meeting (Cont.)

CERTIFICATION OF APPRENTICE LABOR STANDARD

Iberdrola Renewables, Juniper Canyon Wind Project

M/S/C to accept the documentation and certify Iberdrola Renewables achieved greater than 15 percent of the total labor hours performed by registered apprentices in programs approved by the Council on the Juniper Canyon Wind Farm project.

October 2011 Council Meeting

NEW STANDARDS:

A-1 Landscaping and Construction, Inc.

<i>Landscape Technician</i>	SOC: 37-3011.00	4,000 Hours
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Port of Olympia

Maintenance Technician	SOC: 49-9042.00	8,000 Hours
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Industrial Mechanic	SOC: 49-9041.00	8,000 Hours
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Industrial Equipment Electrician	SOC: 49-2094.00	8,000 Hours
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CERTIFICATION OF APPRENTICE LABOR STANDARD

Tacoma Power, Mossy Rock Dam Turbine Replacement Project

M/S/C to accept the documentation and certify Tacoma Power achieved greater than 15 percent of the total labor hours performed by registered apprentices in programs approved by the Council on the Mossy Rock Dam Turbine Replacement project.

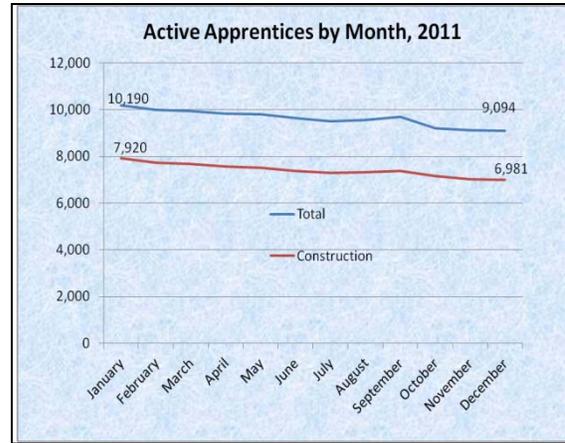
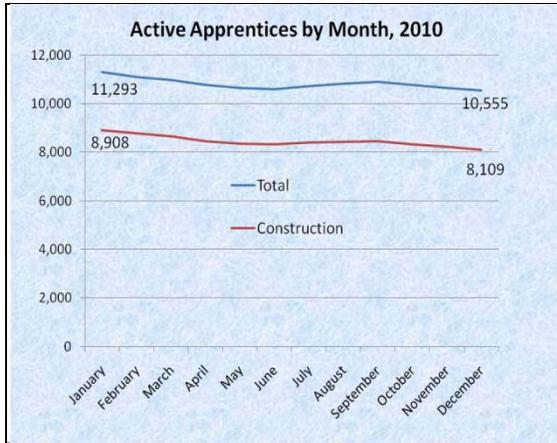
Registered Apprenticeship in Washington state, 2011

- Over 7,454 Employers providing paid on-the-job training assuring skill development for registered apprentices.
- 255 Standards of Apprenticeship with specific minimum qualifications, apprentice selection procedures, wage progression, related classroom instruction and skilled credential outcomes.
- Work based learning for career development in over 625 occupations.
- 1,743 citizens of Washington state registered as apprentices to start career training in over 100 different occupations.
- 12,519 registered apprentices actively contributing to the economy – earning a wage while they start a career.

Apprenticeship by the numbers in 2011

The department's apprenticeship section tracks data with regard to apprentice activity in the state. While the number of active apprentices remains above historical levels given the current "bust" in the construction cycle, system contraction experienced in 2010 continued at a slightly faster rate through 2011. The charts (F-1) below illustrates this fact. The numbers reflected are the total number of active apprentices in the system on the last day of each month.

(F-1)



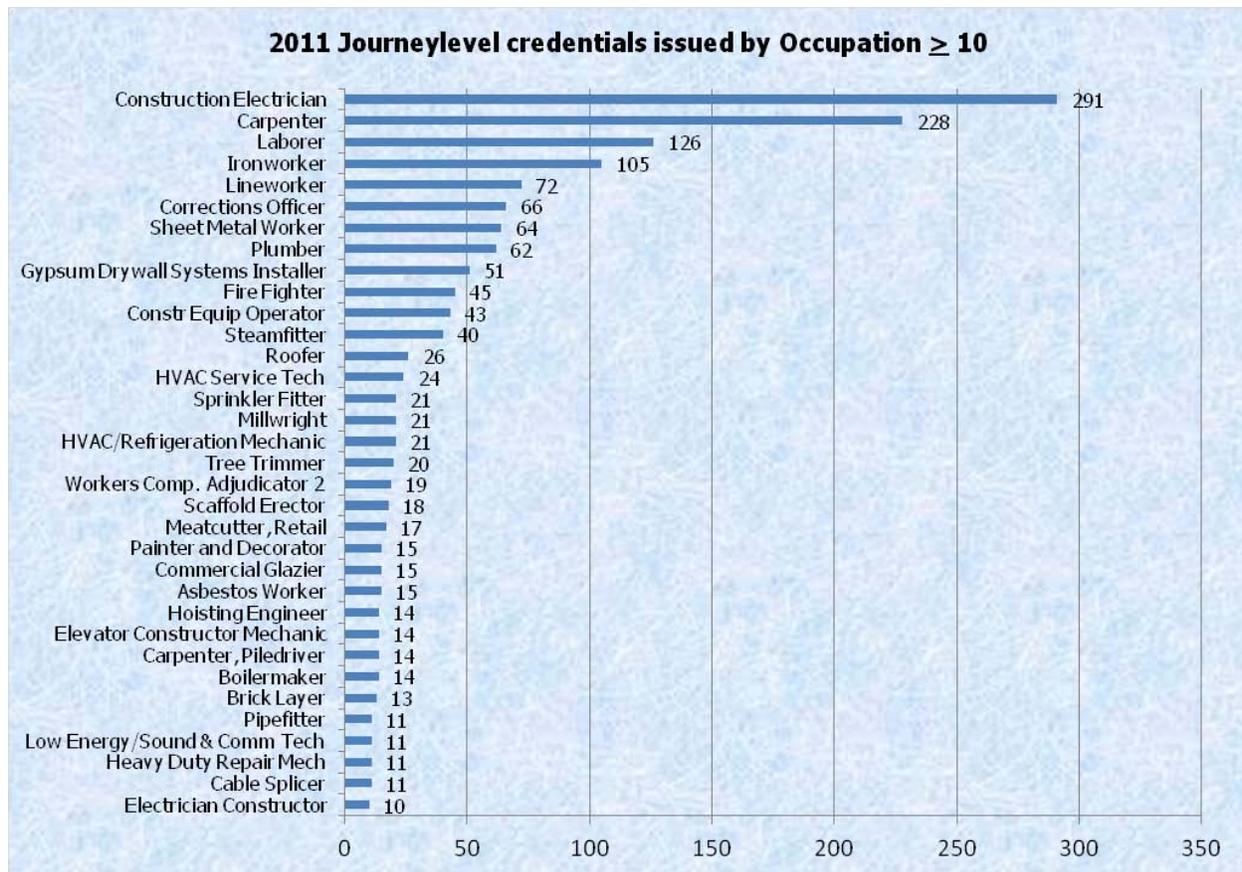
The department's apprenticeship section tracks all relevant data with regard to apprentice activity in the state. A breakdown of the apprentice activity over the past two years helps illustrate some of the details of the decline in overall numbers. The slight increase in registrations during 2011 was more than offset by the increases in apprentices completed and cancelled during the same time period. To illustrate this fact, table T-1 below contains an annual comparison of minority, female and veteran participation as well as the number of apprentice registrations, cancellations and completions.

Annual Comparison of Apprentice Activity (T-1)

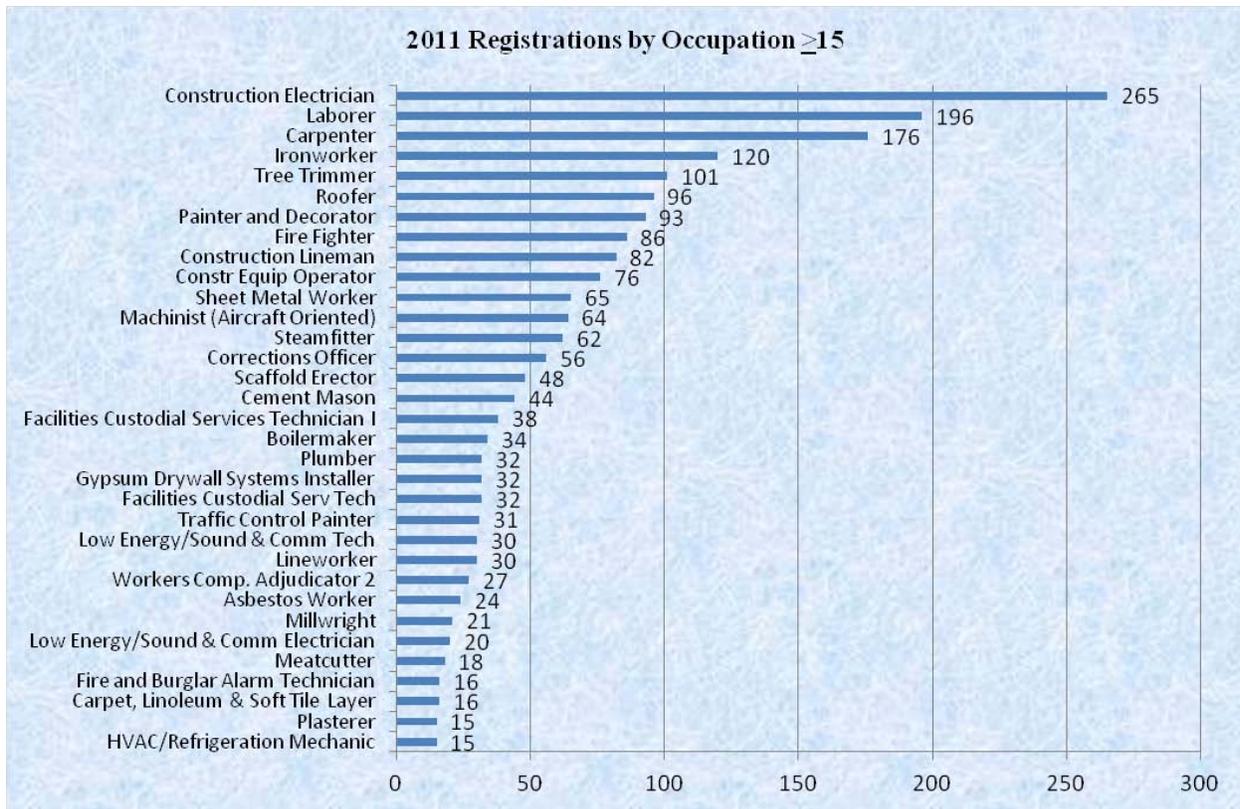
Active Apprentices	2010		2011	
Total (12 month period)	13,790		12,519	
Minority	3,124	23%	2,805	22%
Female	1,560	11%	1,431	11%
Veteran	1,418	10%	1,257	10%
Apprentice Activity				
Registered	2,279		2,346	
Completed	1,528		1,743	
Cancelled	1,561		2,072	

The Washington state apprenticeship system produced 1,743 journey level workers in 2011 ready with the requisite skills to begin their chosen careers. Figure F-2 shows the most frequently issued credentials by occupation. Note the building and construction trade occupations dominate the list with three notable exceptions: Firefighter, Workers Comp Adjudicator and Meatcutter. For a complete listing of credentials issued by occupation, see appendix A.

(F-2)



Given the current economic policy focus on job creation, it is informative to examine the occupations showing registration activity during 2011. Figure F-3 illustrates the state's most active apprentice registration activity by occupation. Most notable outside of the building trade occupations are the Firefighter, Workers Comp Adjudicator, Machinist (aircraft oriented) and Meatcutter. For a complete listing of occupations with registration activity, please refer to Appendix B.



It is interesting to note that throughout the current economic downturn, the Construction Electrician occupation remains relatively active in terms of registrations and completions. While other large programs have seen significant drop off in total numbers of active apprentices, the electrical program numbers have remained relatively strong.

Another interesting development reflected in the registration activity from 2011 is the increase in numbers of Aircraft Oriented Machinists coming into the system. This is due to an initiative from Governor Gregoire to expand training opportunities in the aerospace industry. The Aerospace Joint Apprenticeship and Training Committee (AJAC) was formed in 2008 and includes representation from businesses whom supply Boeing along with the International Association of Machinists Local 751. This joint committee has overseen the expansion of apprenticeship training in the aerospace industry registering over 80 Employers as training agents who currently oversee the training of more than 100 apprentices in 10 different occupations. AJAC aims to create apprenticeship programs that meet the labor shortage in the aerospace supply chain. They currently have apprenticeships in the following occupations:

- | | |
|--------------------------------------|---|
| Aircraft Mechanic Airframe | Machinist (Aircraft Oriented) |
| Aircraft Interiors Assembly Mechanic | Maintenance Machinist |
| Composite Manufacturing Specialist | Maintenance Machinist (Aircraft Oriented) |
| Industrial Controls Technician | Outside Marine Machinist |
| Machinist | Tool and Die Maker |

The Council's Strategic Plan Update

The Council's strategic plan reflects the mission, vision and values of the Council and lays a road map for the department and apprenticeship stakeholders leading to a diverse, inclusive and expanded apprenticeship education and training system. Five areas of emphasis continued to guide the Council's direction through 2011.

Emphasis 1: Compliance

In 2010, the department hired an additional full-time compliance consultant in response to the passage of SSB 5873 in the 2009 legislature. With this dedicated compliance position the department has stepped up its' review of prevailing wage affidavits and job-site visits through 2011. The cases being investigated relate to supervision, ratio or work scope violations of the apprenticeship standards by employer training agents. Under SSB 5873, now RCW 39.04.350 the Council has a direct line of authority over employers who do not comply with their standards of apprenticeship.

The Council, through its' rules subcommittee, worked throughout 2011 to develop rules to implement RCW 39.04.350. A draft rule was adopted at the April quarterly meeting as Council policy 2011-01. This policy served as the initial draft for rule writing. Public hearings were announced at the July quarterly meeting to take testimony on a final rule draft. Hearings were held on both sides of the state in September. Based on this public input, the Council modified the final draft rule effectively cutting the length of time necessary to process complaints/cases against employer training

agents. These rules were adopted by Council motion October 21, 2011 and posted effective December 31, 2011 by the state's code reviser.

Rule development in 2011 also involved public hearings on Council's draft rules to align WAC 296-05 with updated Federal rules published in late 2008. The United States Department of Labor, Office of Apprenticeship granted a one year extension to allow for this work to continue while preserving Washington's federal recognition status. Public hearings were held on both sides of the state in January and the Council considered the final draft rule to align with the new federal regulation and implement certification of apprentice labor standards on renewable energy projects at the April quarterly meeting. The Council moved unanimously to approve the new rules with minor modifications made in response to public input.

Along with the work on new rules, the department was tracking agency request legislation to modify our state's apprenticeship law, RCW 49.04 in the 2011 session. The law passed, was signed by the governor and posted effective July 22, 2011.

The Council's Strategic Plan Update continued

Emphasis 2: Apprenticeship Preparation

The department through its Technical Specialist (AC4) in Tumwater continued to maintain active involvement with the Office of Superintendent of Public Instruction (OSPI). The Department and OSPI awarded the final round of Running Start for the Trades grants in November for schools throughout the state to start or augment efforts in apprenticeship preparation programs. Both agencies are committed to continue to work together to support and oversee the efforts of the grantee schools and produced a final update report for the legislature.

The Council also moved toward a formal system to recognize apprenticeship preparation programs with boni-fide connections to apprenticeship sponsors. At their October

quarterly meeting, the Council considered a draft proposal from department staff and referred it to a meeting of the special subcommittee on apprenticeship preparation.

A subcommittee meeting was held December 5, 2011 at the Georgetown Campus of South Seattle Community College. K-14 and apprenticeship representatives from across the state convened to voice their opinions about the Council's initiative. Given broad, general support for the concept, the Council's subcommittee continued their work through the end of 2011 to prepare a draft recognition policy. The draft is expected to be considered in early 2012.

Emphasis 3: Marketing Apprenticeship to Employers

The department appointed one of its' Apprenticeship Consultant 3s to a special business outreach assignment in 2011. Tani Biale took the temporary assignment and worked with workforce partners from employment security, the workforce board, local workforce investment areas and the apprenticeship community to expand the apprenticeship training model to health care. Ms. Biale took the lead for the department on a multifaceted grant award including money to encourage health care providers to consider and implement an apprenticeship program.

Tacoma General Hospital in cooperation with Mary Bridge Children's Hospital, both under the Multi-Care Health System network in Tacoma took advantage of the incentives involved and started an apprenticeship program for an Engineering Mechanic III.

Other initiatives sponsored by the grant and coordinated by Ms. Biale included a curriculum development training for apprenticeship section staff called DACUM presented by the Ohio State University's Center on Education and Training for Employment. DACUM, which stands for "Developing A Curriculum" provided tools for

The Council's Strategic Plan Update continued

staff to employ when assisting apprenticeship sponsors or potential sponsors. Staff can now analyze job duties to identify work processes associated with a given occupation. As a follow up to the training, department staff worked with representatives from the Boeing Company to analyze the duties and tasks associated with an occupation under consideration for apprenticeship application.

Business outreach continues to be a priority for the Council and the department's apprenticeship

section. The lessons learned and new skills acquired through these efforts will continue to be applied in the expansion of the apprenticeship training model to new industries and occupations. Are you contemplating the advantages of a skilled workforce?

Apprenticeship is one proven effective model and staff in Washington state now have additional skills and abilities to enhance its' application and effectiveness.

Emphasis 4: Apprenticeship Council Mediation Initiative

In order to better serve the Apprenticeship Council and expedite the process for customers, the Council has asked program staff to bring parties with objections to a pre-council mediation session to determine if objections can be addressed in a cooperative fashion. In addition, this process is intended to better inform both the

council members and interested parties of the policy and legal implications concerning actions related to objections. During 2011 the department did utilize mediation sessions in an attempt to mitigate objections during the approval process for apprenticeship standards revision proposals.

Emphasis 5: Recruitment and Retention of Women and Minorities

The Council works to promote practices and ensuring results for increased recruitment and retention of women and minorities. Through its' Joint Sub-Committee on Recruitment and Retention Resources (JRRC) and the Compliance Review and Retention Sub-committee (CRRS), the Council made progress on this strategic initiative in 2011.

The year started with a JRRC sponsored workshop brought forward by a special utility industry planning group. The workshop was entitled "Diversity in Utility Apprenticeship Programs" and the main goal was to address the barriers faced by certain individuals when competing for and working in apprenticeship slots. The workshop was held in the Labor & Industries headquarters building in Tumwater and was attended by over 100 stakeholders. The tone of the workshop was generally positive and all in attendance agreed there is much to do to improve diversity in the industry. The industry sponsored work group that

convened to plan the event continues to meet periodically in conjunction with the Apprenticeship Council meetings to discuss and share best practices for recruiting and retaining diversity for their industry.

Compliance Review and Retention Subcommittee

During periodic program reviews at the CRRS, committee members recommend and emphasize best practices to all programs recruiting underrepresented populations into the workforce. This subcommittee partnered to promote the Utilities workshop discussed in the previous section. Of more immediate concern to CRRS members is the actual recruitment and retention performance of registered programs.

During 2011, the CRRS unveiled a more strategic approach to program accountability specifically relating to the recruitment and retention of females in the building and construction trade occupations. The subcommittee implemented a new seven percent rule in regards to female participation. Seven percent is the historical average for female participation in this industry. Given this fact, the subcommittee moved to use seven percent as its' new barometer in determining whether a program could claim good faith effort toward meeting its' diversity goals. As we move into 2012, the CRRS stands ready to encourage all programs to achieve greater than seven percent female participation.

The Council's strategic plan mirrors in large part the concerns, efforts and energies of the apprenticeship stakeholder community statewide and establishes direction for the department. The following section of the report highlights 2011 apprenticeship and related activities, some initiated by the department and some coming from leaders in the apprenticeship community. What should become evident as one reads this sampling of activities is the diverse and concerted effort by a wide ranging group of stakeholders to encourage and promote registered apprenticeship opportunities for every citizen of Washington State to consider.

"... as one reads this sampling of activities is the diverse and concerted effort by a wide ranging group of stakeholders to encourage and promote registered apprenticeship opportunities for every citizen of Washington State to consider."

2011 Apprenticeship Spotlights

WOMAN LINEMAN: YOU DON'T HAVE TO BE A MAN TO BE LINEMAN.

SUE LONGO PROVED IT.

Source: forwarded by Alice Lockridge, City of Seattle

http://www.ibew1245.com/news-Local1245/Longo_4-29-10.html

When Sue Longo hired on at Pacific Gas & Electric as a groundman in 1980, she admits she had “no clue” what a groundman even was. “But I knew it was outdoors and I wanted to do something physical—didn’t want to be in an office,” said Longo, who would go on to be one of the few women to ever serve as a lineman at PG&E. In April, preparing to retire after 30 years of service, Longo discussed her experiences in an interview with the Utility Reporter.

Sue Longo at the switching center in Pittsburg on March 31, her final day at PG&E

About three years into her career at PG&E—including a Title 206 displacement to the Martinez Power Plant—Longo was recruited into the lineman apprenticeship program. It was the early 1980s and affirmative action was in full flower at PG&E.

But let’s be clear. We’re talking about becoming a lineman, physically one of the most demanding and historically one of the most macho jobs on God’s green earth. Longo smiles as she recalls what it was like arriving at Kettleman with two other women for training.

“It was a lot of fun. They had a barracks for the guys (but) they didn’t know what to do with the women. So they put us in a vacant house.”

Longo doesn’t remember any resistance to the women’s participation.

“Most of the people in the apprentice program were more interested in learning and passing the school than (saying) ‘We don’t want these women doing this job.’ We were all working together. It was a good group.”

But things could be a little different back at the service center.

“Some of the guys definitely did not want women on the crews, didn’t think women could do the job,” Longo recalls. “I had one foreman that told me I should be home baking cookies and having babies. I wasn’t on his crew very often, which was a good thing.”



The first all-women Local 1245 team to participate in the Lineman’s Rodeo, in 1992, from left: Sue Longo, Lineman, East Bay Region, Concord; Geraldine Curtin, Lineman – General Construction, Fresno; Meri Issel, First Field Clerk – General Construction and former Line Driver, Oakland; Lynn Rasmussen, former Lineman, Manteca.

Other foremen, however, showed acceptance through good-natured teasing. One joked to Longo, when she was having trouble getting a throwing rope over a tree limb: “You throw like a girl.” Longo grins at the memory: “Duh!”

But it was a fact: line work is more physically challenging for women, who generally have less upper-body strength than men. Women, Longo says, sometimes have to come up with alternate tools or approaches to get the job done, like using two hands to nail in a lag instead of one.

“We got the same thing done. I just had to do it different is all.”

Union Steward

Even before she became a lineman, Longo recognized the important role played by the union and volunteered to be a steward about two years after she was hired. She made it her business to tell new employees what it means to be a union member.

“Get familiar with the contract, know what your rights are,” she says. “Understand that you have rights, that if you’re being mistreated by the management, you can go to the union and file a grievance. Don’t let them bully you—you’re not management, there a lot of things they can’t just say, ‘You have to do this.’ ”

She credits the late Richard Hoyer, a crew foreman, with introducing her to the union and persuading her to become a steward.

Longo’s career as a lineman was cut short in the mid-1990s when PG&E undertook a massive downsizing. Fearing she didn’t have the seniority to hang onto her position, she successfully applied to become a first-line construction supervisor. She began by supervising T-men, and later, Distribution Operators.

She wasn’t nervous about being a woman supervising men. But she was definitely concerned about being a woman supervising people in the field who had more experience than she did. Her superintendent reassured her that she had the “people skills” for the job, and that she could learn the technical skills.



March 31 was the last day at the Pittsburg Switching Center for (from left) Gary Feddersen, 39 years; Kathy Franks, 31 years; Lesley Green, 31 years; Sue Longo, 29 years, and Boster Chinn, 30 years. Much of the work has been consolidated into the GCC in Vacaville.

Longo says she enjoyed supervising, and believes she had “good rapport” with the people she worked with. But after nine years of supervising, the long hours began to interfere with her family life. In 2002 she came back to the bargaining unit (and an eight-hour day) as a provisional operator in Concord. It was second nature for her to immediately resume her role as a shop steward. In 2006 she bid to Pittsburg, where she remained until her retirement this spring.

Views of Management

Her views of management have changed over the years. Back when she was a groundman, a manager called everyone into the bullroom and announced there would be displacements and layoffs. Longo remembers thinking, “Oh gosh, I finally got a really good job and they’re laying off.”

But when she left the bullroom, the manager called her over by name and offered some words of encouragement.

“I thought, This guy’s the manager and he knows my name? I’ve only been here a year. I thought that was pretty impressive,” she says. “I’ve always looked back on that and thought, gee, what a great company, if they’re cutting back in one department there’s somewhere else that you can still work for PG&E and continue your career. I always thought that was fantastic.”

But her view of management has changed over the years, as PG&E drifted away from being a “family company” where the managers came up through the ranks.

“Now we’re at the point where management rotates about every two years, and keeps changing direction, and there’s no ‘employee family’ anymore. I think it’s kind of sad the turn that it’s taken,” she says.

She thinks the company has lost its way on safety issues, putting way too much emphasis on imposing discipline rather than trying to help everyone learn from mistakes in the field.

Decades ago, she remembers, PG&E had safety days in the yards.

“You could bring your family, you could have kids dress up in your hard hat and your gloves and your belt,” she says. “You had a safety attitude that you carried home with you. It became second nature to always be safe and you taught your kids how to be safe, because that’s what you did at work and it became a way of life.”

Today, she says, there are “a lot of signs and a lot of verbiage coming out and a lot of discipline...but a piece of paper is not going to keep you from having an accident.”

The bottom line, she says, is that people have to look out for themselves and whoever they’re working around.

“Even if they’re not in your work group, (if) they’re in your area and you see something, stop them. You’ve got to be able to say, ‘Don’t, let’s stop, right now.’ ”

Despite some of the changes that bother her, Longo wouldn’t hesitate to encourage other women who might be thinking of pursuing a Physical job in the field at PG&E.

“I’d tell them the same thing I’d tell any other women, back then and now: ‘If it’s something you really want to do, go after it. Remember that you’re a woman, you don’t have the upper body strength that the men do, you’re going to have to think about what you want to do...but you can do this work.’ ”

Developing the respect of your co-workers is very important for a woman trying to succeed in the job, she says. But that doesn’t mean you have to try to out-macho the men.

“Don’t go in there thinking that you’re a truck driver and you can do what they do and cuss and carry on, because they’re still going to look at you and see a female, so don’t try and be them,” Longo advises. “Be yourself and do the work. Always do your job 100%.”

Washington GreenForce - GreenWays Project

Source: Susan Crane, Executive Director, SkillUp Washington

There is a large projected need for skilled utility and construction trades workers in the greater Seattle area due, in part, to an aging workforce in several critical industries. Washington GreenForce is working with key labor and industry partners to provide innovative individualized training options that will introduce new talent into the workforce pipelines. Washington GreenForce is dedicated to assisting female, minority, and veteran jobseekers in obtaining utility and construction industry employment by offering pre-apprenticeship training that leads to Registered Apprenticeship entry. Washington GreenForce also addresses the needs of a select group of incumbent workers in residential construction, who require upskilling to advance in their careers or earnings.

Program Design: The Washington GreenForce recruits participants through nonprofit community-based organizations, One-Stop Centers, and other venues. SkillUp Washington and its workforce partners also reach out to the Building Trades Council, IBEW, Carpenters Union, Laborers Union, and other appropriate organized labor groups to inform them of the availability of this training. Applicants are assessed prior to enrollment to determine their readiness for training, and to develop individual service plans for training, career coaching, placement, and support service needs.

For the pre-apprenticeship to registered apprenticeship programs for utilities and construction training, ANEW uses the Apprenticeship Opportunities Project (AOP) model. AOP provides a comprehensive package of services that prepares individuals for entry into registered apprenticeship and trades-related jobs, and provides them with retention services that help them succeed in their chosen career paths. ANEW uses its pre-apprenticeship curriculum designed with Puget Sound area registered apprenticeship partners. This curriculum matches the career goals of the trainee to their program of study assessment. Depending upon the trainee's individual career path and skill set upon intake, ANEW incorporates relevant curriculum from BEAM, the Multi-Craft Core Curriculum, and other curricula recognized by ANEW's registered apprenticeship training partners.

Eligible veterans who successfully enter and complete the VICE pre-apprenticeship training directly enter Registered Apprenticeship programs across Electrical Industry Group of Washington and corresponding local JATCs.

ANEW coordinates Green Collar Workforce Training for its trainees with Sellen Sustainability, a division of Sellen Construction. ANEW uses the AOP model to provide support services for AOP participants and Washington GreenForce trainees through the duration of the individual's pre-apprenticeship, and as the individual begins a registered apprenticeship.

For the Washington GreenForce's community-based partnership training offered in green construction, South Seattle Community College uses new or improved curricula, including contextualized learning, distance learning, and customized training as a part of the training offered to participants. An innovative group of partners works together to upskill incumbent workers with new green construction skills that help them gain or retain employment, and maximize earning potential in the regional market.

Planned Outcomes and Deliverables: Washington GreenForce will train 174 workers across their training programs. 95 of these participants are expected to complete training and receive a certificate or credential. Graduates may also be eligible for college credits at South Seattle Community College, depending upon individualized course of training. 100 participants are expected to enter unsubsidized employment as a result of this training.

AJAC Outreaches to Young Women About the Value of Apprenticeship

Source: Lisa Van Dyke, AJAC Communications Specialist

During the month of March, Laura Hopkins, Executive Director of The Aerospace Joint Apprenticeship Committee (AJAC), spoke to young women in junior and senior high school about the many opportunities available to them in the trades and how apprenticeship can help them realize those opportunities.



On March 4, Hopkins visited the Museum of Flight for its annual Women Fly! educational event that informed young women regarding the variety of aerospace careers open to them. Attendees participated in workshops, networked with professional women working in the aerospace industry and listened to a panel discussion. Hopkins mentioned, “The girls were really inspired by the experiences and opportunities the panel members shared with them regarding their careers.” During the luncheon portion, Hopkins spoke with a number of attendees and formed mentoring relationships with them. Approximately 200 students and mentors attended the event.



On March 23, 24 and 29, Hopkins attended IGNITE, a panel discussion event that served to inspire female students from Graham and Spanaway High Schools regarding non-traditional careers for women. Panel members included Hopkins and three other professional women, ranging from a

network engineer to a home builder to a storm water project manager to a math and science camp director, etc. Panel members varied at each school. Each member shared with the students their career history, what responsibilities their job entails and what education and training they completed. At each school, Hopkins spoke to and networked with approximately 10 to 30 female students who are strong in math, science and technology.



The students were very excited and asked Hopkins a variety of questions including:

- What it is like to work in the trades
- Occupations that are available and what kind of work is involved
- Career paths they can expect
- Education necessary for each occupation

Hopkins attended Graham-Kapowsin High School on March 23, Spanaway Lake High School on March 24 and Bethel High School on March 29.

PNNL 3rd Annual Craft Career Day – Tri Cities

Source: Julie Lindstrom, Apprenticeship Consultant, WA Dept. of Labor & Industries



PNNL shows students need for crafts workers

By Jacques Von Lunen, Herald staff writer

RICHLAND -- You don't need to be a rocket scientist to take part in cutting-edge research, and you don't need a Ph.D. to make a good living, as long as you learn a trade. That was the message for 24 students from the Tri-Tech Skills Center who visited Richland-based Pacific Northwest National Laboratory's biggest fabrication shop Friday. The students met crafts workers such as welders, pipefitters, machinists and electricians during PNNL's third annual Craft Career Day.

Congratulations Rita Grimshaw – Tri Cities

Source: Julie Lindstrom, Apprenticeship Consultant, WA Dept. of Labor & Industries

On March 17th Rita Grimshaw successfully completed her apprenticeship with the Southeastern Washington Northeastern Oregon Sheet Metal Workers and is now a Journeyman Sheet Metal Worker. Part of Rita's final year was to complete a project of her choice. She decided to make a patio fire pit for her niece, DaNeill, and her girls – Keira age 5, Aysa age 3, and Phoebe age 2. The artistry on the tiles was done by the girls. The rest was completed with the mentoring and guidance (not to mention patience) of one of Rita's besties John. Congratulations on a job well done Rita.



Curlew Job Corps Civilian Conservation Center

For Immediate Release

Date: March 14, 2011

Contact: Jenni Albert

Phone: 509-779-0547

Spotlight on Job Corps

If you drive on the Curlew Job Corps campus, you may see a group of physically fit students in red t-shirts and Carhart jeans moving materials, pouring cement, or sighting a transit for an excavation site. These are the students of the Construction Craft Laborers Pre-Apprenticeship program. A popular trade taught by Darald Staley and Bob Ruklic.

One of the traits that a successful construction laborer must have is to be physically fit. The Curlew Job Corps construction crew has a rigorous physical training time each day to prepare students to be employable in this trade.

Is the construction trade just for men? “Absolutely, not!” says Marina Ponce, a 2002 graduate from Western Washington. She adds, “I’ve worked for the same company, Active Construction, Inc., since I graduated from the Curlew Job Corps Construction Craft Laborers Pre Apprenticeship Program. That was nine years ago. I’ve worked my way up through the company. My starting wage was just under \$30 an hour. I have two kids. I’m a single mom and I just bought my first house. I wouldn’t be here without the training and support I received from the Curlew Job Corps.”

Two other young women, Laura Hosler and Kyndal Swift, recently graduated from Curlew Job Corps and will receive additional training and certifications at the Laborers’ Training Center, in Kingston, Washington, before being signed into the Seattle Local union. Laura says that she likes construction work because, “There is a wide variety of things to do. It’s never boring.” Laura, who was recruited by Darald Staley after she “washed out” at the Kingston Training Center because she couldn’t physically do the required tasks, admits that as a female in the trade the advantage is that there aren’t a lot of females to fill the jobs that are needed on union sites, but the downside is that you must work harder, because in her words, “On the job, men aren’t going to lift things for me. I have to prove I’m capable.” Laura has gained twenty-two pounds, quit smoking, can do sixty pushups and work an eight hour day. Kyndal, from Kettle Falls, Washington, says that past female graduates are her inspiration. “One of the women who graduated from this program is an instructor for the trade at the Corvallis, Oregon, Training Center.

Placing graduates is on the top of the list for instructors, Staley and Ruklic. “We just placed one graduate in Utah, and three in the Portland area. The construction industry is looking up. Portland and the Tri Cities are the hot spots. We are looking at placing all who graduate through our program.” reports instructor Staley.



First Wind Turbine Erected at Lower Snake River Wind Project: Puget Sound Energy's third wind-power facility on course for 2012 completion

Source: Troy Nutter, Puget Sound Energy

POMEROY, Wash., April 04, 2011 - Puget Sound Energy late last week erected its first wind-power turbine among the wheat fields and rangeland of southeast Washington's Garfield County, where PSE is constructing its 343-megawatt [Lower Snake River Wind Project](#) - Phase I.

The first of the project's 430-foot-tall turbines was completed Friday afternoon by the turbine manufacturer, Siemens Energy. When all 149 turbines are erected and operating in spring 2012, the facility will be PSE's largest wind-power operation and one of the largest in the Pacific Northwest – generating enough electricity to serve up to 100,000 homes. Final assembly of the first turbine had been delayed for a week by high winds, gusting at times above 70 mph.

“This project, like our existing [Hopkins Ridge](#) and [Wild Horse](#) wind facilities, is supporting a cleaner, greener energy future for Washington state,” said PSE president and CEO Kimberly Harris. “But more than that, it is creating good jobs and a stronger, more secure energy future for our nation.”

Huge cranes, with booms extending 390 feet into the air, are now setting in place the turbines' tower sections, nacelles and three-blade rotors. Many of the nacelles – they contain the turbines' gear boxes and power generators – are being manufactured at a Siemens plant in Hutchinson, Kan. A Siemens factory in Fort Madison, Iowa, is producing all the Lower Snake River turbine blades. Each rotor is 331 feet in diameter – more than a football field's length. The turbine towers are bolted to concrete foundations that are up to 8½ feet thick and weigh in excess of 600 tons (equal to the weight of more than 100 bull elephants). The turbines themselves weigh more than 340 tons.

PSE and its lead contractor, RES Americas – together with Siemens Energy and various subcontractors – started building the Lower Snake River project in May 2010. Over the past 11 months, project work has focused on building access roads and installing underground power cables that will deliver the turbines' electricity to the large on-site substations now under construction as well.

About 150 construction workers, on average, are on the site, though the number can exceed 250 on a given day. About half the construction workers are from Eastern Washington, with about a quarter hailing from Washington's southeast corner. Besides creating local jobs, the project is generating a significant amount of commerce for local businesses, including lodging, restaurant, hardware, auto service, and catering businesses.

Work also is progressing on the project's operations and maintenance building on the outskirts of Pomeroy. The 15,000-square-foot O&M building along Falling Springs Road will contain office, warehouse and workshop space. Opp & Seibold, from Walla Walla, is PSE's general contractor. Approximately 25 permanent employees from PSE and Siemens Energy will occupy the building once it opens this fall.

"It's exciting to see the first wind turbines going up at the Lower Snake River project," said Dean Burton, chairman of the Garfield County Commission. "Puget Sound Energy has been a strong partner in our community and its wind project is bringing a lot of benefits to the people of Garfield County."

Siemens employees will be responsible for all maintenance of PSE's Phase I wind turbines, while PSE's staff will manage the production and transmission of the wind facility's electric power.

With the completion of its Hopkins Ridge Wind Facility in 2005 and Wild Horse Wind and Solar Facility in 2006, PSE became the United States' second largest utility producer of wind power. Phase I of the Lower Snake River Wind Project will boost the utility's wind-power capacity by another 80 percent. All together, the three PSE wind facilities will produce enough electricity to serve about 230,000 households.

Harris noted that PSE is pursuing federal stimulus-package funding and state incentives for using apprentice labor for at least 15 percent of the construction work. These incentives lower the cost of the project for the utility's customers. In addition, the apprentice program supports skills training and apprentice development in a variety of different trades.

A short video on the new project can be viewed on the [Lower Snake River](#) page of PSE.com or on [Vimeo](#). [Photos](#) of Lower Snake River turbine assembly and construction of the project's O&M building also can be viewed on PSE.com.

Try a Trade Career Day 2011

Source: Ryan Davis, Executive Director RETC/Satsop

The numbers are in! Here are some of the highlights of the event:

- 312 Students, representing 20 HS from Thurston, Mason, Lewis and Grays Harbor Counties
- 24 Counselors attended the first even apprenticeship workshop at the event. Working with the Washington State Labor Council, counselors learned about apprenticeship pathways and resources to help guide students to careers after the event.
- Over 40 teachers and para-educators attended the event with their students
- All exhibits and equipment were provided on a volunteer basis with over 600 hours of volunteer time from near 50 volunteers.
- Over \$12,000 in cash and in-kind contributions were made by sponsors and partners including over \$3,000 to cover transportation costs for schools without the resources to attend the event.
- Exhibits represented the Energy, Construction, Manufacturing, and Public Sectors, providing students with hands on exposure to dozens of apprenticable trades including Laborers, Boilermakers, Plumbers and Pipefitters, Operating Engineers, Line Crews, Electricians, firefighters, finishing trades, power plant operators, and many others.
- All of the Regions Community Colleges (Centralia, Grays Harbor, Olympic, and South Puget Sound) were on hand to provide information on pre-apprenticeship programs at the college level.

Background Information:



The Try-A-Trade Career day was first held as a program under a Department of Labor WIRED grant awarded to the Pacific Mountain Workforce Development Council. With the expiry of the grant, the Regional Education and Training Center at Satsop continued the event to provide a hands-on career day for high school students in the South Puget Sound Region. The 2011 event was the third year at the Satsop Campus

2011 Graduates of the Painter, Drywall Finisher, Floor Coverer, Traffic Control, and Glazier Apprenticeship Programs of Western Washington

Source: Dave O'Meara, Painters and Allied Trades

On May 19th graduates and their guest gathered at the Museum of Flight in Seattle to celebrate graduating from their respective apprenticeship program. The Painters Apprenticeship program graduated 17 painters this year. The Drywall Finisher program graduated 10 tapers. The Traffic Control program graduated five stripers. The Floor Coverers program graduated six floor layers. The Glaziers program graduated 42 glaziers!

The highlight of the evening was the recognition of Apprentice of the Year Award to one outstanding person from each program. This year the honors went to: Kelly Todd from the Painters program; Matthew Ferrier from the Drywall Finishers program; Eric Colin from the Traffic Control program; Joseph Simpson from the Floor Covers program; and Brandon Kowis from the Glaziers, Architectural Metal & Glassworkers program. Congratulations to all!

Pictured are many of the graduates from the various programs who attended the event.



MAGIC - Mentoring a Girl in Construction – Tri-Cities

Source: Julie Lindstrom, Apprenticeship Consultant, WA Dept. of Labor & Industries



The third annual MAGIC Camp (Mentoring a Girl in Construction) had 24 girls from around the Tri-Cities dipping their toes into

the male-dominated waters of the trades. MAGIC Camp allows female students as young as 13 to try out real-world skills in a safe environment. Their physical safety comes courtesy of goggles, gloves and screaming-pink hard hats, all of which the girls get to keep after camp, along with some basic tools. The camp was held at Tri-Tech Skills Center and is co-hosted by the Tri Cities Chapter of National Women in Construction (NAWIC), Tri-Tech Skills Center and a large group of local sponsors and Washington State Registered Apprenticeship Programs.

Sound Energy Efficiency Development Project Training

Source: Joan Weiss, CTC Labor Liaison/SEED Project, Worker Center, AFL-CIO

In May, 2011, Yancy Wright, Director at Sellen Sustainability, conducted Green Collar Workforce Training for a second cohort of students. This training was funded by the SEED (Sound Energy Efficiency Development) Project; a \$3.8 million American Recovery and Reinvestment Act grant from the Department of Labor through the Northwest Energy Efficiency Council, in collaboration with Puget Sound area Workforce Development Councils, six Community and Technical Colleges, the Martin Luther King, Jr. County Labor Council, Sellen Construction, and other organizations.

This training was for unemployed and incumbent apprentice and journey level workers with at least four years of experience in the building trades. By participating in this industry informed course, participants learned to:

- ◆ Define and explain the importance of sustainability and green building
- ◆ Describe the five major development impacts (Site, Water, Energy, IAQ, Materials)
- ◆ Discuss construction safety implications of green building technologies and systems
- ◆ Describe and identify future green technologies intended for the marketplace
- ◆ Connect individual action within a trade's responsibility to a building project's performance outcome

Student feedback in the course evaluation included comments such as:

“I learned that sustainability can be applied to the project with some forward thinking and prior planning.”

“Keep teaching the class! Excellent!!!”

“More information on how we can teach the rest of our workforce.”

SEED Project partners want to thank the Department of Labor & Industries/Apprenticeship listserv for their help in getting the word out to construction trades workers about the opportunity to participate in the May Green Collar Workforce Training.



Yancy will be conducting a Green Collar Workforce Training for Project Managers in mid August. More information will be sent out on the Apprenticeship listserv.

National Counselors Convention, Seattle Washington

Source: Kairie Pierce, Washington State Labor Council, AFL-CIO



This picture was taken at the exhibit booth at the National School Counselors Conference in Seattle. The partnership for materials and staffing included, AJAC; Washington State Building Trades; Washington State Labor Council; Peter Lahmann, Laborers; Mark Martinez, Pierce County Building Trades; Tawney Sawyers, Laborers; Tami St. Paul, Operating Engineers; Shana Peschek,

Construction Center of Excellence; Mark Halvorson, WALCELET; Mike Kuntz, Laborers; staff from Department of Labor and Industries, Apprenticeship Section – Sandra Husband, Todd Snider, Melinda Nichols and Michael Thurman.

There were 2,200 counselors from across the nation that attended the conference. We talked to about 500 counselors that were interested in apprenticeship. Tami St. Paul made her simulator available and that was a hit (actually what made it a hit was Peter Lahmann convincing people in the aisles they should give it a try). Michael Thurman pulled together a listing of apprenticeship coordinators in each state and that was the most helpful handout along with the multi-craft curriculum information and the construction math toolbox information.

24th Annual Boilermakers Graduate Apprentice Competition and Awards Banquet

Source: Julie Lindstrom, Apprenticeship Consultant, WA Dept. of Labor & Industries



The Western States Joint Apprenticeship Committee held their 24th Annual Graduate Apprentice Competition and Awards Banquet on May 5th, 2011 in Seattle, WA. This year's 1st place winner was David Pittsley Local 502 Puyallup, WA. 2nd place

winner was Randy Thomas Local 549 Pittsburg, CA. The group picture shows all the competitors including Local 4 Page, AZ, Local 11 East Helena, MT, Local 92 Bloomington, CA, Local 242 Spokane, WA, Local 500 Portland, OR, L-502 Puyallup, WA, Local 549 Pittsburg, CA and Local 627 Phoenix, AZ. Competitors were tested in hands-on tasks such as welding, burning, rigging, knot tying, tube rolling and gouging to name a few, and also are given written tests on related studies, blueprint reading, constitution, by-laws and referral rules. The 1st and 2nd place winners will be representing the Western States Area in the National competition in Buffalo, NY in September. Congratulation graduates!

National Association of Women in Construction (NAWIC) Region 9 Forum

Source: Julie Lindstrom, Apprenticeship Consultant, WA Dept. of Labor & Industries



The National Association of Women in Construction (NAWIC) Region 9 held their Forum in Tri-Cities, WA May 12-14. The Forum kicked off with a tour of Hanford's Historic B Reactor. The B Reactor is a National Historic Landmark giving visitors the chance to walk through the world's first full-scale nuclear reactor. This facility was built in 1943 in 5½ months, with 50,000 plus construction workers. The NAWIC ladies also got to experience the Nine Canyon Wind Project.

AJAC Partners with Spokane Educators and Industry Leaders to Create Aerospace Workshop for High School Students

Source: Lisa Van Dyke, Aerospace Joint Apprenticeship Committee



The Aerospace Joint Apprenticeship Committee (AJAC) and several other Spokane educators and industry leaders created a three-week aerospace workshop for Spokane area high school students to learn about careers in aviation maintenance, flight operations and air traffic control. The goal of this program is to increase awareness of careers in the aerospace industry and interest in pursuing those careers. This inaugural workshop took place June 20 to July 8 at Spokane Community College's Felts Field facility with side trips to the Spokane International Airport for flight

simulation, weather and ground school instruction and some actual flight time. In addition to learning how an airplane flies, students were also taught how an airplane is built. Students participated in nine aviation maintenance classes where they learned how to rivet and drill sheet metal, work with composite materials, build airframes out of wood, construct boxes out of metal, etc.

This program was spearheaded by Trina Miller, MPA, Director of Workforce Development and Tech Prep at the Community Colleges of Spokane and Carol Weigand, Aerospace Coordinator at Spoke Community College.

Kevin Quinn, AJAC's Lead Program Developer for Employer Outreach in Eastern Washington, participated in several monthly and weekly planning meetings in order to define the workshop's agenda and coordinate logistics. During the workshop, Quinn spoke to students about career opportunities available in the aerospace trades, such as machining and airframe mechanics, and how apprenticeship is a pathway to those careers. According to Quinn, several participants were very interested in what the trades and apprenticeship could offer them and were not even aware apprenticeship existed before this workshop.



Quinn believes the workshop's accomplishments were many. While it gave students hands-on, real-life experiences, it also made students aware of and excited about the variety of local aerospace career opportunities. In addition, it served as an avenue for AJAC to carry out its commitment to outreach to young people regarding the many career options apprenticeship can offer in the aerospace trades.

Quinn said, "This was a great opportunity for these young participants to explore career options in Aerospace. Some came to learn more about occupations they wanted to pursue. Some had no idea that these jobs even existed. None of them knew we had an apprenticeship program for machinists, right here in Spokane. All of them had a great time and it was a wonderful experience to spend time with them and tell them about apprenticeship opportunities. Of course, they loved the aero-props."

Washington Women in Trades Fair TREMENDOUS success!

Source: Apprenticeship and Non-traditional Employment for Women (ANEW), May 2011 newsletter

Attendees already asking for next event

On May 6, our partner organization Washington Women in Trades (WWIT) celebrated another engaging Career Fair at Fisher Pavilion at Seattle Center. ANEW was among many proud sponsors of this premiere annual event in its 32nd year, featuring 80 exhibitors, hands-on activities, and Rosies. Mark your calendars for WWIT's Dream Big dinner on Saturday, November 5, 2011. This event features tradeswomen and advocates who are honored with a Washington Women in Trades award - to nominate someone, go to www.wawomenintrades.com and submit the easy application no later than August 31, 2011.

NAVAL SEA SYSTEMS COMMAND NEWS WIRE 11-37 (Sept. 29, 2011)

Source: Bryan Watland, Apprentice Program Administrator

SEP29-03: PSNS & IMF Welcomes 162 Journeymen to the Ranks

From: Puget Sound Naval Shipyard and Intermediate Maintenance Facility, Public Affairs

BREMERTON, Wash. - Puget Sound Naval Shipyard and Intermediate Maintenance Facility (PSNS & IMF) graduated 162 apprentices during a ceremony at the Bremerton High School Performing Arts Center Sept. 23. The program provides a four-year, accredited, cooperative

education opportunity where apprentices earn an associate in technical arts degree and a journeyman certificate for their chosen trade.

"Tonight, we receive much more than certificates of completion," stated Charles Finance, class speaker for the class of 2011. "[Tonight], we inherit a legacy of values that has been the [care of the] United States Navy for 236 years."

"A challenge for leaders is to make the status quo more dangerous than the challenge of trying something new - I challenge you as future leaders to not be satisfied with the status quo," said Capt. Mark Whitney, commander, PSNS & IMF. "You are a critical part of moving [the command] forward; continuing to improve our safety culture; adapting to our nation's challenges when it comes to providing quality service to our customers; and making Puget Sound Naval Shipyard and Intermediate Maintenance Facility the 'Best of the Best' in fleet maintenance and modernization."

Many of the apprentices have traveled to several locations performing maintenance, keeping the fleet at its peak performance. Several of the projects were huge milestones for not just the Command, but also for the Navy - projects like the bow replacement on USS San Francisco (SSN 711) and the most recent completion of the maintenance availability on USS George Washington (CVN 73), some of which was completed while underway after the ship deployed with several members of the PSNS & IMF work force on board following the March earthquake and tsunami in Japan.

The ceremony also included the recognition of outstanding students. The apprentice of the year award went to Samantha Harrell, shipfitter; craftsman of the year went to Tony Ward, electronic industrial control mechanic; the leadership award was presented to Roy Logan, sheetmetal mechanic; and the scholastic achievement award went to Nicholas Mathews, pipefitter, who had the highest grade point average in his program, 3.99. Out of the 162 graduates, 151 achieved a grade point average of 3.5 or above.

Two additional awards-"The Charles L. Derry Award" and "The Hall of Fame Award"-were presented to individuals whose contributions made a significant impact to the program and a lasting impression on its students. This year's Derry Award went to Richard Bichler, retired temporary services pipefitter instructor, whose motivational drive and leadership qualities helped "bridge the gap" between apprentices and management. Danny Haas, NAVSEA training director, was introduced as the 2011 Hall of Fame inductee for his contributions and dedication throughout his career to the Apprentice Program, of which he was a 1980 graduate.

IBEW LU 46 Apprentice Wins Fishing Derby

Source: Lynn Nishimura, Vice President - Branch Manager, United Labor Bank



United Labor Bank and IBEW 77 hosted their First Annual Fishing Derby in Westport, WA on September 10, 2011. Kenji Nishimura, an IBEW 46 apprentice won the Westport Charter Boat Association's Fishing Derby for catching the season's largest Coho silver salmon (14 lbs, 14 oz).

Apprentice Success Story

Source: Tawny Sayers Apprenticeship Coordinator, NW Laborers-Employers Training Trust

In the fall of 2008 Erik Rainer, then a student with Renton Technical College's Construction Trades Preparation, attended the 1st King County Construction Career Day. Participants of the event received a T-shirt which Erik wore to the Orientation/Assessment to enter the Laborers Apprenticeship Program. Erik began his career June of 2009 when he received his first and only dispatch. Over the next two years Erik worked for Merlino Construction learning all aspects of road and underground utilities. He went out there every day with the mindset to learn something new. His co-workers recognized his drive and shared their knowledge with him. This is an attitude all employers are looking for, this is what apprenticeship is all about. He journeyed out of the Laborers Apprenticeship Program September 2011 and continues to be employed by Merlino.

Erik recently agreed to return and speak to the 900 high school students participating in the 4th King County Construction Career Day. Erik was admittedly nervous, he plays in a band in front of people but this was the first time he'd spoken to a group. With some tips from Laborer journeyman, John Collins graduate of Seattle Vocational Institute's Pre-Apprenticeship Construction Trades program, Erik gained more confidence and was able to express to the students the changes in his life over the last two years. Erik informed them that at the age of 21 he is able to buy his own home. He attributed this to the family living wage, on the job training he received with Merlino and the 280 hours of free training he received at the training school in Kingston. Erik will be spotlighted in the winter issue of the Laborers Skill & Pride Newsletter.

Erik is proof that 1) The right attitude will take you a long way 2) Be willing to step out of your comfort zone and look to a mentor to help you through 3) Pre-apprenticeship programs do work 4) The hands on Construction Career Day's need continued support from all to expand the word of apprenticeship.

Girls Learning About Manufacturing - GLAM, September 27, 2011 – Tri Cities

Source: Julie Lindstrom, Apprenticeship Consultant, WA Dept. of Labor & Industries



Approximately 90 students from Tri-Cities area high schools and 40 adult mentors from local businesses participated in the Girls Learning

About Manufacturing (GLAM). GLAM, an educational program at Columbia Basin College, is designed for girls only, is part of the annual SmartMap Expo event and touches on the science, engineering, technology and manufacturing industries and introduces young girls to career opportunities and academic pathways they may not have considered before. GLAM is open to female students in the 9th - 12th grades. Pictured above, teams were given a team project to develop, manufacture and market a product. Final projects will be displayed at the Smartmap Expo at TRAC in Pasco.

9th Annual Smartmap Expo, September 28 & 29, 2011 – Tri Cities

Source: Julie Lindstrom, Apprenticeship Consultant, WA Dept. of Labor & Industries



About 120 exhibitors participated in the Tri-City Development Council's 9th annual Smartmap Expo at TRAC. Smartmap is the premier Manufacturing event in the Pacific Northwest. More than 100 high school juniors and seniors were able to experience the latest technologies, products and services and learn exactly what advanced manufacturing is.

EA WA NE OR Pipe Trades Completion Ceremony

Source: Julie Lindstrom, Apprenticeship Consultant, WA Dept. of Labor & Industries



The Eastern Washington Northeast Oregon Pipe Trades Joint Apprenticeship Committee held their Apprentice Completion Ceremony on September 23rd, 2011 At Anthony's Event Center in Richland, WA.

Congratulations graduates! On a related note, August 10, 2006 Melissa Cannon registered as a Steamfitter apprentice with EA WA NE OR Pipe Trades, following in her mother's footsteps. Melissa proudly completed her apprenticeship on August 23, 2010. Connie Chaffin, Melissa's mother completed her apprenticeship with the EA WA NE OR Pipe Trades Apprenticeship and became a journeyman Steamfitter on February 18, 1986. Connie is currently a

member of Local 393 in San Jose, CA. Both attended The Eastern Washington Northeast Oregon Pipe Trades Joint Apprenticeship Committee completion ceremony on September 23rd, 2011.



Aerospace Joint Apprenticeship Committee (AJAC) will Utilize Air Washington Grant to Create Long-Term Career Pathways

Source: Lisa Van Dyke, Communications Specialist, AJAC

A \$20 million Department of Labor (DOL) grant was awarded to Air Washington, enabling the fourteen grant partners, including AJAC to create long term career pathways across the state by developing common course curriculum for Pre-employment, Avionics/Electronics, Aircraft Maintenance, Aircraft Assembly, Composites, Advanced Manufacturing and AS9100 certification programs.

Air Washington is a consortium of Washington State’s aerospace and advanced manufacturing education and training organizations that will serve students and companies in areas managed by the North Central, Northwest, Olympic and Pacific Mountain, Seattle-King County, Snohomish County, Spokane area and Tacoma-Pierce County Workforce Development Councils (WDC). Students in these areas are TAA eligible workers, incumbent workers needing to “skill up” to progress along an identified career pathway, and workers new to the aerospace industry. These organizations are uniting for the first time to advance Washington State’s aerospace education and training system, thus furthering the industry statewide and ultimately worldwide – making Washington the aerospace training center of the world.

AJAC hosted a press conference Friday October 14th at the South Seattle Community College Georgetown Campus to unveil the details of the grant and explain how Air Washington and all of its partners will achieve this vision – from partnering for recruitment and assessments to creating common standardized curriculum across the state to developing a plan for making European Aviation Safety Agency (EASA) certification for Aviation Maintenance Technicians in Washington State a reality. This event featured speakers: Senator Patty Murray; Senator Maria Cantwell; Tayloe Washburn - Project Pegasus Coordinator; Joe Dunlap, Spokane Community College President; Gary Oertli, South Seattle Community College President and a few of AJAC’s local apprentices and employers.

The [AJAC](#) driven program, Aviation Maintenance Technicians Council (AMTC): [Fighting 147s](#) has created one common integrated curriculum for the Federal Aviation Administration’s (FAA) Approved Part 147 Airframe and Powerplant (A&P) program in order to increase transferability and accessibility at the five Aviation Maintenance Technician community/technical colleges in Washington State. This \$1.1 million share of the grant will allow AJAC to:

- Partner with South Seattle Community College to support the development of supplemental English Language Learner (ELL) aviation vocabulary for the FAA Part 147 that will be implemented at all five A&P schools across Washington State
- Improve retention and achievement rates for Veteran to reduce time to completion through the development of prior learning assessments and credits for prior learning standards
- Work toward building programs that meet industry needs, including offering EASA certification in Washington State that will provide career pathways for EASA and Federal Aviation Administration (FAA) certified Aviation Maintenance Technicians. This will increase international aviation operations in Washington and support for incumbent workers.

- Develop online and technology enabled projects for the FAA Part 147 curriculum

Consortium members include:

- [Big Bend Community College \(BCC\)](#)
- [Clover Park Technical College \(CPTC\)](#)
- [Edmonds Community College/Washington Aerospace Training and Research Center \(EdCC/WATRC\)](#)
- [Everett Community College \(EvCC\)](#)
- [North Seattle Community College \(NSCC\)](#)
- [Olympic College \(OC\)](#)
- [Peninsula College \(PC\)](#)
- [Renton Technical College \(RTC\)](#)
- [Skagit Valley College \(SVC\)](#)
- [South Seattle Community College \(SSCC\)](#)
- [Wenatchee Valley College \(WVC\)](#)
- [Aerospace Joint Apprenticeship Committee \(AJAC\)](#)
- [Center of Excellence for Aerospace and Advanced Materials Manufacturing \(EvCC/CoE\)](#)
- [Inland Northwest Aerospace Technology \(SCC/INATC\)](#)

Employer partners include:

- [Absolute Aviation](#)
- [Aerospace Futures Alliance \(AFA\)](#)
- [Angeles Composites Technology, Inc.](#)
- [The Boeing Company](#)
- [Inland Northwest Aerospace Consortium \(INWAC\)](#)
- [Janicki Industries](#)
- [Pacific Northwest Aerospace Alliance \(PNAA\)](#)
- [Pacific Northwest Defense Coalition \(PNDC\)](#)
- Profile Composites North America

Other stakeholders include International Association of Machinists and Aerospace Works (IAM) Local Unions 751 and 160.

“The Girls”, November 1, 2011

Source: Peter Lahmann, NW Laborers/ Employers Apprenticeship Program

On November 1, 2011 at 4 PM, a monument was dedicated at the Greenwood Pioneer Cemetery in Chehalis WA.

This monument was placed to remember the tragedy and loss of 8 “Girls”, ages 14 – 20 years old that died as a result of fire and explosion at the Imperial Powder Works in Chehalis Washington, on November 1, 1911. The “Girls” job was to pack explosive powder in tubes for making dynamite. As a result of the fire, the bodies were burned beyond recognition and their bodies were loaded on an open railroad flatcar for transport to the mortuary.

1911 also marks an important year for Labor and Industries in that the first Washington State Workers compensation laws were passed and enacted. This case of the “The Girls” was the first major test of the way that the new laws would be enforced.

Labor and Industries Director Judy Schurke presented the main talk of the dedication and focused on the history of how L&I dealt with this tragedy. She pointed out that since the legislation was new, a pool of funds for paying claims had not been built up yet. It was determined that the families of each of the girls would receive 20 dollars per month, until the girls would have reached the age of 20 years old. Many months the families would be issued a check stamped with the words insufficient funds, meaning that the family could not cash the check. This was

Locally, after a half hour coroner’s inquest, Imperial Powder works was found to be blameless, but the department did find some culpability so a fine was levied on the company.

This story came to light through research by the current property owner, John Panesko. While doing historical research on the cemetery, he found reference to “the Girls”. While they were working on cleaning and restoring the cemetery, they discovered the location of “The Girls” gravesite. Most of the families were poor and they could not afford to put a headstone on the grave. Six of the girls were buried in a common grave and the families placed a border of concrete around the graves. One other girl is buried at the foot of this site and does have a headstone. The location of the 8th girl is unknown.

There was a decision that “The Girls” should have a proper headstone and funds were solicited for this project. Bob Guenther, President of the Thurston Lewis Mason Central Labor Council brought this story to the Labor Council Board and they voted to help with the funding. Peter Lahmann, Secretary of the TLMCLC and Chair of the Washington State Apprenticeship Coordinators Association enlisted the aid of Melinda Nichols, Apprenticeship Program Manager, and Michael Thurman, AC for the department to get the word out to the Apprenticeship Community, which they did in outstanding fashion.

The local community, Apprenticeship, and Labor community support was generous, with contributions coming from individuals, local unions, and Labor organizations.

There was work to be done to build the base for the monument and the Laborers Union Local 252 volunteered with Jared Ross, Organizer and Peter Lahmann, Apprenticeship Coordinator

finally rectified and all obligations were paid to the families of these girls.



doing the grading, forming, and concrete placement. The Northwest Laborers Apprenticeship Program volunteered the use of their apprenticeship outreach van with its tools and equipment to complete the job.

The initial project has been completed, but if you would like to contribute to this project, there is a fund set up at Security State Bank in Chehalis and you would make your check to:

“The Girls”@ Security State Bank
PO Box 900
Chehalis, WA 98532

AJAC Partners with ANEW in Trades Rotation Program (TRP)

Source: Lisa Van Dyke, Communications Specialist, AJAC

The Aerospace Joint Apprenticeship Committee (AJAC) partnered with the Apprenticeship and Non-Traditional Employment for Women (ANEW) to introduce nine of their pre-apprentices to the manufacturing trade and careers in aerospace on October 4, 2011.



AJAC took part in the TRP by using its Advanced Inspection and Manufacturing Mobile Training Unit (AIM-MTU), a 53-foot classroom on wheels, complete with state-of-the-art equipment and technology. On the AIM-MTU, AJAC trained ANEW’s pre-apprentices to design and produce a keychain using SolidWorks and a 3-D prototyping machine.

Excited about this partnership, AJAC Program Manager, Andrea Anderson said, “Providing women with opportunities to learn some of the skills that will provide high wage jobs in manufacturing and aerospace is something AJAC is proud to do. Partnering with ANEW is an exciting opportunity for us to help

make a difference in these women’s lives by providing access to training and skills that will help them get a great job in manufacturing.”

Taught by AJAC apprenticeship instructor, Terry Hegel, the pre-apprentices learned the basic skills of drawing and perspective, design and industry related math. They also gained experience using hand inspection equipment as well as performing non-destructive testing. Hegel said, “We wanted to boost confidence and show that not only are jobs available, but that [the women of ANEW] could learn the skills needed for the trade.”



After a full day of instruction and one-on-one training, participants grew in their knowledge, skills and experience in manufacturing. Hegel explained how the principles used to create a key chain could also be applied to the manufacturing industry such as creating parts for aerospace. “Through the TRP, ANEW equips these women for an apprenticeship and rewarding career. We hope many of these women go into aerospace where there are a lot of great paying, solid careers available to them,” said Anderson.

ANew News: Presented by Apprenticeship & Non-Traditional Employment for Women (ANew)

Source: Heather Winfrey, Director, ANew

ANew has received positive feedback from its registered apprenticeship partners since working with many programs to redesign its curriculum package, training methodology and assessments. Approximately 85% of our summer 2011 Trades Rotation Program graduates have been accepted into apprenticeships and are waiting to be dispatched. Our winter cohort started January 9, 2012 and we will begin visits to registered apprenticeships on January 31.

A huge THANK YOU to everyone who participates as training partners with ANew:

- Construction Industry Training Committee
- WW Masonry Trades
- Seattle Roofers
- Seattle City Light
- Ironworkers 86
- Operating Engineers
- Aerospace Joint Apprenticeship Committee
- Western WA Sheet Metal
- IUPAT - Painters
- NW WA Laborers
- Cement Masons & Plasterers
- Puget Sound Electricians
- Seattle Pipe Trades
- United Brotherhood of Carpenters

We estimate that their in-kind contribution to each training cohort for a full day of rotation is about \$1200 (staff, facility, and materials). This means that each trades rotation program (twelve week program) has an in-kind total value of more than \$15,600.

ANew could not run our pre-apprenticeship without the generosity and expertise of our partners. This is a huge savings for a non-profit that has had, like everyone else, to weather a rough economy. These partners have all shown a commitment to inclusion. Please enjoy a few pictures from our fall cohort in action!





*Weatherization Apprentices from left to right: George Palfi, Martin Olesen and Kenneth Top
Not pictured: Duke Folley, Casey Richart, Jason Brockway, Tony Armijo and James Fuqua*

A New Green Apprenticeship Begins

Source: Ashley A. Giese, Office & Payroll Manager, Richart Family, Inc.

On October 5th, 2011, Richart Family, Inc., a Home Performance Weatherization Contractor headquartered in Vancouver, Washington, registered the nation's first eight Weatherization Technician Apprentices into its Residential Weatherization Technician Apprenticeship Training Program. This 4000 hour program was approved by the WSATC in April, 2011, and is the first of its kind in the country. It was designed to develop residential weatherization workers through apprenticeships to apply the latest in energy conservation technology into residential housing structures. Following guidelines developed by the Department of Energy's Weatherization Assistance Program, Richart Family has developed an apprenticeship training curriculum that combines the best practices of various residential construction trades into an assembly of knowledge, skills, and abilities to create a "House as a System" approach. This approach is based around the building sciences developed by the Building Performance Institute. This approach trains workers to test, modify, and verify that all elements of a home are cohesively working together for optimum energy conservation results. Weatherization can include improvements to insulation, air leakage, air quality, appliances, lighting, heating systems, occupant safety, etc. By interfacing and adjusting all energy elements of a home to work efficiently together, Weatherization Technicians will be able to reduce a structure's overall energy use, and not just a single element.

Richart Family, Inc. currently employs about forty-five Weatherization workers state wide. They have been performing weatherization services for various private, utility, government, and CAP agencies across Washington and Oregon since 1984.



"There will be a huge number of job openings in so-called blue-collar fields like construction, manufacturing, and natural resources, though many will simply replace retiring baby boomers. These fields will provide nearly 8 million job openings, 2.7 million of which will require a post-secondary credential. In commercial construction, manufacturing, mining and installation, and repair, this kind of post-secondary education—as opposed to a B.A.—is often the ticket to a well-paying and rewarding career."

- Harvard Pathways to Prosperity Study, February 2011

"The 1,500 students in attendance will be the future workers Washington state soon will depend on to replenish its aging work force. This year's career day, now in its fourth year, helps by steering students toward appropriate career paths."

- Mark Martinez, Executive Secretary at the Pierce County Building & Construction Trades Council, and Chair of the Career Day Planning Committee

QUICK FACTS

- 1,500 High School Students from 38 Puget Sound High Schools
- Over 200 volunteers representing construction, utilities, manufacturing and transportation
- Over 76 exhibitors
- Over 25 pieces of equipment



"It was AWESOME! My students enjoyed the opportunity very much and thought it was well worth getting up at 5 a.m. and the six hours in the bus to attend. They were excited to talk with people in their trades and have a chance to try out and learn about other things (especially the heavy equipment) they wouldn't ordinarily have an opportunity to try. Thank you to everyone."

- Sharon Haller, Tongue Point Job Corps Center

TOP SPONSORS



Sixth 6th Annual Construction Career Day, October 4, 2011 – Tri Cities

Source: Julie Lindstrom, Apprenticeship Consultant, WA Dept. of Labor & Industries



The Tri-Cities held their sixth annual Construction Career Day on Tuesday, October 4th at the Benton Franklin Fair & Rodeo grounds in Kennewick, WA. This year's event featured several exhibitors and hands-on activities to engage students and educate them about the opportunities within the construction industry today. This year over 500 students from over nine school

districts attended. The event was sponsored by the Washington State Department of Transportation (WSDOT), Associated General Contractors (AGC), National Association of Women in Construction (NAWIC), WorkSource, Washington State Department of Labor & Industries (L&I), Eastern Washington Apprenticeship Coordinators Council (EWACC), Tri-Tech Skills Center and local education and industry partners. Pictured above, Ben Robie, right, a lineman for the City of Richland, shows Alan Aragon, 15, of Prosser, how to climb a pole as lineman Tony Brickley takes another student in an aerial man lift and Rick Tyrrell, heavy equipment operator, shows Coral Merlo, 15, of Columbia (Burbank) how to switch a cutout.

U.S. Health and Human Services Health Professions Opportunity Grant (HPOG)

Source: Tani Biale, Apprenticeship Consultant

Outreach for healthcare employers was crucial in creating understanding of the apprenticeship model and its ability to be used in non-construction occupations. The State of Washington has had very few of these programs. Nationally, few health care apprenticeships exist. An existing health care provider who was familiar with the apprenticeship model was approached.

MultiCare, a 10,000 staff health care provider in the northwest was asked to reenergize their program and expand it. They responded by working with the grant coordinator to create a new apprenticeship for facilities engineering maintenance mechanic. This program, the first of its kind in the U.S., helps train individuals to maintain facilities for complex health care needs.

Capacity within existing channels was developed to perform this outreach to healthcare employers including offering DACUM. DACUM is an acronym for Developing A Curriculum and provides employers with an efficient means of developing a tailored plan for their training needs. It is a much more economically feasible method for providing specific curriculum and related supplemental training for apprentices.

Through this grant MultiCare was able to expand healthcare apprenticeship training opportunities in Washington State by bringing online a newly developed apprenticeship occupation. In current and future years, the grant will pay for further expansion and popularization of the apprenticeship model in healthcare. It will provide marketing plans and materials, incentives for employers and on the ground assistance for “connecting the dots” for beginning more new apprenticeship programs in healthcare.

Appendix 1: 2011 Apprentice Completions by Occupation

Occupation	Completions
Construction Electrician	291
Carpenter	228
Laborer	126
Ironworker	105
Lineworker	72
Corrections Officer	66
Sheet Metal Worker	64
Plumber	62
Gypsum Drywall Systems Installer	51
Fire Fighter	45
Constr Equip Operator	43
Steamfitter	40
Roofer	26
HVAC Service Tech	24
HVAC/Refrigeration Mechanic	21
Millwright	21
Sprinkler Fitter	21
Tree Trimmer	20
Workers Comp. Adjudicator 2	19
Scaffold Erector	18
Meatcutter, Retail	17
Asbestos Worker	15
Commercial Glazier	15
Painter and Decorator	15
Boilermaker	14
Carpenter, Piledriver	14
Elevator Constructor Mechanic	14
Hoisting Engineer	14
Brick Layer	13
Cable Splicer	11
Heavy Duty Repair Mech	11
Low Energy/Sound & Comm Tech	11
Pipefitter	11
Electrician Constructor	10
Drainage & Wastewater Collection Worker	8
Facilities Custodial Serv Tech	8
Carpet, Linoleum & Soft Tile Layer	7
Insulation Applicator	7

Teamster	7
Acoustical Applicator	6
Marine Pipefitter	6
Residential Wireman	6
Water Pipe Worker	6
HVAC Test, Adjust and Balance Tech	5
Indust Maint Mechanic	5
Maint Plumber/Steamfitter	5
Meterman	5
Cement Finishers	4
Cosmetologist	4
Plasterer	4
Residential Sheet Metal Worker	4
Cement Mason	3
Coach Hvy Duty Diesel Mech	3
Drywall Finisher	3
Estimator	3
Generation Electrician Constructor	3
Hydro Mechanic	3
Indust Electronic Maint Tech	3
Industrial Maintenance Millwright	3
Line Electrician	3
Machinist	3
Maintenance Lineman	3
Pointer/Cleaner/Caulker	3
Residential Carpenter	3
Automotive Mechanic	2
Child Care Assistant/Associate I	2
Construct & Indust Electrician	2
Electronic Systems Tech	2
Fire and Burglar Alarm Technician	2
Firestop/Containment Worker	2
Heavy Duty Equipment Mechanic	2
Housing Plumber	2
Industrial Predictive/Preventive Mechanic	2

Machine Tool Maintenance Mechanic	2
Machinist (Aircraft Oriented)	2
Outdoor Light/Traffic Signal Inst	2
School Secretary	2
Shipwright	2
System Dispatch	2
Assembly Machinist	1
Body Repairer, Bus	1
Brick and Block Finisher	1
Construction & Maint Project Specialist I	1
Construction Site Surveyor/Technical Engineer	1
Energy Control Dispatcher	1
Esthetician	1
Facilities Maintenance Mechanic	1
Firefighter/Paramedic	1
Health Unit Coordinator	1

Heating/Air Conditioning Installer & Servicer	1
Hydro Plant Operator	1
Industrial Maint Electrician	1
Industrial Pipefitter/Welder (Maintenance)	1
Instructional Aide	1
Low Voltage Technician	1
Marine Electrician	1
Marine Sheet Metal Worker	1
Medium/Heavy Diesel Mechanic	1
Meter Electrician	1
Meter Relay Technician	1
NC Spar Mill Operator	1
Refrigeration Fitter	1
Secretary (Clerical)	1
Sheet Metal Service Tech	1
Tile/Terrazzo/Marble Finisher	1
Trl/Cont/Van Rep Mech	1
Utility Wireman	1

Appendix 2:

2011 Apprentice Registrations by Occupation

Occupation	Registered
Construction Electrician	265
Laborer	196
Carpenter	176
Ironworker	120
Tree Trimmer	101
Rofer	96
Painter and Decorator	93
Fire Fighter	86
Construction Lineman	82
Constr Equip Operator	76
Sheet Metal Worker	65
Machinist (Aircraft Oriented)	64
Steamfitter	62
Corrections Officer	56
Scaffold Erector	48
Cement Mason	44
Facilities Custodial Services Technician I	38
Boilermaker	34
Facilities Custodial Serv Tech	32
Gypsum Drywall Systems Installer	32
Plumber	32
Traffic Control Painter	31
Lineworker	30
Low Energy/Sound & Comm Tech	30
Workers Comp. Adjudicator 2	27
Asbestos Worker	24
Millwright	21
Low Energy/Sound & Comm Electrician	20
Meatcutter	18
Carpet, Linoleum & Soft Tile Layer	16
Fire and Burglar Alarm Technician	16
HVAC/Refrigeration Mechanic	15
Plasterer	15
Heavy Duty Repair Mech	14

HVAC Service Tech	14
Sprinkler Fitter	14
Hoisting Engineer	13
Cement Finishers	11
Teamster	11
Industrial Maintenance Millwright	10
Brick Layer	8
Carpenter, Piledriver	8
Drywall Finisher	8
Instructional Assistant	8
Residential Weatherization Tech	8
Brick and Block Finisher	7
Pointer/Cleaner/Caulker	7
Tile/Terrazzo/Marble Finisher	7
Cosmetologist	6
Low Voltage Technician	6
Marine Electrician	6
Construct & Indust Electrician	5
Industrial Maintenance Electrician	5
Machinist	5
Maintenance Lineman	5
Sheet Metal Service Tech	5
Acoustical Applicator	4
Administrative Assistant	4
Electronic Systems Technician	4
Heating/Air Conditioning Installer & Servicer	4
Meterman	4
Residential Sheet Metal Worker	4
Residential Wireman	4
Wiremen	4
Esthetician	3
Potable Water Supply/Service	3
Stationary Engineer	3
Assembly Machinist	2
Combustion Turbine Specialist	2

Commercial Glazier	2
Drainage & Wastewater Collection Worker	2
Engineering Mechanic 3	2
Generation Wireman	2
Indust Maint Mechanic	2
Industrial Maintenance Mechanic/Repairer	2
Insulation Applicator	2
Landscape Technician	2
Marine Machinist	2
Pipefitter	2
Residential Carpenter	2
Residential Plumber	2
Trl/Cont/Van Rep Mech	2
Utility Wireman	2
Water Pipe Worker	2
Barber	1
Cellular Manufacturing Mach.	1
Child Care Assistant/Associate I	1
Cook	1

Educational Paraprofessional	1
Estimator	1
Fire Medic	1
Firestop/Containment Worker	1
Housing Plumber	1
HVAC Test, Adjust and Balance Tech	1
Line Electrician	1
Machinist Auto (Machine Shops)	1
Manicurist	1
Meter Technician	1
Moldmaker	1
Ocularist (Artificial Eye Maker)	1
Outdoor Light/Traffic Signal Inst	1
Professional Educational Secretary	1
Terrazzo Worker	1
Waste-Water Treatment Plant Operator	1