

# Washington State Apprenticeship and Training Council (1941-2011)

71 Years of Registered Apprenticeship



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

April, 2011

[www.Apprenticeship.Lni.wa.gov](http://www.Apprenticeship.Lni.wa.gov)



April 21, 2011

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

Dear Ms. Schurke:

On behalf of the Washington State Apprenticeship and Training Council, I present the 2010 Annual Report. The Council is encouraged by data from 2010. The good news is that the rate of decrease in registrations slowed in 2010 compared to 2009 and overall numbers of active apprentices remain well above historical levels for a down economy. All indications are that state and local efforts to require registered apprentice utilization on public works projects have increased capacity in our system as intended.

Recognizing this increased focus, the Council partnered with the United States Department of Labor – Office of Apprenticeship and our own Employment Security Department to host The Pacific Northwest Apprenticeship Education Conference. Over 400 attendees from 216 different organizations filled the Greater Tacoma Convention and Trade Center May 19 & 20 to learn about and promote registered apprenticeship as a solutions-based workforce education and training model. This premiere event assembled experts from throughout the Pacific Northwest and Canada for two days of partnership expansion and networking around best practices.

This successful event has produced results as evidenced by the Mayor of Tacoma delivering on her promise to sponsor three new apprentice occupations. The Council is poised to approve the first of three for the city in early 2011. As more employers plan for their future labor force needs, the registered apprenticeship system in Washington stands ready with updated rules crafted in 2010. Our system design now anticipates technological advances and emerging occupations in our states changing economy.

Sincerely,

A handwritten signature in black ink, appearing to read "D. D'Hondt". The signature is stylized and cursive.

David D'Hondt, Chair  
Washington State Apprenticeship and Training Council

Washington State Apprenticeship & Training Council  
2010 Annual Report to the Director

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# Apprenticeship System Mission, Vision, Values

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

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

## **The Council also recognizes key indicators of an effective program:**

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

## 2010 Apprenticeship and Training Council Members

The Council oversees registered programs in our state and is composed of seven members; three representing the interest of labor, three representing the interests of business and one representing the general public. All but the public member are appointed by the director. The public member of the council is appointed by the governor. The 2010 Apprenticeship Council composition is as follows:

### REPRESENTING BUSINESS:

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**Dave D'Hondt** (Chair),  
*Executive Vice president, The Associated  
General Contractors of Washington*

**Melinda Nichols**, *Manager*  
*City of Seattle*  
*Retired from the WSTAC, April 2010*

**Ed Kommers**, *Executive Director*  
*Mechanical Contractors Association of Western  
WA*  
*Appointed to the WSATC, July 2010*

**Tim Wilson**, *Manager*  
*The Boeing Company*

### REPRESENTING LABOR:

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

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

**Nancy Mason**, *Business Representative*  
*International Brotherhood of Electrical Workers  
(IBEW), LU46*

### REPRESENTING THE GENERAL PUBLIC

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

## 2010 Washington Apprenticeship and Training Council Ex-Officio Members

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

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

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

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

## 2010 Department of Labor & Industries, Apprenticeship Program Staff

The Department of Labor and Industries (L&I), Apprenticeship Section is the administrative arm of the Council. Along with supporting the quarterly meetings and activities of the council, the apprenticeship section, located in the Tumwater L&I building, oversees the registration and cancellation of apprentices, program compliance reviews and complaint investigations. One new compliance position was added in 2010 in response to legislation passed in 2009 giving the Council direct authority over employer training agents. In addition to the Central office staff, L&I have eight consultants in field offices around the state.

Steve McLain, *Assistant Director and Secretary to the Council*

Beth Hoffman, *Assigned Assistant Attorney General for the Council*

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

Elizabeth Smith, *Apprenticeship Program Manager (Resigned effective March 1, 2010)*

Melinda Nichols, *Apprenticeship Program Manager (Hired effective April 19, 2010)*

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

Jody Robbins, *Apprenticeship Technical Specialist*

Bill Chrisman, *Apprenticeship Compliance Specialist*

Charlie Brinkmeyer, *Apprenticeship Compliance Consultant*

Central Office Staff, Tumwater:

SuAnne Pettit, *Council Recording Secretary*

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

## Regional Apprenticeship Consultants



### **Region 1** (Northwest Washington)

*Alice Curtis*  
729 10th St SE  
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### **Region 2** (King County)

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E-mail: [sniu235@LNI.wa.gov](mailto:sniu235@LNI.wa.gov)

### **Region 3** (Pierce & Kitsap Counties, Tacoma)

*Michael Thurman*  
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Olympia, WA 98504-4530  
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### **Region 4** (SW Washington, Longview)

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### **Region 6** (Eastern Washington)

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## Review of Council Actions in 2010

### January 2010 Council Meeting Highlights

#### APPROVED COMMITTEES:

Richard Weatherization  
*Weatherization Technician* SOC: 47-4099.03 4,000 Hours

#### NEW STANDARDS:

Inland Fire Protection, Inc.  
*Sprinkler Fitter* SOC: 47-2152.01 10,000 Hours

### April 2010 Council Meeting Highlights

#### CERTIFICATION OF APPRENTICE LABOR STANDARD:

*Harvest Wind Project*

*M/S/C to certify petitioner claim of greater than 15% WA approved apprentice labor hours.*

#### APPROVED COMMITTEES:

Port of Olympia Apprenticeship Committee  
*Maintenance Technician* SOC: 49-9042.00 6,000 hours  
*Industrial Mechanic* SOC: 49-9041.00 8,000 hours  
*Electrician – Industrial Equipment* SOC: 49-2094.00 8,000 hours

System Tech  
*Telecommunication Technician* SOC: 49-2022.00 8,000 hours

Terra Dynamics Apprenticeship Committee  
*Landscape Construction Worker* SOC: 37-3011.00 4,000 hours

Washington State Information Technology Worker Apprenticeship and Training Committee  
*Help Desk Technician* SOC: 15-1041.00 2,268 hours  
*Help Desk Tech. (Desktop Support Tech.)* SOC: 15-1041.00 2,460 hours  
*Network Support Tech. (System Admin)* SOC: 15-1071.00 3,092 hours  
*Communication – Computer Systems (System Engineer)* SOC: 15-1051.00 3,358 hours

#### NEW STANDARDS:

Tri-Falls Construction LLC Apprenticeship Program  
*Landscape Technician* SOC: 37-3011.00 4,000 Hours

Essentials Skin & Wellness Center  
*Esthetician* SOC: 39-5094.00 2,000 hours

### July 2010 Council Meeting

#### APPROVED COMMITTEES:

Low Voltage Apprenticeship Committee  
*Low Energy/Sound & Comm. Electrician* SOC: 49-2022.00 4,800 hours

NEW STANDARDS:

iLevel Longview Lumber Apprenticeship Committee		
<i>Industrial Maintenance Electrician</i>	SOC: 47-2111.00	7,200 hours
<i>Industrial Maintenance Millwright</i>	SOC: 49-9044.00	7,200 hours
Jack In The House Salon of Cosmebarbertology		
<i>Barber</i>	SOC: 39-5011.00	2,000 hours
Jennings Barber Lounge, LLC		
<i>Barber</i>	SOC: 39-5011.00	2,000 hours

**October 2010** Council Meeting

APPROVED COMMITTEES:

Vera Water and Power		
<i>Lineman</i>	SOC: 49-9051.00	6,000 hours

NEW STANDARDS:

Convergent Technology Systems (Formerly "Low Voltage") Apprenticeship Committee		
<i>Low Energy/Sound &amp; Comm. Electrician</i>	SOC: 49-2022.00	4,800 hours

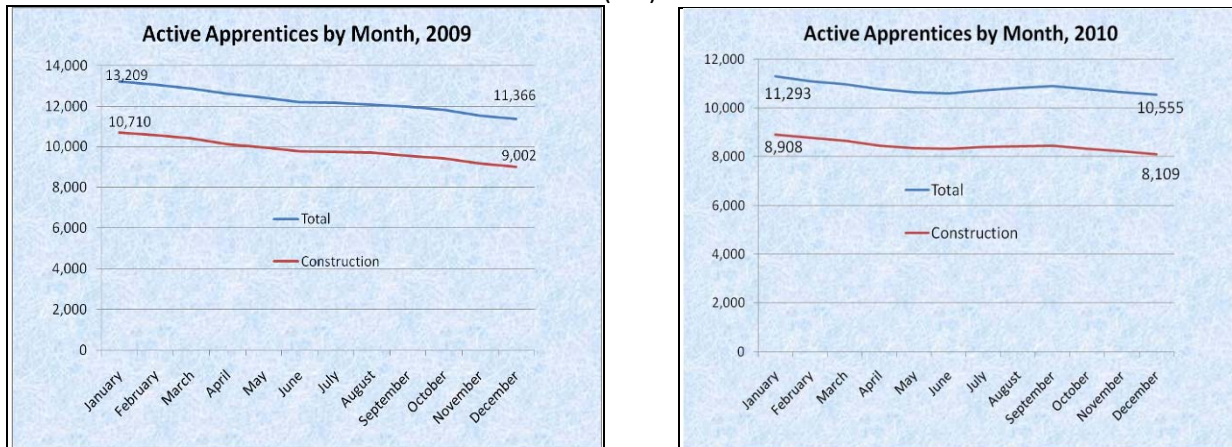
## Registered Apprenticeship in Washington state, 2010

- Over 7,232 Employers providing paid on-the-job training assuring skill development for registered apprentices.
- 255 Standards of Apprenticeship with specific minimum qualifications, apprentice selection procedures, wage progression, related classroom instruction and skilled credential outcomes.
- Work based learning for career development in over 625 occupations.
- 2,199 citizens of Washington state registered as apprentices to start career training in 108 different occupations.
- 13,790 registered apprentices actively contributing to the economy – earning a wage while they start a career.

## Apprenticeship by the numbers in 2010

While the number of active apprentices remains above historical levels given the current “bust” in the construction cycle, system contraction experienced in 2009 continued, although at a slower rate, throughout 2010. The charts (F-1) below illustrates this fact.

(F-1)



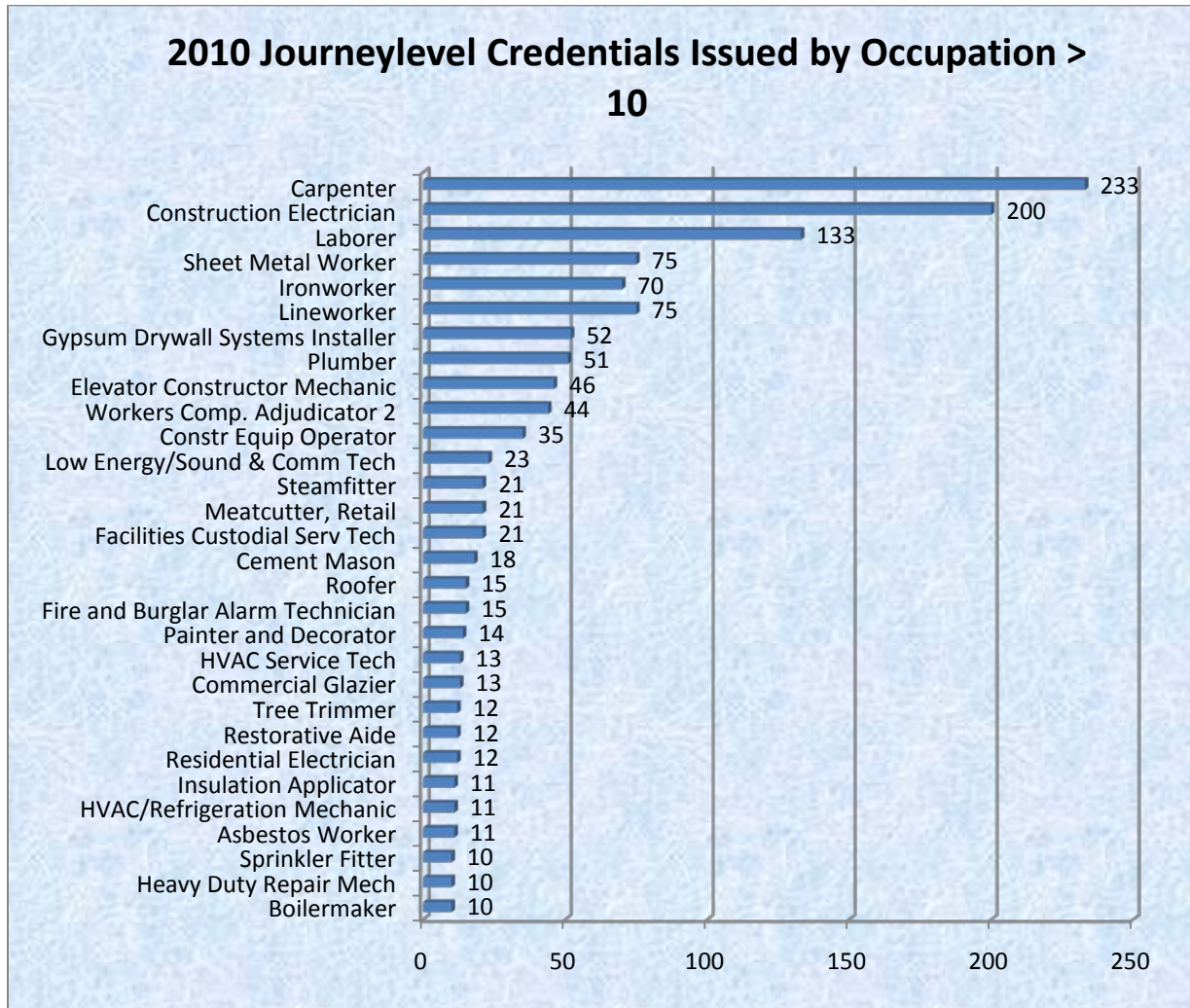
The department’s apprenticeship section tracks all relevant data with regard to apprentice activity in the state. A breakdown of the apprentice activity over the past two years helps illustrate some of the details of the decline in overall numbers. The slight increase in registrations along with decrease in cancellations in 2010 is consistent with the slower rate of decline in overall numbers from 2009. Table T-1 below contains an annual comparison of minority, female and veteran participation as well as the number of apprentice registrations, cancellations and completions.

**Annual Comparison of Apprentice Activity (T-1)**

Active Apprentices	2009		2010	
Total (12 month period)	16,226		13,790	
Minority	3,746	23%	3,124	23%
Female	1,843	11%	1,560	11%
Veteran	1,698	10.5%	1,418	10%
<b>Apprentice Activity</b>				
Registered	2,249		2,279	
Completed	1,876		1,528	
Cancelled	2,141		1,561	

The apprenticeship system produced 1,528 journey level workers ready with the requisite skills to begin their journey into a career in 2010. Figure F-2 shows the most frequently issued credentials by occupation in the state. Note that the building and construction trade occupations dominate the list. For a complete listing of credentials issued by occupation, see appendix.

(F-2)



As these journey-level individuals begin careers, only the Meat-cutter and Restorative Aide do so in growth markets, grocery and health care respectively. Given the national, state and local level policy focus on job creation, it is informative to examine the occupations that did show registration activity during the year. Figure F-3 illustrates the state's most active apprentice registration activity by occupation. Most notable outside of the building trade occupations are the Firefighter, Claims Adjudicator and Machinist (aircraft oriented) occupations. For a complete listing of occupations with registration activity, please refer to Appendix B.

## The Council's Strategic Plan Update

The Council's strategic plan reflects the mission, vision and values of the Council and lays a road map for the department and apprenticeship stakeholders leading to a diverse, inclusive and expanded apprenticeship education and training system. Five areas of emphasis continued to guide the Council's direction through 2010.

### Emphasis 1: Compliance

In 2010, the department hired an additional full-time compliance consultant in response to the passage of SSB 5873 in the 2009 legislature. With this dedicated compliance position the department has stepped up its' review of prevailing wage affidavits and job-site visits. The result has been a growing number of cases building on the Council's docket. The cases relate to supervision, ratio or work scope violations of the apprenticeship standards by employer training agents. Under SSB 5873, now RCW 39.04.350 the Council has a direct line of authority over employers who do not comply with their standards of apprenticeship. The Council, through its' rules subcommittee, worked to develop draft rules to implement RCW 39.04.350. These rules will be considered for adoption in early 2011.

Rule development in 2010 also involved an extensive effort by the Council's WAC/RCW subcommittee to align WAC 296-05 with updated Federal rules published in late 2008. While the subcommittee did deliver on a draft in

2010, the timelines to gather public input and receive final Council approval required that the department submit a one year extension request with the federal Office of Apprenticeship to complete work on both rule and law alignment. The United States Department of Labor, Office of Apprenticeship granted the one year extension.

Along with the work on new rules to align with CFR 29 Part 29, the department submitted agency request legislation to modify our state's apprenticeship law, RCW 49.04. The proposal changes Washington State statute to be in compliance with new federal rules adopted December 2008. Washington's current law (chapter 49.04 RCW) establishes the Washington State Apprenticeship and Training Council (WSATC) as the regulatory authority for all registered apprenticeship matters both state and federal. This proposal would change the authority to the Department of Labor and Industries and make the WSATC an advisory regulatory body for federal purposes.

## The Council's Strategic Plan Update continued

### Emphasis 2: Apprenticeship Preparation

The apprenticeship preparation initiative holds tremendous potential in harnessing the energies and meeting the expectations of the high school system and trade organizations. While additional staffing has not been added to support increased involvement, the department through its Technical Specialist (AC4) in Tumwater continued to maintain active involvement with the Office of the Superintendent of Public Instruction (OSPI). The Department and OSPI awarded 13 new

grants in November for schools throughout the state to start or augment efforts in apprenticeship preparation programs. Both agencies continue to work together to support and oversee the efforts of grantees and also produced an update 2010 report for the legislature. The department continues to work closely with OSPI to make the Running Start for the Trades pre-apprenticeship schools successful.

### Emphasis 3: Marketing Apprenticeship to Employers

The department worked actively through the interagency committee of the Workforce Training and Education Coordinating Board to explore innovative strategies for encouraging employers to engage in registered apprenticeship. Additionally, WorkSource front line staff trainings conducted by the department continued in 2010, delivering essential information regarding the benefits of registered apprenticeship. The Apprenticeship Program manager worked closely with the business services managers from the employment security department. The efforts aim at promoting apprenticeship as a workforce development model all businesses should consider.

In May 2010, over 400 attendees from 216 different organizations packed the Greater Tacoma Convention and Trade Center to learn about and promote registered apprenticeship as a workforce education and training model. This premiere event assembled experts from Washington, Oregon, Idaho, Alaska, Montana, Arizona, Guam, and Canada for two days of partnership expansion and networking around best practices in registered apprenticeship education. The attendees included a diverse group of education professionals, business and industry leaders, and apprenticeship representatives. More on this event in a later section.

## **The Council's Strategic Plan Update continued**

### **Emphasis 4: Apprenticeship Council Mediation Initiative**

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

council members and interested parties of the policy and legal implications concerning actions related to objections. During 2010 the department did utilize successful mediation sessions to mitigate objections during the approval process for apprenticeship standards proposals.

### **Emphasis 5: Recruitment and Retention of Women and Minorities**

The Council works to promote practices and ensuring results for increased recruitment and retention of women and minorities. Through its' Joint Sub-Committee on Recruitment and Retention Resources (JRRC) and the Compliance Review and Retention Sub-

committee (CRRS), the Council made progress on this strategic initiative in 2010. The first event, the Pacific Northwest Apprenticeship Education Conference was the largest single initiative undertaken by the JRRC since its' inception.



**Educate Employ Empower**  
The Pacific Northwest Apprenticeship Education Conference

## **The Pacific Northwest Apprenticeship Education Conference**

### **Greater Tacoma Convention and Trade Center**

**May 19 & 20, 2010**

The Washington State Department of Labor & Industries – Apprenticeship Section joined forces with the United States Department of Labor – Office of Apprenticeship, Washington State Apprenticeship Training Council and the Washington State Employment Security Department to host a two-day conference called the **Pacific Northwest Apprenticeship Education Conference**. Over 400 attendees from 216 different organizations packed the Greater Tacoma Convention and Trade Center May 19 & 20, 2010 to learn about and promote registered apprenticeship as a solutions-based workforce education and training model. This premiere event assembled experts from Washington, Oregon, Idaho, Alaska, Montana, Guam, Arizona and Canada for two days of partnership expansion and networking around best practices in registered apprenticeship education.

Deputy Commissioner, Paul Trause, Washington State Employment Security Department delivered opening remarks which set the tone for the event. Deputy Commissioner Trause called for a new approach to workforce development, one which features registered apprenticeship more prominently among the alternatives available to employers and industry: “The current economic climate demands that we think differently about our approach to workforce development, specifically how we connect training and education to the work being performed. Apprenticeship is a proven effective model that contains all the necessary elements.”

Attendees included a diverse group of workforce and education professionals, business and industry leaders and apprenticeship agency representatives and registered program sponsors. All in attendance heard encouraging words from a variety of speakers including the Honorable Governor Chris Gregoire who has championed apprenticeship opportunities for the citizens of Washington State throughout her term in office. Governor Gregoire spoke of the first piece of legislation she signed in office: the codification of a long standing Apprentice Utilization Executive Order. Apprentice Utilization in public contracting is now the standard in Washington State. Agency representatives were also on hand to lend their expertise in a workshop specifically addressing Apprentice Utilization requirements in the public sector.

The conference featured three strands designed for specific audiences: practices in partnering with education; business-friendly solutions for current and potential training agents; and technical guidance for apprenticeship programs spanning all industries. In total, 40 breakout sessions were offered over the two day conference; several sessions designed by Oregon and Alaska experts reflected the tremendous work of the conference committee in developing an event with a truly regional appeal. Topics varied to mirror the diversity of the audience and included such subjects as apprenticeship preparation, community college collaboration, federal regulation updates, apprenticeship across industries and integration of registered apprenticeship within the broader workforce development system. Twenty-five apprenticeship education exhibits were on display featuring hands-on demonstrations and best practices from around the Pacific Northwest. The Western Washington Sheet Metal Joint Apprenticeship Training Committee won a prize for best apprenticeship program sponsor.

The featured keynote address was from Dr. Robert Lerman of the Urban Institute and American College, an economics professor and champion of registered apprenticeship as a vital workforce development tool. Dr. Lerman is internationally known for his research on apprenticeship and leads the effort in this country to critically examine the registered apprenticeship system through his research. The doctor's prescription was simple – apprenticeship is a logical solution to our country's workforce development challenges: "Expanding skills that are relevant can help upgrade occupations and raise wages by making people much more productive; this is critical for improving our living standards and reducing inequality".

What became evident over the two day conference is that Apprenticeship is a solutions-based workforce education and training model, one that is proven effective and applicable beyond the traditional building and construction trade occupations. The challenge for supporters is to make this rhetoric a reality on the front lines of our workforce system. Expansion of partnerships and 21<sup>st</sup> century regulatory implementation for the regions registered apprenticeship system are but two of many initiatives that came from the conference. The real proof of success will come from the apprenticeship programs started as a result of the connections made or information received by individuals in attendance. Supporters of registered apprenticeship need to lead by example and do as Tacoma Mayor Marilyn Strickland indicated in her welcoming remarks: Implement apprenticeship training programs in critical occupations for incumbent and new workers.



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

## **Compliance Review and Retention Subcommittee**

During periodic program reviews at the CRRS, committee members recommend and emphasize best practices to all programs that have underrepresented populations in the workforce. The subcommittee members in 2010 began to take on a more active role in the process by promoting a Utilities workshop to explore recruitment and retention of females and minorities in the Power Line industry. Planning was under way at the end of 2010 for a workshop that will coincide with the January 2011 Council meeting.

The Council's strategic plan mirrors in large part the concerns, efforts and energies of the apprenticeship stakeholder community statewide and establishes direction for the department. The following section of the report highlights 2010 apprenticeship and related activities, some initiated by the department and some coming from leaders in the apprenticeship community. What should become evident as one reads this sampling of activities is the diverse and concerted effort by a wide ranging group of stakeholders to encourage and promote registered apprenticeship opportunities for every citizen of Washington State to consider.

## 2010 Apprenticeship Spotlights

### Experience to Build On

*By Leila Summers / The Daily News | Posted: Tuesday, January 12, 2010 11:00 pm*

The "jumping jack" soil compactor nearly bounced off the ground when an instructor turned it on, but Kelso High School students Dustin Scott and Cutin Pelayo quickly learned how to control it.

"You just hold on to it and walk like a mower," said Dustin, 15, a sophomore.

"It pretty much moves by itself. You just move it a little bit," said Cutin, 17, a junior.

The teens were among seven high school students to stay after school Tuesday to learn about careers in construction work. Representatives with a state laborers' union brought in several pieces of equipment for students to try out, including a jack hammer (which drills holes into concrete), air driver (which students used to nail a piece of steel to concrete) and ground compactors.

Tuesday's demonstration is part of a semester-long program that brings different trade professionals to Kelso each month, said Mollie DuBois, career specialist at Kelso High School who organized the program. Students not only get to try their hands with different tools, the visits also help connect students with professionals in the field, she said.

"This is a way to try them out and see if this is a good fit for them," she said.

Attendance for the after school demonstrations is voluntary and students can attend as many or as few demonstrations as they want. Students enrolled in vocational courses can receive leadership credit toward their grade by participating, DuBois said. Other visits will include: a visit from engineers next month, electricians in March, pipe fitters in April and iron workers in May. In June, DuBois wants to organize a "construction round-up" that brings all the representatives together for students.

This is the second year DuBois has organized the visits for Kelso students. Before students begin hands-on demonstrations, DuBois and her class research the trade so students know about salary rates, education requirements and apprenticeship opportunities.

Kole Counts, a 15-year-old sophomore, said he heard about Tuesday's demonstration and thought it would be fun to learn to use different equipment.

"I didn't even know how to use that or even turn it on until now," he said of the soil compactors.

Kelso sophomore Randy Bardal, 16, said he especially wants to learn more about electrical work and is considering becoming an electrician.

"My dad is an electrician and is working on our house," he said.

Meeting trade representatives give students a chance to ask deeper questions and help them make informed decisions about a possible career path, said Cory Torppa, who teaches wood technology and drafting at Kelso High School.

Peter Lahmann, apprenticeship coordinator for the Northwest Laborers-Employers union, said there are 240 apprenticeship programs in the state.

"We are just one of them," he said, though work has slowed even for apprenticeships in the recent economic downturn.

Lahmann still encourages students to learn about different fields, however, so "when the market does turn around, they'll know it's something they want to do."



## 2010 Apprenticeship Spotlights

### Construction Industry Training Council of Washington Goes Green

Source: Dave Perrin, CITC, 1-877-707-2482

#### Students Get Certified for Changing Construction Industry

Bellevue, WA. – “We started by installing 26 Solar Panels on our main CITC school building, to create a green energy source for the school, and to give students a chance to see the kind of projects involved in green construction,” says Dave Perrin, Executive Vice President of Construction Industry Training Council (CITC) of Washington.

CITC has responded to changes in the construction industry - and the growing need for craft workers with skills specific to sustainable building methods and energy efficiency - by offering a variety of courses concerned with energy production and environmentally responsible construction.

Kevin Charap, Operations Manager of NW Wind & Solar, the Seattle company responsible for the photovoltaic installation at CITC, says “there is definitely a shortage of skilled manpower in this area.”

Perrin says “The new “Green Curriculum” courses were inspired by demand from the construction contractors and their employees as they strive to meet expectations of construction clients and increasing state and federal environmental requirements.”

In response to that industry demand CITC has developed an array of course offerings for workers and for contractors. The course “Your Role in the Green Environment” provides a wide overview of the green environment, green construction practices and green building rating systems. Produced by the National Center for Construction Education & Research (NCCER), “Your Role in the Green Environment” also includes preparation for the Green Advantage exam. “Every CITC apprentice completes the course.” said Perrin. The U.S. Green Building

Council is a non-profit organization committed to a prosperous and sustainable future for our nation through cost-efficient and energy-saving green buildings.

For the licensed journey worker CITC offers continuing education courses; “Introduction to Solar Photovoltaic Systems ( NEC Article 690)” for electricians and “Solar Hot Water Systems” for plumbers. Finally, for the contractor who is entering this emerging market CITC is providing “Photovoltaic System Design and Installation.” “Doing renewable clean electricity at the source is the answer right now. It’s something that is really gaining ground on a national level,” says Charap.

Charap believes in CITC’s new green training curriculum. “I absolutely think their new green curriculum will be an advantage to their students. There is a lot of interest and growing demand for renewable forms of electricity and energy conservation. There are lots of federal and state initiatives in place to help increase the use of these technologies as well.”

“The move to clean, renewable energy and sustainable building practices is a global trend” says Perrin. “Workers and contractors who complete CITC’s Green Courses will have the skills and knowledge necessary to meet the challenges of a changing construction industry.

CITC is approved by the WA State Apprenticeship and Training Council for Apprenticeship in 7 trades, is nationally accredited by the National Center for Construction Education and Research and is licensed as a vocational school by the Washington State Workforce Training Education Coordinating Board. CITC also provides approved Continuing Education to meet Electrical, Plumbing and HVAC classroom requirements in Washington and online in 12 states.

## 2010 Apprenticeship Spotlights

### Pathways to Apprenticeship Comes to Everett, Washington

Source: Heather Winfrey

On February 22, 2010 the Centers of Excellence for Marine Manufacturing & Technology, Construction and Process Controls and Technology along with the Workforce Development Council of Snohomish County co-sponsored a Pathways to Apprenticeship daylong event for high school teachers and counselors with the event host, Western Washington Sheet Metal Joint Apprenticeship Training Committee (JATC) at their Everett training facility.



There were total 95 attendees from 30 high schools and school districts, as far away as Omak! Three attendees were from colleges.

#### These programs shared exhibits at the Western Washington Sheet Metal JATC facility:

- Construction Industry Training Council of Washington
- Aerospace Joint Apprenticeship Committee
- Greater Puget Sound Area Automotive /Machinists Apprenticeship Committee
- Northwest Washington Pipe Trades Apprenticeship Committee
- Northwest Washington Marine Sheet Metal Training Committee
- Northwest WA Electrical Industry JATC
- Pacific Northwest Ironworkers & Employers Local 86
- WW Cement Masons Apprenticeship Committee
- North Puget Sound Carpenters Training Center
- Glaziers, Architectural Metal and Glassworkers Commercial
- Apprenticeship Committee
- Northwest Laborers Apprenticeship Committee
- Seattle City Light

- Seattle Boilermakers Apprenticeship Committee
- LNI Office of Apprenticeship
- Centers of Excellence for Construction, Marine Manufacturing & Technology, and Process Control & Technology
- Workforce Development Council of Snohomish County
- Snohomish County PUD
- International Union of Operating Engineers Apprenticeship Committee
- National Association of Women in Construction/Magic Camp

#### Pathways attendees toured at these locations:

- Mortenson Construction - Everett Providence Hospital Worksite, Jeff Pittman, Superintendent
- LADS Satellite Facility, Mukilteo
- Western WA Sheet Metal Facility, Everett
- Northwest Electrical JATC, Mount Vernon
- Northwest Pipe Trades JATC, Burlington
- Operating Engineers - Onsite Crane Simulator

Lee Newgent served as the event emcee, and Sue Ambler of the WDC of Snohomish County and Eric Martinson of the Western Washington Sheet Metal JATC provided welcoming remarks. Liz Smith keynoted the general morning session with her informative Apprenticeship 101 presentation.

## 2010 Apprenticeship Spotlights

### Lighthouse for the Blind celebrated its 90th anniversary

Source: Cara Astorquia, Aerospace Joint Apprenticeship Training

In 2008, The Lighthouse for the Blind celebrated its 90th anniversary as a venerable Seattle foundation dedicated to creating quality opportunities for people with visual disabilities. In 2009, AJAC was honored to begin a partnership with Seattle Lighthouse for the Blind and its satellite, the Inland Northwest Lighthouse (INL), with the registration of 4 visually-impaired persons to the Machinist (Aircraft Oriented) Apprenticeship program. As AJAC pursues a classroom location and more apprentices to fill this class, the Lighthouse apprentices keep track of their OJT and anticipate the start of classroom instruction.



In January of this year, representatives from machining companies around King and Snohomish Counties toured the Lighthouse machine shop to observe Blind, Deaf-Blind, and low-vision machinists working with manual and CNC (computerized numerical control) machines.

Lighthouse has worked closely with manufacturers and engineers to create the cutting edge technology and assistive devices that enable the visually impaired to safely and accurately manufacture aircraft parts.

Lighthouse for the Blind is another example of an employer that is making a difference. We hope this is the beginning of a long and fruitful relationship that helps forward Lighthouse's mission of creating sustainable, upwardly mobile, living-wage jobs for the visually-impaired around the state and country.

### Apprenticeship Video Profiles

The Program worked with the L&I Communications division to create a series of Apprenticeship Profile videos. The videos feature a variety of apprentices working in various fields and are promoted on the L&I homepage. By showing real life apprentices working in the field and telling their story in their own words, we hope to encourage more people to consider the path of apprenticeship.



Tacoma Water Apprentice Curt Roland was featured in L&I's Apprenticeship Profile video.

## 2010 Apprenticeship Spotlights

### Remembering Vanessa Downing

Source: Melina Harris, *Sisters in the Building Trades*

With warmest thoughts and deepest sympathy we remember Vanessa Downing. Vanessa Downing, Operating Engineers Heavy Duty Repair – Mechanic Apprentice, died in an accident on the job Thursday, June 24th, 2010. In memory - and in celebration - of someone who made this world a brighter and better place.



*Vanessa shows off new tools at the Hood Canal project*

Operating Engineers Heavy Duty Repair – Mechanic Apprentice, Vanessa Downing died in an accident on the job Thursday, June 24<sup>th</sup>, 2010. She was working for Manson Construction on the Seattle waterfront, on one of the barge cranes.

She was only days from completing an exemplary apprenticeship. Vanessa was an extremely well liked, personable 26 year old young woman. She had come through hard times in her life and found her place in the world through her Apprenticeship and her Union. She was engaged, involved and dedicated to her craft and to her extended family that included her fellow apprentices, co-workers and union brothers and sisters. She loved her life, her work and those she shared them with. Vanessa radiated sunshine. She brought her sunny disposition everywhere she went and left everyone she encountered in a better mood. She was generous with her time and her good humor. She was a credit to the apprenticeship and her craft and will be sorely missed. Her family is grateful for the support they have already received from her Union brothers and sisters at Local 302.

## 2010 Apprenticeship Spotlights

### Try-a-Trade in Construction Career Fair

Source: Matthew Gordon, *WIRED Construction Coordinator*

They built scaffolding, operated cranes, laid tile, compacted sand, drove backhoes, practiced paving techniques, constructed tunnels, ran a jack hammer and more – and that was all before lunch.

For more than 500 students from 20 school districts in Western Washington Friday, school was a whole different experience.

It was the annual Try-a-Trade in Construction career fair sponsored by the Regional Educational and Technical Center (RETC) at Satsop Development Park near Elma, and by all accounts it was a huge success.



“This is the crown jewel of field trips!” raved Terry Arnold, a teacher at Shelton High School, who brought two busloads of students to the event. “This is the one they can literally get in and do things.”

“I want to expose them to all these careers because I want them to know all their options and know what’s out there,” he said.

The message was clear throughout the event: An apprenticeship in the building and construction trades is

a career option that includes family-wage pay, excellent benefits, and even the opportunity to get a college degree. Another theme that was repeated throughout the day: The field is welcoming to women and minorities.

The opportunity for this second annual Try-a-Trade event comes out of a U.S. Department of Labor program that issued 39 grants nationwide to various regions. The Pacific Mountain Region, which includes Lewis, Thurston, Mason, Grays Harbor and Pacific counties, received one of the Workforce Innovation in Regional Economic Development (WIRED) grants and among other things, created the Regional Education and Training Center in 2008 at Satsop Development Park, explained Cheryl Fambles, WIRED director.



“I’m very happy with the turnout and the motivation of the students. They asked good questions and learned good skills,” said Matt Gordon, event organizer. He praised the many labor organizations that were on hand to offer one-on-one coaching of students and explain about their apprenticeship programs. Jim Charest of the Bricklayers and Allied Craftsmen noticed right away that Ashley Kenyon of River Ridge High School in Lacey was laying tile particularly well.

When he told her that if she had an apprenticeship, she’d start making more than \$16 an hour and then make more than \$33 an hour after a four-year apprenticeship, plus more than \$11.70 in benefits, she responded: “I’m just blown away!”

David Hanson, 16, of Centralia, thinks he might like to become an automotive engineer or perhaps a welder. “I want to do something I can do with my hands. I’m not someone who likes to sit at a desk,” he said, adding that seeing so many options of trades in one place was helpful to him.

For three Elma students standing in line for a turn operating a crane – Kat Hennigar, Shelby Weiller and Ally Bertsch – the tunnel making grabbed their attention.

“You just had to listen to the directions and work together as a team,” said Weiller. “It was really fun.”

Working underground in tunnels is good work but it isn’t for everyone, said Stan Simons of the Laborers Union, who has spent time underground working in various tunnels around the world. He now teaches

tunnel classes in Kingston and at Satsop Development Park.



“There’s going to be a need for a lot of people with tunnel training in the next 25 years in the Seattle area,” he said, adding that he would be moving the tunnel training class to Satsop fulltime in September.

During the event, students also had the opportunity to tour part of the huge BMT-

Northwest building, one of the largest steel fabricators on the west coast. They got to operate some of the overhead cranes, plus see demonstrations of plasma cutting, plate rolling and welding of large structures as employees performed their daily work.

“We’re here to give the kids an eye-opener of what they could do other than pump gas,” said Andrew Madrid, of the Cement Masons and Plasters union.

“One of the things we like to emphasize is that students no longer have to choose between going into the trades and going to college,” said Gordon of RETC. “It’s no longer college or work. Now with an apprenticeship you can work your way through college and get paid to learn!”

“Many apprenticeship programs have formed partnerships with various colleges so that after a four- to six-year apprenticeship certain programs are eligible to earn their associate’s or bachelor’s degree with just a few additional college classes,” he explained.

“We love hosting this event,” said Tami Garrow, CEO of Satsop Development Park. “The energy level is high and the campus is full of young people exploring career options. What a great way to match tomorrow’s workforce with those high-wage, high-demand job-training opportunities.



“The building trades are a huge part of our regional economy,” she added. “That’s why it’s so great that the Park’s super-sized infrastructure, classrooms and outdoor training facilities are ideal for this type of job-training opportunity.”

## 2010 Apprenticeship Spotlights

### WTP craft help make MAGIC happen

Source: *WTP Today*, A publication for VIT Plant Project Staff

(Forwarded by Dennis Williamson, LU112 Electrical Apprenticeship Training Program)

It was a Wednesday night at the Tri-Tech Skills Center in Kennewick, Wash., and middle- and high-school girls concentrated on wiring the three-way switches in front of them. Two girls, donning bright pink hard hats, matching t-shirts and safety glasses, watched intently as Natalie Morrison, WTP electrician apprentice, demonstrated. In an adjacent room, girls decorated small lamps with buttons, bobbles and beads as they waited their turns on the three-way switches. Terry Peterson, electrician and WTP safety representative, looked on and talked to the girls about their career interests and her own experiences in the electrical trade. At the end of last month, Morrison, Peterson and several other WTP female craft participated in Mentoring a Girl in Construction (MAGIC) camp. MAGIC is a program designed to introduce



middle and high-school girls to career opportunities in the construction industry. The program, which is in its second year in the Tri-Cities, is offered for free to local students and made possible by donations from local businesses. Bechtel participated as a sponsor this year. "One of the responsibilities as a journeyman wireman is to encourage interest in the unions and apprenticeships," Peterson said. "Another is to ensure that we leave our union in better shape than when we entered it. MAGIC is a great way to do both of those things." Craft from the local carpenter, laborer, cement mason, pipe fitter, electrician and sheet metal unions volunteered for the four day after-school event. Each day, more than 20 students attended three hours of seminars and hands-on demonstrations. "Some kids are college bound, and some aren't," Cheryl Sanders, WTP electrician, said. "I like that MAGIC acknowledges this and exposes girls to opportunities outside the four-year college route. It's fun to see them realize that they can do these things -- wire a switch, build something -- and that they enjoy it."

*Natalie Morrison, WTP electrician apprentice, helps two MAGIC students wire a three-way switch during the electrical hands-on demonstration.*

## 2010 Apprenticeship Spotlights



### **MAGIC Camp (Mentor a Girl in Construction) Comes to the West-Side**

*Source: Nicole Martin, MacDonald Miller Facility Solutions*

On June 23<sup>rd</sup>-25<sup>th</sup> our NAWIC Puget Sound chapter kicked off our first ever MAGIC Camp. The three day camp was held in Everett at the Western Washington Sheet Metal JATC. Thirteen high school girls received hands on training in electrical, welding and carpentry trades. The camp couldn't have been successful without the help of our many volunteers, instructors and sponsors. Thank You! And a special Thank you to Eric Peterson, training coordinator for our host, the Western WA Sheet Metal JATC!

Day One: started with a recap of the history of women in construction from our very own local Rosie the Riveter, Georgie Kunkel. The girls then had an overview of safety practices from Jennifer Richards of Safety Matters. At lunch the girls met with a panel of women in the industry to learn more about the various careers and to hear their success stories. The afternoon was spent learning about the electrical trade by Ryan Bradt from the Northwest Washington Electrical Apprenticeship Training Center and guest instructor Sanya Hardin. The girls put together solar powered race cars and raced them outside in a rare moment of sunshine.

Day Two: the girls broke up into two groups. One group headed straight for the welding booths with guest Instructor, Marty Holly, and quickly produced amazing flowers for their garden art project. The other group worked with Rick Twedt and Mareis Dickerson on the details of designing and assembling a copper rose. At lunch the girls learned from several

tradeswomen the ins and outs of being successful in the industry, and what it takes to be a woman in a non-traditional role.

Day Three: Projects started right away with Journeymen Carpenters Shannon Layer and Jennifer Coyle who had the girls building their own wooden tool boxes and sheet metal/drywall star decorations. The girls also learned the correct way to drill screws into dry wall and even raced to see who had the fastest time. We concluded the day with a celebration for the camper's and their parents complete with prizes, cake and ice cream. Each girl was presented with a pink Tomboy Tool hammer and a certificate of completion.

The participants ranged from daughters of tradesmen/tradeswomen to those aspiring to becoming doctors and veterinarians. Some were there to explore their career options and others thought it would just be interesting and fun. As we observed the girls showing off all their projects to their family during the celebration it was evident they all were proud of what they had learned, eager to share their knowledge and had a lot of fun! "This program is unique because it brings together an unusual blend of sponsors. Western Washington Sheet Metal JATC, as our generous host and Gold sponsor, joined NAWIC, and Silver sponsors Master Builders Career Connections and Brightwater along with many local construction businesses, Universities and industry associations with one goal: to introduce high school girls to the opportunities available to them in the construction industry," said Nicole Martin, of MacDonald-Miller Facility Solutions and camp director. Co-camp director, Sue Z. Hart said, "It's like melding community through MAGIC. Nicole did an awesome job pulling it all together! "

## 2010 Apprenticeship Spotlights

### Community Service With A Smile

Source: Stephen Ignac, Training Coordinator, North Puget Sound Carpenters Training Center

Carpenter member, Jerry Otis is not someone to let a little thing stop him or even slow him down. As a result of brain surgery complications, Jerry became a wheelchair user but he has worked hard and after 18 surgeries he has regained the partial use of his legs. Since 1985, with the use of a pair crutches, Jerry hits the road in search of what he calls, "folks in need of access." Together with Bill Smith Jerry co-founded the Regional Access Mobility Program (RAMP) that is a low-cost program to build wheelchair RAMPs and other means of access for disabled individuals. It is a volunteer driven organization solely funded by private contributions from caring individuals and groups interested in helping people maintain dignity and freedom of access to their homes.

Jerry routinely visits the Carpenter union meeting and carpenter training centers to recruit volunteers to build the RAMPs. He wants to have the volunteers come from the region where the RAMP is needed. Several times Jerry has visited the North Puget Sound Carpenters Training Center in Mt. Vernon, Washington. Our Standards allow for "Supervised Field Trips" and off facility training so we help when we can. On a normal Puget Sound May day, by which I mean pouring rain, a class of Carpenter Apprentices, together with their instructor, Greg Vanderwerff, joined Jerry Otis at a Mt. Vernon home to build a RAMP for a woman that would be coming home from the hospital in a wheelchair.

Upon arrival at the home, Jerry and Greg realized that they could not in good conscience attach a RAMP to the existing porch. The porch was ready to collapse and so they concluded that, "If we are in for a penny, we are in for a pound." and they decided to demolish everything but the house and start fresh. So a three hour project turned into all day. The woman for whom the RAMP was being built provided "Pizza and Pop" and the students and staff provided the brains and brawns to give a gift to a very

appreciative citizen. She was so moved she wrote a 2 page letter and hugged every apprentice she could get her hands on.



In part her letter reads,

*"Listening to you all working sounds like Santa's work shop getting it all done before the day is over. My heart goes out to each one who came together to make our life easier. You all work so calm and in control, doing a job thoroughly... The talking and laughter lets me know that even though it's raining today, you all came together to make this possible for us. You are all a blessing, each and every one of you. Thank you all so much!!!"*

It is my great pleasure to be a member of the United Brotherhood of Carpenters and see the members use their skills to help a fellow traveler on this journey we call life. I want to express a big thank you to Greg Vanderwerff and Jerry Otis for standing in the rain and "making it happen." But I want to especially thank our apprentices who went above and beyond the call of duty to help someone in need. Those apprentices are: Emmanuel Bullen, Andy Duggin, Tyler Essex, Robert Gallaway, Kirk Hendrickson, Scott Ostlund, Jonsen Palmer, Joshua Peterson, Sean Robinson and Benjamin Rodriguez.

## 2010 Apprenticeship Spotlights

### Pizza, Pop and Power Tools 2010

Source: Kim Waseca-Love  
Education/Apprenticeship Director, Spokane  
Home Builders Association

On May 25-26, 2010 over 400 8<sup>th</sup> grade girls converged onto the Spokane Community College Apprenticeship and Journeyman Training Center for the 7<sup>th</sup> annual Pizza, Pop and Power Tool event. All of these young women came to learn firsthand about the numerous job opportunities the construction industry has to offer.

First launched in 2003, Pizza, Pop and Power

Tools introduces eighth-grade girls to the extensive opportunities available to women in the construction industry while engaging them to consider the construction trades as a career option.



Sponsored by Spokane Public Schools, Eastern Washington Apprenticeship Coordinators Council and the Department of Labor & Industries, this applied learning experience in welding, soldering, operating a chop saw and nail gun, concrete drilling, painting, maneuvering a backhoe, operating a crane, bricklaying, playing in the “mud” with the cement masons, wiring, conduit bending, and much, much more provided the girls with a motivating experience that energized them to consider their future in aerospace and the construction trades.



## 2010 Apprenticeship Spotlights

### **IBEW LU No. 46 Honored by Department of Defense for Extraordinary Support of Employees who Serve in the Washington National Guard and Reserve, June 14, 2010**

*Source: Brett Olson, Business Representative IBEW Local 46*

Kent, WA – The Washington Committee for Employer Support of the Guard and Reserve (ESGR), an agency of the Department of Defense, announced today the IBEW Local # 46 was honored with a Patriot Award in recognition of extraordinary support of its employees who serve in the Washington National Guard and Reserve.

According to Jim Shepherd, ESGR Washington Chair, “The Patriot Award was created by ESGR to publicly recognize individuals who provide outstanding patriotic support and cooperation to their employees, who like the citizen warriors before them, have answered their nation’s call to serve. IBEW Local # 46 was nominated for being highly supportive of the Washington National Guard by union member SFC Mark Fisher of the Washington National Guard’s 1161<sup>st</sup> Transportation Company. Supportive supervisors are critical to maintaining the strength and readiness of the nation’s National Guard and Reserve units.”

SFC Fisher wished to express his gratitude “for their support of myself and all the other soldiers who are or have been mobilized over the last seven years.”



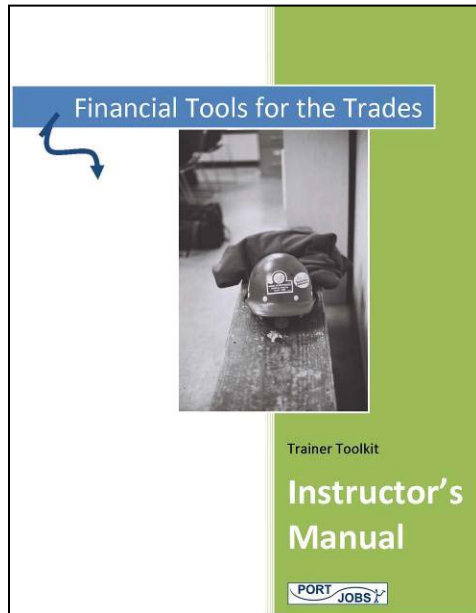
*“Supportive supervisors are critical to maintaining the strength and readiness of the nation’s National Guard and Reserve units.”*

*- Jim Shepherd,  
ESGR Washington Chair*

## 2010 Apprenticeship Spotlights

### [Financial Tools for the Trades - Trainer Toolkit](#)

Source: *Stephanie Kellner, Port Jobs, Port of Seattle*



Port Jobs is pleased to announce the release of the [Financial Tools for the Trades - Trainer Toolkit](#). This Toolkit, which goes hand-in-hand with the [Financial Survival Guide for Apprentices](#), has everything that apprenticeship programs need to teach money management skills to their apprentices.

Based on the input of many of you in apprenticeship community, Port Jobs created a four-module class curriculum that covers:

1. Being prepared for unemployment
2. Managing money using spending plans
3. Understanding credit and building good credit history
4. Dealing with debt

The Financial Tools class can be as short as 4 hours or expanded (one local apprenticeship program, for example, has used the Toolkit to teach an 8-hour class). The Trainer Toolkit provides instructors scripts and ready-made

PowerPoint presentations. It's also full of activities, teaching tips, and questions you're likely to hear from apprentices.

Want to learn more? Join Port Jobs at the [Pacific Northwest Apprenticeship Education Conference](#) on Wednesday May 19<sup>th</sup>. We will be doing two breakout sessions about Financial Tools for the Trades. And you'll have the chance to win a Trainer Toolkit as part of Wednesday night's festivities.

You can also...

- **[Get a free DVD](#)** The DVD explains how apprentices can benefit from Financial Tools for the Trades, and it includes testimonials from local apprenticeship programs.
- **[Visit the Financial Tools website](#)**
- **[Purchase a Toolkit](#)** Port Jobs will be offering a special discounted rate at the conference. Please note, if you want to order Survival Guides separately from the Toolkit, contact Port Jobs for quantity discount pricing.

If you have any questions or would like to know more, contact Stephanie Kellner at [Kellner.s@portseattle.org](mailto:Kellner.s@portseattle.org) or at (206) 787-3883.

## 2010 Apprenticeship Spotlights

### Longtime President Sandra Olson-Meyer Announces Retirement from CITC

Source: Michael Thurman, L&I Apprenticeship Consultant to the program

*"Many of you know, many of you have asked (some have not), but since I can't remember who - this is to inform you. I am truly blessed to have had such a great career with CITC. The people I have met, the alliances built and the professional experiences I have gained will forever be imprinted in my memory. Thank you for sharing your time, treasures, talent and friendship with me."*

Sincerely,  
SanDee

Sandra Olson-Meyer, President CONSTRUCTION INDUSTRY TRAINING COUNCIL



### IRONWORKER National Apprenticeship Competition, Seattle, Washington

Source: Andy Phillipson, Pacific NW Ironworkers #14

We held the National Apprenticeship Competition in Seattle on August-18-19, 2010 for 55 contestants. Jesse Doyle and Brad Porter from LU #14 in Spokane came in 18th and 46th respectively. May have video soon, KIRO 4 took some shots over the weekend.



## 2010 Apprenticeship Spotlights

### Another Top Notch PSNS & IMF Apprentice Class Graduates

Source: D. M. JENNE Deputy Public Affairs Officer

Bremerton, WA—To walk across a stage and receive a journeyman certificate may seem like a short stroll to those in the audience, but for the graduating apprentices, it is a reflection of four years of hard work, dedication and determination. On Friday, Oct. 1, 188 graduates from the Puget Sound Naval Shipyard and Intermediate Maintenance Facility's Apprentice Program made that walk during a ceremony held at the Bremerton Performing Arts Center at Bremerton High School.

Class Speaker, William Tyler, spoke to his fellow graduates highlighting the investment in time they made, the mentoring they received and provided, and the value in their diversity. "We have to put our skills and intelligence to work," stated Tyler. "[The apprenticeship] took an investment of time. Time is something you cannot get back, so to invest it means to make a real commitment."

The event, attended by more than 1,000 friends, family members and co-workers, focused on the successes of the Class of 2010, and command management associations bestowed special honors on a select few. The Federal Managers Association presented William Spevak, Shop 26 welder, the Scholastic Award for the highest scholastic achievement, graduating with a 3.994 grade point average. Sterling Place, Shop 56 pipefitter, was recognized by the Assistant Production Superintendents Association as the Craftsman of the Year for superior trade skill and significant trade accomplishments. The National Association of Superintendents honored Jason Wood, Shop 38 marine machinery mechanic, with the Leadership Award for having the greatest impact to their classmates, shop, command and the Apprentice Association as a leader. The Apprentice of the Year Award was presented to Michelle Kimple, Shop 64 Sail Loft fabric worker, by Bryan Watland, Apprentice Program administrator. Kimple was recognized for her exemplary work, high academic achievement and leadership abilities,

Captain Mark Whitney, Commander, PSNS & IMF, expressed how proud he is of the graduates. With 96

percent of the apprentices graduating at a grade point average of 3.5 or above, and the significant contributions they have made to the Command's mission and the community, this class has a lot to celebrate. "Looking forward, you are the future of PSNS & IMF," stated Captain Whitney. "We cannot go forward without you; without those that have gone before you and those that will come behind you." In addition, two others were recognized for significant contributions to the program. Lois Rolfe, this year's Hall of Fame Inductee, was the English Department lead in the Apprenticeship Program from 1982–1992. The Hall of Fame recognizes those who have made significant, career-long contributions that the Apprentice Program has been able to build upon.

"[Lois Rolfe] was in the truest sense a mentor, a leader and a woman of principle," Buxton shared. "Her decade of service impacted [more than] 2,000 apprentices, many of whom are our senior employees."

The Apprentice Program, which started in 1901, has produced more than 8,700 graduates. Starting out with just six apprentices, the program today has 793 students enrolled.

The second recognition was to Dr. Richard Strand, Dean of Business and Technology at Olympic College, who was presented the Charles L. Derry Award in recognition of someone who has made a lasting and profound

impression on the Apprentice Program.

"Dr. Strand is a diligent and meticulous guardian of the partnership between PSNS & IMF and Olympic College," stated Fred Buxton, the event's master of ceremonies. "Dr. Strand's collaborations and contributions as Olympic College's representative directly influenced the awarding of the 'Outstanding Partnership' award given to PSNS & IMF and Olympic College during this year's Pacific Northwest Apprenticeship Conference."

The Apprentice Program, which started in 1901, has produced more than 8,700 graduates. Starting out with just six apprentices, the program today has 793 students enrolled. The program, which has high recognition as the best in Navy, as well as nationally throughout the industry, is turning out the best and the brightest in the trades—maintaining the Navy's current fleet—anywhere, anytime. These graduates emulate the Apprentice Program's motto, "*For the mind wisdom, for the hands skill.*"

## 2010 Apprenticeship Spotlights

### **MAGIC~ Mentoring a Girl in Construction, May 24 - 27, 2010 – Tri Cities**

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



MAGIC (Mentoring a Girl in Construction) camp recently completed its second year in the Tri-Cities. Planning for the 2011 camp started almost immediately following the successful completion of the 2010 camp. Through the assistance of the local NAWIC (National Association of Women in Construction) Chapter, Tri-Tech Skills Center, Women Helping Women Fund Tri-Cities and a large group of local sponsors we were able to provide a four (4) night construction career exploration and skills camp where twenty one students in grades 8-12 from all over the Tri-Cities were able to learn about the various career opportunities in construction and complete various construction related projects in the areas of carpentry, welding, cement, laborer, sheet metal and electrical. They were able to meet with local apprenticeship coordinators as well as work side by side with area female apprentices and journeymen to construct their projects. The projects ranged from assembling cedar planters to wiring light switches to welding desk plates and fabricating sheet metal bird houses. The students also made concrete stepping stones with the cement masons and laborers.

## 2010 Apprenticeship Spotlights

### United Association National Apprentice Competition

Source: Marty Gregg, Training Director, EA WA NE OR Pipe Trades

United Association of Plumbers and Steamfitters Local Union 598 is proud to share a photo of Apprentice Jeremy Moddrell showing off one of his projects at the National Apprentice competition in Ann Arbor Michigan. Jeremy won the local, State, and Regional competitions to advance to Nationals and represent Local Union 598. Although Jeremy did not win the competition we could not be more proud of Him.



Apprentice, Jeremy Moddrell

### Local 32 Plumber Apprentice Passes

Source: Melina Harris, [Sisters in the Building Trades](#)

Local 32 Plumber apprentice Tim Sargent, age 31, passed away the night of July 14, 2010 at Evergreen Hospital. Tim was a great young man entering the 4th year of his plumbing apprenticeship. He was found unconscious at home by his wife. He was rushed to Evergreen Hospital but never regained consciousness, the exact cause of death is still undetermined, and there was no warning that anything was wrong. The family is shocked beyond words and asked for your continued prayers, especially for his wife Megan and their three young children. Tim was an apprentice plumber who had been out of work for more than a year and his wife is not employed. They had no insurance. Tim's memorial was July 20th.

## 2010 Apprenticeship Spotlights

### Good pay, interesting work and apprenticeships draw women to skilled trades

By Lora Shinn, *The Seattle Times Company*, Special to *NWjobs* July 18, 2010



*Deborah Henry, a former white-collar worker, enjoys her job as a plumber. (Linda Hughes)*

“Beautician to electrician,” Angela Rivers quipped, when reflecting on her career change. At age 49, she’s gearing up for a second career — one where she makes \$23 per hour (plus benefits), at entry level, while learning to be an electrician.

Rivers recently completed a construction training class through Apprenticeship and Nontraditional

Employment for Women (ANEW), where she learned to tear down a building and build it back up.

“It was totally awesome,” she says of the training and hands-on experience. “Like they say, ‘If you love your job, you never work.’”

ANEW was founded in 1980 to prepare women for the construction trades. Many of these jobs are defined as nontraditional by the U.S. Department of Labor: any occupation for which women make up less than 25 percent of the work force. As the Labor Department notes, these jobs are attractive because they generally offer high entry-level wages and a career ladder with pay of \$20 to \$30 per hour.

Interest is up despite the downturn in the economy and a dearth of construction jobs, says Johanna Chestnutt, the executive director at ANEW.

“The pull used to be higher wages,” she says, but unemployed women are now interested in retraining for a career change. They’re willing to wait for the eventual economic rebound. “We have a waitlist for fall,” Chestnutt says.

The 10-week construction-readiness program offered by ANEW (in partnership with Clover Park Technical College in Lakewood) introduces women to the construction industry. Women learn about industrial safety, how to use power tools and the variety of construction positions.

“Some women come in with an idea of what they want to do, but then they’ll switch interests after they’ve learned more,” Chestnutt says. “Maybe you’ve known a female carpenter, but you haven’t known a female operating engineer or female ironworker.”

Once a woman focuses on a career path, ANEW thoroughly preps her for the apprenticeship interview. An apprenticeship typically offers paid, supervised occupational-skills training, combined with classroom instruction, and lasts from two to four years.

About 85 percent of the women who complete ANEW’s training are accepted into apprenticeship programs.

*“Like they say, ‘If you love your job, you’ll never work.’”*

Angela Rivers,  
Apprentice Electrician

For many women, a career change to a nontraditional field is a solid choice, says Melina Harris, president of the nonprofit Sisters in the Building Trades, an organization that offers support, advocacy and youth outreach.

According to Harris, the average age of entry into apprenticeships is 27. It's the age at which some women realize that white-collar work isn't paying enough to support a family or doesn't appeal to their hands-on interests.

Women in skilled trades still face challenges — for example, finding child care that accommodates construction's early hours or encountering outdated "girls-can't-do-that" discrimination on the worksite.

Like many other industries, construction apprenticeships have been hammered by the economic downturn. The only way to find out whether an apprenticeship program has temporarily suspended application acceptance — or welcomes new apprentices — is to call the program directly, says Sandra K. Husband, apprenticeship consultant at the Washington State Department of Labor and Industries.

Women interested in a trade job don't always follow the traditional union apprenticeship path. Deborah Henry, a former white-collar worker, earned her plumbing hours in nonunion shops and has been a plumber for 10 years.

"No one, as a kid, says, 'When I grow up, I want to be a plumber,'" Henry says. "I didn't." Plumbers squeeze into the nooks and crannies of crawl spaces and often run into a home's hidden residents, including rats and bugs.

One of Henry's female clients was watching her work on a bathroom rough-in. "She said, 'That sure looks like fun,' and not sarcastically," Henry says. "That's what I'd like to convey — that plumbing can be a fun and satisfying career choice."

### Online resources

Find out about the wide array of trade careers through organizations such as the Washington Women in Trades Association ([wawomenintrades.com](http://wawomenintrades.com)), which hosts an annual job fair. These websites also offer information.

The Aerospace Joint Apprenticeship Committee (AJAC): [ajactraining.org](http://ajactraining.org)

Apprenticeship and Nontraditional Employment for Women (ANEW): [sites.google.com/site/anew4you/](http://sites.google.com/site/anew4you/)

National Association of Women in Construction: [nawicpugetsound.org](http://nawicpugetsound.org)  
Sisters in the Building Trades: [sistersinthebuildingtrades.org](http://sistersinthebuildingtrades.org)

Washington State Department of Labor and Industries: [lni.wa.gov/TradesLicensing/Apprenticeship/](http://lni.wa.gov/TradesLicensing/Apprenticeship/)

## 2010 Apprenticeship Spotlights

### **Building a Partnership with the U.S. Army**

#### **“A.C.A.P.” (Army Career Alumni Program)**

*Source: Chris Winters, H2H Liaison – I.U.P.A.T. DC5*

Usually there isn't much to report outside of the normal attendance to scheduled Career Fairs or random visits to the “A.C.A.P.” on Joint Base Lewis McChord, but knowing that even in an economy where we aren't sending many apprentices out thus slowing and often stopping our intake of H2H Candidates the thought was “this is the best time to utilize the poor economy to our advantage”.

For many years we have beat the drum for Apprenticeship Utilization on a Craft by Craft Basis on Military Projects to enhance our outreach through the H2H Program...the political winds have not allowed us much of a chance until just this year. With the work we are doing jointly through Mrs. Morgan Zantua (J9) – Project 100 Career Placement and the “Yellow Ribbon Group” of the Washington State National Guard and Roger Shepard, Chief of the Sixth Region of ACAP - JBLM, we must have gotten someone's attention. Knowing the U.S. Army, where most of the construction work is being done, would be hesitant and not easily able to see the value of requiring utilization we did something different. Through sheer will and determination we have committed to showing up every time we are scheduled to assist at the A.C.A.P. Center on JBLM:

[http://www.acap.army.mil/acap\\_centers/centers/CenterDetailView.cfm?site\\_id=19&caller=transitioner](http://www.acap.army.mil/acap_centers/centers/CenterDetailView.cfm?site_id=19&caller=transitioner)

Through our leadership we accomplish the mission which just happens to be a collective goal of all Building Trades Apprenticeships as well. By assisting in the transitioning of Soldiers, Sailors, Airmen, Coast Guard and Marines into career pathways we help reduce the cost to the taxpayer and the DOD in its' mission to support the returning War Fighter when they return home looking for Career Placement.

The recent events were only accomplished through the efforts of “being there”, not only with our assistance on the ground but...when the decisions are made on “what is working” or “how to move forward”. After my access was expiring from a previous courtesy given by a Commander once on Post, I paid a visit to the Chief Director (Roger Sheppard), with whom we have been working for some time in his A.C.A.P. Center, and informed him we were losing access to post and would remain active off site and available to he and his staff via phone. Of course knowing what dedication to our returning war fighters we have given Roger extended his hand and asked if we would be interested in having a permanent spot in the A.C.A.P. Center...an office to use at least once a week...and a classroom for our “Introduction to Construction Trades Apprenticeships”, of course we said yes.

Starting Tuesday the 24<sup>th</sup> November 2009 we have had a spot on their schedule that we can adjust as needed from 12:30 p.m. to 2:30 p.m., I have met with other trades in the Washington State Building and Construction Trades Council to discuss their participation so we may spread the commitment out to other crafts and share the load. This is a milestone in accomplishments as far as being the “go to Union” on a Military Installation. Roger informed me that if it works out he would help open the door for us with the Transition Centers if able. This will not be a burden on our staff or any strain on our finances as we are typically out there anyway for at least an hour in any given week, but the value is immeasurable in weight this will carry as we hope to get utilization on DOD projects to provide a benefit to the Tax Payer and the trades alike...it will be harder for them to deny the results when more Service Members are put into Living Wage Careers and notable cost savings are being made.

I have informed and kept Todd Mitchell our Helmets to Hardhats Liaison for Washington State in the loop every time we make the best use of our time, finances and resources.

## 2010 Apprenticeship Spotlights

### Hampton Lumber Mills – Apprenticeship Excellence

Source: Stacey Wetzel, HR Coordinator, Randle Division



**HAMPTON LUMBER MILLS**  
COWLITZ DIVISION



### *Example of Excellence*

**Date:** 6/15/10

**Employee Name:** Kevin Wilbur

**Department:** Maintenance

**Supervisor (nominated by):** Dale Barnes

**Description of Employee's Performance that Far Exceeds the Standard:**


Kevin has shown what the true meaning of machine center ownership is. The Randle Curve Saw still looks as good as new and consistently out performs the expectations of what it was designed to do.

Kevin has also taken on the administration and development of the State Certified Millwright Apprenticeship program. With that comes a high level of responsibility in regards to apprentice millwright program compliance, related supplemental instruction, on the job training hours and record keeping.

It is this kind professionalism in regards to Safety, Quality and Operational Readiness that sets the standard!

**Job Well Done!**

  
Ken Rankin – Randle Division  
Plant Manager

  
Paul Baltadonis – Randle Division  
Maintenance/Planer Superintendent

  
Dale Barnes – Randle Division  
Maintenance Supervisor

## 2010 Apprenticeship Spotlights

### 5<sup>th</sup> Annual Construction Career Day, October 5, 2010 – Tri Cities

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

The Tri-Cities held their fifth annual Construction Career Day on Tuesday, October 5<sup>th</sup> at the Benton Franklin Fair & Rodeo grounds in Kennewick, WA. This year's event featured several exhibitors and



hands-on activities to engage students and educate them about the opportunities within the construction industry today. This year over 450 students from over nine school districts attended. The event was sponsored by the Washington State Department of Transportation (WSDOT), Associated General Contractors (AGC), National Association of Women in Construction (NAWIC), WorkSource, Washington State Department of Labor & Industries (L&I), Eastern Washington Apprenticeship Coordinators Council (EWACC), Tri-Tech Skills Center and local education and industry partners.

### Longtime Cement Mason's Apprenticeship Coordinator Mark Maher Retires

Source: Mark Maher, retired

I am going to retire Dec. 31, 2010, but before I leave, I wanted to take the time to send this email to a few of you who have meant a lot to me personally, and to our program. I think the hardest part of leaving is leaving the great people who you have conspired with, worked with, and laughed with. It has been a terrific ride working to help create better lives for the people who come after us.



I wish you love and success in all of your future endeavors, and if you have the time, I will be available to talk with, have a beer with, or play a round of golf with. Happy Holidays, and the best to you and your families. Mark

## 2010 Apprenticeship Spotlights

### **AJAC and South Seattle Community College Partner to Offer Opportunity to Upgrade 2 Year Technical Degree to a Bachelor's Degree in Teaching**

*Source: Lisa Van Dyke, AJAC Communications Specialist*



#### *South Seattle Community College*

AJAC and South Seattle Community College (SSCC) are partnering to offer a Professional Technical Teacher Education Program, called Teach Tech. The program will be conducted primarily online by a SSCC instructor with a few monthly meetings in the Seattle area. Teach Tech will offer people who have a two year technical degree, the opportunity to upgrade to a bachelor's degree in teaching and become a technical

education instructor at the postsecondary level. The program will typically last 15 months and upon completion, students will earn a Bachelor's of Applied Science (BAS) degree and a Washington Professional Technical Instructor's Certificate. These achievements will give students the chance to become a professional technical educator at community and technical colleges, apprenticeship programs, government, proprietary and other adult training organizations.

The program is designed for technical education instructors without a bachelor's degree, trades people who want to become a technical education instructor, or anyone working in the industry who is interested in sharing their knowledge and skills with the next generation. Program prerequisites include two to five years of technical work experience and a Technical Associates Degree or equivalent.

Teach Tech will offer a variety of courses including, Principles of Adult Learning, Learning and Adapting New Technologies, Course Design, Instructional Methods, etc.

In addition to the convenience Teach Tech will provide by being primarily online and only 15 months long, the program will also benefit students by offering scholarships, collaboration opportunities with other students and the chance to earn up to 20 credits towards their degree for technical work experience and/or teaching experience.

If you are interested in upgrading your degree from a two year technical degree to a bachelor's degree in teaching or know someone who is, please contact Dr. Malcolm Grothe at 206-764-5303 or [mgrothe@ajactraining.org](mailto:mgrothe@ajactraining.org).

## 2010 Apprenticeship Spotlights

### Aerospace Joint Apprenticeship Committee (AJAC) to Unveil Mobile Training Unit

Source: Lisa Van Dyke, AJAC Communications Specialist



This spring, AJAC will unveil the Advanced Inspection and Manufacturing Mobile Training Unit (AIM-MTU) and take its training on the road. This 53' classroom on wheels will travel across Washington State to provide hands-on apprenticeship and short-term training to the next generation of trades people. The AIM-MTU will visit employer worksites, community/technical colleges, training centers and K-12 schools.

AJAC developed the AIM-MTU in collaboration with industry and educators in order to offer training throughout the entire machining process across the state, including: product designing, programming, testing, setup, machining, inspection and reporting. This training will be taught by highly skilled instructors using 'Advanced Inspection and Manufacturing' curriculum and state-of-the-art equipment/technology, such as:

- ✓ Computerized training stations — CAD, CAM and HAAS Simulators
- ✓ Advanced Metrology Lab
- ✓ 3-D Prototype Technology
- ✓ CMM

The AIM-MTU will provide training in a number of industry sectors and accommodate employers in a variety of ways.

- ✓ Education and training in the aerospace, medical manufacturing, marine and automotive industries plus many others
- ✓ Specialized trainings for individual worksites, including training journey-level workers to be on-site trainers after the AIM-MTU's visit
- ✓ Flexibility to visit worksites for whatever time is needed
- ✓ Ability to train employees inside the AIM-MTU while regular work takes place on machinery at the worksite
- ✓ Training on equipment not available at company worksite
- ✓ Accommodation of a large group or just one or two employees

Mike Fitzpatrick (manufacturing instructor, author and consultant) summed up the value and benefits of the AIM-MTU, by stating,

*"Beyond buying the metrology equipment needed at the application point, the greatest need is for worker training. But that takes a shop's equipment offline. In the mobile training unit, not only can you teach today's methods, CMMs and smart height gages, but uses new technology such as, a scanning microscope and a measuring arm! In fact it's a complete integrated factory. Start at the front and train your people to create solid models using Solid-Works and Mastercam X5, then test the code on the HAAS CNC simulators. Then the worker makes the part on the prototype printer and inspects it in the back half of the unit using the universal language PC-DMIS software."*

If you are interested in finding out more about the AIM-MTU, please contact Andrea Anderson at [aanderson@ajactraining.org](mailto:aanderson@ajactraining.org) or 206-764-5301.

## Appendix 1: 2010 Apprentice Completions by Occupation

Occupation	Completions		
		Teamster	6
Carpenter	233	Carpenter, Piledriver	5
Construction Electrician	200	Fire Fighter	5
Laborer	133	Maint Plumber/Steamfitter	5
Lineworker	75	Residential Carpenter	5
Sheet Metal Worker	75	Scaffold Erector	5
Ironworker	70	Coach Heavy Duty Mechanic	4
Gypsum Drywall Systems Installer	52	Firefighter/Paramedic	4
Plumber	51	Housing Plumber	4
Elevator Constructor Mechanic	46	Industrial Maintenance Millwright	4
Workers Comp. Adjudicator 2	44	Instructional Aide	4
Constr Equip Operator	35	Meterman	4
Low Energy/Sound & Comm Tech	23	Plasterer	4
Facilities Custodial Serv Tech	21	Tile/Terrazzo/Marble Finisher	4
Meatcutter, Retail	21	Carpet, Linoleum & Soft Tile Layer	3
Steamfitter	21	Cement Finishers	3
Cement Mason	18	HVAC Test, Adjust and Balance Tech	3
Fire and Burglar Alarm Technician	15	Machinist	3
Roofer	15	Transportation Technician 2	3
Painter and Decorator	14	Trl/Cont/Van Rep Mech	3
Commercial Glazier	13	Wiremen	3
HVAC Service Tech	13	Combustion Turbine Specialist	2
Residential Electrician	12	Construct & Indust Electrician	2
Restorative Aide	12	Gear Machinist	2
Tree Trimmer	12	Industrial Maint Electrician	2
Asbestos Worker	11	Industrial Maintenance	2
HVAC/Refrigeration Mechanic	11	Mechanic/Repairer	
Insulation Applicator	11	Machinist (Aircraft Oriented)	2
Boilermaker	10	Marine Pipefitter	2
Heavy Duty Repair Mech	10	Power Plant Operator	2
Sprinkler Fitter	10	Residential Glazier	2
Meter Technician	9	Residential Sheet Metal Worker	2
Pipefitter	9	Secretary (Clerical)	2
Acoustical Applicator	8	Stationary Engineer	2
Brick Layer	8	Technical Engineer	2
Drywall Finisher	8	Administrative Clerk	1
Marine Electrician	8	Auto Machinist - Repair Shop	1
Potable Water Supply/Service	8	Cable Splicer	1
Utility Construction Worker	8	Cellular Manufacturing Mach.	1
Millwright	7	Child Care Assistant/Associate I	1
Firestop/Containment Worker	6	Construction & Maint Project Specialist I	1
Hoisting Engineer	6	Cosmetologist	1
Pointer/Cleaner/Caulker	6	Educational Paraprofessional	1

Energy Control Dispatcher	1	Marine Machinist	1
Hydro Electrician	1	Medium/Heavy Diesel Mechanic	1
Indust Maint Mechanic	1	Model Maker	1
Industrial Maintenance Machinist	1	Police Officer	1
Lather	1	School Computer Technician III	1
Limited Energy/Sound & Comm Tech	1	School Secretary	1
Machine Tool Maintenance Mechanic	1	Sheet Metal Service Tech	1
Maint Tech (Apartment/Residential)	1	Shipwright	1
Maintenance Repairer	1	Tilelayer	1
Maintenance Tech	1	Traffic Control Painter	1

## Appendix 2:

### 2010 Apprentices Registrations by Occupation

Occupation	Registrations		
Construction Electrician	291	HVAC Service Tech	6
Carpenter	218	Low Voltage Technician	6
Fire Fighter	189	Marine Machinist	6
Laborer	188	Outdoor Light/Traffic Signal Inst	6
Roofer	121	Tile/Terrazzo/Marble Finisher	6
Painter and Decorator	95	Commercial Glazier	5
Workers Comp. Adjudicator 2	89	Electronic Systems Tech	5
Lineworker	77	HVAC/Refrigeration Mechanic	5
Sheet Metal Worker	69	Indust Maint Mechanic	5
Ironworker	60	Cement Finishers	4
Plumber	46	Educational Paraprofessional	4
Constr Equip Operator	42	Industrial Steam Plant Mechanic	4
Sprinkler Fitter	38	Residential HVAC Electrician	4
Firestop/Containment Worker	37	Brick and Block Finisher	3
Asbestos Worker	36	Carpenter, Piledriver	3
Gypsum Drywall Systems Installer	34	Esthetician	3
Machinist (Aircraft Oriented)	29	Heating/Air Conditioning Installer & Servicer	3
Scaffold Erector	29	Industrial Maintenance Millwright	3
Carpet, Linoleum & Soft Tile Layer	28	Plasterer	3
Low Energy/Sound & Comm Tech	25	Pointer/Cleaner/Caulker	3
Meatcutter	24	Sheet Metal Service Tech	3
Boilermaker	23	Shipwright	3
Fire and Burglar Alarm Technician	23	Barber	2
Steamfitter	22	Cellular Manufacturing Mach.	2
Facilities Custodial Serv Tech	18	Cook	2
Medium/Heavy Diesel Mechanic	18	Dispensing Optician	2
Residential Sheet Metal Worker	17	Facilities Maintenance Mechanic	2
Marine Electrician	16	Hydro Electrician	2
Tree Trimmer	15	Industrial Maintenance Electrician	2
Residential Electrician	14	Limited Energy/Sound & Comm Tech	2
Traffic Control Painter	13	Machinist	2
Marine Pipefitter	12	Maintenance Lineman	2
Acoustical Applicator	10	Manicurist	2
Drywall Finisher	10	Marble Setter	2
Teamster	10	Power Plant Operator	2
Cement Mason	9	Residential Carpenter	2
Drainage & Wastewater Collection Worker	8	Terrazzo Worker	2
Heavy Duty Repair Mech	7	Brake and Air System Tech	1
Insulation Applicator	7	Composite Manufacturing Technician	1
Stationary Engineer	7	Construction Site Surveyor/Tech. Engineer	1
Trl/Cont/Van Rep Mech	7	Elevator Constructor Mechanic	1
Brick Layer	6	Equipment Painter	1
Child Care Assistant/Associate I	6	Firefighter/Paramedic	1
Cosmetologist	6	Food Service Specialist	1
		Housing Plumber	1

HVAC Test, Adjust and Balance Tech	1	NC Spar Mill Operator	1
Indust Electronic Maint Tech	1	Pipefitter	1
Industrial Maintenance Mechanic/Repairer	1	Potable Water Supply/Service	1
Instructional Aide	1	Residential Glazier	1
Library Technician	1	Substation Technician	1
Maintenance Machinist	1	System Dispatch	1
Maintenance Plumber/Steamfitter	1	Tilelayer	1
Marine Sheet Metal Worker	1	Tool and Cutter Grinder	1
Meter Technician	1	Waste-Water Treatment Plant Operator	1
Millwright	1		