



STATE OF WASHINGTON

DEPARTMENT OF LABOR AND INDUSTRIES

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

SUBJECT: **Quarterly Report (April - June, 2014)**

DATE: July 17, 2014

TO: Washington State Apprenticeship and Training Council Members
Washington State Apprenticeship Training Program Sponsors
Interested Apprenticeship Stakeholders

FROM: Tim Wilson, Apprenticeship Program Manager

On behalf of Labor and Industries Apprenticeship Section staff, regional field consultants and contributing stakeholders, I present the **April - June, 2014** report on registered apprenticeship activity 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 outreach.

Highlights from the April, 2014 WSATC Meeting

Apprenticeship Preparation Program Recognition:

Tri-Tech Skills Center Firefighting 1 & 2 Program

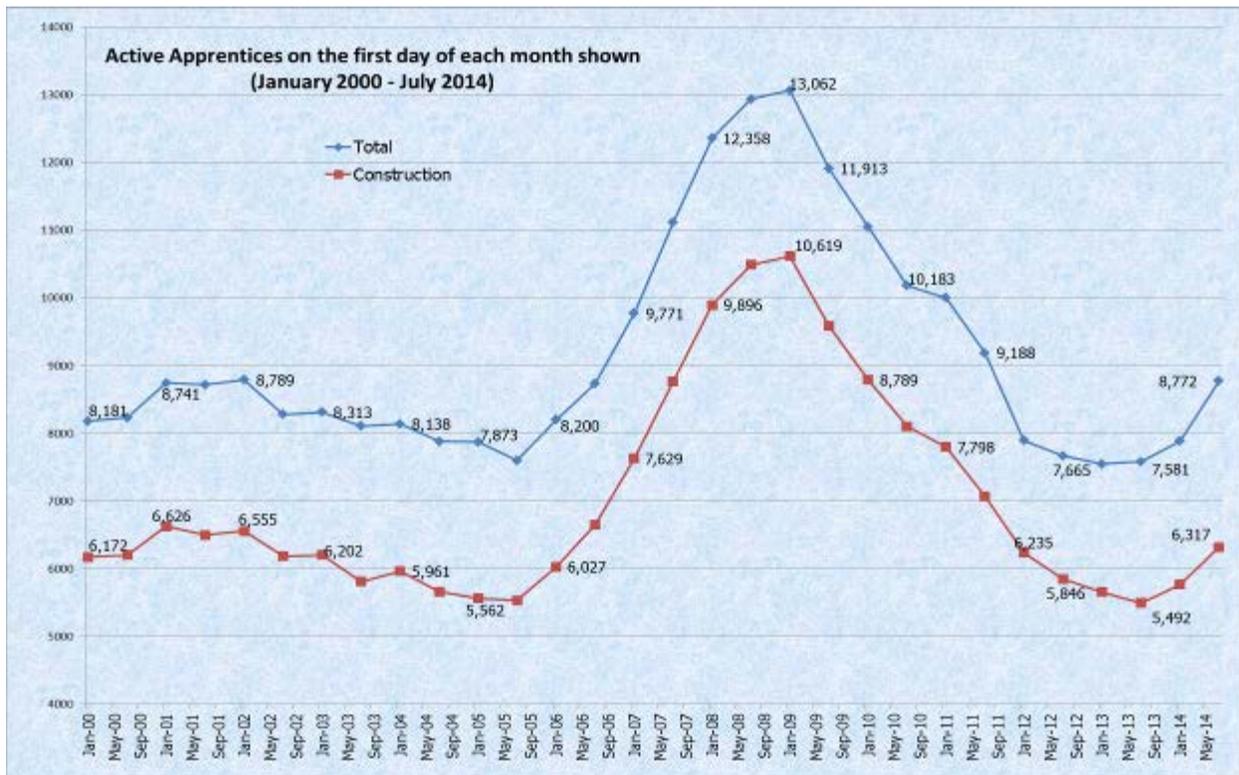
New Standards: (Provisional Registration)

Jefferson County PUD Apprenticeship Committee
 Lineman SOC: 49.9051.00 7000 Hours

Trendy's Hair Design
 Cosmetologist SOC: 39.5012.00 3000 Hours

Apprenticeship by the Numbers

There were **11,440** active apprentices for the 12-month time period ending June 30, 2014 of which **1,242** were women and **2,724** were minority. Over the last quarter (April 1 - June 30, 2014) there were **9,125** active apprentices. For a complete listing of new registrations by occupation, please contact staff in the Tumwater office. The department tracks the number of active apprentices over time and recent expansion trends appear to be continuing.



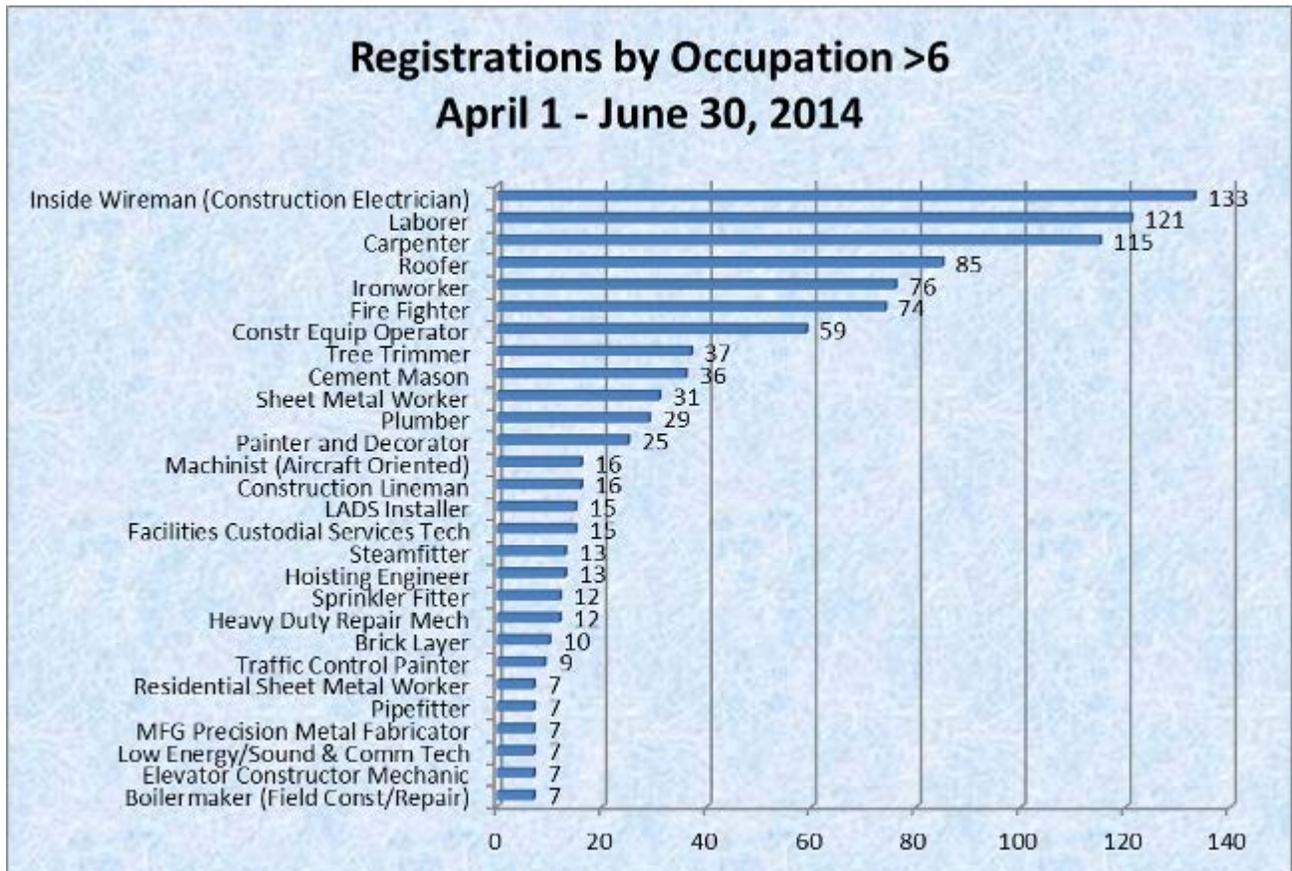
Apprentice Activity (April - June, 2014):

- **9,125** active apprentices during the time period
- **332** individuals were issued completion certificates
- **300** individuals were cancelled
- **1,132** individuals were registered as apprentices (**639** registrations previous quarter)

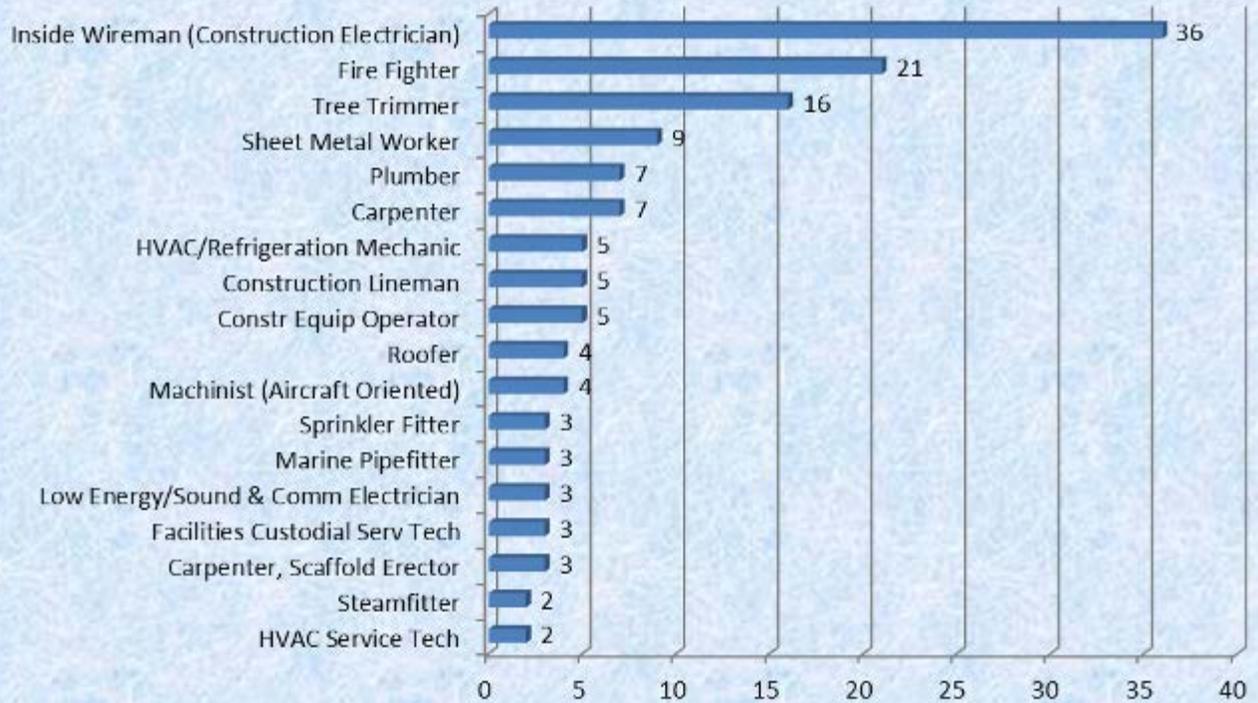
Minority, Female and Veteran Participation (April - June, 2014):

- **2,139** active minority apprentices (23%)
- **1,023** active female apprentices (11%)
- **913** active veteran apprentices (10%)

The building and construction trade occupations continue to drive numbers in terms of total completions or journeylevel credentials issued, there are some notable, non-building trade occupations, in terms of total new apprentice registrations. Firefighter and Machinist (aircraft oriented) continue to show strong growth maintaining a spot among the top 25 occupations for newly registered apprentices. See the charts below for the most active occupations in terms of registrations and completions for the quarter.



Journey Credentials Issued >1 April 1 - June 30, 2014



Apprenticeship & Non-Traditional Employment for Women (ANEW) Graduation

Source: Vinny Beatt, Training Coordinator

Congratulations to ANEW Class 80! We would like to formally congratulate and welcome Class 80 on graduating and joining the ANEW Alumni family. We had 9 graduates, all who have applied for one or more of the following apprenticeships: Cement Masons, Laborers, Electricians, Drywall and Ironworkers.

We would also like to welcome the start of Class 81 to ANEW! They began on March 31st! These 11 women come from a variety of backgrounds and education levels. Backgrounds include warehouse, driver, sales, real estate, home maker, Information Systems Technology, Telecom Wiring, Fast Food, House Cleaning and EMT (Emergency Medical Technician). Education levels include 4 Bachelor's Degrees and 3 Associate Degrees. Class 81 brings a new variety of drive that we know will make for a successful group for our Trades Rotation Program



Worker shortage 'coming at us like a freight train' - There are not enough companies who are committed to training though apprenticeship programs.

Source: HALENE SIGMUND, President Construction Industry Training Council of WA (CITC)

Once again the construction industry is clamoring for skilled workers. There is an enormous gap in the number of skilled workers available to fill the existing jobs in construction.

Unlike in years past when employers could not find enough people interested in careers in the construction industry, there are now workers who would like training but there are not enough companies who are committed to training though apprenticeship programs.

“The average age of construction workers today is in the mid-40s and we see a worker shortage coming at us like a freight train,” says Adam Pinsky, CFO of SME Inc. of Seattle, a 42-year-old electrical contracting firm. “We’ve been training apprentices since 1994 and now many of those early students are instructors training a new workforce and are leaders in the company.

“Trained employees can adapt to new situations more readily — they can make decisions based on their training, not just their experience,” says Pinsky. “We see apprenticeship as the path to future growth of the company.”



**Lara is a fourth-year
CITC electrical apprentice**

According to a Washington State Workforce Training & Education Coordinating Board report called 2014 Workforce Training Results, employers' satisfaction with new employees who have completed apprenticeship programs is 93 percent.

Yet there are still some employers who ask, "What does it cost to train an apprentice? And, what if I train them and they leave my company?"

My reply is, "What does it cost not to train?"

Other employers insist that their in-house training is sufficient. But, if all a company does is on-the-job training specific to that employer, all the employee learns is how things have been done rather than the latest technology of their trade. They also become insular, unable to see or understand the full scope of their trade.

Through apprenticeships, employees are better able to think through problems while they are in a safe and controlled lab setting, where mistakes can be made and knowledge is gained.

"Rafn Co. has put 32 people through the carpentry apprenticeship program," says Shawn Rhode, president and COO. "They have become senior superintendents, superintendents, project engineers and project managers with the company, and just over 40 percent of them are still with us. That helps us ensure the continued growth and a healthy future for our company."

The impact of learning in a structured setting where apprentices can interact and share their work experiences with peers and instructors cannot be underestimated. Their problem-solving skills are amplified by their shared experiences, thereby allowing employers to cultivate a workforce that is flexible and able to meet the demands of this very diverse industry that is constantly embracing new technology.

Apprenticeship programs have long been the most effective and efficient method to address the construction industry's need for a well-trained workforce. You may remember that in February 2000, then-Gov. Gary Locke signed a state-wide apprenticeship initiative that came through an executive order requiring a percentage of labor hours for construction projects be performed by Washington state registered apprentices.

Since that time, apprenticeship utilization requirements on public work have become widespread in Washington, encompassing construction projects by cities, counties, private and public development entities, departments of transportation and K-12 school districts.

Regardless of regulatory requirements, employers who train apprentices are a major part of the solution in addressing the industry's skilled labor shortage.

Apprenticeship programs can be used very effectively as part of an employer's hiring process and be an integral part of an established career. Research shows that not only does training narrow the skills gap, but it creates a much needed skilled and responsive workforce. Training employees translates into savings and increased productivity.

Keith Stewart, operations manager and a project manager for his family-owned Stewart Plumbing in Vancouver, completed his apprenticeship training in Oregon in 1998.

“Formal training better prepared me as a foreman and has helped me grow in the profession,” says Stewart.

“Training pays huge dividends to our company,” says Stewart. “The workers we train feel our commitment to them and they return it in loyalty. They have a longer and more reliable tenure than untrained employees. Plus their pride in their industry and the company make them good ambassadors for our company.”

Frank Imhof, founder and CEO of Imco General Construction in Ferndale, has been training his employees through apprenticeship programs since 1994.

“CITC is an excellent resource and a tool for training on means, methods, as well as safety,” Imhof says. “Our employees are training to become journeymen and at the same time are learning jobsite safety. Our safety performance has improved and we give CITC a large part of the credit for lowering our EMR by 60 percent.”

The return on investment from the dollars that employers spend on training through apprenticeship is significant. The impact on an employee looking for a career in construction increases when a formal partnership between employer and the apprentice/employee exists. In addition, the impact on the workforce as a whole is essential to address the workforce shortage. Finally, employers who offer formal training become employers of choice to highly motivated individuals seeking careers in construction.

TRI-TECH SKILLS CENTER: Students Learn About Their Futures by Looking at the Past

Source: Lisa McKinney, Tri-Tech Skills Center

It has been a busy spring for the Tri-Cities Apprentice Preparation program sponsored by Tri-Tech Skills Center, which is open to all area high school students. Anticipating a continued hiring focus in all crafts due to the aging of the current population, high school students want to learn more about their career options.



In addition to afternoon and evening sessions, hosted by local apprentice training facilities, there have been three great career-related field trips. Tri-Tech Skills Center students participated in the 6th Annual Craft Career Day hosted by Pacific Northwest National Laboratory (operated by Battelle) to learn about the multitude of careers in the crafts, including power operations personnel, electricians, machinists, millwrights, welders, carpenters, painters, and sheet metal workers. This day allowed students not only to see the plant operations side of the crafts but also to see the research support side. Students observed how the crafts support cutting edge research that takes place at the national laboratory.

Students also toured AREVA, a fuel-rod manufacturing facility that makes fuel-rod assemblies sold world wide. This facility is located in Richland. Students were exposed to a wide range of careers in plant operations as well as to career opportunities as carpenters, electricians, welders or millwrights. Machinists and nuclear technician careers as well as all of the various engineering disciplines, such as electrical, mechanical, and nuclear, were introduced. Students

also were able to tour a National Historical Landmark, the B Reactor, which was the world's first production nuclear reactor. From the USS Triton, students visited the sail and conning tower (the navigation area on top submarines). The USS Triton has opened as a mini-museum located by the Port of Benton along the Columbia River. In April of 1960, the USS Triton was the first nuclear-powered submarine to circumnavigate the globe without surfacing.

Through these experiences, students were able to see and understand how welders, electricians, carpenters, and others assembled technological innovations of their time.

The Tri-Cities has a unique position in the world history of science and technology. Through the gracious support of local industry partners, students of Tri-Tech Skills Center were able to get a glimpse of their futures while learning about the past.

Tulip Tribal Program Teaches Students Skills in Construction

Source: Everett Herald - By Chris Winters & Herald Writer, Mark Mulligan / The Herald



Sean Roberts (from left), Warren Moses and Rita Eaglehead work on a project monitoring duct work during a class with the TERO program, an adult vocational education program accredited through Edmonds Community College that prepares participants for jobs in the construction industry.

TULALIP — In a ceremony Friday, June 13, 2014 that was by turns solemn, emotional and funny, a group of students were celebrated and given diplomas to mark their graduation.

But this ceremony, held on the Tulalip Tribes' reservation, was in honor of the students in the tribes' Construction Trades Center, which has now been recognized by the state as an approved pre-apprenticeship program. It's the first time a tribal program in the United States has achieved this distinction.

For many of the students graduating, the diploma symbolizes not just a certificate of accomplishment but a door to a new life.

Starting with blessing and song in the native Lushootseed language, the ceremony included speeches from tribal leaders, lunch and some good-natured ribbing of the students from their instructor.

To encourage the graduates to seize the opportunity to make a new life, Tulalip Vice Chairman Les Parks recalled his own experience learning construction in a similar tribal program in the 1970s, followed by a career running a construction company.

“You guys need to take advantage of what's been given to you by Tulalip,” Parks said. “If you love what you're doing in life, it isn't a job.”

The Construction Trades Center is in an old Boeing manufacturing building. Students learned the basics of the trade: carpentry, framing, plumbing, drywall installation, wiring, concrete work, finishes — everything needed on a job site.

Longtime instructor Mark Newland brought in representatives from unions and job placement organizations to talk to the students, and all the classes are accredited through Edmonds Community College.

For the first time, this year the program offered Edmonds' entire Construction Industry Trades curriculum over a four-month period: seven classes plus certifications for First Aid, flagging and the Occupational Safety and Health Administration's 10-hour certificate.

Each student also built a personal project. Among them were shelves carved with a Seattle Seahawks logo that is chewing on a tiny Denver Bronco, a sewing table with extendable shelves and a table with a glass-and-tile surface.

Newland also works to inculcate a strong work ethic in his students.

“People realize getting up at 7 a.m. and going to work is kind of fun,” Newland said.

This year also marks the first time the program was run and funded by the Tulalip Tribes through the Tribal Employment Rights Office, with grants from the Tulalip Tribes Charitable Fund and the state Department of Transportation.

The employment rights office is used by many tribes to offer preference in hiring to tribal members for work performed on reservations. It took over after federal grant money dried up, said director Teri Gobin, and the office is looking at possible ways to expand beyond construction — perhaps solar energy, green building or commercial driver licensing.

The Construction Trades Center program is open to members of any Native American tribe. Other tribes across the nation were looking at replicating the Tulalip program on their own reservations, Gobin said.

“We're looking at where the program will go in the future, and the sky's the limit,” Gobin said.

In the final days of the course, students learned about residential energy efficiency from Randy Sibley from Edmonds Community College, who was the original instructor for the Tulalip program.

The objective for the day was to set up a blower door in a detachable frame over one of the office doors, then to use a duct blaster and manometer to measure whether there are any leaks in the ducts.

The next day, the students would do the same on an actual work site, a house under construction nearby.

After securing a canvas tarp to the frame and attaching a flexible tube to the blaster and the door, Sibley gave the manometer to Raymond Rhaume, while another student operated the fan.

Rhaume, 30, had fun with it, calling out pressure readings in an increasingly dramatic tone: “18! 19! 20!” Then the tube detached, and they had to start over.

Later in class, Sibley instructed them how to fill out the state energy audit forms they'll be required to do on each work site.

Michael Martin, who took the class alongside his mother, Delores Lafferty, both of whom are Oglala Sioux from South Dakota, said that the class has given him a new direction.

Before, Martin said, “I just worked random jobs, but it was tough because I didn't have the skill set.”

Now, he said, he plans to attend junior college in the fall and focus on construction management or energy efficiency.

Rhaume, who is of Yakama descent, took the class with his older brother, Israel “Scott” Rhaume. “I came to the class because he's my brother, just getting out of prison, and I wanted to support him,” Raymond Rhaume said.

Scott Rhaume, 32, who is on probation after serving time for a firearms offense, said that taking the class was a chance to change his environment and focus on a new life.

“This is definitely the best decision I made so far,” he said.

Scott Rhaume emphasized this at graduation Friday, when students were invited to speak. He told more than 100 tribal members and guests in the audience how he started learning plumbing and construction while in prison and decided to make a fresh start when he got out.

He thanked Newland and the Tulalip Tribes for the program.

“I never really did anything like this,” he said, tearing up. “This program really helped me. Thanks to my little brother for showing up for me.”

Build Your Future, April 30, 2014, Evergreen State Fairgrounds, Monroe

Source: Curtis Takahashi, Manager of Business Strategy, Workforce Snohomish

Build Your Future was a career fair that showcased higher education, specialized trade skills training, and employment in Construction and Advanced Manufacturing in Snohomish County. The target audience was middle and high school student from all school districts in Snohomish County.



“Best event fair I have been to.”

Event Snapshot

506 Students

24 Schools

11 School Districts

52 Exhibitors

ADVISORY/PLANNING COMMITTEE

Susan Bradshaw – Center of Excellence for Aerospace and Advanced Manufacturing

Adam Bursell – The Boeing Company

Kimberly Cole – The Boeing Company

Maureen Devery – Seattle’s Hub for Industry-driven Nanotechnology Education

Stacey Eberly – Workforce Snohomish

Meagan Farrell – Workforce Snohomish

Nicole Ferrer - ANEW

Kristi Grassman – Workforce Central

Debbie Little – Workforce Snohomish
Kristin Parker – Master Builders of King and Snohomish Counties
Amy Persell – Workforce Snohomish
Shana Peschek – Construction Center of Excellence
Eric Peterson – Western Washington Sheet Metal JATC
Tawny Sayers – Northwest Laborers-Employers Training Trust Fund
Tami St Paul – International Union of Operating Engineers
Curtis Takahashi – Workforce Snohomish
Vance Titus – Workforce Snohomish

PARTNERS

Platinum

- Washington Laborers-Employers Cooperation & Education Team
- Laborers International Union Local 292

Gold

- Union Bank

Silver

- Center of Excellence for Aerospace and Advanced Manufacturing
- Construction Center of Excellence
- Master Builders Career Connection
- SPEEA, IFPTE 2001 Professional Aerospace Union

Bronze

- Aerospace Machinist Union District Lodge 751
- Dunn Lumber
- MacDonald-Miller Facility Solutions, Inc.

Inland Northwest AGC Honored for Performing some of the Construction Industry’s Best Charitable Work In 2013 - Construction Industry’s Charitable Group, AGC Charities, Names Firm as One of Its 10 AGC in the Community Award Winners

Source: Cheryl Stewart, Inland NW Associated General Contractors

The Inland Northwest AGC was honored earlier this month for building a new rifle range for the Spokane Police Department Training Academy. As a result, the construction firm was one of 10 organizations nationwide to win the AGC in the Community Award from the charitable arm of the Associated General Contractors of America, AGC Charities, Inc.

“In the construction industry, there’s no greater sense of fulfillment than when a project makes a real difference in people’s lives,” said Jim Clemens, chairman of AGC Charities and chairman emeritus of Philadelphia, Pa.-based Clemens Construction Co. “These projects are building communities and better lives.”

Over 40 apprentices and 24 AGC member firms worked together to excavate, transport, grade and compact over 25,000 tons of materials to construct a target pad, eyebrow fence and shooters building for the new rifle range. Thanks to the efforts of the AGC chapter, its members and apprentices, the police academy will now be able to offer a first-class training facility for law enforcement agencies and military personnel, improving safety for these agencies and the communities they serve.

AGC in the Community Award winners are selected by a panel of judges representing all areas of construction. Award entries were evaluated based on the level of commitment, the scope of the philanthropic efforts and the quality of the benefits to the community.

Western States Boilermakers Apprenticeship Competition, Phoenix, AZ May 18-23, 2014

Source: Collin Keisling, Area Coordinator, Boilermakers, WSJAC

The Boilermakers WSJAC recently held the outstanding graduate apprenticeship competition in Phoenix, AZ on May 18-23. The contestants were tested on their skills in areas of welding, rigging, blueprint reading, cutting and gouging and related studies to name a few. At our awards ceremony we announced the winner. This years winner was Matthew Simpson from Local 11, East Helena, MT. Second place was Royce Thornton, Local 242, Spokane, WA and the third place winner was Raymond Pendergast from Local 502, Puyallup, WA. The 1st and 2nd place winners will represent the Western States Area in the National competition in Slidell, LA on September 7-12 2014. Royce Thornton also won the Don Lacefield award which was given for outstanding academic performance.



Group shot of competitors from left to right: Royce Thornton, L-242, Spokane, WA, Matthew Simpson, L-11, E. Helena, MT, Raymond Pendergast, L-502, Puyallup, WA, Rudolph Barker, L-549, Pittsburg, CA, Sheridan Peralto, L-627, Phoenix, AZ, Kelly Granger, L-04, Page, AZ and Jason Proctor, L-92, Bloomington, CA

Inland NW Middle School Girls Try Hand at Industrial Trades

Source: Lisa Leinberger, *The Spokesman-Review*, May 8, 2014



Emma Hill, an eighth-grader at Centennial Middle School, examines a joint she just made in a plastic gas line held by Avista Utilities gas foreman Seth Shaffer on May 1 at a training facility in Spokane Valley during the Pizza, Pop & Power Tools, an event where girls are invited to try building and technical trades.

Sophie Orndorff, an eighth-grader at Horizon Middle School, spent the day May 1 learning how to use a saw to cut wood, how to be safe around downed power lines and how to drill cement.

“It’s been fun to see all the machinery,” Orndorff said. “It seems interesting. I don’t know much about construction.”

The 14-year-old was one of 220 eighth-grade girls from the region who participated in Pizza, Pop & Power Tools.

The event, presented by Spokane Community College, invited the girls to experience trades such as welding, plasma cutting, backhoe operation and construction – jobs with living wages.

“If you are a man or a woman, it’s equal in pay,” said Kenna May, program coordinator at Spokane Community College Apprenticeship and Journeyman Training Center, 2110 N. Fancher Road.

May said pay in these jobs is based on experience and your level of training.

It was the 11th year SCC has held the event. May said the hope is to steer the girls toward woodshop or metal classes.

“It really is an eye-opening experience for the girls,” May said. Most of them end up saying, “I didn’t know I could do that.”

The girls were led through a series of hands-on activities. They bent conduit for electrical wires, a simulator taught them how to paint cars and they tried their hand at welding.

Many of the girls squealed the first time they tried using a nail gun with the roofers.

“There’s a lot of squealing today,” May said.

They soldered pipe and learned how to mix cement. Avista Utilities brought power lines, transformers and reclosers to teach the girls about power-line safety. They used a hot dog to simulate what happens when someone touches a live wire.

Brady Hansen, a journeyman lineman for Avista, said he’s seen more recruitment efforts toward women in recent years. Anyone interested in the job must have a mechanical aptitude, a willingness to work outside in all kinds of weather and must be physically fit.

Hansen thinks women have a leg up on men in certain areas.

“Their emotional intelligence makes them very good foremen,” he said.

Over in the homebuilders area, girls were hammering nails, using a nail gun and using a jigsaw.

“I think it’s fun,” said Peyton Stark, an eighth-grader from Cheney Middle School. “Doing stuff like this opens your mind a little bit.”

She said it wasn’t her first experience using tools. She once helped her father build a “man cave” in their house.

Oxarc Inc., has come every year to the event. Donnel Beat, store manager at Oxarc, was showing the girls how to use a plasma cutter. After donning a jacket, safety glasses and gloves, the girls could write their names or draw designs in the metal.

“We brought all of our eighth-grade girls,” said Courtney Stroyk, principal of Reardan Middle School. She said the trip is very empowering for them.

“Last year’s group really enjoyed it,” said Christy Koch, an English teacher at Reardan Middle School. She said since it is girls only, they don’t have to feel like these jobs are just for the boys.

“This is the best thing my girls get to do all year,” said Lisa Smith, a math teacher at Deer Park Middle School.

Independent Electrical Contractors of Washington (IEC) Graduation and Awards Banquet

Source: Jameson Hawn, IEC of Washington

The Independent Electrical Contractors of Washington (IEC) held its annual Graduation and Awards Banquet on June 14, with more than 150 electrical industry apprentices’, contractors and suppliers attending. The annual banquet recognizes the achievements of the graduating apprentices from around the state, and awards students and supporters within the IEC of Washington apprenticeship program.

“As an employer, it is vital to ensure our staff is properly trained and safe on the job; working with IEC ensures we get the best,” said guest speaker Darrin Moloznik of Cannon Companies, Inc. It is a unique opportunity for company to join a well-oil apprenticeship program like IEC, he said.

Graduates compete in a capstone Wire-Off competition, putting their apprenticeship skillset to the test to complete the timed, blueprinted and judged challenge. IEC of Washington Education Director and judge for the Wire-off event, Eldon Walstad, said each graduate showed an eye for detail—exactly what he hoped a good skilled trade apprentice would produce. “I always look forward to the Wire Off – it is exciting to see who emerges as winner,” Walstad said.

Tanner Merritt took home the title of 2014 Wire-Off competition winner, with a finishing time of three hours and fifteen minutes, followed closely by Richard Lewis, who took second place, and Anthony Edlin, who took third.

The Wire-Off is more than just time, however, Walstad clarified, it is graded upon fit and finish of the project. “It’s more important to think of the Wire-Off as a finished product, rather than a test—just because you’re the fastest, doesn’t mean you take the title,” Walstad said. “The customer and contractor want a fully-functional result that looks good, too. We try to mimic an actual jobsite for students to showcase their talent,” he added. Merritt will now advance to the national competition in Baltimore in October to represent the Washington State IEC chapter.



AWARDING THE FUTURE OF THE ELECTRICAL FIELD

Apprentices and supporting contractors were presented outstanding achievement awards for their hard work and industry support during the past year based upon course instructor, contractor and apprentice recommendations

The Contractor of the Year was awarded to Blue Mountain Electric, Inc. for their ongoing apprentice support throughout Washington State. Training Director, Jolie Estes, said Blue Mountain continues to set the standard in on-the-job training for apprentices. “We have had nothing but positive feedback from our students regarding Blue Mountain, and they continue to be a proud working supporter of IEC and its future,” she said.

Award recipients received more than \$5,000 in awards and prizes from the IEC of Washington and from donations by sponsor companies Fluke Corporation and Platt Electric Supply.

First-year Apprentice of the Year was awarded to Matt Duran, employed by D&S Electric out of Clarkston. Second-year Apprentice of the Year was presented to Shawn VanKlinken, employed with Berg Electric of Seattle. Third-year Apprentice of the Year was awarded to Bobbi Eisel, and fourth-year Apprentice of the Year was given to Bryan Avey, employed with Seattle-based Eltech Electric.

The Top Academic Achievement Award honored Daniel Zapata for his outstanding overall program grades. Zapata also received a Samsung tablet for his achievement.

These graduates represent the future for the electrical field is growing, said Bob Johnson, president of Building Industry Association of Washington, and the education gained through the on-the-job training is something not found everywhere.

“Without programs like IEC, our state would be severely lacking certified electricians—it’s rewarding to see the blend of trained, skilled trade workers that are created,” Johnson said.

AJAC Celebrates Machining Apprenticeship Graduates As They Lead the Way in Aerospace and Manufacturing

Source: Aaron Ferrell, Marketing Communications Assistant, AJAC

The Aerospace Joint Apprenticeship Committee (AJAC) hosted their largest graduation ceremony on Friday, June 27, 2014, at The Museum of Flight in Seattle to celebrate AJAC’s 21 graduating Machinist (Aircraft-Oriented) Apprentices. These new journey-level professionals are employed across 10 aerospace and advanced manufacturing companies in Washington State, including Damar AeroSystems, Orion Industries, The Lighthouse for the Blind, Inc., Umbra Cuscinetti, Inc. (UCI), and others, who participate in AJAC’s apprenticeship program as registered Training Agents.



AJAC's graduates heard from a variety of speakers including Chandra Brown, Deputy Assistant Secretary for Manufacturing at the U.S. Department of Commerce; United States Senator, Patty Murray (video welcome message); Jon Holden, District President & Directing Business Representative, Aerospace Machinists District Lodge 751; Miley Johnson Molstad, AJAC graduating apprentice and Orion Industries Sheet Metal Technician and Janie Vigil, Human Resources Director, Cadence Aerospace.

“The skills you learned in this program are valued throughout the aerospace industry and make you one of tomorrow’s leaders.” – Jon Holden, District President & Directing Business Representative, Aerospace Machinists District Lodge 751

“I choose the AJAC apprenticeship because it seemed like the best way to learn and work at the same time. The AJAC program and Orion have helped me become more self-reliant and financially self sufficient,” said Miley Johnson Molstad, AJAC Graduating Apprentice and Orion Industries Sheet Metal Technician. “The classes at AJAC have given me the theory behind what I do. The benefits of taking apprenticeship classes are that it allows for essential hands-on experience – and it makes it easier to communicate with those I work with and mentor. I’m proud of being the only female machinist...as a woman; it is satisfying to be successful in a historically male-dominated position.”

The ceremony concluded with AJAC presenting the “Outstanding Apprentice Award” to JWD Machine’s, Kyle Kirsop. The “Outstanding Apprentice Award” is given to one graduate for their exemplary leadership skills for carrying on the knowledge of their mentors and instructors. Kyle’s ability to program machines in a quick and timely manner and maintain an impressive GPA is testament to his professional-development growth and academic success. In addition to Kyle earning his journey-level certificate, he also received an Associate’s Degree in Aerospace Machining from Bates Technical College. Kyle will continue his involvement with AJAC this fall as a CNC Programming Instructor.

AJAC’s next apprenticeship graduation will be held in June 2015. AJAC is expected to graduate 39 apprentices from 24 different companies representing five counties across Washington State.

Please join us in celebrating the amazing accomplishments our recent Machining (Aircraft-Oriented) graduates have achieved over the last four-years! Congratulations graduates!

Pioneer Human Services’ “Manufacturing Academy” Provides a Chance for Change

Source: Aaron Ferrell, Marketing Communications Assistant, AJAC

A chance for change – four words Tabitha Stokes rarely heard growing up in Evansville, Indiana. Her life was less than ordinary, and in talking with her, it was apparent Tabitha was missing a positive figure in her life, a mentor. Mentorship has been a vital aspect of aerospace and manufacturing for decades – from on-the-job training (OJT) to in-classroom instruction.

Tabitha was released from prison and put on work release in October 2013. She was determined to get her life back on-track as a contributing member of society, using Pioneer Human Services’ (PHS) job readiness training programs. She first completed PHS’ four-week Roadmap to Success class and quickly moved in to the Manufacturing Academy (MA) – an accredited curriculum created by the Aerospace Joint Apprenticeship Committee (AJAC). MA is a 10-week pre-apprenticeship program that helps individuals develop the basic skills in manufacturing and safety to better position them for entry-level careers.



Competing in the manufacturing industry today can be a challenge – particularly for those individuals who lack the skills and resources to get trained and hired. PHS’ Manufacturing Academy immediately opened the doors for Tabitha to turn her life around, “I realized that I need to make a change in my life and not do what I had done in the past. I knew that I enjoyed building things and working with my hands,” Tabitha said. “I know this is a field I can advance in that will never run out of work.”

The MA instructors are the backbone of the program – pushing every student to succeed both academically and through OJT. Tabitha’s motivating factor to complete the class was, she answered, “James Steele. Hands down. He was our instructor for most of the class, and he pushed us whenever he saw that we doubted ourselves. He was always there to help us make sure that we completed our assignments,” said Tabitha. “He kept us on our toes and never let us try to pity ourselves or think less of ourselves. He is an awesome instructor and I thank him for my successes.” Success doesn’t come easy for people re-entering civilian life. According to two studies, there are 700,000 people released from prison each year, with only 45% employed eight months after being released.

The Manufacturing Academy enabled Tabitha to use a variety of tools, cutting-edge technology and in-class theory to develop her manufacturing acumen, “I had a lot of fun welding and using the Plasma cutter. For our final project we built a metal tool box using blueprint readings with multiple drawings and 3D pictures.” Tabitha persevered through the final project and even lent a helping hand, “I didn’t think I would be able to do the drawings but I actually did really well. I helped other students with their drawings and as a result, I gained a lot of self-confidence with this class.”

For aspiring females, particularly those who recently got out of prison, Tabitha encourages them to never give up, “Don’t doubt yourself. If you try something and fail, then who cares? Don’t give up and don’t settle – nothing worth having comes easy.”

Shortly after completing the Manufacturing Academy, Tabitha was hired on as a Production Assistant at Pioneer Human Services, where her road to a rewarding career began. Tabitha plans on pursuing AJAC’s four-year Machining (Aircraft-Oriented) apprenticeship program, with the same level of hard work and determination to work in the manufacturing industry.

Painters & Allied Trades Veterans Program Industrial Training Spring 2014.

Source: Mark S. Beaufait, Director of Training - Finishing Trades Institute Northwest

In March and April 2014, the International Union of Painters and Allied Trades (IUPAT) conducted a three week Painters and Allied Trades Veterans Program (PATVP) intensive industrial coatings and application pre-apprenticeship training program. The program was hosted and taught through the International Finishing Trades Institute, Joint Base Lewis McChord, the Army Continuing Education System, and the Finishing Trades Institute Northwest (FTINW Washington Painting Trades Apprenticeships). Five active duty service members, soon to be veterans, received three full weeks of classroom and hands on training, including safety training and spraying and blasting experience.

The soldiers were assigned to the program as their place of duty for the 3 weeks. The classroom instruction/training was held at the Army Education Centers on JBLM and the hands-on training was held at the IUPAT District Council 5/Finishing Trades Institute Northwest Training Center in Seattle. There was no cost to the candidates. They received assisted job placement on transition from the military and direct entry into industrial/marine/coating application specialist apprenticeship programs in Washington and around the country. Class was conducted from March 25 to April 11, 2014, and graduation was conducted on April 14, 2014 at FTINW in Seattle. Graduates earned a Coating Applicator Specialist Level One Certification and are credited one training semester's experience. Once in an IUPAT apprenticeship program, participants will begin to accrue college credits toward an associate degree.

The International Union of Painters and Allied Trades (IUPAT) of the United States and Canada is a multi-craft union whose members are commercial/residential painters, industrial painters, floor coverers, glaziers/glassworkers, drywall finishers/tapers and sign/display convention workers.

Additional PATVP programs are scheduled for this fall and through the upcoming year. Interested candidates should contact an Education Counselor at JBLM, Stone Education Center, (253) 967-7295/7174.



PATVP Confined Space Awareness Training



PATVP Stripe Coating of Edges, Threads, and Corners

US DOL News Brief

Source: United States Department of Labor

What's New:

Apprenticeships Are a Win-Win for San Diego

While there are certainly many reasons to call San Diego home, the area's role as an epicenter for military and defense operations is a large driver of the local economy. For companies, that means maintaining a reliable pipeline of talented workers. One of the best ways to do so is through Registered Apprenticeship programs like the one at the Navy Shipyard Depot Maintenance Facility at the Naval Air Station North Island. U.S. Secretary of Labor Thomas E. Perez visited the program June 26 to learn how apprenticeships are helping support the Navy fleet. Apprentices learn to repair and maintain ships, earn industry recognized certificates, and complete leadership and supervision training through Southwestern College. Since apprenticeships are the original on-the-job training, participants earn a starting wage of almost \$16 an hour with the opportunity to be promoted every six months. Seasoned journeymen earn more than \$24 an hour. Approximately 45 percent of the program's participants are military veterans, including 2nd-year Pipefitter Apprentice Ben Hummel, who shared his story with Perez during the visit. Hummel joined the U.S. Marine Corps in 2002 and was deployed to Iraq in 2005. After returning to civilian life, and working as a delivery driver, Hummel began a new career with the shipyard in 2012 to expand his opportunities.



APPRENTICESHIP & RELATED EVENTS CALENDAR

Check out the [L&I Apprenticeship On-line Calendar](http://www.lni.wa.gov/tradeslicensing/apprenticeship/newsevents/calendar/) of Events for details on upcoming activities.
<http://www.lni.wa.gov/tradeslicensing/apprenticeship/newsevents/calendar/>

August 2014

Washington Association for Career and Technical Education Summer Conference Exhibitor Trade Show

Date: August 4, 2014

Time: 9 a.m. to 6 p.m.

Location: Yakima Convention Center
Yakima, Wash.

For more information, contact Tess Alviso, **360-786-9286**, email taa@wa-acte.org
Or go to the trade show Web site at wa-acte.org

September 2014

September 1, 2014

Last day for "Requests for Revision of Committee/Standards" or "Request for New Committee/Standards" forms to be submitted for the October 2014 Washington State Apprenticeship and Training Council Meeting.

Women Veterans Summit - *“Dare to Dream - A Celebration of the Warrior Within”*

Date: Saturday, September 20, 2014

Time: Check-in 7 to 8:30 a.m. Summit begins at 8:30 a.m.

Location: Spokane Convention Center
334 West Spokane Falls Blvd.
Spokane, Wash. 99201

The theme of the conference is *“Dare to Dream - A Celebration of the Warrior Within”* and the Summit is open to Women Veterans of all ages, National Guard and Reserve, and Transitioning Military. For more information: *Barbara Logan, Management Analyst - Executive Assistant for Veterans Services*

WA State Department of Veterans Affairs (WDVA)

PO Box 41155

Olympia, Wash. 98504-1155

1-800-562-2308 Toll-free **360-725-2227** Direct Line

Fax: 360-586-1093

Email: barb@dva.wa.gov

Where to register:

<https://www.regonline.com/register/checkin.aspx?EventId=1529730&MethodId=0&EventSessionId=&startnewreg=1>

Cowlitz-Wahkiakum Construction Fair

Date: September 26, 2014

Time: TBD

Location: Cowlitz County Expo Center

For more information, contact Mollie DuBois, **360-501-1830**, email mollie.dubois@kelsosd.org

 [Information Flyer](#) (87 KB PDF)

October 2014

Tri-Cities Construction Career Day

Date: October 7, 2014

Time: 5 to 7 p.m.

Location: Benton Franklin Fair & Rodeo Grounds

Kennewick, Washington

For more information contact Erin Repp, **509-844-2381**

Compliance Review & Retention Subcommittee Meeting — WSATC

Date: October 15, 2014

Time: 9 a.m. to noon

Location: See below WSATC notice

Additional meetings:(Tentative)

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

Washington State Apprenticeship and Training Council Quarterly Meeting

Date: October 16, 2014

Time: 9 a.m.

Location: Spokane, Wash.

For additional information and copies of the agendas, please contact the [Apprenticeship Section](#) at **360-902-5320**, email GATE235@Lni.wa.gov or go to our [Agenda/Minutes page](#).