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Executive Summary

QUARTERLY REPORT (OCTOBER – DECEMBER 2016)

On behalf of the Washington State Apprenticeship and Training Council (WSATC), Labor & Industries Apprenticeship Section and contributing stakeholders, we present the October – December 2016 report on registered apprenticeship activity and findings in the State of Washington.

2016 was a year full of growth for apprenticeship. Registered apprentices have increased by 10% from 2015. At the conclusion of the 2016 fourth quarter we registered 5,020 apprentices in Washington State. Active apprentices in the system on the last day of the year have also increased by 15% from 2015 with a total of 12,765 on December 31, 2016.

We are working hard to expand apprenticeship in our state. The Washington State Apprenticeship and Training Council, Labor & Industries Apprenticeship Section, leaders from business, labor, education, community-based organizations, government, and the U.S. Department of Labor have come together to promote and expand apprenticeship in Washington State.

In October, Labor & Industries and partners were granted $2.7 million in funding under Project RAISE Washington (Registered Apprenticeship Initiative for System Expansion). The money comes from the U.S. Department of Labor’s ApprenticeshipUSA effort. The L&I application was one of 37 programs selected to help grow and diversify apprenticeships around the United States. This funding is designed to help expand apprenticeships, develop a high school-based manufacturing program at select schools and increase industry demand for apprentices in rural health care networks. The funding will also allow L&I and the Employment Security Department to create and enhance technology infrastructure to promote the sustainability of RAISE efforts.

Grant partners involved include the Community and Migrant Health Care Centers of Washington, State Board for Community & Technical College and its Centers of Excellence, The Aerospace Joint Apprenticeship Committee and the Washington State Labor Council, AFL-CIO.

The Department wishes to thank all those who contributed to this report. We commend all stakeholders whose work continues to drive innovations in apprenticeship education, workforce development and equal employment opportunity.
# Highlights from the October 2016 WSATC Meeting

## NEW STANDARDS (PROVISIONAL REGISTRATION):

<table>
<thead>
<tr>
<th>Apprenticeship</th>
<th>SOC</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grand Coulee Power Office Apprenticeship</td>
<td>SOC: 49-9041.00</td>
<td>8,000 HOURS</td>
</tr>
<tr>
<td>Hydro Mechanic:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Power Systems Control Craftsman:</td>
<td>SOC: 49-2095.00</td>
<td>8,000 HOURS</td>
</tr>
<tr>
<td>The Parlour</td>
<td>SOC: 39-5092.00</td>
<td>2,000 HOURS</td>
</tr>
<tr>
<td>Manicurist:</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## NEW STANDARDS: (PERMANENTLY REGISTERED)

<table>
<thead>
<tr>
<th>Apprenticeship</th>
<th>SOC</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABM Onsite Services Clark County Custodial Apprenticeship Committee</td>
<td>SOC: 37-2011.00</td>
<td>3,000 HOURS</td>
</tr>
<tr>
<td>Facilities Custodial Services Technician 1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lashes &amp; Massage Apprentice Program</td>
<td>SOC: 39-5094.00</td>
<td>2,000 HOURS</td>
</tr>
<tr>
<td>Esthetician</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Apprenticeship by the Numbers

There were 15,335 active apprentices for the 12-month time period ending December 31, 2016 of which 1,432 were female and 5,302 were minority. Over the last quarter (October - December 2016) there were 12,765 active apprentices. All data valid as of 01/05/2017.

**APPRENTICE ACTIVITY (OCTOBER - DECEMBER 2016):**

- 12,765 Active Apprentices during the time period
- 123 Individuals were issued completion certificates
- 230 Individuals were cancelled
- 895 Individuals were registered as Apprentices (5,020 registered in 2016)
- Increase of 10% registered apprentices from 2015 to 2016

<table>
<thead>
<tr>
<th>2015 Registered:</th>
<th>4,581</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016 Registered:</td>
<td>5,020</td>
</tr>
</tbody>
</table>

- Increase of 15% active apprentices from Q4 2015 to Q4 2016

<table>
<thead>
<tr>
<th>Q4 2015 Active:</th>
<th>11,084</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q4 2016 Active:</td>
<td>12,765</td>
</tr>
</tbody>
</table>
- Carpenter had the highest registrations for Q4 with 152 apprentices

- Northwest Laborers Apprenticeship had the highest number of completions for 4th Quarter 2016 with 21 apprentices for occupation Laborer
MINORITY, FEMALE AND VETERAN PARTICIPATION (OCTOBER - DECEMBER 2016):

- **1,139** Active Female Apprentices
- **4,439** Active Minority Apprentices
- **1,371** Active Veteran Apprentices
- **12,765** Q4 Active Apprentices Total

ACTIVE APPRENTICES BY OCCUPATION ON 12/31/2016

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Number of Apprentices</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architecture and Engineering Occupations</td>
<td>1</td>
</tr>
<tr>
<td>Food Preparation and Serving Related Occupations</td>
<td>2</td>
</tr>
<tr>
<td>Computer and Mathematical Occupations</td>
<td>4</td>
</tr>
<tr>
<td>Office and Administrative Support Occupations</td>
<td>4</td>
</tr>
<tr>
<td>Healthcare Practitioners and Technical</td>
<td>13</td>
</tr>
<tr>
<td>Education, Training, and Library Occupations</td>
<td>17</td>
</tr>
<tr>
<td>Healthcare Support Occupations</td>
<td>55</td>
</tr>
<tr>
<td>Personal Care and Service Occupations</td>
<td>72</td>
</tr>
<tr>
<td>Transportation and Material Moving Occupations</td>
<td>87</td>
</tr>
<tr>
<td>Legal Occupations</td>
<td>107</td>
</tr>
<tr>
<td>Building and Grounds Cleaning and Maintenance Occupations</td>
<td>298</td>
</tr>
<tr>
<td>Protective Service Occupations</td>
<td>419</td>
</tr>
<tr>
<td>Production Occupations</td>
<td>592</td>
</tr>
<tr>
<td>Installation, Maintenance, and Repair Occupations</td>
<td>1105</td>
</tr>
<tr>
<td>Construction and Extraction Occupations</td>
<td>9496</td>
</tr>
</tbody>
</table>
Quarterly News and Events

Tri-Cities Construction Career Day Event

The first Tuesday in October continues to be a busy day in the Tri-Cities, and this year was no exception. October 4th saw over 500 students from all over the region. Students travelled 40+ miles from as far away as Walla Walla to attend the 11th Annual Tri-Cities Construction Career Day.

Supported by a dedicated group of local and regional sponsors and put on by a dedicated group of volunteers organized by the local National Association of Women in Construction this has become a much anticipated annual event.

The students got to operate various types of heavy equipment as well as participate in many different hands on activities with the various apprentice training programs. It was a great day. We are looking forward to the 12th Annual Tri-Cities Construction Career Day Event- which will take place on Tuesday, October 3, 2017.
Women in Apprenticeship Day

The City of Seattle proclaimed November 17, 2016 “Women in Apprenticeship Day”. The City of Seattle would like to thank each of you as our partners in pre-apprenticeship training, the apprenticeship coordinators, contractors, journey-level mentors and of course the women apprentices.

Due to the combined efforts:

- Women have performed 33% of the apprentice hours on Seattle’s Community Workforce Agreement (CWA) projects, as compared to just 9.1% previously.
- In total, women have performed 12% of all craft hours on our CWA projects as compared to 4.5% previously and the national 3% average. Thank you all for your combined commitment to apprenticeship, growing the construction pipeline, building this region, and the pathway to family wage careers!
Western States Apprenticeship Competition

Boilermakers Local #242, located in Spokane, WA, objective is to train apprentice boilermakers in all phases of the erection and repair industry that will be a credit to the industry.

As the Western States Apprenticeship Competition in May 2016, graduate apprentices representing Boilermaker locals within the Western States competed in the four-day program that included written examinations and hands-on exercises.

Boilermakers Local # 242 contestant Mircha Vorobets took first place and went on to the National Apprenticeship Competition in Denver, Colorado.

Boilermakers Local # 242 has won the Western States Competition nine times (7 out of the last 12 years).

At the National Apprenticeship Competition, Mr. Vorobets and his partner, Hugo Castinada, from Boilermakers Local # 92, took first place in the National Team Competition.

Mr. Castinada was the runner up in the Western States Competition.

Boilermakers Local # 242 has won the award three times: 2002, 2006 and now 2016.

Congratulations to Mircha Vorobets and Hugo Castinada!
British-American Business Council Aerospace Conference

Aerospace Joint Apprenticeship Committee (AJAC) Executive Director, Lynn Strickland recently spoke at the 2016 British-American Business Council (BABC) Aerospace Conference at Seattle’s Museum of Flight to highlight the importance of apprenticeships and its role in harnessing the next generation of aerospace and advanced manufacturing employees.

The current aerospace and advanced manufacturing workforce continues to age at a staggering rate – over 60% of the workers are 45 years or older and filling the vacancies left behind from machinists, CNC programmers, assemblers and engineers. In our global economy, competition is fierce and the rapidly changing technology has widened our skills gap.

Throughout her speech, Lynn emphasized the need for our workforce to be continually skilled. If we want to meet the growing demand for precision parts, we need to provide our employers with an option to grow their own while meeting production goals and their bottom line. As Lynn alluded to, AJAC’s apprenticeship programs are designed with an emphasis on structured on-the-job training and classroom instruction.

The career opportunities and pathways for apprentices is impressive, from wage progressions and college credits to mentorship and problem-solving skills. Not only do AJAC’s apprentices walk away with zero college debt, but an opportunity to complete an Associate Degree and access to a sustainable career and educational pathways.

The 2016 BABC Aerospace Conference provided AJAC with an opportunity to highlight the growing movement among industries to adopt apprenticeships as a means for closing the skills gap, and retaining productive, lifelong learns within the company. Thank you to everyone at the BABC allowing AJAC to highlight the progress we have made in continuing Washington State’s legacy as a leader in aerospace manufacturing.
King County Construction Career Day Event

This past October 6th, over 500 high school students and educators spent a day learning about the multiple construction career pathways available to them in a practical, engaging format. More than ever before, King County Construction Career Day (KCCCD) was a collaborative, connected effort of volunteer support from all sides of the construction industry. School programs, construction firms, trades training organizations, young professionals and more came together for a common goal: To educate and inspire the next generation toward careers in our great industry. This event educated young people about the tremendous opportunities available in the construction industry through three main attractions: hands-on heavy equipment; interactive indoor exhibits; and a tour of the University of Washington’s Center for Education and Research in Construction (CERC).

High school students at the King County Construction Career Day on October 6th in Magnuson Park.
Washington State to Launch First-Ever Youth Apprenticeship Program for High-Demand Industries

Over the last two years, the Aerospace Joint Apprenticeship Committee (AJAC), Washington State Department of Labor & Industries, the Tacoma School District and Bates Technical College have worked on a comprehensive plan to launch youth apprenticeship programs in Washington State for high-demand, high-growth industries. For manufacturing, nearly 3.5 million jobs will need to be filled due to the skills gap, an aging workforce and new technologies requiring more talent in new fields of study.

On November 1, 2016, Washington State Governor Jay Inslee announced at the first-annual Governor’s Youth Apprenticeship Summit that Washington will become one of the few states in the country to offer registered apprenticeship programs for high school students and young adults. The summit’s purpose was to advance the Governor’s work based learning initiatives for youth and provide a comprehensive approach to understanding how youth apprenticeships will increase graduation rates, replace the aging workforce and prepare the next generation of skilled workers.

Governor Jay Inslee, Bates Technical College President Ron Langrell and Tacoma Mayor Marilyn Strickland all echoed the same sentiment – we need to create more opportunities to connect young people with great careers for industries that include aerospace, manufacturing, IT, the building trades and many more.
To make these programs as robust as possible, four speakers from South Carolina, Kentucky, Oregon and Wisconsin each shared how their states developed and implemented youth apprenticeship programs, including best practices and roadblocks faced along the way. Developing these types of programs can be tricky, as many presenters alluded too. Nevertheless, the return-on-investment for each state was impressive. For example, South Carolina now has 22 times the amount of apprentices than when they first started, and have nine times the amount of programs. “Youth apprenticeship program combines industry driven curriculum with high school credits, and career and tech training with critical on-the-job training performed at local businesses,” said Brian Rauschenbach, Youth Apprenticeship Consultant for South Carolina Technical College System. “Students can earn a paycheck through part time work while earning a state recognized license in many high demand occupations. Youth registered apprenticeship works to build a solid workforce pipeline for the future,” he added.

Kentucky, like many states, are experiencing a shortfall of skilled labor and less-educated individuals entering the workforce, “by 2018, 90% of the fastest growing jobs will require more than a high school education and 31% of small business owners and 41% of manufacturers will be unable to fill jobs,” said Mary Taylor, Industry Training and Development Specialist for the Kentucky Department of Education. Wisconsin on the other hand, is at a 10-year enrollment high in 2016, with over 3,000 students served. According to John Lukas, Vice President of LDI Industries, “At least 75% of youth apprentices enrolled in the program are expected to graduate and get their state certifications. 8% females and 11% minority enrollment for manufacturing.

The Governor’s Youth Apprenticeship Summit underscores the viability of a state-wide youth apprenticeship framework. The opportunity for high school students to complete their diploma, earn tuition-free college credits and develop job-ready skills through paid on-the-job training and mentorship cannot be passed up. Youth Apprenticeships will develop young adults to be more productive, lifelong learners, and more importantly, provide them with an opportunity to succeed in a global economy.
Spokane Community College cooperates with 19 apprenticeship training committees to make classes available for apprentices in numerous trades.

Spokane Community College celebrated National Apprenticeship Week with an Open House on November 17, 2016. Over 200 people participated in hands on activities, facility tours and breakout sessions learning about construction apprenticeship as a viable career.

Spokane Community College’s pre-apprenticeship program, Skilled Trades Preparation (STP), just completed its fourth cohort with a graduation ceremony held December 7, 2016. It was incredibly emotional and powerful as student’s told their stories of their journeys to STP and their goals for the future. A STP student from this cohort made history. In the 126-year history of the Plumbers / Steamfitters there has never been an applicant ranking number one with their first application. Not only did an STP student rank number one with first application, it was a female.

Facility tour at the Open House in November.
ANEW Cohort Graduation

On October 3rd, ANEW (Apprenticeship and Non-Traditional Employment for Women) started their 91st Cohort in the Renton location, and the first Cohort for men and women at Clover Park Technical College located in Pierce County. On December 22nd, 15 women graduated and entered the workforce. The two men that started the Clover Park location are currently working in the Carpenter’s union as LADS apprentices. Over the 11 weeks the graduates have gained competitive skills needed to enter the construction industry. They have also developed the soft skills needed to succeed.

The graduates are looking to enter Sprinkler Fitters, Iron Workers, Carpentry, Heavy Machine Operators, Electrical Union and Sheet Metal.

ANEW recently became a RISE (Resources to Initiate Successful Employment) provider in the 4th quarter and has been attending several outreach events in the Seattle and Pierce county area. ANEW is currently recruiting for their January 3rd Cohort at Clover Park in Pierce County, and the January 9th Cohort in Renton.
Washington Women in Trades ‘Dream Big Dinner’

Washington Women in Trades 10th annual awards banquet took place on Saturday, November 12 at the Ballard Elks Lodge on the waterfront in Ballard. Approximately 225 people attended. Among them were Awardees, Rosie Calendar Girls Women in Trades members, unions, training programs, family and supporters. Represented at tables of eight were: ANEW, Carpenters Employers Apprenticeship Training Trust, Carpenters Local 30, Carpenters Local 41, NW Carpenters Regional Council, Cement Masons & Plasterers Apprenticeship, City of Seattle Purchasing & Contracting Service, Colville Tribe TERO Program, IBEW Local 46, IUPAT, MCA, NW Laborers Employers Training Trust Fund, Operating Engineers Local 302, Operating Engineers Regional Training Program, Seattle Area Pipe Trades, Sellen Construction, UW Environmental & Occupational Health Sciences, Washington State Building & Construction Trades Council and the WSBCTC Pace Program.

The program opened with remarks by Georgie Kunkel, Seattle’s oldest stand-up comic, former Rosie, Miss August in the 2008 calendar, feminist and long time Women in Trades friend. Robin Murphy, WWIT Co-Chair and calendar photographer unveiled the 2017 Rosie Calendar with MC Cynthia Polly Payne. Three Rosies were in attendance, Lucy Olsen of Bellevue, WA (Miss May); Doris Graham of Cottage Grove, OR, (Miss July); and June Concannon of Centralia, (Miss September). The buffet dinner, catered by Aloha Catering, consisted of salmon, prime rib, vegetarian lasagna, salads and other delicious sides. The one and only Dream Big Dinner fundraiser, the Dessert Dash, was a rousing success—it brought in over $3,500!

Jo Scherer, WWIT Co-Chair, and Nettie Dokes, WWIT Treasurer, presented the awards ceremony. Each Awardee was welcomed to the stage and presented with a bouquet of flowers and a 2016 plaque. One of this year’s highlights was the tiara that Awardee Lee Newgent wore almost all evening. Washington Women in Trades is especially grateful to the ANEW volunteers who assisted in such a big way with set up and tear down.

This event has become a time for people to come together and say hello, reconnect and share stories. Many of the attendees see each other only once a year at this event, so it becomes an evening of broad smiles, many hugs and a couple tears, too. They send a big giant thanks to all for support and sponsorship of this annual gathering!
2016 Women in Trades Awardees

**Tradeswoman of the Year**
Saskia Brown, Carpenter Foreman, Sellen Construction

**Lifetime Achievement**
Lori Frey, Shipyard Production Superintendent, Puget Sound Naval Shipyard
Lee Newgent, Executive Secretary, Washington State Building Trades

**Active Advocate**
Leanne Guier, Political Director, United Association Local 32, Mayor of Pacific

**Workplace Leader**
Hope Honeywell, Assistant Product Line Manager, Puget Sound Naval Shipyard

**Union Activist**
Christina Daniels, Inside Wireman, JH Kelly, IBEW
Evelyn Shapiro, Director of Labor Compliance / Instructor at United Brotherhood of Carpenters, Pacific Northwest Regional Council of Carpenters

**Tradeswoman of Tomorrow**
Marquia Wooten, Forklift Operator Apprentice, 520 Bridge Project

**Peggy Cook Apprentice Award**
Ashley Jones, Heavy Mobile Electrician Apprentice, Puget Sound Naval Shipyard
Woman of Courage
Milissa Corrigan, Electrician, Seattle City Light

Left to Right: Hope Honeywell, Leanne Guier, Saskia Brown, Marquia Wooten, Christina Daniels, Lee Newgent, Ashley Jones, Lori Frey
Upcoming Events

March 2017

March 6, 2017
Last day for "Requests for Revision of Committee/Standards" or "Request for New Committee/Standards" forms to be submitted for the April 2017 Washington State Apprenticeship and Training Council Meeting.

April 2017

April 19, 2017
WSATC Joint Committee / CRRS / JRRC
Location: The Heathman Lodge 7801 NE Greenwood Dr. Vancouver, WA 98662
10:00 am – Compliance Review & Retention Subcommittee Meeting
1:00 pm – Washington State Apprenticeship Coordinators Association meeting
2:30 pm - Labor & Industries/WSATC Joint Committee on Recruitment Resources

April 20, 2017
Washington State Apprenticeship and Training Council Quarterly Meeting
Time: 9:00 am
Location: The Heathman Lodge 7801 NE Greenwood Dr. Vancouver, WA 98662
For additional information and copies of the agendas, please contact the Apprenticeship Section at 360-902-5320

June 2017

June 5, 2017
Last day for "Requests for Revision of Committee/Standards" or "Request for New Committee/Standards" forms to be submitted for the July 2017 Washington State Apprenticeship and Training Council Meeting.

Want to be featured in an upcoming Quarterly Report?
Sign up for our ListServe at:
http://www.lni.wa.gov/Main/Listservs/Apprenticeship.asp