



STATE OF WASHINGTON

DEPARTMENT OF LABOR AND INDUSTRIES

Apprenticeship Section - (360) 902-5320

PO Box 44530, Olympia, Washington 98504-4530

Web site: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/>

SUBJECT: **Quarterly Report (January - March 2016)**

DATE: April 21, 2016

TO: The Director of the Department of Labor & Industries
Washington State Apprenticeship Training Program Sponsors
Interested Apprenticeship Stakeholders

FROM: Jody Robbins, Program Manager

On behalf of the Washington State Apprenticeship and Training Council (WSATC), Apprenticeship Section staff, regional field consultants and contributing stakeholders, I present the **January – March 2016** report on registered apprenticeship activity and findings in the State of Washington.

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 outreach.

Highlights from the January 2016 WSATC Meeting

APPRENTICESHIP PREPARATION PROGRAMS RECOGNIZED:

- King County – Pre-Apprenticeship Construction Education

NEW STANDARDS: (Permanently Registered)

Salon Pure

Cosmetologist	SOC: 39-5012.00	3,000 Hours
Esthetician	SOC: 39-5094.00	2,000 Hours

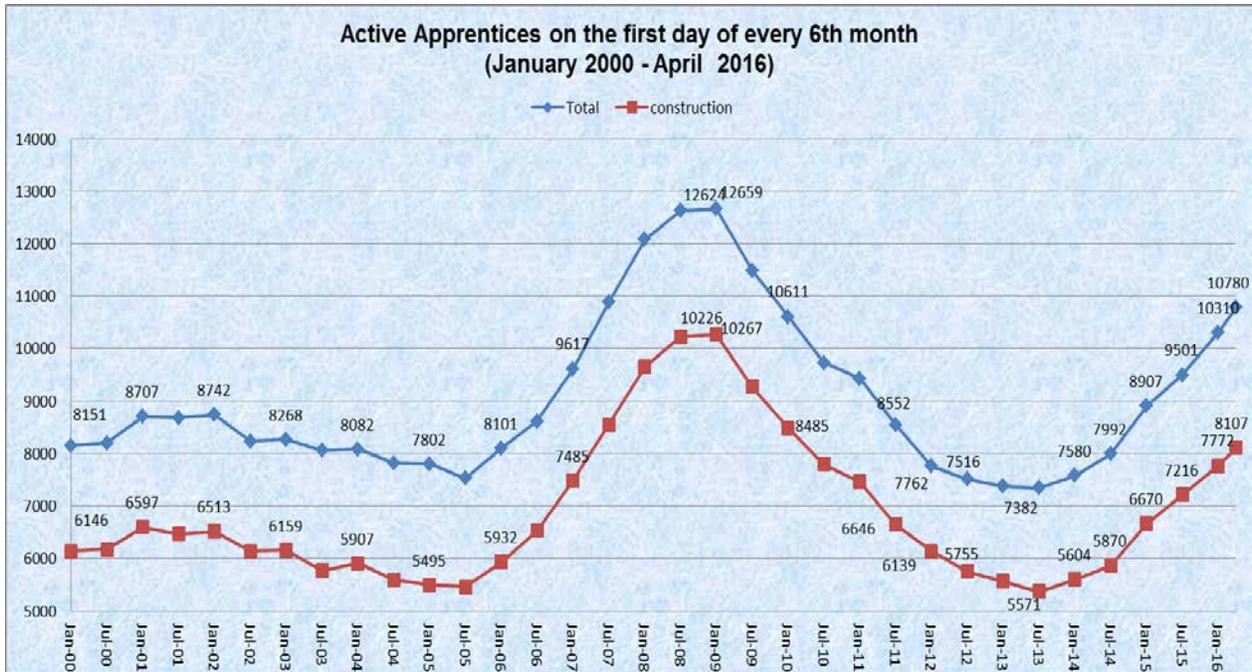
NOTEABLE RETIREMENT

Tim Wilson – Apprenticeship Program Manager, 2013 – 2016.

Joel thanked Tim Wilson for his commitment to apprenticeship, the expansion of apprenticeship and pre-apprenticeship and presented him with a certificate. Secretary Smith also presented Tim with a meritorious award. Tim Wilson is leaving state service at the end of the week and this will be his last of many WSATC meetings.

Apprenticeship by the Numbers

There were **13,860** active apprentices for the 12-month time period ending March 31, 2016 of which **1,302** were women and **3,545** were minority. Over the last quarter (January – March 2016) there were **11,380** active apprentices. For a complete listing of new registrations by occupation, please contact staff in the Tumwater office.



Apprentice Activity (January - March 2016):

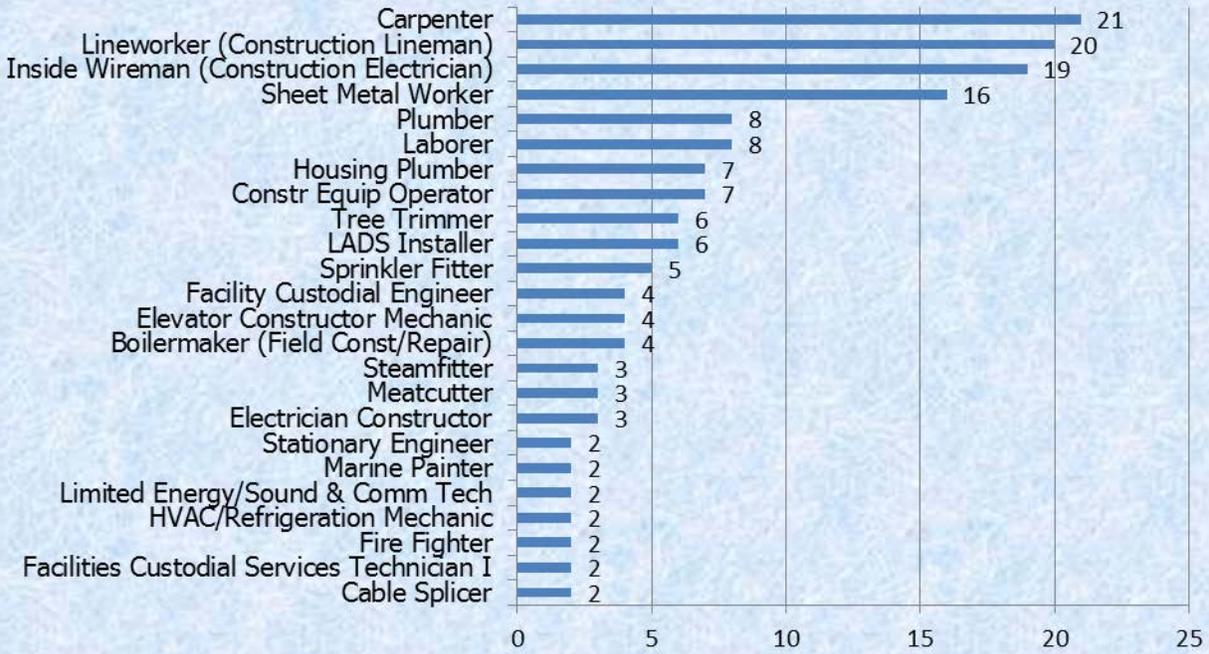
- **11,380** active apprentices during the time period
- **179** individuals were issued completion certificates
- **389** individuals were cancelled
- **1019** individuals were registered as apprentices (**830** registrations previous quarter)

Minority, Female and Veteran Participation (January - March 2016):

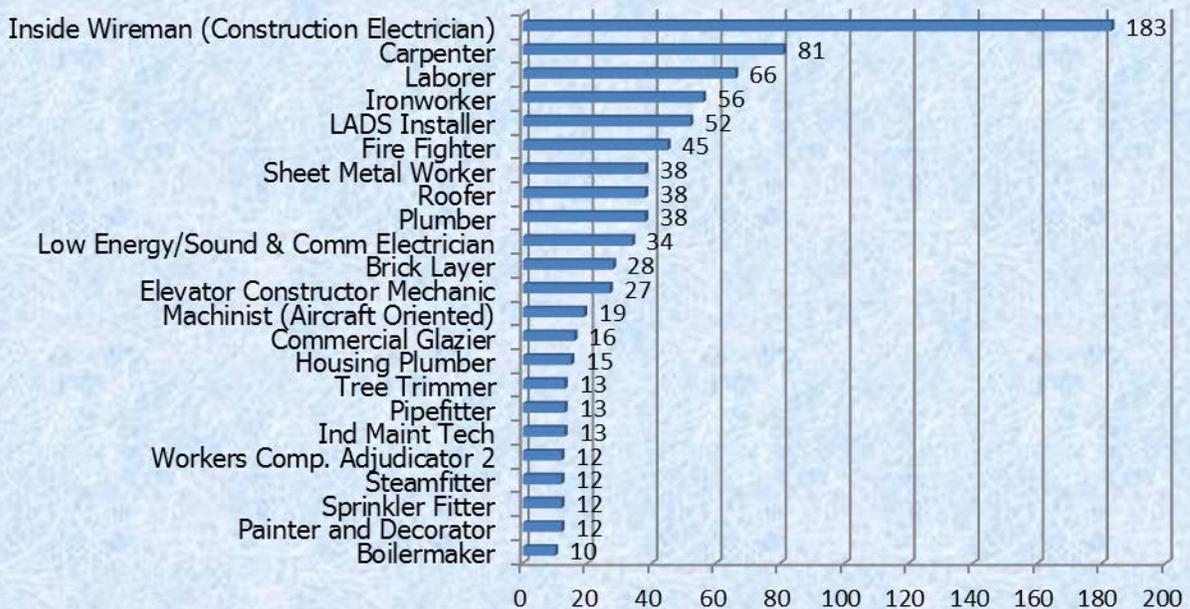
- **2,884** active minority apprentices (25%)
- **1,055** active female apprentices (9%)
- **1,159** active veteran apprentices (10%)

The building and construction trade occupations continue to drive numbers in terms of total completions or journeylevel credentials issued. See the charts on the next page for the most active occupations in terms of completions and registrations for 2016.

Completions by Occupation >1 January 1 - March 31, 2016



Registrations by Occupation >9 January 1 - March 31, 2016



Apprenticeships making a comeback

KREM 3:56 AM. PDT March 23, 2016

<http://www.krem.com/news/nation-now/apprenticeships-making-a-comeback/98019074>

PHILADELPHIA — A couple of years ago, Kevin Joyner's life was a maelstrom of poor grades, school fights and a troubled home environment in a distressed neighborhood.

Today, the 20-year-old is back in school as a computer support apprentice, and his days are a whirlwind of a different sort — setting up laptops for students and teachers, replacing faulty hardware and fixing classroom projectors.

Even more impressive is that the high school graduate is near the top of his cohort of paid apprentices and on track to earn a starting salary of \$35,000 to \$50,000 as a computer technician when he completes the program in two years.

"I don't learn from books," says lanky, soft-spoken Joyner, who sports ear piercings and tattooed arms. "I have to see it. I like learning and doing at the same time."

Joyner and the Philadelphia school district program that employs him are part of a revival of sorts for apprenticeships, which were prevalent in trades such as construction and manufacturing before a drop-off that began in the 1980s was amplified by the 2007 to 2009 recession. Blame factory automation, the offshoring of U.S. manufacturing jobs and the decline of unions, which spearheaded many apprenticeships.

But the economic recovery has at least partly replenished training budgets, and a much-lamented "skills gap" has employers struggling to hire skilled workers and willing to try new strategies, or revert to time-tested ones, to find them. Apprenticeships are blossoming again in manufacturing and construction and spreading to less traditional sectors grappling with labor shortages as Baby Boomers retire, including information technology, health care, even white-collar bastions such as insurance.

"We want to diversify," Labor Secretary Thomas Perez said in an interview. "Apprenticeships have applicability to every sector of the economy." They also can be appealing alternatives to four-year colleges that typically leave graduates with a mountain of debt and, in many cases, no clear career path, he says.

The number of apprentices registered by Labor or states rose by 27,000 to nearly 450,000 in the fiscal year ending last September, and it's up by nearly 100,000 since bottoming out in 2011, according to the Labor Department. Estimates show a similar number of unregistered apprentices across the country.

In September, the Labor Department awarded \$175 million to 46 colleges, non-profits and others to train and hire 34,000 apprentices over the next five years, helping meet the Obama Administration's goal of doubling the number of apprenticeships between 2014 and 2019. Another \$90 million is being allocated to states and non-profits to market the programs locally.

Apprentices typically receive a blend of classroom instruction, often at a community college or trade school, and on-the-job training from mentors. Tuition is usually covered by the employer or a grant. Apprentices can earn as much as \$15 an hour or more and in many cases are guaranteed a job with an average \$50,000 starting salary. Proponents say the programs, which are common among European high school students, can serve as new gateways to middle-class jobs, supplanting many of those erased by offshoring or the recession.

“We know this is the best way to learn a specific skill,” says Anthony Carnevale, director of the Georgetown Center for Education and the Workforce.

The Philadelphia school district program that employs Joyner, called the Urban Technology Project, began in 2005 as an expansion of an after-hours computer club at a school with a 40% dropout rate.

“We’re targeting disconnected youth,” says Edison Freire, who co-founded and leads the program, which mostly serves minorities from disadvantaged upbringings. “We’re trying to create opportunities” for 18-to-24-year-olds besides retail and fast food jobs.

High school graduates complete a one-year pre-apprenticeship in computer support at Philadelphia schools, receiving a \$12,100 stipend and a \$5,730 subsidy for college classes. They move on to a two-year apprenticeship in the schools or, in some cases with a local employer, that pays about \$25,000 a year. The program — funded by the school district, city agencies and non-profits — also helps participants earn computer certifications. Thirty-eight of its 53 graduates have been hired by the school district or local employers.

In an era of skimpy education funding, the schools also benefit. This year, 41 apprentices and pre-apprentices are helping just eight professional technicians serve more than 200 schools, shaving computer repair intervals from weeks to a couple of days, says Melanie Harris, the district's chief Information officer.

The city of Philadelphia plans to use part of its \$2.9 million grant from Labor to expand the apprenticeships to include software development, networking and cybersecurity, addressing the region's shortage of technology workers. In the fourth quarter, local employers struggled to fill 10,400 IT openings, according to city workforce agency Philadelphia Works, which helps finance the program.

Joyner officially is a pre-apprentice who’s still learning the ropes, but he performs much the same work as an apprentice at the Science Leadership Academy, where all 500 students and 24 teachers have laptops. Earlier this month, he toiled in a small workshop in a corner of a technology classroom beside apprentice Stephen Jones, setting up a laptop for a student and delicately reinstalling the motherboard and hard drive of a newly repaired computer.

“He was like a sponge,” says Marcie Hull, Joyner’s mentor and a technology teacher. “Anything I threw at him, he could do it.”

Joyner learned how to tinker with computers by watching online videos. He eventually wants to work in cybersecurity, adding, “I feel like it’s something that’s only going to be growing.”

Mentors sometimes gently prod apprentices as they go through their paces. As Emma Ortiz, 26, copied files onto a new computer for a school district employee, Marie Levine, a technical support engineer, said, “Did you do all his files ... and his printers?”

Ortiz, who moved to Philadelphia from Puerto Rico to earn a computer science degree, spent a year in college but couldn't find a job to pay her bills or \$28,000 student debt until she began the apprenticeship program. "I was about to go back to Puerto Rico," she says.

Philadelphia-based Springboard Media, which sells and repairs Apple products, has hired four of the school district's apprentices. "The kids in the program don't have the same sense of entitlement I've seen" from college graduates who expect higher salaries, Springboard President Everett Katzen says. "They're more, 'I want to work hard and learn — point me in the right direction.'"

Most U.S. apprenticeships aren't as rigorous as European programs, which emphasize precise learning modules, even in the workplace, Georgetown's Carnevale says. In the U.S., "It's more casual, more experiential — apprenticeship lite," he says, comparing many to internships. Yet he says they still bridge gaps that have many community colleges turning out graduates who don't have the skills to meet local employers' needs,

In Lebanon, N.H., for example, a 15-month-long apprenticeship program at the Dartmouth-Hitchcock health system custom trains pharmacy technicians, medical assistants and medical coders for its workplace.

"We take them right to our classes and teach them our processes," instilling "a sense of engagement to our mission," says Sarah Currier, the health system's director of workforce development. "They know the people, the machines." Newly hired medical workers from other hospitals often don't have "the same level of competence."

Dartmouth-Hitchcock began the program in 2014 because of a perennial struggle to hire coders — who translate medical procedures into codes for insurance — in a rural area with a shrinking population but a growing clientele of older residents. "We see this as way to build a sustainable workforce." Currier says.

The 15-month-long apprenticeship includes three months of classroom instruction, has turned out about 100 employees and pays \$14.50 to \$19 an hour, some of which is funded by a Labor grant. Many participants were previously unemployed or underemployed.

Apprentices are even making their way into buttoned-down fields such as insurance. In January, Swiss commercial insurance firm Zurich, another federal grantee, began what it says is a first-of-its-kind program to place 25 people a year into two-year apprenticeships in claims adjustment and underwriting through 2020, following the model it uses in Switzerland. Apprentices split their weeks into working at Zurich's Schaumburg, Ill., headquarters and taking insurance and other classes toward an Associates degree at Harper College.

"Believe it or not, not everyone grows up wanting to go into insurance," Zurich's North American CEO Mike Foley says wryly. "We think this may create a different talent pool" and train apprentices "in the Zurich way of doing business."

Dane Lyons, 37, who was logging 55-hour weeks as a car salesman, signed up for the program to spend more time with his two young boys and secure a more consistent income stream. He earns \$30,000 as an apprentice and will start at \$40,000 when he graduates.

"I'm getting an education, Zurich is paying for that, and I'm getting experience working," he says. "It's an incredible deal."

ANEW and CITC Participate in LIHI Tiny House Project

Article provided by Halene Sigmund, CITC of Washington



Students from the Apprenticeship and Non-traditional Employment for Women (ANEW) program built two Tiny Houses as part of a city-wide, LIHI administered, project to provide shelter for the homeless. The ANEW students built the houses at CITC's Bellevue campus. Each of the houses is eight feet by 12 feet, have insulation and electricity and provide enough space for one to two people.

"CITC and ANEW have had a long relationship and we are grateful to them for lending an instructor for a day and providing the space for our students to build these houses," said Morgan Stonefield, ANEW program manager. "We also received help from DocuSign who lent two skilled volunteers for two days to assist with the building." ANEW offers a free 12-week, part-time, pre-apprenticeship training that helps women enter non-traditional careers in the construction trades and manufacturing.

"The women on this project had few if any carpentry skills," said Steve Ignac, the lead shop instructor for ANEW. "The women were particularly dedicated as the houses were going to a homeless camp. After

seven days they had built the two houses and had become quite comfortable with many types of power tools, most of which they had never used before.”

The houses were moved to the Nickelsville with similar houses to 22nd and Union in Seattle on land owned by the Lutheran Church of the Good Shepherd. This is Seattle’s first Tiny House Village and will have 15 tiny homes on the site and will contain a security hut, kitchen tent, donation hut, two toilets and a shower pavilion.

ABOUT ANEW

ANEW provides women of all ages, races, and backgrounds with quality training, support services and employment preparation, leading to viable and satisfying non-traditional career pathways which lead to family wage jobs.

ABOUT CITC

CITC provides state-approved apprenticeship and craft training in the carpentry, heating ventilation and air conditioning, plumbing, commercial, residential and low energy electrical trade as well as the sheet metal, painting, laborers, and heavy equipment trades. With classes throughout Washington CITC has major facilities in Bellevue, Spokane and Vancouver and offers classes in Bellingham, Kennewick, Kingston, Mountlake Terrace and Tacoma. CITC is dedicated to training, developing and retaining a skilled labor force for the construction industry and is both a nationally accredited and state-approved.

ABOUT LIHI

The Low Income Housing Institute develops, owns and operates housing for the benefit of low-income, homeless and formerly homeless people in Washington State; advocates for just housing policies at the local and national levels; and administers a range of supportive service programs to assist those we serve in maintaining stable housing and increasing their self-sufficiency.

ABOUT LIHI’s The Tiny House Village

The Tiny House Village will have 15 tiny homes on the site and will contain a security hut, kitchen tent, donation hut, two toilets and a shower pavilion. Each of the homes is 8 feet by 12 feet, providing enough space for 1-2 people. All houses are insulated and have electricity.

This is an exciting project that has been successful due to LIHI’s partnership with Nickelsville and the Lutheran Church. Nickelsville will be selecting the residents who will be moving into the houses and managing the village community. LIHI will be providing case management for the tiny house residents and help them transition into permanent housing. The Lutheran Church has graciously provided their land for the Tiny House Village for a year with the option to renew for another year.

Photo Caption

Students from ANEW who built two tiny houses are: back row; Olivia Silva, Jessica Boyd, Steve Ignac, lead shop instructor, Ashley Williams, Julie Burr, Alysha Harrison, Mary Leno, Morgan Stonefield, program manager and front row; Elsie Elden, Tasha Morris, Mariss Stevens, Sabrina Mcdanel, Heidi Archuletta, Stephanie Hayward.

Apprenticeship forum to shed light on career opportunities

Created on Friday, 04 March 2016 00:00 | Written by [Nicole Thill](#)

Representatives from construction, electrical, roofing fields to present at forum



SPOTLIGHT PHOTO: NICOLE THILL - Johnna Snow, a St. Helens High School senior, works with a band saw Tuesday, March 1, during her independent carpentry elective class. Snow is interested in working as a carpenter after graduation and said she wants to learn more about apprenticeship programs available to her after high school.

The Apprenticeship Coordinators Group of Oregon and Southwest Washington plans to talk to current and future workforce members about job opportunities in hands-on and trade-based labor fields during a forum at the St. Helens High School, Friday, March 11, from 10 a.m. to noon.

The purpose of the forum is to inform the public about different types of labor trades and how individuals can pursue careers in various fields through apprenticeship training programs.

Union trade representatives, from construction, sheet metal, roofing and plumbing, electrical, and several other areas, will be at the event, according to Diana Nish, a workforce specialist for Pacific NW Works.

Representatives from a variety of trades will talk about education requirements, current and future job openings, and position benefits in their respective fields. A question-and-answer session will also be held during the two-hour event.

The primary sponsor of the apprenticeship forum is Pacific NW Works, a nonprofit job-training and resource center in St. Helens that partners with Workforce Oregon, the state's network of employment resources.

Bridget Quinn, a workforce development coordinator for NECA-IBEW Electrical Training, has been helping Nish plan for next week's event.

"This forum benefits career seekers by exposing them to the possibilities that apprenticeships provide," Quinn said in an email. "Apprenticeships fly under most peoples' radar when they are exploring career options and we want to increase awareness."

The last time Pacific NW Works held an apprenticeship forum was in 2011, Nish said. With limited participation from trade representatives and low public turnout, the company eventually stopped hosting the event.

However, Nish said, things are now changing in Columbia County and it seemed like a good time to start hosting the event again.

"The reason for looking at it now is that what we're seeing is that, still, the baby boomers are retiring and getting out of the trades and there are a variety of opening in those trades to get jobs in there," Nish said.

In 2015, the industries that grew the most in Columbia County were manufacturing and business services, according to data from the Oregon Employment Department. However, Nish said that while the county has lost a variety of industry employment, the county is growing in other areas.

"One of the things we have seen is that we've lost a lot of industry, but we're seeing a lot of new construction now," Nish said.

While the forum is open to the general public, Nish said she specifically invited students from Columbia and Cowlitz counties to attend the event. Teaching students about career fields and possible paths to education is a major benefit to those who are close to graduation.

Opportunity to network

For St. Helens High School building and construction teacher Joe Mauck, the forum will be the perfect opportunity to network. Mauck recently helped the school apply for a \$380,000 grant from the Oregon Department of Education to fund an offsite home remodeling and renovation program within the school's career and technical education program. Students who enroll for fall classes will learn construction skills by working on homes in the St. Helens area in need of repair.

Trade professionals at the event will represent a variety of companies in northwest Oregon and southern Washington. MJ Munger, the college and career readiness coordinator at St. Helens High School, said educating people about jobs and career fields that exist in northwest Oregon offers a chance for more people to find local jobs.

“The real hope is that people will be able to find jobs here and stay here in our county,” Munger said.

Additionally, Munger explained that promoting hands-on, skills-based learning is making a resurgence in the education realm. Traditional four-year programs are beneficial, but trade-based learning programs should have a place in the discussion about higher education, Munger explained.

“College is good and college is important, but we’ve lost some of the hands-on skills,” Munger said.

Students like Alex Lee and Johnna Snow, both seniors at St. Helens High School, said they would be interested in attending an event like the apprenticeship forum to find out more about career paths. Lee said he is interested in looking for a construction internship after he graduates. Snow said she is looking into a career in carpentry.

Both students have been involved in woodworking and construction classes that Mauck teaches at the high school.

News from Spokane Community College – Extended Learning Division

The Dean of Instruction Jenni Martin announced on February 24th, 2016 that Kenna May has accepted the position of Manager of Apprenticeship starting immediately.

Kenna has worked at the SCC Apprenticeship and Journeyman Training Center for the last 19 years. She is a member of Eastern Washington Apprenticeship Coordinators Council and Spokane Youth Build Advisory Board. One of her many successes has been increasing FTE’s by identifying and implementing new programs to partner with SCC. She is well-respected across the state within the apprenticeship community. We are delighted with her current knowledge, experience and enthusiasm for the program.

APPRENTICESHIP & RELATED EVENTS CALENDAR

Check out the [L&I Apprenticeship On-line Calendar](#) of Events for details on upcoming activities.

May 2016

Mentoring A Girl In Construction (MAGIC) Camp

Date: May 2-5, 2016

Time: 4 to 7 p.m. daily

Location: Tri-Tech Skills Center

5929 W Metaline Avenue

Kennewick, Wash. 99336

For more information, contact Lisa McKinney, **509-222-7305**, email: lisa.mckinney@ksd.org

May 2 - Carpenters/Laborers/Cement Masons

May 3 - Pipefitters

May 4 - Sheet Metal

May 5 - Electricians

9th Annual Construction Safety Day

Date: May 4, 2016

Time: 4 to 7 p.m. daily

Location: WA State Fairgrounds & Event Center

Puyallup, Wash.

For more information, go to website www.wagovconf.org/

The job of a construction worker remains one of the toughest around, staying safe on the job requires the right training and the right equipment. Here's your chance to get hours of valuable training and visit exhibitors demonstrating the latest in technology and equipment to keep you safe on the job! Join us May 4, 2016 at the Washington State Fair & Events Center in Puyallup for the 9th Annual Construction Safety Day. Online registration for this event will be opening early January, 2016. Some class sizes are limited so be sure to register early!

The Governor's Industrial Safety and Health Advisory Board, Construction Safety Planning Committee, is once again offering a \$1,250 scholarship available to assist eligible students in the pursuit of a career as a safety professional. If you or someone you may know is interested please be sure to complete the [Construction Safety Scholarship Application](#) and return not later than

March 16, 2016!

Try-A-Trade

Date: May 5, 2016

Time: 8 a.m. – 2 p.m.

Location: New Market Skills Center

7299 New Market Street SW

Tumwater, Wash. 98501

For more information please call Christina Riley, Apprenticeship Coordinator at 360-620-0530

Washington Women in the Trades Career Fair:

Date: Friday, May 6, 2016

Time: 9 a.m. to 2 p.m.

Location: Fisher Pavilion at Seattle Center
Seattle, Wash.

For more information and for Exhibitors and School Registrations [Go to the Washington Women in Trades website.](http://www.wawomenintrades.com) (www.wawomenintrades.com)

Oregon – 2016 Women in Trades Career Fair

Date: May 14, 2016

Time: 9 a.m. – 3 p.m.

Location: NECA-IBEW Electrical Training Center
16021 NE Airport Way
Portland, Oregon 97230

For more Information go to: www.oregonapprenticeship.org

To register go to: www.agc-oregon.org/event-detail/?eid=1383&sd=20160524

Information flyer: [PNWAE 2016 Sponsorship Form](#) (1.41 MB PDF).

Pacific Northwest Apprenticeship Education Conference

Date: May 24-25, 2016

Time: 8 a.m. to 5 p.m.

Location: The DoubleTree by Hilton
100 NE Multnomah Street
Portland, OR 97232

For more Information go to: www.oregonapprenticeship.org

June 2016

June 6, 2016

Last day for "Requests for Revision of Committee/Standards" or "Request for New Committee/Standards" forms to be submitted for the July 2016 Washington State Apprenticeship and Training Council Meeting.

Apprenticeship Related Supplemental Instruction (RSI) Review Dates 2015-2016

Date: Wednesday, June 29, 2016

Time: 1 to 4 p.m.

Location: SBCTC Olympia office
1300 Quince St. SE
Olympia, Wash. 98504

For more information go to the website: www.sbctc.edu/college/_e-wkforceapprenticeship.aspx

July 2016

Compliance Review & Retention Subcommittee Meeting – WSATC

Date: July 20, 2016

Time: 10 a.m. to noon

Location: See below WSATC notice

Additional meetings: (Tentative)

- 1 p.m. - Wash. State Apprenticeship Coordinators Association meeting.
- 2 p.m. - Labor & Industries/WSATC Joint Committee on Recruitment Resources

Washington State Apprenticeship and Training Council Quarterly Meeting

Date: July 21, 2016

Time: 9 a.m.

Location: Department of Labor & Industries

7273 Linderson Way SW

Tumwater, Wash. 98501

Phone: **360-902-5320**

Fax: 360-902-4248

For additional information and copies of the agendas, please contact the [Apprenticeship Section](#) at **360-902-5320**, email Teri.Gardner@Lni.wa.gov or go to our [Agenda/Minutes page](#).