

Washington State Apprenticeship
and Training Council
(1941-2013)

73 Years of Registered
Apprenticeship



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

April, 2013

www.Apprenticeship.Lni.wa.gov

April 18, 2013

Joel Sacks, Director
Department of Labor & Industries
PO Box 44001
Olympia, WA 98504-4001

Dear Mr. Sacks:

On behalf of the Washington State Apprenticeship and Training Council (The Council), I present the 2012 Annual Report. Our states registered apprenticeship system is showing some encouraging signs of life as the economy slowly recovers from the devastating impacts of the great recession. The number of new apprentice registrations increased over last year and affected a broader base of industries from our traditional strong hold in the construction trades. Aerospace and related manufacturing, firefighting and the public sector are among the industries showing great promise.

As you can see from the 2012 Apprenticeship Spotlights, our system stakeholders continue to drive innovations in apprenticeship education, preparation and promotion. To recognize some of these extraordinary efforts, the Council passed policy 2012-03 and subsequently recognized eight apprenticeship preparation programs. These programs are applauded for their efforts to achieve defined, minimum criteria for effectiveness and establish meaningful articulation agreements with one or more of our registered apprenticeship programs. The result is a seamless transition for enrolled secondary and post-secondary students into careers through apprenticeship.

We look forward to continued system expansion in 2013 and are working through our subcommittees and department staff to increase apprenticeship opportunities in health care, aerospace and related manufacturing, electrical line construction and tribal sponsorship.

Sincerely,

Lee Newgent, Chair
Washington State Apprenticeship and Training Council

Washington State Apprenticeship & Training Council
2012 Annual Report

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Apprenticeship System Mission, Vision, Values

The Washington State Apprenticeship and Training Council (herein after referred to as “the Council”) and the Department of Labor and Industries promote a highly skilled and diverse workforce by developing and supporting apprenticeship training programs throughout the State. This work is carried out under the authority of Chapter 49.04 RCW and Chapter 296-05 WAC, in partnership with business, labor, and education. The Council:

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

The Council also recognizes key indicators of an effective apprenticeship program:

- The ratio between apprentices and journey-level workers (low ratios indicate greater attention to on-the-job skill development for apprentices).
- Commitment of the apprenticeship program to diversity, availability of apprenticeship preparation opportunities, and quality classroom and on-the-job trainers.
- A high percentage of apprentices are retained and graduate as certified journey level workers.

2012 Apprenticeship and Training Council Members

The Council oversees registered programs in our state and is composed of seven members; three representing the interest of labor, three representing the interests of business and one representing the general public. All members are appointed by the director of Labor and Industries. The 2012 Apprenticeship Council composition is as follows:

REPRESENTING BUSINESS:

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

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

Tim Wilson, *Manager
The Boeing Company*

REPRESENTING LABOR:

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

Al Link, *Executive Secretary
WA State Labor Council, AFL-CIO
(Term expired October, 2012)*

Jeff Johnson, *President
Washington State labor Council, AFL-CIO
(Appointed October, 2012)*

Pat Perez, *Business Manager, LU 44
United Association of Plumbers and Pipefitters*

REPRESENTING THE GENERAL PUBLIC

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

2012 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 (Retired July, 2013)*

Marty Brown, *Executive Director (Appointed September, 2013)*

State Board for Community & Technical Colleges (SBCTC)

Anne Wetmore, *State Director*

US Department of Labor, Office of Apprenticeship (USDOL/OA)

2012 Department of Labor & Industries, Apprenticeship Program Staff

The Department of Labor and Industries (L&I), Apprenticeship Section is the administrative arm of the Council. Along with supporting the quarterly meetings and activities of the council, the apprenticeship section, located in the Tumwater L&I building, oversees the registration and cancellation of apprentices, program compliance reviews and investigations. One apprenticeship consultant with an emphasis on compliance is maintained in response to legislative initiatives involving apprentice utilization requirements in public contracting. In addition to the Central office staff, there are eight apprenticeship consultants in field offices around the state.

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

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

Melinda Nichols, *Apprenticeship Program Manager*

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

Bill Chrisman, *Apprenticeship Compliance Specialist*

Jody Robbins, *Apprenticeship Technical Specialist*

Erik Sackstein, *Apprenticeship Compliance Consultant*

Central Office Staff, Tumwater:

SuAnne Pettit, *Council Recording Secretary (Through June 30, 2012)*

Kimberly Korsgren, *Council Recording Secretary (Effective October 1, 2012)*

Shawna Benitez, Nhung Nguyen, *Office Assistants*

Regional Apprenticeship Consultants



Region 1 (Northwest Washington)

Alice Curtis
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Region 3 (Pierce & Kitsap Counties, Tacoma)

Michael Thurman
Patrick Martin (Effective July 30, 2012)
PO Box 44530
Olympia, WA 98504-4530
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Region 4S (SW Washington, Tumwater)

Charles Brinkmeyer
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Region 4N (Olympic & Kitsap Peninsulas, Tumwater)

Tani Biale
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Review of Council Actions in 2012

January 2012 Council Meeting Highlights

15% APPRENTICESHIP LABOR CERTIFICATION (I-937)
H. W. Hill Landfill Gas Project, Klickitat P.U.D.

April 2012 Council Meeting Highlights

15% APPRENTICESHIP LABOR CERTIFICATION (I-937)
Puget Sound Energy: Lower Snake River Wind Project - Phase 1

NEW STANDARDS:

<i>City of Blaine Lineman Apprenticeship Lineman</i>	<i>SOC: 49-9051.00</i>	<i>6000 hours</i>
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July 2012 Council Meeting

APPRENTICESHIP PREPARATION PROGRAM RECOGNITION:

*Apprenticeship and Non-Traditional Employment for Women (ANEW)
New Market Skills Center – Construction Trades (CT) Program
Tri Cities Apprentice Preparation Program*

NEW STANDARDS Provisional Registration (WAC 296-05-300(5):

<i>Oceana Spa Esthetician</i>	<i>SOC: 39-5094.00</i>	<i>2000 hours</i>
<i>Studio 7 Nails & Spa Manicurist</i>	<i>SOC: 39-5092.00</i>	<i>2000 hours</i>

October 2012 Council Meeting

APPRENTICESHIP PREPARATION PROGRAM RECOGNITION:

*Manufacturing Academy
Curlew Job Corp Center Pre-Apprenticeship Programs:
Construction Carpentry
Construction Bricklaying
Construction Painting
Construction Craft Laborer.*

NEW STANDARDS Provisional Registration (WAC 296-05-300(5):

<i>Bennu Glass Apprenticeship Program Industrial Maintenance Electrician</i>	<i>SOC: 47-2111</i>	<i>8000 Hours</i>
<i>JTS Inc. Tree Trimmer</i>	<i>SOC: 37-3013</i>	<i>4000 Hours</i>
<i>Millennium Bulk Terminals Industrial Maintenance Electrician</i>	<i>SOC: 47-2111</i>	<i>8000 Hours</i>

October 2012 Council Meeting, NEW STANDARDS Provisional Registration (WAC 296-05-300(5):
(Cont.)

<i>Ms. JO'Z Town Barber Apprenticeship Program</i>		
<i>Barber</i>	<i>SOC:39-5011</i>	<i>2000 Hours</i>
<i>The Gallery Salon and Day Spa</i>		
<i>Manicurist</i>	<i>SOC: 39-5092</i>	<i>2000 Hours</i>

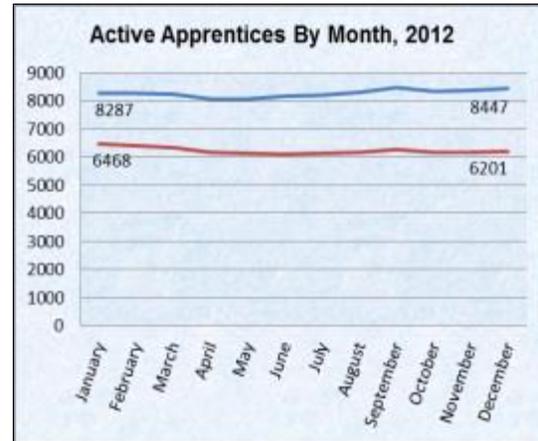
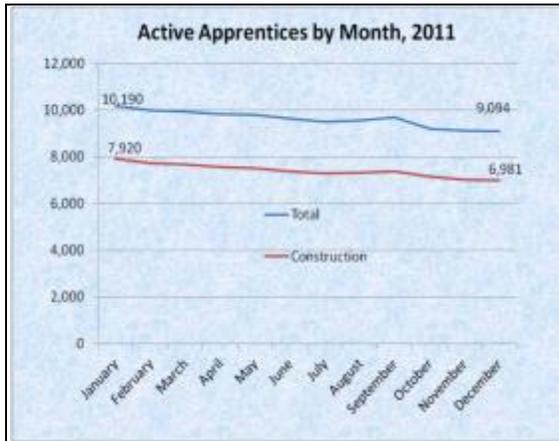
Registered Apprenticeship in Washington state, 2012

- Over 7,500 Employers providing paid on-the-job training assuring skill development for registered apprentices.
- 265 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 600 occupations.
- 2,900 citizens of Washington state registered as apprentices to start career training in over 100 different occupations (Up from 1,743 registrations in 2011)
- 11,163 registered apprentices actively contributing to the economy – earning a wage while they start a career.

Apprenticeship by the numbers in 2012

The department's apprenticeship section tracks data with regard to apprentice activity in the state. The charts (F-1) below illustrates the total number of active apprentices in the system on the last day of each month over the 12 month time period.

(F-1)



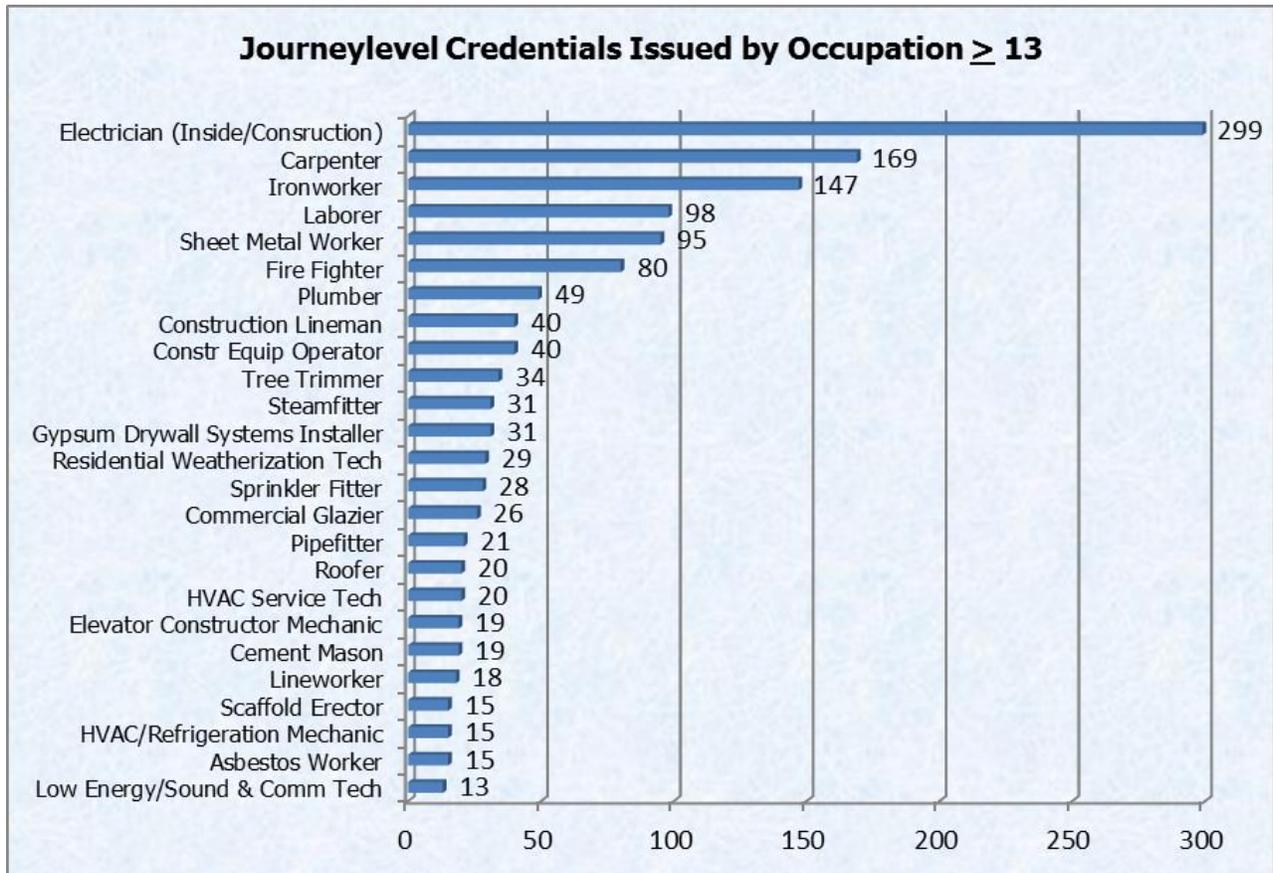
The department's apprenticeship section tracks all relevant data with regard to apprentice activity in the state. A breakdown of the apprentice activity over the past two years helps illustrate the growth being seen in other than building trades apprenticeship. The increase in registrations appears to be impacting overall registrations as the number of construction apprentices declined slightly in 2012. 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	2011		2012	
Total (12 month period)	12,519		11,163	
Minority	2,805	22%	2,552	23%
Female	1,431	11%	1,118	10%
Veteran	1,257	10%	1,165	10%
Apprentice Activity				
Registered	2,346		2,906	
Completed	1,743		1,659	
Cancelled	2,072		1,315	

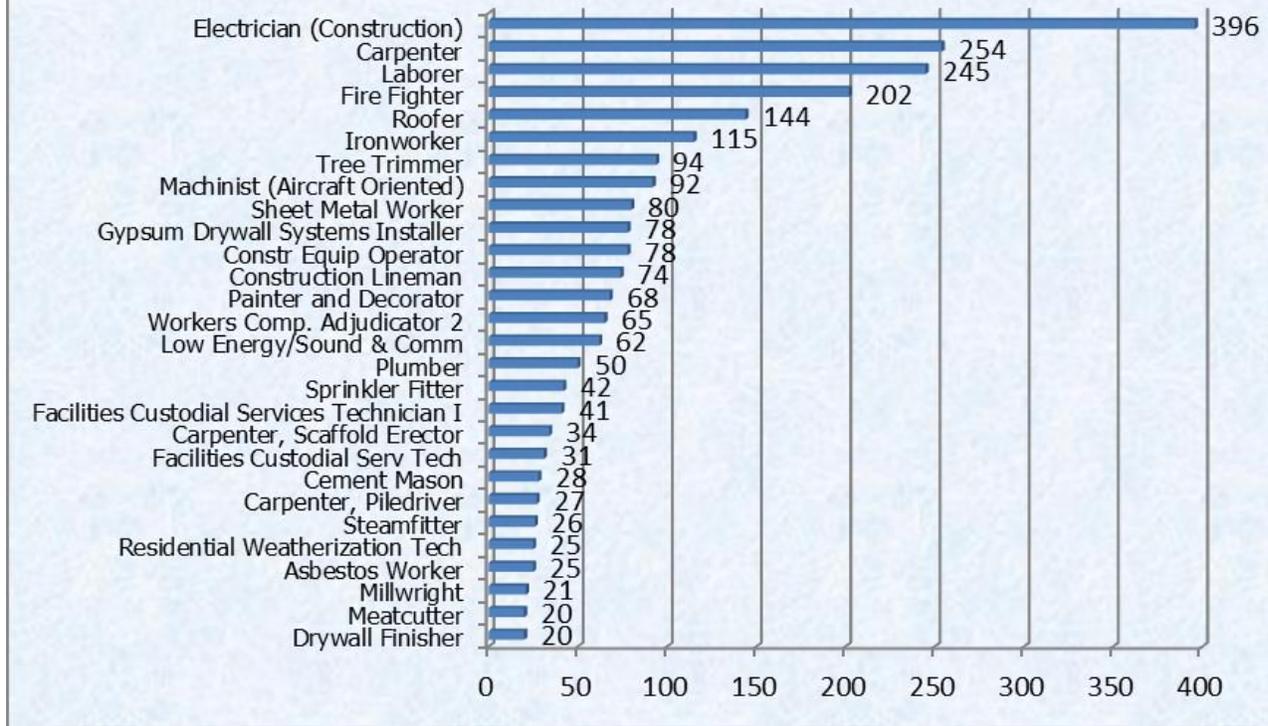
The Washington state apprenticeship system produced 1,659 journey level workers in 2012 with the requisite skills to begin their chosen careers. Figure F-2 shows the most frequently issued journey level credentials by occupation. For a complete listing of credentials issued by occupation, see appendix A.

(F-2)



Given policy makers' continued focus on job creation, it is informative to examine the occupations showing growth activity during 2012. Figure F-3 illustrates the state's most active occupations by apprentice registration activity (registration as an apprentice = *work* and learning). Most notable are the occupations outside of construction responsible for the slight increase in overall numbers of registered apprentices during 2012: Firefighter, Machinist (aircraft oriented), Workers Comp Adjudicator 2 and Facilities Custodial Services. For a complete listing of occupations with registration activity, please refer to Appendix B.

2012 Registrations By Occupation ≥ 20



It is interesting to note throughout the economic downturn, Electrical related occupations remained relatively active in terms of registrations and completions. While other large programs have seen significant drop off in total numbers of active apprentices, the electrical program numbers remain relatively strong.

Continued activity with Governor Gregoire's aerospace apprenticeship initiative is reflected in the registration of Aircraft Oriented Machinists in 2012. The Aerospace Joint Apprenticeship and Training Committee (AJAC), formed in 2008, includes representation from businesses whom supply Boeing along with the International Association of Machinists Local 751. This joint committee continues to oversee expansion of apprenticeship training in the aerospace and related manufacturing, registering well over 100 Employers as training agents. These employers currently oversee the training for more than 200 apprentices in 10 different occupations. AJAC is creating apprenticeship programs that will meet the labor needs in the aerospace supply chain well into the future. They sponsor apprenticeships in the following occupations:

Aircraft Mechanic Airframe
 Aircraft Interiors Assembly Mechanic
 Composite Manufacturing Specialist
 Industrial Controls Technician
 Machinist

Machinist (Aircraft Oriented)
 Maintenance Machinist
 Maintenance Machinist (Aircraft Oriented)
 Outside Marine Machinist
 Tool and Die Maker

The Council's Strategic Plan Update

The Council's strategic plan reflects the mission, vision and values of the Council and lays a road map for the department and apprenticeship stakeholders leading to a diverse, inclusive and expanded apprenticeship education and training system. Five areas of emphasis continued to guide the Council's direction through 2012.

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 continues review of prevailing wage affidavits and job-site visits. The cases being investigated relate to supervision, ratio or work scope violations of the apprenticeship standards by employer training agents. Under SSB 5873, now RCW 39.04.350 the Council has a direct line of authority over employers who do not comply with their standards of apprenticeship.

Work also continues to align WAC 296-05 with updated Federal rules published in late 2008. The United States Department of Labor, Office of Apprenticeship granted a one year extension to allow for this work to continue while preserving Washington's federal recognition status. The department, on behalf of the Council, submitted the application for continued federal recognition in February, 2012 and awaits response from the Office of Apprenticeship at the United States Department of Labor.

Emphasis 2: Apprenticeship Preparation

The Council's subcommittee on apprenticeship preparation delivered a draft policy in April, 2012 recognizing preparatory programs for their ability to achieve defined, minimum criteria for effectiveness and for a formal, working relationship with one or more Council approved apprenticeship program sponsor.

The proposed policy was approved in April and subsequently published by the department as WSATC Policy 2012-03. The first three preparatory programs were recognized through a formal application process at the July 2012 quarterly meeting. From the secondary school system, the Construction Trades program at

New Market Skills Center and the Pre-Apprenticeship program sponsored by the Tri-Tech Skills Center in Tri-Cities were recognized. One post-secondary program with a long history of success bringing women into highly skilled and highly paid construction apprenticeship was also recognized. Apprenticeship and Non-Traditional Employment for Women (ANEW) recently celebrated its' 30th year and the Council was honored to provide well overdue recognition.

At the October meeting several more preparatory programs were recognized and included the Manufacturing Academy sponsored

by the Aerospace Joint Apprenticeship Committee and four longstanding programs run by the Curlew Job Corp center: Construction Carpentry, Construction Bricklaying, Construction Painting, Construction Craft Laborer.

The Council is encouraged by the geographic diversity of these first few programs and appreciative of the registered apprenticeship programs that support quality apprenticeship preparation training.

Emphasis 3: Marketing Apprenticeship to Employers

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

Other initiatives sponsored by the grant and coordinated by Ms. Biale included continued curriculum development training for apprenticeship section staff called DACUM presented by the Ohio State University's Center on Education and Training for Employment.

DACUM, which stands for "Developing A Curriculum" provided tools for staff to employ when assisting apprenticeship sponsors or potential sponsors. Staff can now analyze job duties to identify work processes associated with a given occupation.

Business outreach continues to be a priority for the Council and the department's apprenticeship section. The lessons learned and new skills acquired through these efforts will continue to be applied in the expansion of the apprenticeship training model to new industries and occupations. Are you contemplating the advantages of a skilled workforce?

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

Emphasis 4: Apprenticeship Council Mediation Initiative

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

council members and interested parties of the policy and legal implications concerning actions related to objections. During 2012 the department continued to utilize mediation sessions in an attempt to mitigate objections during the approval process for apprenticeship standards revision proposals.

Emphasis 5: Recruitment and Retention of Women and Minorities

The Council works to promote practices and ensuring results for increased recruitment and retention of women and minorities. Through its' Joint Sub-Committee on Recruitment and Retention Resources (JRRC) and the Compliance Review and Retention Sub-committee (CRRS), the Council made progress on this strategic initiative in 2012. The second Pacific Northwest Apprenticeship Education Conference (PNWAEC) was held April 17 & 18, 2012 at the Port of Bellingham Cruise Terminal in Washington State. The event was coordinated by Heather Winfrey, executive director of Apprenticeship & Nontraditional Employment for Women (ANEW) and Shana Peschek, executive director of the Construction Center of Excellence and Washington State Department of Labor and Industries. Numerous organizations from Washington, Oregon and British Columbia sponsored the event, which could not have been held without their generous contributions. The event theme was "Employ" and explored these pertinent questions:

- What partners and resources can apprenticeship bring to the table for employers?
- What do employers need from apprenticeship?
- What can we do to build and keep relationships with employers?

When the 2010 event was coordinated, a strand intended to bring employers to the conference was offered. However, few employers (aside from those who were engaged as speakers) attended the first conference. This motivated the 2012 conference team to take the second event to a smaller venue to discuss challenges in bringing and keeping employers at the table. As the event planning evolved, higher level conversations regarding cross-border work opportunities with British Columbia and sophisticated marketing strategies were added to the content.

Like the inaugural 2010 event, the conference brought together professionals from 7 states representing apprenticeship programs, government agencies, workforce development, community and technical colleges, secondary education, and non-profits. Washington continues to lead the way in driving innovations in recruitment and retention of registered apprentices.

Compliance Review and Retention Subcommittee (CRRS)

During periodic apprenticeship program reviews at the CRRS, subcommittee members recommend and emphasize best practices to all programs recruiting underrepresented populations into the workforce. Of more immediate concern to CRRS members is the actual recruitment and retention performance of individual programs.

During 2012, the CRRS continued work on a strategic approach to program accountability, specifically relating to the recruitment and retention of females and minorities in the building and construction trade occupations. The subcommittee continued to implement a seven percent rule in regards to female participation. Seven percent is the historical average for female participation in construction apprenticeships and is the barometer in determining whether a program can claim good faith effort toward meeting its' diversity goals.

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 2012 apprenticeship and related activities, some initiated by the department and some coming from leaders in the apprenticeship community. What should become evident as one reads this sampling of activities is the diverse and concerted effort by a wide ranging group of stakeholders to encourage and promote registered apprenticeship opportunities for every citizen of Washington State to consider.

"... as one reads this sampling of activities in the next section, note the diverse and concerted efforts by a wide ranging group of stakeholders to encourage and promote registered apprenticeship opportunities for every citizen of Washington State to consider."

2012 Apprenticeship Spotlights

EA WA NE OR Pipe Trades Apprenticeship Contest

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

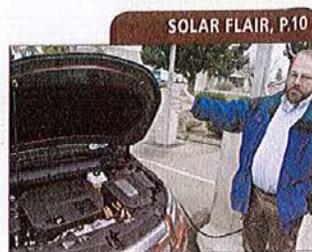


Plumbers & Steamfitters Local Union 598 held its annual local apprenticeship contest on March 2nd and 3rd at the 598 Training facility. This two day event is full of practical and written examinations in each discipline of their craft that contestant from welding, plumbing, pipefitting, and HVAC-R all compete in. The winners progress to the State level and the four winners of state go to the 12-state regional's competition and winners the then proceed to national for a weeklong event in Michigan in August. Local 598 will be hosting the state event this year and Regional's are in Denver. Plumbers & Steamfitters Local 598 is proud to have had 5 national competitors in the last seven years in welding, pipefitting, and HVAC-R.

Northwest Washington Electrical Industry JATC Goes Solar
 Source: Randy Ambuehl, Training Director; NW Electrical Industry JATC

BBJ Today.com

The Bellingham Business Journal



SOLAR FLAIR, P.10

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MARCH 2012

SOLAR FLAIR

Electrical journeymen, apprentices are learning to power the future

BY EVAN MARCZYNSKI
 evan@bbjtoday.com

Nearing the end of his five-year electrician apprenticeship program, Josh Tate knows that to survive as an electrical worker in the 21st century, he'll have to think solar.

"It will be a necessity," Tate said. "Once it gets there, I hope to have my foot in the door."

Tate, who lives in Bellingham, is one of 222 apprentices learning trade skills from the Northwest Washington Electrical Industry Joint Apprenticeship and Training Committee.

More than 60 of the apprentices at the committee's training facility, located at 306 Anderson Road in Mount Vernon, are from Whatcom County.

The committee is a nonprofit labor-management training program established by the Local Union No. 191 of the Interna-

tional Brotherhood of Electrical Workers and the Cascade Chapter of the National Electrical Contractors Association. It provides training for journeymen, apprentices and others in the electrical industry.

In February, the committee finished construction on a solar carport equipped with a pair of electric-vehicle charging stations.

Josh Gau, an instructor at the facility, said the carport helps his students see an application of solar power and other alternative energy sources firsthand.

"They get to see how it actually functions," Gau said. "You kind of see the end result first."

Tate decided to become an apprentice after he married and realized life would be easier if he had a solid, high-paying job. Journeymen can earn up to \$40 an hour, according to the committee.

His grandfather had been an electrician, and Tate said he liked the idea of a career building and fixing things, rather than one



Ryan Bradt demonstrates how to use the solar plug-in at the Northwest Washington Electrical Industry Joint Apprenticeship and Training Committee facility. Bradt is the committee's assistant training director and an instructor at the facility. Opposite, a before-and-after of the material of which solar panels are made. BRIAN COREY PHOTOS

spent sitting in an office all day.

"I figured I wanted a hands-on, quality job," Tate said.

With his training, he said he hopes to eventually start a business developing applications for alternative energy sources, including solar power.

Ryan Bradt, the committee's assistant training director and an instructor at the facility, said future developments in alternative energy could have significant impact on the electrical industry.

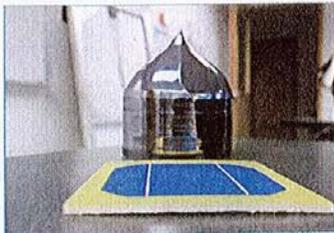
Work has been hard to come by over the past few years as commercial and residential construction lags due to a poor

economy, Bradt said.

However, solar power and electric vehicle technology could eventually provide new avenues for journeymen to find jobs.

As alternative energy catches on, which Bradt predicts will be inevitable, there should be high demand for professionals trained to work with these new power sources.

"I think that when you look at electric vehicles from our standpoint, we're really excited," Bradt said. "For us, as electricians, the future looks good."



SOLAR | PAGE 12

SE WA NE OR Sheet Metal Workers Graduating Class

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



On March 15, 2012 the Southeastern Washington Northeastern Oregon Sheet Metal Workers Apprenticeship Committee #0091, graduated twenty (20) Sheet Metal and one (1) Service Technician Apprentices to Journeyman status. The graduating class was sworn in at a regularly attended meeting of SMWIA Local #55. There were approximately 150 people in attendance. Congratulations graduates!

MAGIC - Mentoring a Girl in Construction – Tri-Cities

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



The fourth annual MAGIC Camp (Mentoring a Girl in Construction) had 24 girls from around the Tri-Cities dipping their toes into the male-dominated waters of the trades. MAGIC Camp allows female students as young as 13 to try out real-world skills in a safe environment. Their physical safety comes courtesy of goggles, gloves and screaming-pink hard hats, all of which the girls get to keep after camp, along with some basic tools. The camp was held at Tri-Tech Skills Center and is co-hosted by the Tri Cities Chapter of National Women in Construction (NAWIC), Tri-Tech Skills Center and a large group of local sponsors and Washington State Registered Apprenticeship Programs.

Western States Outstanding Graduate Apprentice Competition

Source: Collin Keisling, Area Coordinator, Boilermakers WS Apprenticeship

The Western States Outstanding Graduate Apprentice Competition was held at Local 04, Page, AZ, May 6-11 2012. Every Boilermaker Local Lodge in the Western States sent their most accomplished graduate apprentice to compete in a contest that tested their skills in rigging, welding, blueprint reading, layout, tube installation/removal and written tests that tested their knowledge of the IBB constitution, by-laws, ojt modules and curriculum to name a few. Locals represented were Local 04, Page, AZ, Local 11 Helena, MT, Local 92 Bloomington, CA, Local 101, Denver, CO, Local 242, Spokane, WA, Local 500, Portland, OR, Local 502, Puyallup, WA, Local 549, Pittsburg, CA and Local 627, Phoenix, AZ.

An awards banquet was held on May 10, where Local 242, Spokane, WA, was honored with the Local of the year award. The Washington State area Locals also fared very well in the apprenticeship contest as well with the top 3 places going their way. Local 242's John Bowman was the winner, 2nd went to Local 500's Patrick McCoy and 3rd went to Local 502's Jacob Jaffa. Local 500, Portland, OR has jurisdiction in 3 WA counties. I am pleased to say that John Bowman, 1st, and Patrick McCoy, 2nd, will be representing the Western States in the National Competition September 23-28 in Detroit, MI. Attached are pictures of our top 3 finishers.



Pizza, Pop and Power Tools, Spokane, WA

Source: Kenna May, Program Coordinator, Apprentice & Journey Training Center, SCC

June 5th and 6th was an exciting day to be an eighth grade girl in Spokane as the Eastern Washington Apprenticeship Coordinators Council and Spokane Community College's Apprenticeship and Journeyman Training Center, hosted the eighth annual Pizza, Pop & Power Tools event!

During the two-day event, over 250 young women participated in hands-on experiences and activities that included welding, conduit bending, chop saw and nail gun operation, painting,

concrete, roofing, soldering and heavy equipment operation. The girls also learned how to wire a light switch that turned on a light bulb, tie knots with the lineman, and experience painting and equipment operation on simulators. Throughout the event the girls and their chaperones were introduced to the wide array of employment opportunities in the construction trades that are available to any talented and competent young women. These hands-on experiences were led by industry professionals, largely female apprentices and journey level workers.

Pizza, Pop & Power Tools debuted in Spokane in 2003 and since its inception the event has positively exposed over 2,000 young women to the construction industry and engaged them to consider the construction trades as a viable career option. As always, the event was a huge success! At the end of the day, the girls left the event with a new, fashionable Pizza, Pop & Power Tools t-shirt, a backpack full of goodies, a tummy full of pizza and pop (or course), and memories of a fun filled day. Event volunteers constantly heard, “I didn’t know I could do that!”

Photos courtesy of Kim Waseca-Love





Northwest Washington Pipe Trades Registers 4 Females in 1 Day

Source: Alice Curtis, NW WA Apprenticeship Consultant

The Northwest Washington Pipe Trades Committee has had many discussions to find a solution for enticing qualified female candidates to apply to their program. During one of the Committee meetings, Gary Peterson, Training Director, suggested a targeted marketing campaign. The Committee authorized Gary to explore his idea to see if his campaign would work. The Committee committed to hiring 3 female apprentices if Gary could find good candidates.

Gary worked on his idea, talking to many candidates. Five females completed the application process. The five females were interviewed by several Committee members. At the completion of the interviews, the Committee suggested that instead of three females being offered the opportunity to participate in the N.W. WA. Pipe Trades Apprenticeship Program, they wanted to increase the opportunity to four applicants; two Plumbers and two Steamfitters.

The four selected applicants accepted the offer and became apprentices on June 28, 2012.

Without the commitment of the Committee and Training Director trying something different, this would not have been accomplished. Congratulations to the women who decided to make the pipe trades their career.

2012 Pacific Northwest Apprenticeship Education Conference

Source: Heather Winfrey, Event Coordinator & Director of ANEW

The second Pacific Northwest Apprenticeship Education Conference (PNWAEC) was held April 17 & 18, 2012 at the Port of Bellingham Cruise Terminal in Washington State. The event theme was “Employ” and explored these pertinent questions:

- ⇒ What partners and resources can apprenticeship bring to the table for employers?
- ⇒ What do employers need from apprenticeship?
- ⇒ What can we do to build and keep relationships with employers?

When the 2010 event was coordinated, a strand intended to bring employers to the conference was offered. However, few employers (aside from those who were engaged as speakers) attended the first conference. This motivated the 2012 conference team to take the second event to a smaller venue to discuss challenges in bringing and keeping employers at the table. As the

event planning evolved, higher level conversations regarding cross-border work opportunities with British Columbia and sophisticated marketing strategies were added to the content.

The event was coordinated by Apprenticeship & Nontraditional Employment for Women (ANEW) and the Construction Center of Excellence for Washington State Department of Labor and Industries and the Washington State Apprenticeship Training Council. Numerous organizations from Washington, Oregon and British Columbia sponsored the event, which could not have been held without their generous contributions. They are listed in the “statistics” section of this report.

Like the inaugural 2010 event, the conference brought together professionals from seven states representing apprenticeship programs, government agencies, workforce development, community and technical colleges, secondary education, and non-profits.

A post-event online survey was conducted. Seventy-three or 33% of the conference attendees responded to this survey, and results are shared in the “Post Event Feedback” section of this report.

Attendees

The event met its venue capacity. 235 people registered representing these constituencies:

- Apprenticeship Programs
- Workforce Development Councils
- Government
- Community and Technical Colleges
- Non-profit organizations
- Labor organizations
- Businesses and Associations

223 people did attend all or part of the event. Additionally, 7 Washington State Representatives RSVP'd to attend the event reception; of those seven, two did attend the event.

Sponsors

These sponsors made it possible to host a second Pacific Northwest Apprenticeship Education Conference:

Platinum Sponsors

- Aerospace Joint Apprenticeship Committee
- Apprenticeship & Nontraditional Employment for Women
- Mechanical Contractors Association of Western Washington
- Construction Center of Excellence
- Northwest Center of Excellence for Marine Manufacturing & Technology
- Port of Bellingham
- Resource Training Organization of British Columbia
- United Association Local 26
- Washington State Department of Labor & Industries

Gold Sponsors

- Electrical Industry Group of Washington State
- Pacific Mountain Workforce Development Council
- Thurston-Lewis-Mason Central Labor Council
- Washington Laborers-Employers Cooperation Education Team
- Washington State Department of Transportation

Silver Sponsors

- Alcoa
- United Labor Bank
- WorkForce Central
- Workforce Development Council of Snohomish County

Bronze Sponsors

- Washington State Building and Construction Trades Council, AFL-CIO
- Washington State Workforce Training and Education Coordinating Board
- Western Washington Masonry Trades

Reception Sponsor: SSA Marine

Event Committee - These individuals contributed their expertise:

Gerry Andrews, Alaska State Office of Apprenticeship

Ann Avary, Northwest Center of Excellence for Marine Manufacturing & Technology/Skagit Valley College

Peter Lahmann, Northwest Laborers Employers Training Trust

Randy Ambuehl, Northwest Washington Electrical Joint Apprenticeship Training Committee

Gary Peterson, Northwest Washington Pipe Trades

Rafeeka Gafoor, Northwest Workforce Council

Stephen Ignac, retired, Northwest Council of Carpenters and Apprenticeship & Non-Traditional Employment for Women Board of Directors

Stephen Simms, Oregon Bureau of Labor and Industries, Office of Apprenticeship

Yancy Wright, Sellen Construction | Sellen Sustainability

Anne Wetmore, U.S. Department of Labor/Office of Apprenticeship

Alice Curtis, Washington State Department of Labor and Industries/Office of Apprenticeship

Melinda Nichols, Washington State Department of Labor and Industries/Office of Apprenticeship

Todd Snider, Washington State Department of Labor and Industries/Office of Apprenticeship

Michael Thurman, Washington State Department of Labor and Industries/Office of Apprenticeship

Kristi Grassman, WorkForce Central/Pierce County Construction Partnership

Curtis Takahashi, Workforce Development Council of Snohomish County

Michelle Skelly, Resource Training Organization of British Columbia

Doug MacLaren, Resource Training Organization of British Columbia

Karen Zukas, Industry Training Authority of British Columbia

Kim Buchanan, Ministry of Jobs, Tourism and Innovation

Katherine Rowe, Ministry of Jobs, Tourism and Innovation

Kairie Pierce, Washington State Labor Council

Heather Winfrey and Megan Smith – Event Coordinators, Apprenticeship & Non-Traditional Employment for Women

Shana Peschek and Vicki Plemmons – Event Coordinators, Construction Center of Excellence at Renton Technical College

Spokane's "Explore Your Future" Event Huge Success

Source: Mike Ankney, Director, Inland Northwest AGC Apprenticeship Programs

The Spokane Interstate Fairgrounds was the site of a combined Career Fair on May 15 and 16, 2012. Washington State Department of Transportation (WSDOT), Greater Spokane Inc., and the Inland Northwest AGC were the major sponsors of this combined event. Over 1,200 High School students gained valuable exposure to a multitude of career choices ranging from construction, manufacturing, military, materials testing, police, firefighting, higher education, medical, community service, broadcasting, aerospace and welding. Over 50 pieces of Heavy Equipment were on display and available for the students to operate. 100 + business' and organizations were involved, supplying over 250 volunteer's totaling over 5,000 man hours with the attitude, "It's For The Kids". Highlights included the opportunity to drive and operate an Articulated Dump Truck, Front End Loader, and Boom Lift. Other highlights include a climbing wall provided by the Washington National Guard, and a chin up competition conducted by the United States Marine Corp. A special thank you goes out to Kim Waseca-Love from the Spokane Home Builders Association for organizing the "Hands-On" portion of the event. The sponsors would also like to thank Tom Webb from the UBC, and Tom Hamilton from the Teamsters, for their support and involvement in the Event. Shelly O'Quinn and Robyn Swanson from Greater Spokane Inc. did a fantastic job of organizing the event and making it a huge success. Rick Jordan, WSDOT, gets a great big THANK YOU for all of his time, effort, volunteer's, and equipment he put forth for this event. It couldn't have happened without you. Lisa White, Spokane Public Schools gets a round of thanks for organizing the attendee's and the transportation.

Humberto Martinez from Federal Highways, Marvin Jenkins from WSDOT, and Melinda Nichols, Washington State Apprenticeship, were just a few of the dignitaries that were in attendance.

The sponsors would also like to thank all of the volunteer's and anyone who may not have been mentioned. It was a great event and is still being talked about. The dates have already been set for next year, May 13, 14, and 15, 2013 at the Spokane Interstate Fairgrounds. Note that a 3rd day has been added to increase awareness of the multitude of careers that are available not only to our youth, but to other organizations and programs who will benefit from attendance at an event of this magnitude.

Ms. O'Quinn received an email from a mother of one of the attendees that said, "I was a bit reluctant to let my child attend the event. I was pleasantly surprised at the dinner table conversation that night. My son could not quit talking about the event. He had no idea what a career was, let alone have an idea as to what he wanted to do. Now he has several ideas that he wants to pursue. I just wanted to take a moment to say Good Job and Thank You for all your hard work."



Aerospace Joint Apprenticeship Committee Shines a Bright Light on Future Careers

Source: Lisa Van Dyke, AJAC Communications Specialist

AJAC Apprentices Can Receive College Credit for what they Already Know

The Aerospace Joint Apprenticeship Committee (AJAC) is providing first and second year apprentices the opportunity to receive college credit for past work, volunteer and/or life experience through the LearningCounts.org Prior Learning Assessment (PLA).

The PLA is a 6-week online class through LearningCounts.org where students work on developing a portfolio showcasing their past non-classroom experience. Once the apprentice completes their portfolio, it is evaluated by a college faculty member who then determines if the content is at college-level and awards college credit accordingly.

Through the PLA, students:

- Earn up to nine college humanities credits, which they can apply towards their associate's degree
- Have the potential to earn credit towards their apprenticeship hours
- Gain free access to academic advising
- Earn their associate's degree and/or journey-level certificate faster

AJAC is currently offering this opportunity at no cost with the help of the Workplace-Based Learning Initiative to first and second year apprentices earning less than 18 dollars per hour. Third, Fourth and previous apprentices can also participate in the PLA. The next online class begins July 23, 2012. For more information about the Prior Learning Assessment, visit: LearningCounts.org.

Congratulations to AJAC's Graduating Apprentices!

The Aerospace Joint Apprenticeship Committee (AJAC) is excited to announce that 13 of its apprentices graduated on May 18, 2012 from the machining (aircraft-oriented) and aircraft mechanic airframe apprenticeship programs. These apprentices are the future of aerospace and now have the skills they need to be successful in aerospace and advanced manufacturing.



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

Source: Jody Robbins, Department of Labor & Industries

On September 26, 2012 Washington State Apprenticeship and Training Council (Council) members Lee Newgent, Susan Crane, Tim Wilson and council secretary José Rodriguez attended the Apprenticeship and Non-Traditional Employment for Women (ANEW) Graduation.



The Council members were there to present Heather Winfrey, executive director and her staff with one of the first ever Certificate of Recognition for excellence in apprenticeship preparation training. Under a recently established policy, preparatory programs can request and receive Council recognition for meeting or exceeding established criteria for delivering effective preparatory education and training. ANEW has a long tradition of preparing women for building and construction trade apprenticeship opportunities.



Council chair Lee Newgent claimed that ANEW's recognition for excellence was long overdue as he presented Heather with a framed certificate. ANEW's graduating class of 11 women chose REI's rock climbing wall as their venue for the celebration. All of the graduates had fun as they quickly learned about and then applied their skills to scaling the 65 foot tall REI Climbing Pinnacle, an iconic feature of the Seattle landscape since the REI Flagship store's grand opening in 1996. As several of the women quickly made their way to the top, Chair Newgent moved in to meet them at the bottom and begin recruiting them for the Ironworkers apprenticeship program. Congratulations to the graduates and staff at ANEW for a job well done!

Apprenticeship Fair Helps Bolster Labor Pool - Service members try their hand at skilled laborer jobs like roofing, bricklaying, concrete finishing

Source: Julie Smith/Northwest Guardian - Published: 12:27PM September 13th, 2012



Scott Hughes/Northwest Guardian

Jose Ruiz, right, runs a jack hammer under the supervision of Jared Ross during a JBLM Education and Apprenticeship Fair. Peter Lahmann injured his neck in a high school football game and didn't meet the military's medical standards, so he became a laborer.

On Sept. 6, he demonstrated the trade that he has learned to love to hundreds of Soldiers, retirees and family members attending the Joint Base Lewis-McChord Education and Apprenticeship Fair at Stone Education Center.

Now as the apprenticeship coordinator for the Northwest Laborers-Employers Training Trust Fund, chairman of the Washington State Apprenticeship Coordinators Association and a 39-year member of the Laborers' Union, Lahmann is looking for skilled workers.

"Our applicant pool of good, quality workers is down," Lahmann said. "So we look to the military to help bolster the quality of workers in the industry." The fair, the first of its kind at JBLM, offered hands-on opportunities to try out skilled trades like bricklaying, roofing and concrete finishing.

Attendees operated a bulldozer, pounded out sheet metal and broke up concrete with a jackhammer. According to education counselor intern Julie Kelly, roughly 6,000 service members from JBLM transition out of the military every year. Those transitioning service members need to be connected with organizations that are hiring, said education services specialist Amy Moorash.

“We have some of the most highly qualified individuals on this installation,” Moorash said. “They could step right into an apprenticeship program and get paid for their work while learning a new skill.” Through a combination of on-the-job training and related classroom instruction, apprentices prepare for careers in the skilled trades while earning a living wage, collecting raises along the way to reflect increasing experience and commitment. They become journeymen with internationally recognized trade certifications, salaries and full benefits. Moorash said certain military occupational specialties, like those found in sustainment or combat engineer units, mirror apprenticeship opportunities. Those service members already have backgrounds and abilities associated with skilled trades, paving the way for their transitions into skilled apprenticeship programs. Many of those demonstrating trades were veterans themselves, like Jared Ross, an organizer for the

Washington and Northern Idaho District Council of Laborers. After serving in the infantry for four years at JBLM, Ross got out of the Army and started pouring concrete for a local union. Eleven years later, he now leads efforts to organize local union chapters for laborers.

Thirty apprenticeship programs and 50 academic and service organizations were represented at the fair, which drew a huge crowd of about 1,200 attendees. Several colleges and universities had information available regarding education benefits for veterans, including the Post-9/11 GI Bill and the Yellow Ribbon Program.

“Most universities now have full-time staff devoted to helping veterans navigate the educational system,” Gonzaga University Assistant Dean of Admissions Joan Sarles said.

Gonzaga, a private university in Spokane, Wash., even has plans to build a veteran’s center on campus. “We hope it will help veterans see that they’re sought after, they’re valuable,” Sarles said.

Peter Lahmann agrees. For him, bringing the apprenticeship demonstrations to JBLM is beneficial for both the skilled trade industry and transitioning service members.

“We’re seeking quality workers, and our jobs pay good wages and benefits,” Lehmann said. “(Service members) should know these jobs are here.”

Julie Smith: julie.smith@nwguardian.com

Job Shadow Paves Way for Grant PUD Lineman

Source: Mary Heston Human Resources-Benefits Grant County PUD

Kurt Myers' career as a Grant PUD lineman began when his father struck up a conversation with members of a Grant line crew working near his Wilson Creek farm.

"My father talked with them a bit about what it was like to work as a lineman and for the PUD and then later that evening he told me about it and said it might be something to look into," Kurt said.

Kurt, a senior at Wilson Creek High School, was intrigued enough to take the initiative to call Grant PUD and ask if he could job shadow a line crew for a week. His request was granted and soon Kurt was having a great time observing the day-to-day activities of linemen.

"They really took the time to include me in what was happening," Kurt said. "They tried to teach me about what they were doing and about being safe. It made a big impression on me. From then on, I thought that's what I wanted to do."

After earning his diploma in 2007, Myers enrolled in a line school in Spokane. Following graduation from line school, he took an entry-level position with Avista. Soon he heard about an opening at Grant PUD for an apprentice lineman. Myers said he wanted to work closer to home and also with the outfit that gave him his start as a high school student.

It took him three years, and hundreds of hours of more education, but Myers recently achieved his goal and qualified as a lineman. "This is what I wanted to do," Myers said. "It feels good to achieve that goal."

Myers said he likes the aspects of the job that others might find challenging. "I enjoy being outdoors in all kinds of weather, doing manual labor and I don't mind heights," he said.

When it comes to working around electricity, Myers said it's important to have a very healthy respect for the hazards involved.

"You have to know that it can get you at any time," Myers said. "You can't really screw up without there being some serious consequences. You need to always do the things you're supposed to do to stay safe and never cut corners."

Myers was taught those first, basic lessons when he was on his job shadow five years ago. He said he appreciates Grant PUD providing him with the experience.

"That week made a big impression on me," he said. "I would encourage other students who might be interested in working for the PUD to do the same thing."



2012 WESTERN STATES ELECTRICAL CONTEST

Source: Randall Ambuehl, Training Director, Northwest Washington Electrical Industry J.A.T.C.

Each year IBEW/NECA electrical apprenticeship programs from the States of Washington, Oregon, California, Alaska, Nevada, Idaho, Montana, Utah, and Colorado send their best newly completed apprentice Inside Wireman electricians to compete in the Western States Electrical Contest.

The contestants must demonstrate the knowledge, skills and abilities they have acquired in their apprenticeships while representing their various JATCs in a spirited competition. The Contest location rotates among the various states and



IBEW/NECA JATCs. This year's competition was hosted by the Northwest Washington Electrical JATC and was held at its training center in Mount Vernon on September 15, 2012.

Contest sponsors included the Northwest Washington Electrical Industry Labor-Management Cooperation Committee, Platt Electric Supply and the Fluke Corporation. After the Contest, a Dinner and Awards Ceremony was held at the Tulalip Resort where contestants and award winners were recognized.



Competition events include Motor Control Drawing, Motor Control Project, Written Exam, Material ID, Residential Wiring Project, ½ Conduit Bending and ¾ Conduit Bending.

Overall winners were:

1st Place – Antonio Samaniego – Central Valley Electrical JATC, Modesto, CA

2nd Place – Kristopher Tuura – LU112/NECA Electrical JATC, Kennewick, WA

3rd Place – Nolan Aragon – Kern County Electrical JATC, Bakersfield, CA

Category winners were:

Motor Control – Ryan Harrell – Fresno Area Electrical JATC, Fresno, CA

Written Exam – Kristopher Tuura – LU112/NECA Electrical JATC, Kennewick, WA

Material Identification – Arin Forrest – NECA-IBEW Electrical JATC, Portland, OR

Residential - Aaron Frymire – Crater Lake Electrical JATC, Central Point, OR

½ "Conduit" – Nolan Aragon – Kern County Electrical JATC, Bakersfield, CA

¾ "Conduit" – Roger Brady – Santa Clara County Electrical JATC, San Jose, CA

Next year's Contest will be hosted by the San Diego Electrical JATC.

Today's Skills...Tomorrow's Future: WSDOT Pre-Apprenticeship Initiative program

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

On September 17, 2012, sixteen females and three minority males, embarked on a life changing opportunity!

Sponsored by the Inland Empire Electrical Training Trust through a grant provided by the Washington State Department of Transportation and in partnership with ANEW and the Spokane Area Workforce Development Council, the *WSDOT Pre-Apprenticeship Initiative* program was designed to help women and people of color who are interested in the skilled trades prepare for the mental, physical, and psychological demands of the construction and manufacturing industries.

This intensive 10-week prep course was customized to provide non-traditional students with job readiness skills in the construction trade through classroom and hands-on training and will strengthen their candidacy for employment and add

to their knowledge of the vast and growing construction industry. Coursework includes technical, job-specific and soft-skills training, as well as the physical conditioning needed to effectively compete for apprenticeship openings.

Already at their half-way mark, these individuals have all successfully completed and received their First Aid/CPR and OSHA-10 certifications, along with completing course work in trades history, hand and power tool operation and safety, fitness and strength training and trades exploration. In addition, all students are on track to receive their WorkKeys® National Readiness Certificate.

In the weeks to come, these nineteen amazing students will also complete their studies in blueprint reading, trades math, Financial Tools for the Trades, resume preparation and interviewing, the apprenticeship application process and receive their Forklift and Flagger Certifications.

Upon entering the training program, pre-apprentice student Nicholous Johnson stated "I was bouncing from dead-end job to dead-end job and I love to work with my hands so when I saw this program, I knew it was the right fit."

These soon-to-be well-prepared individuals will be entering the trades and trade related industries at an important time for the construction industry as it faces a skills shortage and an aging population of skilled tradespersons.



Aerospace Joint Apprenticeship Committee (AJAC) News

Source: Kirsten Speller, Communications Assistant, AJAC

12 Graduates from the Manufacturing Academy

On October 3, 2012, 12 students graduated from the [Manufacturing Academy](#)- a 10-week pre-employment program conducted by the Aerospace Joint Apprenticeship Committee (AJAC) in partnership with WorkForce Central and local manufacturing employers. This program provides students with industry related knowledge, skills and certifications necessary to fill entry level jobs in advanced manufacturing and/or aerospace industries. Skills include but are not limited to manufacturing basics, blueprint reading, welding and composites, with certification in forklift, flagger, OSHA and lean processes.

The partnership with WorkForce Central provides the program with recruitment, assessment, screening, and one week of soft skills training prior to selection

into the nine week technical training provided by AJAC. Manufacturing Academy provides students a pathway to enter into an apprenticeship or continue their education with Washington State local community and technical colleges while providing long-term employment and a career ladder for graduates to support the growing number of jobs in the aerospace and manufacturing industries. Congratulations to the 12 students who graduated with the skills, competencies and certifications necessary to be successful in the trades!



Career Related Apprenticeship for the Trades (CRAFT)

Source: Kenna May, Program Coordinator, Apprenticeship & Journeyman Training Center, SCC

This was not your Average Event! On October 9, 2012 the Eastern Washington Apprenticeship Coordinators Council and Spokane Community College's Apprenticeship and Journeyman Training Center hosted a first of its kind career fair. The event, called CRAFT (Career Related Apprenticeship For the Trades), targeted adult women and minorities in hopes of positively introducing them to the trades. The hands-on activities were led by industry professionals - mainly female apprentices and journey level workers.

Of the 49 people attending, 28 were women and 7 people of color. The participants took part in interactive events that included, bricklaying, roofing and PVC welding, nail driving display, snap-tie and jahn shoe low wall from concrete forms, cement work, threading pipe, welding, conduit bending, painting in spray booth, heavy equipment operation and viewing a cut-away airplane engine and lineman display.



Throughout the day the participants were introduced to the wide array of employment opportunities that are available to them in the trades. In conversations with participants while they were filling out surveys and with others as they were leaving the event, many positive comments were heard. The attendees, both

male and female, were trying to find connections to employment, training, and apprenticeships to change their lives. Some had previous skills in the trades while others were from the manufacturing sector. All were looking for some sort of training bridge to jobs and they all had moving stories...the YouthBuild participants were there for career exploration and gained some great insights and many were heard to say that they had selected a trade!

At the end of the day, there were some brave people who stepped out of their comfort zones. They weren't kids looking to spend the day away from teachers. These were mothers and fathers who were seriously investigating second careers! The event is considered a huge success and the apprenticeship coordinators were impressed with the quality of participants attending and feel their application pool was strengthened tremendously by this event. Plans have already started for next year's event!



Summit on Territorial Employment Rights and Apprenticeship

Source: Chris Winters, Subcommittee Chair and Business Rep. IUPAT, Local 1964



Washington State Apprenticeship & Training Council Tribal Liaison Subcommittee sponsored a summit to discuss issues of concern around apprenticeship training opportunities for Native Americans. Representatives from Tribal Employment Rights Offices in Washington and Oregon met with representatives from registered apprenticeship and the building and construction trades on October 16, 2012 to discuss ways to expand apprenticeship training opportunities for tribal members. The summit proved to be an enlightening experience for all with commitment to continue the conversation and promote best practices through the subcommittees continuing efforts.

197 Graduate PSNS & IMF Apprentice Program

Release No: 008-12; Date: September 28, 2012; PRESS RELEASE

Source: M. A. Mascianica, Public Affairs Officer

Bremerton, WA – Four years, 197 graduates, 93 percent at 3.5 G.P.A. or above SUCCESS!

On Friday, Sept. 28, at the Bremerton Performing Arts Center, Puget Sound Naval Shipyard and Intermediate Maintenance Facility celebrated the apprentices who entered the work force four years ago and now join the ranks as journey-level mechanics. These tradespeople are walking away with not only two journey-level certificates, but also an associate in technical arts degree from Olympic College. They successfully completed their program through hard work, dedication to their studies, and with the support and devotion of their family and friends.

“You should all remember this night—the night you graduated from not one of the best apprenticeship programs in the nation, but THE BEST ... proudly reflect on all you have

achieved in a relatively short amount of time in your lives,” said Captain Steve Williamson, Commander, Puget Sound Naval Shipyard and Intermediate Maintenance Facility. “We are all here with you now to celebrate those accomplishments and the contributions you have made to this command since starting that journey four years ago.”



2012 Apprentice of the Year was Welder, Scott Miller, shown here with PSNS & IMF Apprentice School Administrator, Bryan Watland.

This truly was a night for celebration. Along with the recognition of the 197 individuals, specific awards were presented by the command’s management associations to four of this year’s graduates: Pipefitter Paul Meckley received the Scholastic Award; Sheetmetal Mechanic Jason Turnbull was the recipient of the Craftsman of the Year; the Leadership Award went to Pipefitter Kate Bissonette; and Welder Scott Miller was recognized as the 2012 Apprentice of the Year.

“You are a part of something great; you are a part of America’s Navy,” said Joe Carver, Non-Destructive Test Examiner and the ceremony’s class speaker. “Now, I can’t tell what your legacy will be, nor can I tell you how to contribute, but there are plenty of avenues out there...you can shape it however you choose. You have begun to shape [your legacy] through the last four years, but you have the rest of your career to complete it.”

One such legacy was shared in the evening’s recognition of Apprentice Program Hall of Fame Inductee, Herman Petersen, who graduated from the apprentice program in 1908. Petersen, who climbed the rank from journey-level to foreman until he became the fourth superintendent of the Shipfitter Shop in 1923, distinguished himself as a master of the trade. His leadership and expertise was instrumental in returning war damaged ships to duty during WWII. His trailblazing from apprentice to master has been emulated by many former and current superintendents and is a path some of this year’s graduates might eventually take themselves.

Williamson encouraged the new graduates to take this commitment to excellence and start writing the history of PSNS & IMF. “I am proud to be your Commander and look forward to seeing you out on the waterfront being SAFE, being ENGAGED and being a PART OF HISTORY!”

Pre-Apprenticeship Program Graduates 17

Source: Spokane Area Workforce Development Council, November 2012 Newsletter

Thanks to funding the SAWDC received from the Washington Department of Transportation, 17 local people received pre-apprenticeship training and supportive services.

The funding is part of a grant to recruit and train women and minorities in the highway construction related trades. The first group officially completed training at the Inland Empire Electrical Training Trust (IEETT) this week and received their certificates. The Apprenticeship & Non-Traditional Employment for Women (ANEW), the IEETT and the Spokane Workforce Consortium were responsible for the implementation of the project.

The group received a variety of training, including forklift operation, flagger certification, tool operation, math and blueprint reading. In addition, they learned resume writing, interviewing and career planning to help them take the next step.

Apprenticeship Program Activities Report, December 2012

Source: Brenda Nnambi, Director, Office of Equal Opportunity & Melinda Nichols, Apprenticeship Program Manager

Background: To effectively utilize all available resources to deliver the most comprehensive services available the implementation of House Bill 2673 – Transportation Workforce Diversity (HB 2673) is a collaborative effort between the Washington State Department of Transportation (WSDOT), the Washington State Department of Labor and Industries (L&I) and the Washington State Apprenticeship and Training Council (WSATC). HB 2673 directed the above agencies to collectively expend federal funds, under United States Code (USC) Part 140(b), to increase the diversity in the highway construction workforce and prepare individuals interested in entering the construction workforce. These services include pre-apprenticeship programs, pre-employment counseling, orientation to the programs, basic skills improvement classes, career counseling, remedial training, entry requirements, transportation assistance, jobsite mentoring, retention services, and safety equipment.

Selection Process: To determine the most cost effective method to deliver On-the-Job Training Support Services (OJT/SS), WSDOT, L&I and the WSATC analyzed current and future highway construction projects and types of work associated with these projects and the OJT/SS available which would result in the most jobs and the least cost. The analysis of current and future projects indicated that most of the highway construction funds will be spent in the Puget Sound area.

WSDOT, L&I and WSATC also evaluated the different approaches to pre-apprenticeship and OJT/SS. These range from construction career day and other outreach events to high school students, technical and community college classes to pre-apprenticeship programs. In analyzing all of these programs it was determined that pre-apprenticeship programs offer the highest return on investment with the most individuals gaining family wages jobs as a result of participation. Given the cumulative results of the analyses, WSDOT, L&I and WSATC realized the necessity for actualizing a Statewide Pre-Apprenticeship Program vision. The first area of emphasis was supporting the existing successful Pre-Apprenticeship Programs in the Seattle Area, the Apprenticeship and Non-Traditional Employment for Women (ANEW) and Seattle Vocational Institute (SVI). Secondly, WSDOT, L&I and WSATC identified the necessity for Pre-Apprenticeship Programs in other areas throughout Washington: Spokane, the Tri-Cities and Vancouver.

Results:

Seattle: \$21,000

WSDOT was able to support ANEW, the oldest Pre-Apprenticeship Program in the Nation. ANEW is a non-profit organization linking women to apprenticeship and family wage jobs in the construction trades. ANEW supports women of all ages and backgrounds and partners with the apprenticeship programs and employers who advocate for their success. ANEW's Pre-Apprenticeship delivery model is so successful as they partners with the various trades so participants can learn basic information regarding the different trades, carpentry, electrical, labor, etc. to assist in their career development and decisions. WSDOT was able to provide tuition for ten (10) individuals in ANEW's program.

WSDOT was also able to support SVI's Pre-Apprenticeship Construction Training program. This program is designed to assist men and women, including those non-traditionally employed in the trade, to gain the skills needed to become successful competitors for building and construction trade apprenticeship programs. Participants learn trade skills, which are relevant to the work-site of various trade occupations. WSDOT was able to provide tuition to seventeen (17) individuals, both women and men of color.

Spokane: \$75,000

WSDOT, L&I and WSATC determined the ANEW Pre-Apprenticeship delivery model was a successful delivery model and contracted with the Spokane Area Workforce Development Council to provide these same services in Spokane. So far, the Spokane Area Workforce Development Council performed the following activities:

- Developed a Pre-Apprenticeship program in coordination with the Inland Empire Electrical Training Trust Boot Camp and Apprenticeship & Non-Traditional Employment for Women (ANEW).
- Conducted outreach by attending events, collaborating with WorkSource, and posting information online. Through their efforts, the Spokane Initiative was able to outreach to over 1,300 individuals to solicit participation in the program.
- Assessed and screened forty (40) individuals. Individuals who were not placed in the program were either referred to another organization (e.g. community or technical college) or provided with other OJT/SS which would automatically gain them family wage jobs.
- Placed nineteen (19) individuals, minorities and women, in their ten (10) week Pre-Apprenticeship Program, which started September 17, 2012.
- Graduation for these individual occurred on November 28, 2012.

The Spokane Area Workforce Development Council has had wonderful feedback with comments such as "I was bouncing from dead-end job to dead-end job and I love to work with my hands so when I saw this program, I knew it was the right fit." Pre-Apprenticeship student, Nicholous Johnson.

Tri-Cities: \$45,000

WSDOT, L&I and WSATC also contracted with the National Association of Women in Construction (NAWIC) to deliver this same type of program in the Tri-Cities. So far, NAWIC has performed the following activities:

- Developed a Pre-Apprenticeship program in coordination with Tri-Tech Skills Center and WorkSource.
- Conducted outreach by attending events, collaborating with WorkSource on enrollment and posted information online.
- Placed fourteen (14) individuals, minorities and women, in their eight (8) week Pre-Apprenticeship program which started October 16, 2012.

- Graduation for these individuals occurred on November 29, 2012.

Vancouver: \$45,000

WSDOT, L&I and WSATC determined the Vancouver area was in need of a Pre-Apprenticeship Program to prepare for the Columbia River Crossing project and other federally funded projects in that area. Therefore, WSDOT began the sole source process for the Vancouver Pre-Apprenticeship and OJT/SS Program with ANEW in coordination with Oregon Tradeswomen, Inc. To expedite service delivery and due to the limited responses received in the past with OJT/SS consulting contracts, WSDOT decided to utilize a sole source request. The sole source request was not challenged and WSDOT is negotiating the contract with the Consultant. The work under this agreement is starting in early December 2012 with targeted assistance and outreach to approximately one hundred (100) individuals with approximately twenty (20) screened for enrollment in the Pre-Apprenticeship Program.

Construction Career Days: \$40,000

WSDOT is providing financial assistance to four (4) Construction Career Day (CCD) Programs in the 2012 - 2013 school year. These programs are in King County, Spokane County, Pierce County and the Tri-Cities area. These CCD Programs are a workforce development tool which introduces high school students to the transportation construction industry and increases the interest of the non-traditional career pathways. Through these programs, WSDOT is able to reach thousands of youth who may not consider the construction industry as a career pathway. For example, after the Spokane Construction Career Day, WSDOT received the following thank you note from a parent:

"I was not able to attend yesterday or today. However, our 15 year old son, Andrew, attended yesterday. He is our challenge...very engaging, polite, funny, but not at all motivated to "do school" except for the social and sports aspects. I was a little reluctant to let him go because of a couple grades, but I was encouraged by our CTE director. Andrew came home so excited! He loved the hands on experiences and felt like he had options beyond what he sees his dad and I do at work. He couldn't stop talking about how he got to use a backhoe and how the guy let him drive it and on and on. A light turned on for him by participating in the event."

Financing

WSDOT utilized grants funds received from the Federal Highway Administration (FHWA) to administer this program. In recent years, WSDOT has received \$300,000 to administer the OJT/SS Program. However, on August 27, 2012, WSDOT was notified by FHWA that the methodology for distributing funds had changed and WSDOT will receive significantly less funding in the future to administer the program through the grant mechanism. As such, WSDOT received approximately \$113,000 to administer the program for Federal Fiscal Year 2012 (October 1, 2012 through September 30, 2013). As federal funding through the grant mechanism will likely remain minimal the ability to deliver these same results will significantly decrease. WSDOT, L&I and WSATC have spent approximately \$250,000 on these efforts and have approximately \$74,000 remaining for until September 30, 2013. All of the parties involved are actively exploring other funding options available to continue this important effort.

Conclusion

Using a multi-faceted collaborative approach WSDOT, L&I and the WSATC was able to leverage existing resources to deliver a statewide Pre-Apprenticeship Program on a limited budget. These efforts have already resulted in very promising results. Pat Perez, WSATC Council Member during a Council Meeting on October 18, 2012 spoke regarding the Spokane Pre-Apprenticeship Program:

“They have nineteen people in their first class. And I’m happy to report that three of the crafts – IBEW; the Ironworkers, with Ethan LeGrand; and UA Plumbers Steamfitters Local 44 – are

going to commit to probably six of those participants... I've always said that something like that's going to be a lot more helpful than career fairs and handing out leaflets."

The collaborations developed to carry out the intent of this bill have not only created partnerships between WSDOT, L&I and the WSATC but also supports and recognizes the full benefits in having a sustained Statewide Pre-Apprenticeship Program to create jobs and increase diversity in the highway construction trades.

Pierce County Career Day, November 15, 2012

Source: Pierce County WorkForce Central

Pierce County Career Day 2012 proved the most successful since the program's inception in 2008. Over 100 exhibitors from the construction, manufacturing, transportation and utility industries, plus local community and technical colleges showed 1920 students from 38 Washington and Oregon high schools various aspects of careers in these industries.

Through hands-on exhibits, student experiences included carpentry, welding, pipe-fitting, pipe-bending, drywall installation, and working with tin and plastics. The students took turns driving backhoes and frontend loaders, and through it all, learned about career options perhaps not before considered.

"Pierce County Career Day is a win-win event for all," stated Mark Martinez, Executive Secretary of the Pierce County Building and Construction Trades Council. "The students learn about possible career paths, local businesses influence training needs, and the industries contribute to developing a strong workforce for the future."

Pierce County Career Day, organized by WorkForce Central's Pierce County Construction Partnership, is a private-public partnership bringing students, educators and employers together in an exciting event to educate high school students to the many different career paths available and give them the opportunity to explore future careers with industry professionals. It also provides a venue for technical and community colleges that offer training in these industries to expose students to the many program and career options available to them.

While Career Day began just as the recession took hold, industry sponsor support grew every year, resulting in over \$50,000 in sponsorships for 2012. "Without this type of industry support, it would be impossible to produce this program year after year," stated Linda Nguyen, CEO, WorkForce Central. "The business and education leaders in Pierce County understand the value of this early contact with students as they begin to think about life after high school. It also provides a venue for the industries to better prepare the emerging workforce."



Boeing-giving information on opportunities in their company.



1st Place Winner of the Dog House Prize



NEWS RELEASE

Curlew Job Corps Center

For Immediate Release
Date: December 4, 2012

Contact: Jenni Albert
Phone: 509-779-0547

In 1999, Kevin Connor was a senior at Riverside High School, in north Spokane, playing sports and getting good grades. Until, that is, a bout with mononucleosis caused him to miss too many hours of school. He was told he'd have to repeat his senior year. Shortly after, Kevin came to the Curlew Job Corps, located 120 miles north. He had plans to hurry up and get his high school diploma and return to Spokane County to find a job. What happened to Kevin next can be summed up as nothing less than "divine destiny."

Kevin comes from a family of talented bricklayers, his uncle, Dennis Albert, who started the brick masonry training program at Curlew Job Corps in 1979, Dennis' father, a master mason, and several other relatives who were also involved in the industry. Kevin spent time exploring all the different training programs Curlew Job Corps had to offer, but when he shared the day with the International Masonry Institute's bricklaying instructor, Richard See, he found that he had a natural talent for the trade. He spent the next year building on foundational skills and speed.

Kevin also trained and participated in the center's wildland firefighting efforts. He was able to earn approximately \$11,000 that summer and gain valuable work ethics and experience.

Kevin completed the bricklaying trade, bought a truck, put a down payment on a home with acreage, and immediately went to work for Great Northern Masonry, and more recently, Spilker Masonry, the biggest masonry contractor in Spokane, Washington. Kevin took to the work easily, earned his journeyman status, and soon was running work crews.

In November, 2012, Richard See retired. The International Masonry Institute held interviews to fill his position at Curlew Job Corps. You guessed it. Kevin got the job.

Kevin and his wife, Sherrie, and two of their three children will be, hopefully, spending many years in the Curlew area. Kevin is dedicated to helping Curlew Job Corps bricklaying students find their way into a rewarding and highly skilled industry.

It only goes to show that one door closed is another door opened. What could have been viewed as a major setback, turned out to be a gift.

Oh, and one last twist to the story. Jonas Elmore, International Masonry Institute Job Corps Director, in Washington, D.C., called to congratulate Kevin on his new position. Turns out that he, also, was a Job Corps graduate!



Richard See passes the trowel to Kevin Connor

Spokane Area Bricklayers: Proud of One of Their Own

Source: Bricklayer's Local #3 WA-ID-MT and The Inland NW Masonry JATC Committee

We are proud to announce the position of the new Job Corp Instructor through International Masonry Institute is Kevin Conner. Kevin has been a bricklayer with the Local #3 WA-ID-MT Union since December of 2000.

We have had the opportunity to have Richard See in the training midst of the Curlew Job Corp for quite some time. Richard See had decided to step down from his position in retirement from the Job Corp in late November of this last year; Kevin was chosen by a concentrated interview of who would best fit for filling the shoes of Richard See. With Kevin taking on the tasks ahead, we are confident for the future of the Curlew Job Corp and the students that are being prepared for the prospects before them.

In early December of 2012, the Washington State Apprenticeship & Training Council had presented a certificate of Program Recognition to the Curlew Job Corp Center Pre-Apprenticeship Construction Bricklaying, commending the outstanding efforts to link student to registered apprenticeship opportunities and to ensure that all who are interested can access information about our state's excellent apprenticeship program.

Thank you for the acknowledgement as this a New Year begins.
Respectfully, Bricklayer's Local #3 WA-ID-MT
And The Inland NW Masonry JATC Committee

AJAC Creates Videos that Highlight Successful Women in the Trades

In November, the Aerospace Joint Apprenticeship Committee (AJAC) created a series of videos highlighting successful women in the aerospace and manufacturing trades. The purpose of these videos is to inspire girls and women of all ages who enjoy working with their hands and creating things, but may not be aware of these occupations, or don't know how to get started. Listen to these women's stories and find out how they got into the trades and how through hard work and dedication, they now have rewarding careers as a Machinist, Aircraft Mechanic, or Precision Metal Fabricator.

Meet Alicia a wife, mother, and an Aircraft Mechanic:

<http://youtu.be/TYvvQA1LnpA>



Meet Miley a single mother, a mentor and a Machinist: <http://youtu.be/J7ew6fASi7o>



Meet Sandra a single mother, Rat City Roller Girl, and a Precision Metal

Fabricator: <http://youtu.be/BvwPrU8kkyA>



Appendix 1:

2012 Apprenticeship Completions by Occupation

Occupation Name	Total Completions 2012
Electrician (Inside/Construction)	299
Carpenter	169
Ironworker	147
Laborer	98
Sheet Metal Worker	95
Fire Fighter	80
Plumber	49
Constr Equip Operator	40
Construction Lineman	40
Tree Trimmer	34
Gypsum Drywall Systems Installer	31
Steamfitter	31
Residential Weatherization Tech	29
Sprinkler Fitter	28
Commercial Glazier	26
Pipefitter	21
HVAC Service Tech	20
Roofer	20
Cement Mason	19
Elevator Constructor Mechanic	19
Lineworker	18
Asbestos Worker	15
HVAC/Refrigeration Mechanic	15
Scaffold Erector	15
Low Energy/Sound & Comm Tech	13
Cook	12
Workers Comp. Adjudicator 2	11
Boilermaker	10
Child Care Assistant/Associate I	9
Acoustical Applicator	8
Dispensing Optician	8
Meter Technician	8
Millwright	8
Painter and Decorator	8
Trl/Cont/Van Rep Mech	8
Brick Layer	7
Hoisting Engineer	7
Machinist (Aircraft Oriented)	7
Pointer/Cleaner/Caulker	7
Heavy Duty Repair Mech	6
Insulation Applicator	6
Cable Splicer	5
Electrician Constructor	5

Firestop/Containment Worker	5
Hydro Mechanic	5
Industrial Maintenance Millwright	5
Meatcutter, Retail	5
Tile Setter	5
Carpet, Linoleum & Soft Tile Layer	4
Educational Paraprofessional	4
Facilities Custodial Serv Tech	4
Heating/Air Conditioning Installer & Servicer	4
HVAC Test, Adjust and Balance Tech	4
Stationary Engineer	4
Teamster	4
Tile/Terrazzo/Marble Finisher	4
Traffic Control Painter	4
Wiremen	4
Cellular Manufacturing Mach.	3
Machinist	3
Maint Plumber/Steamfitter	3
Plasterer	3
Residential Carpenter	3
Sheet Metal Service Tech	3
Composite Manufacturing Technician	2
Facilities Custodial Services Technician I	2
Housing Plumber	2
Hydro Electrician	2
Indust Electronic Maint Tech	2
Indust Maint Mechanic	2
Landscape Technician	2
Marine Machinist	2
Power Plant Operator	2
Carpenter, Piledriver	1
Child Care Site Coordinator/Associate II	1
Combustion Turbine Specialist	1
Construction Site Surveyor/Technical Engineer	1
Drywall Finisher	1
Electrician Tech (City of Seattle)	1
Electronic Systems Technician	1
Facilities Maintenance Mechanic	1
Fire and Burglar Alarm Technician	1
Gear Machinist	1
Health Unit Coordinator	1
HVAC & Refrig Installer/Servicer	1
Industrial Maintenance Electrician	1
Industrial Maintenance Mechanic/Repairer	1
Industrial Sheet Metal Worker/Welder (Maint)	1
Instructional Aide	1
Lather	1
Maintenance Lineman	1

Maintenance Machinist	1
Manufacturing Machinist	1
Marble Setter	1
Marine Electrician	1
Marine Pipefitter	1
Medium/Heavy Diesel Mechanic	1
Model Maker	1
Potable Water Supply/Service	1
Residential Sheet Metal Worker	1
Residential Wireman	1
Soft Floor Layer	1
Substation Technician	1
System Dispatch	1
Utility Wireman	1
Waste-Water Treatment Plant Operator	1

Appendix 2:

2012 Apprentice Registrations by Occupation

Occupation	Total
Electrician (Construction)	396
Carpenter	254
Laborer	245
Fire Fighter	202
Roofer	144
Ironworker	115
Tree Trimmer	94
Machinist (Aircraft Oriented)	92
Sheet Metal Worker	80
Constr Equip Operator	78
Gypsum Drywall Systems Installer	78
Construction Lineman	74
Painter and Decorator	68
Workers Comp. Adjudicator 2	65
Low Energy/Sound & Comm	62
Plumber	50
Sprinkler Fitter	42
Facilities Custodial Services Technician I	41
Carpenter, Scaffold Erector	34
Facilities Custodial Serv Tech	31
Cement Mason	28
Carpenter, Piledriver	27
Steamfitter	26
Asbestos Worker	25
Residential Weatherization Tech	25
Millwright	21
Drywall Finisher	20
Meatcutter	20
Tile/Terrazzo/Marble Finisher	19
Carpet, Linoleum & Soft Tile Layer	18
Hoisting Engineer	18
Residential Electrician	16
Lineworker	16
Heating/Air Conditioning Installer & Servicer	16
Acoustical Applicator	15
Drainage & Wastewater Collection Worker	14
Traffic Control Painter	13
HVAC/Refrigeration Mechanic	12
Plasterer	12
Fire and Burglar Alarm Technician	11
Insulation Applicator	11
Residential Sheet Metal Worker	11
Cement Finishers	10

Pipefitter	10
Shipwright	9
Boilermaker	8
Brick and Block Finisher	8
Brick Layer	8
Heavy Duty Repair Mech	8
Meter Electrician	8
Pointer/Cleaner/Caulker	8
HVAC Service Tech	7
Industrial Maintenance Millwright	6
Maintenance Lineman	6
Manufacturing Machinist	6
Residential Glazier	6
Teamster	6
Dispensing Optician	5
Scaffold Erector	5
School Secretary	5
Aircraft Mechanic Airframe	4
Cable Splicer	4
Construction Site Surveyor/Technical Engineer	4
Cosmetologist	4
Firestop/Containment Worker	4
Instructional Assistant	4
Manicurist	4
Stationary Engineer	4
Tool and Die Maker	4
HVAC Test, Adjust and Balance Tech	3
Machinist	3
System Dispatch	3
Assembly Machinist	2
Child Care Assistant/Associate I	2
Electronic Systems Tech	2
Esthetician	2
Indust Electronic Maint Tech	2
Marine Machinist	2
MFG Precision Metal Fabricator	2
Power Plant Operator	2
Power System Wireman	2
Coach Heavy Diesel Mechanic	1
Combustion Turbine Specialist	1
Commercial Glazier	1
Educational Paraprofessional	1
Gear Machinist	1
Generation Electrician Constructor	1
Glazier	1
Industrial Instrument Technician	1
Industrial Maintenance Machinist	1
Industrial Maintenance Pipefitter	1

Instructional Aide	1
Library Technician	1
Maintenance Repairer	1
Marble Setter	1
Marine Painter	1
NC Spar Mill Operator	1
Ocularist (Artificial Eye Maker)	1
Refrigeration Fitter	1
Saw Filer	1
Sheet Metal Service Tech	1
Signal Lighting Electrician	1
Terrazzo Worker	1
Tile Setter	1
Water Mechanic	1