



STATE OF WASHINGTON

DEPARTMENT OF LABOR AND INDUSTRIES

Apprenticeship Section - (360) 902-5320

PO Box 44530, Olympia, Washington 98504-4530

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

SUBJECT: **Quarterly Report (October - December 2015)**

DATE: January 21, 2016

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

FROM: Tim Wilson, Program Manager

On behalf of the Washington State Apprenticeship and Training Council (WSATC), Apprenticeship Section staff, regional field consultants and contributing stakeholders, I present the **October – December 2015** report on registered apprenticeship activity and findings in the State of Washington.

The Department wishes to thank all those who contributed to this report. We commend all stakeholders whose work continues to drive innovations in apprenticeship education, workforce development and equal employment opportunity outreach.

Highlights from the October 2015 WSATC Meeting

APPRENTICESHIP PREPARATION PROGRAMS RECOGNIZED:

- Skilled Trades Preparation (STP) - SCC Apprentice and Journeyman Training Center
- YouthBuild Spokane – Apprenticeship Preparation Program

NEW STANDARDS: (Permanently Registered)

Aries Mechanical Inc. Apprenticeship Committee

Plumber	SOC: 47-215.02	10,000 Hours
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C&H Trucking Academy/MAYA Trucking Inc

Tractor-Trailer Truck Driver (Non-Construction)	SOC: 53-3032.00	2,000 Hours
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Construction Industry Training Council of Washington – Residential Wireman/LESCT

Low Energy/Sound and Communication Technician	SOC: 49-2022.03	4,800 Hours
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Residential Wireman	SOC: 47-2111.00	4,800 Hours
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Happy Hour Salon Apprenticeship Program

Manicurist	SOC: 39-5092.00	2,000 Hours
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SWANQ Apprentice Program

Barber	SOC: 39-5011.00	2,000 Hours
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Cosmetologist	SOC: 39-5012.00	3,000 Hours
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Esthetician	SOC: 39-5094.00	2,000 Hours
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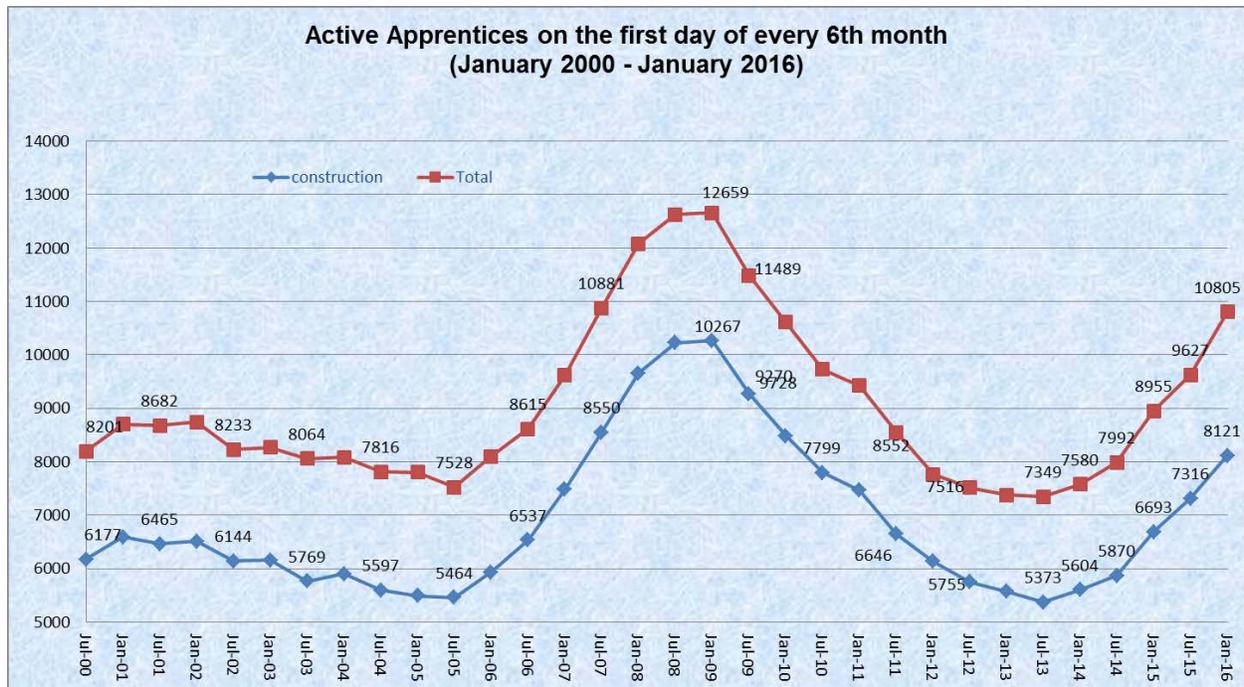
Manicurist	SOC: 39-5092.00	2,000 Hours
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NOTEABLE RETIREMENT

William “Bill” Chrisman, apprenticeship consultant for the Department announced his retirement after more than 30 years of service with the apprenticeship program. Bill thanked everyone for the opportunity to serve in the most effective workforce development system in the state. Bill received a certificate of meritorious service from the Council and a standing ovation from those in attendance.

Apprenticeship by the Numbers

There were **13,710** active apprentices for the 12-month time period ending December 31, 2015 of which **1,297** were women and **3,440** were minority. Over the last quarter (October - December 2015) there were **11,238** active apprentices. For a complete listing of new registrations by occupation, please contact staff in the Tumwater office.



Apprentice Activity (October - December 2015):

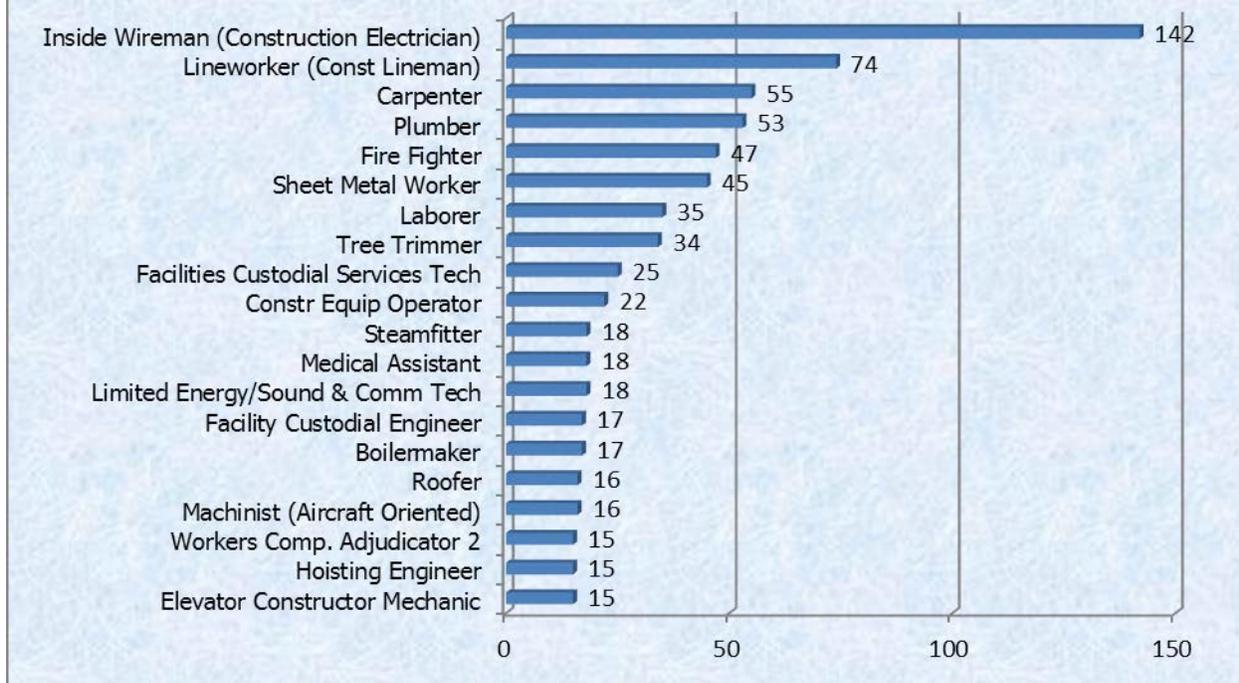
- **11,238** active apprentices during the time period
- **108** individuals were issued completion certificates
- **298** individuals were cancelled
- **830** individuals were registered as apprentices (**1,424** registrations previous quarter and **4,522** registered in 2015)

Minority, Female and Veteran Participation (October - December 2015):

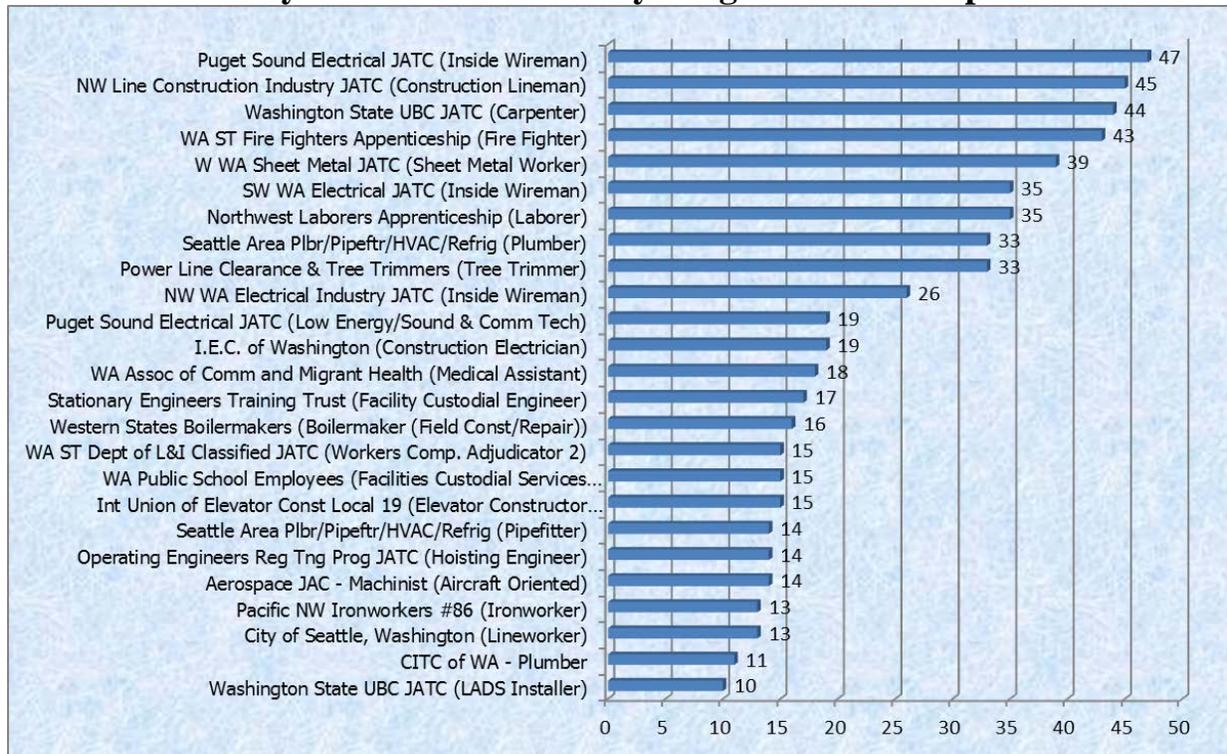
- **2,811** active minority apprentices (25%)
- **1,027** active female apprentices (9%)
- **1,128** active veteran apprentices (10%)

The building and construction trade occupations continue to drive numbers in terms of total completions or journeylevel credentials issued. See the charts below for the most active occupations in terms of completions and registrations for 2015.

Journey Credentials Issued by Occupation 2015 >14



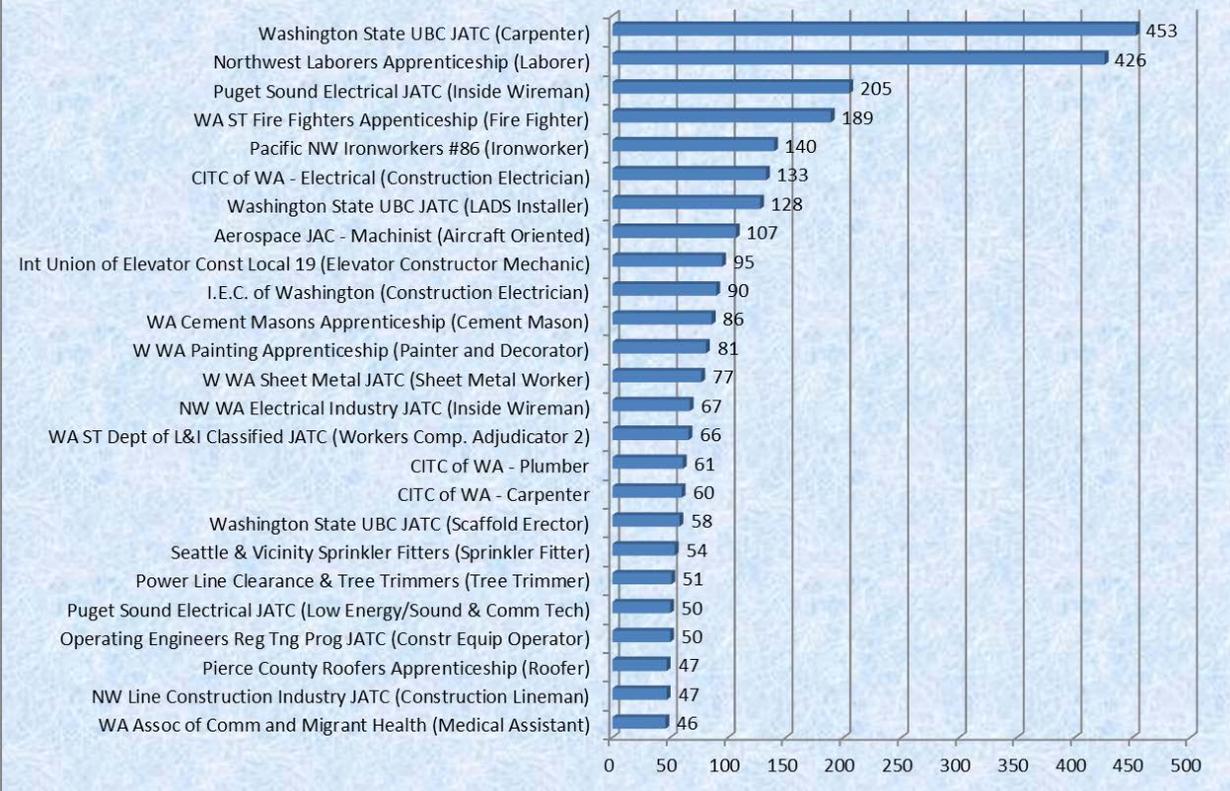
Journey Credentials Issued by Program and Occupation



Top 25 Occupations by Registrations 2015



Top 25 Registrations by Program & Occupation 2015



Quarterly News and Events (October - December 2015)

AJAC Forge's New Apprenticeship Program in Whatcom County



The Aerospace Joint Apprenticeship Committee (AJAC) in partnership with Bellingham Technical College, the Port of Bellingham and the Northwest WorkForce Council are excited to announce the launch of three new apprenticeship programs in Whatcom County – machining, precision metal fabrication and industrial maintenance mechanic. In an effort to address the demand for skilled advanced manufacturing employees in the greater Bellingham area, AJAC's in-house training program will combine supervised on-the-job training with college-level classroom instruction.

According to a recent survey conducted by the Employment Security Department and the U.S. Census Bureau, Whatcom County supports an estimated 9,011 local jobs in manufacturing with an average annual wage of \$59,613 in 2014. From 2010 to 2014, Whatcom County's manufacturing workforce grew 18% with a projection to grow an additional 1.7% through 2018.



Nearly 45% of Whatcom County's manufacturing workers are over the age of 45 with an expectation that more will retire in the next decade. Nationwide, companies are in dire need to replenish an aging workforce with new talent they can train to compete in the global advanced manufacturing market.

Establishing an apprenticeship program that supports off ambitious workers has benefits to employers, employees and the local economy. "Apprenticeship is a proven method employers across Whatcom County can use to attract and retain the top talent this region has to offer," said Demetria "Lynn" Strickland, AJAC's Executive Director. "Employers increasingly are understanding they need to 'grow their own.' College-credited classroom training combined with time spent on-the-job with skilled mentors will help to transition new generation workers into leaders. These leaders will help sustain Whatcom County's footprint in aerospace and advanced manufacturing."

New emerging technologies coupled with production demands and impending retirements has forced employers to reinvent the way manufacturing can continue to grow not only in Whatcom County but across the state and nation. With the help of AJAC's structured on-the-job training, local technical colleges, workforce development agencies and employers, Washington's aerospace and advanced manufacturing sector will be supported by a growing pool of skilled workers.

Tri City Construction Career Day Brings out More Than 600 Students

Oct 06, 2015 6:35 PM PDT

Posted by Jonathan Halvorson (with additions by Michael Thurman)

On October 6, 2015, more than 600 students from about 16 schools, got some hands on experience at the 10th Annual Construction Career Day.

The event, held at the Benton Franklin Fairgrounds brought together opportunities for students from the many schools to explore careers in the construction industry. Approximately 44 different organizations participated in putting together and supporting this event.

Masonry, sheet metal, and welding are just some of the things students got to check out. The students were divided between 3 sessions (7-5 schools each) and each session was divided into 3 time periods. The time periods included:

- 1) **Equipment Operation** which allowed the students to operate various pieces of construction related equipment.
- 2) **Hands On Activities** which allowed the students to work with various tools including building small projects that were taken home by the students. There were also some Employers and Groups present providing information about what they could do or provide for the students and schools.
- 3) **Lunch (last but not least)** which consisted of some Great Pizza.

Safety Consultant for the department of labor and industries Jim Woodfin said "they get some hands on experience and training on some heavy construction equipment. Department of labor and industries interest is that we get the kids started off on the right foot."

The career day was made possible thanks to several sponsors and many volunteers, including the Tri-City Construction Council and Tri-Tech Skills Center.



Students operating equipment

What Are Your Hiring Needs?

AJAC, South Seattle College and City of Seattle Host

Employer Roundtable for Manufacturing Academy Pre-Apprenticeship Program



Over 105,000 King County residents currently work in the manufacturing sector, with an astonishing wage rate 122% higher than the county average. Over 40% of the King County manufacturing workforce is over the age of 45 creating a skills gap that widens each year. The Manufacturing Academy recently partnered with South Seattle College and the City of Seattle Office of Economic Development to host a roundtable discussion about industry needs to ensure our curriculum continues to be in line with employer needs.

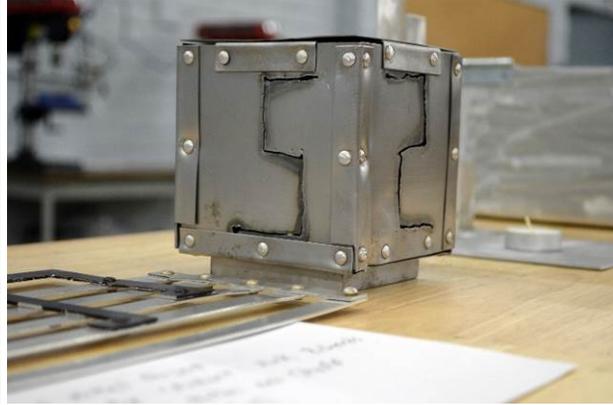
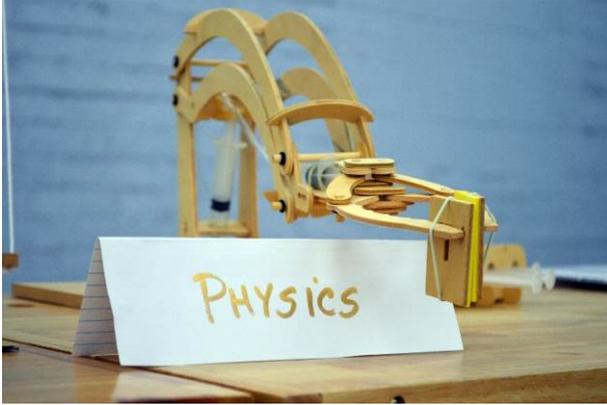
Manufacturing companies, colleges, and workforce development organizations sent representatives that all contributed to the discussion. This employer meeting was imperative to the success of the Pre-Apprenticeship program to continue providing a diverse pool of manufacturing candidates to industry.



During the discussion, each employer explained the hardships they're experiencing to compete in the global manufacturing industry. A consistent pipeline of talent in Washington State was a favorable remark amongst all employers and improving the marketing strategy for millennials could not be understated. "There is a big divide between experience with machinists..." said Anne Bosse and Kathy Powers of Orion Industries. "[the problem is] getting the experienced talent to share knowledge with younger machinists."

The roundtable discussion shifted to the core competencies the Manufacturing Academy is predicated on. There was a unanimous decision on five skills employers look for in potential candidates: team building, resumes, "real world" experience, social skills and safety.

The drought of skilled workers can't be fully attributed to the lack of technical skills -- various factors including substance abuse, criminal history, job hoppers and introvert personality traits all make manufacturing a tough industry to hire for, particularly when there is disproportional amount of retiring employees and new workers entering the workforce.



As the Manufacturing Academy enters its sixth year of training, new discussions centered on the idea – what skillset would be perfect for your company? Manual machining, electrical, lean manufacturing and GD&T (Geometric Dimensioning and Tolerancing) were the common skills employers want new workers trained in. Quality control, welding and advanced computer skills is also a common trait missing from the new employees.

According to the [U.S. Labor Department](#), “by the year 2020, approximately 30 percent of all jobs will require a post-secondary degree or credential. Experts also project a shortfall of nearly 3 million Americans lacking the post-secondary education required to fill these jobs.” Through pre-apprenticeship programs such as the Manufacturing Academy, our local economy can and will continue to make strides to improve Washington State’s competitiveness in the global manufacturing market.

APPRENTICESHIP & RELATED EVENTS CALENDAR

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

January 2016

Secure ARTS Users Training Class

Date: January 22, 2016

Time: 1 – 5 p.m.

Location: Labor & Industries Building, Room S216

7273 Linderson Way SW

Tumwater, Wash. 98501

For more information: **360-902-5324**, email Jennifer.Horner@LNI.wa.gov

Secure ARTS Users Training Class

Date: January 26, 2016

Time: 8:30 a.m. – Noon

Location: United Brotherhood of Carpenter's Training Facility

20424 72nd Avenue South

Kent, Wash.

For more information: **253-596-3861**, email Gary.Peterson@LNI.wa.gov

February 2016

Secure ARTS Users Training Class

Date: February 3, 2016

Time: 8 a.m. – 1 p.m.

Location: Carpenters Training Center

127 E. Augusta Avenue

Spokane, Wash. 99207

For more information: **509-324-2590**, email Evelyn.Lawry@LNI.wa.gov

Secure ARTS Users Training Class

Date: February 9, 2016

Time: 1 - 5 p.m.

Location: Northwest Line Construction Industry JATC

9817 NE 54th Street, Suite 101,

Vancouver, Wash. 98662

For more information: **360-902-6781**, email Tani.Biale@LNI.wa.gov

Secure ARTS Users Training Class

Date: February 12, 2016

Time: 8 a.m. – Noon

Location: Labor & Industries Bldg

525 E. College Way, Suite H

Mount Vernon, Wash. 98273

For more information: **360-416-3081**, email Karla.Tuttle@LNI.wa.gov

March 2016

March 7, 2016

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

Washington Industrial Technology Education Association (WITEA) Spring Conference Exhibitor Trade Show

Date: March 10-11, 2016

Time: March 10 - 3 - 7 p.m.

March 11 - 9 a.m. - 4 p.m.

Location: Wenatchee Convention Center

121 N. Wenatchee Ave.

Wenatchee, Wash. 98801

For more information contact Tess Alviso, **360-786-9286**, email taa@wa-acte.org or go to the website witea.washingtontsa.org/

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

Date: Thursday, March 31, 2016

Time: 1 - 4 p.m.

Location: SBCTC Olympia office

1300 Quince St. SE

Olympia, Wash. 98504

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

April 2016

Compliance Review & Retention Subcommittee Meeting - WSATC

Date: April 20, 2016

Time: 10 a.m. to noon

Location: See below WSATC notice

Additional meetings: (Tentative)

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

Washington State Apprenticeship and Training Council Quarterly Meeting

Date: April 21, 2016

Time: 9 a.m.

Location: Red Lion Hotel Pasco

2525 North 20th Avenue

Pasco, Wash. 99301

Phone: **800-733-5466**

Website: www.redlion.com/pasco

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