STATE OF WASHINGTON

DEPARTMENT OF LABOR AND INDUSTRIES

Apprenticeship Section - (360) 902-5320

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

SUBJECT: **Quarterly Report (January - March, 2014)**

DATE: April 17, 2014

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

FROM: Tim Wilson, Apprenticeship Program Manager

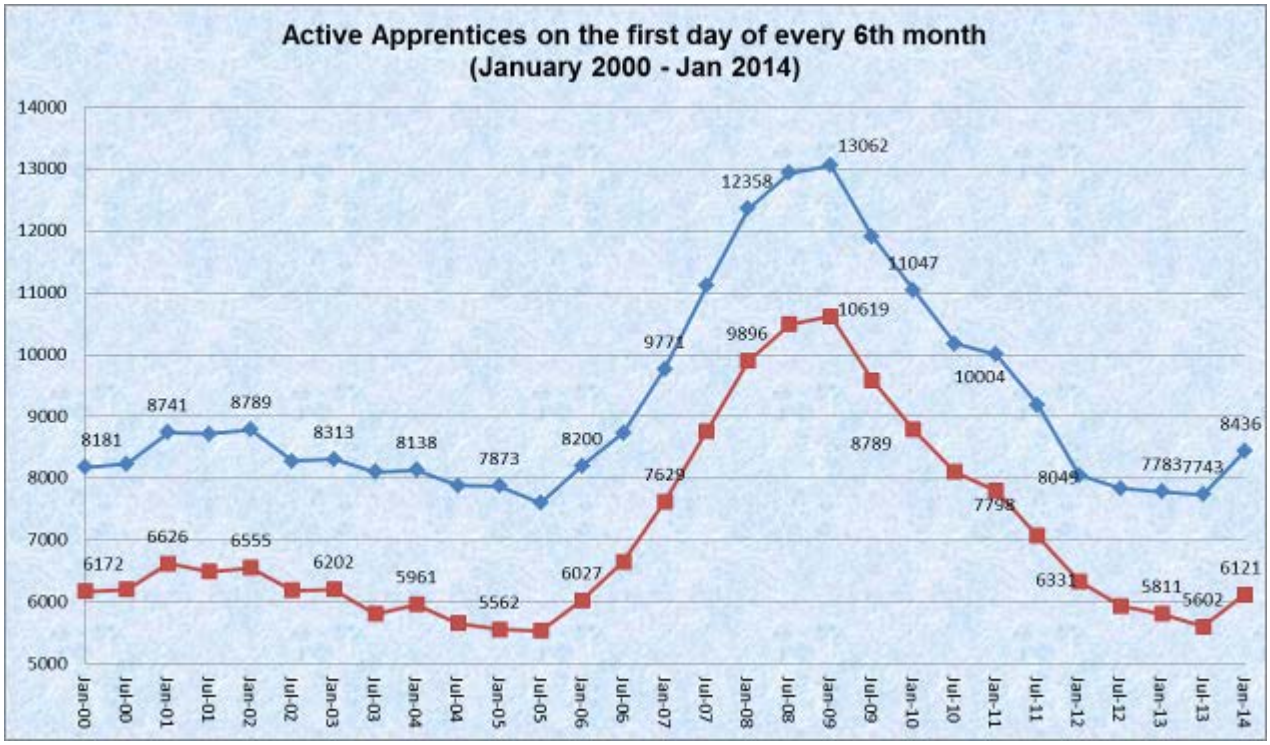
On behalf of Labor and Industries Apprenticeship Section staff, regional field consultants and contributing stakeholders, I present the **January - March, 2014** report on registered apprenticeship activity in the state of Washington.

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

Highlights from the January, 2014 WSATC Meeting

Apprenticeship by the Numbers

There were **11,041** active apprentices for the 12-month time period ending December 31, 2013 of which **1,153** were women and **2,581** were minority. Over the last quarter (October 1 - December 31, 2013) there were **8,849** active apprentices. For a complete listing of new registrations by occupation, please contact staff in the Tumwater office. The department tracks the number of active apprentices over time and recent expansion trends appear to be continuing.



Apprentice Activity (January - March, 2014):

- **8,849** active apprentices during the time period
- **159** individuals were issued completion certificates
- **220** individuals were cancelled
- **639** individuals were registered as apprentices (**639** registrations previous quarter)

Minority, Female and Veteran Participation (January - March, 2014):

- **2,030** active minority apprentices (23%)
- **964** active female apprentices (11%)
- **912** active veteran apprentices (10.3%)

The building and construction trade occupations continue to drive numbers in terms of total completions or journeylevel credentials issued, there are some notable, non-building trade occupations, in terms of total new apprentice registrations. Machinist (aircraft oriented) and Firefighter continue to show strong growth maintaining a spot among the top 25 occupations for newly registered apprentices. Emerging to lead the way in terms of non-traditional apprentice registrations is the Facilities Custodial Services Technician occupation sponsored by the Washington Public School Employees Apprenticeship. See the charts below for the most active occupations in terms of registrations and completions for the quarter.

Journey Credentials Issued by Occupation >1
October - December 2013
Inside Wireman (Constr. Electrician)
Sheet Metal Worker
Fire Fighter
Elevator Constructor Mechanic
Carpenter
Plumber
Ironworker
Sprinkler Fitter
Facilities Custodial Serv Tech
Electronic Systems Tech
Roofer
Plumber
Low Energy/Sound & Comm Tech
Lineman
HVAC/Refrigeration Mechanic
Brick Layer
Steamfitter
Pointer/Cleaner/Caulker
Pipefitter
Laborer
Industrial Maintenance Millwright
Commercial Glazier
38
18
18
17
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40

Quarterly News and Events (October- December, 2013)

2013 King County Construction Career Day Wows the Crowd

Source: AGC of Washington News http://www.agcwa.com/index.php/ListingItem/2995

Over 900 students from 23 King County-area high schools attended the 2013 Construction Career Day event, held at Magnuson Park in northeast Seattle on Oct. 2 and 3. This marked the event's sixth year, again with major support from AGC of Washington, the AGC of Washington Education Foundation and Washington Laborers-Employers Cooperation & Education Team.

Students enjoyed a half-day immersion into a wide range of trades, crafts and information, ranging from construction management, carpentry and electrical work to heavy-equipment operation, HVAC systems, plumbing, numerous apprenticeship and training programs and more. This was no classroom lecture, either. In addition to a number of live demonstrations of craftwork – including drywall installation, steel and rebar work, carpentry, roofing and masonry – students were able to install roof trusses and door/wall assemblies; drive forklifts, bobcats and front loaders; work with power drills, drivers and saws; lay tile and brick; operate boom cranes and compacters; see technicians create and work with a 3D BIM model on a giant 30x20 screen, and plenty more. Safety was, of course, the top priority for the event, starting with each student receiving his or her own pair of safety glasses and ear plugs, as well as being outfitted with a hardhat and safety vest while outside in the heavy-equipment area. They also received a sack lunch and Construction Day t-shirt to commemorate the day.

2013 King County Construction Career Day students enjoyed a wide range of hands-on construction activities.

Students were often wide-eyed at the myriad of activities they observed and participated in. Indoors, the 3D modeling demonstration garnered plenty of wows, oohs and aahs, and virtually every hands-on activity area was frequently crowded with enthusiastic participants and observers alike.

Students had plenty to say, too. As one male student from Truman High School's Career Academy noted, "The construction-management part was really cool; I liked how they showed what they do and how they plan stuff, and the 3D modeling was cool; I didn't know it was so realistic." Another student observed that, "The construction industry to me is so interesting because there's so many things you can do – operating machines and so many different trades. A lot of people -- especially women – don't see it as a profession for them, but it's open to anybody." A young lady, also from the Truman program, added, "I had no idea how much money truck drivers made and how many benefits they get; sometimes it's long hours, but they get to be their own boss." She also added, with excitement in her voice, "I also had fun running the Bobcat. I'd like to get more into that kind of thing."

Glenn Owen, Construction Program teacher for Marysville-Getchell High school's Academy of Construction and Engineering, is big on Construction Career Day, too. "This is our fourth year here, and our kids love it. It's got plenty of hands-on activities; they learn a lot about apprenticeship programs, and all the career options there are out there. And beyond high school, the UW CM program gives them an opportunity to see that it's not just hands-on things but also engineering and management as well. The kids go back being all excited about getting involved in construction and engineering." The event is apparently often strong and lasting for attending students, too. "We had three kids from just last year that have gone into construction," added Owen. "It pays off; these kids are getting involved. It gives them a chance to see what real-life people are doing in this industry, and what they can earn when they stay with a program."

This year's vendors included Job Corps, Land Surveyor's Association of Washington, NAWIC Puget Sound, Port of Seattle, Puget Sound Electrical JATC, Scarsella Bros. Inc., Seattle Central Community College, Seattle City Light, Seattle Vocational Institute, Washington State Dept. of Labor & Industries, Washington Business Week, Washington Women in Trades, Western Washington Sheet Metal JATC, Western Washington Cement Masons Apprenticeship, Western Washington Plasterers Apprenticeship and the Construction Center of Excellence.

Construction Career Day is made possible annually by generous support by a wide range of participants. Students of the Seattle Vocational Institute were invaluable in assisting with event set-up on October 1st, as well as with helping to assist and guide attendees through their day, and UW Construction-Management students provided hands-on lab demonstrations and information on a number of construction types. Finally, a heartfelt thank you to Career Day sponsors: Washington State Department of Transportation, Seattle Parks Department, Construction Industry Training Council, Construction Center of Excellence, King County Building Trades, Ness Crane, Coast Crane, Star Rentals, Pape Material Handling, NC Machinery, Airgas, City of Seattle Parks Department, Northwest Laborers Employers Training Trust, Pacific Northwest Ironworkers, King County Carpenters and Sound Transit.

Washington among Top States for Training Female Sheet Metal Apprentices

Source: Stephen Smith, Training Director, NE WA-N ID Sheet Metal Workers' Apprenticeship from the ITI News

Three workers discuss their choices, lives and love of the work they do

FAIRFAX, Va. – On many job sites across the country, women in the construction and labor trades are few and far between. Although apprenticeship programs were open to women in 1978, many women seeking a career they can be passionate about miss the opportunity to try a labor trade simply because they don't know about the possibility.

Women in Washington are finding the unionized sheet metal apprenticeship program more and more often. Currently, Washington State is one of the top states in the country when it comes to the number of sheet metal female apprentices currently in the program. Many of them in Washington hail from the western side and the training center for Local No. 66 in Everett. In its current apprenticeship classes, there are 33 female students, who account for more than 10 percent of the class. Most states – even those with multiple training centers – have five or fewer enrolled.

Offered at 160 training centers across the United States and Puerto Rico, the accredited, five-year apprenticeship program allows students to learn in the classroom while they build hands-on skills and earn at least $38 per hour on the job site. All students attend on, what is similar to, a full-ride scholarship, so they graduate with zero college debt. Students can also earn college credits, which they can use to earn their associate or bachelor's degree.

In total, the International Training Institute, the education arm of the unionized sheet metal and air conditioning industry, reports 251 out of 8,000 active apprentices across the country are female, based on 142 out of 150 training centers reporting. Although women account for 2 percent of the apprenticeship classes across the country, the numbers are improving.

"The wages and benefits are attractive during their apprenticeship as well as the training provided," said Eric Peterson, training coordinator for the Western Washington Sheet Metal training center at Local No. 66. "They like the nature of the work we're creating out of a flat piece of sheet metal. Some of the apprentices are moms trying to support their families, and some just like to work with their hands and try something different."

Sandra Darling-Roberts

Sandra Darling-Roberts, 38, ran a small housekeeping company before starting her sheet metal apprenticeship. Although she graduated from the program last November, she used it as a stepping stone and is currently earning her bachelor's degree in labor studies, health and safety from the Labor College. She earned credits during her apprenticeship to earn her associate degree.

With a daughter in high school, Darling-Roberts enjoys the lifestyle afforded to her by the sheet metal industry.

"It allows me to make the kind of living to give my daughter the life I like to," she said. "I love the physicality of it. It keeps me in shape, and it keeps me sane. It's like having a full-time workout each day."

Women who came before her helped to lay the ground work for her apprenticeship, she said.

"Being here, in a local with more women, I didn't feel like I have to be the representative," Darling-Roberts added. "Going to work isn't political. This isn't the first time these men have worked with women. They're not surprised when they see me. The sisters that came before us have set the stage."

Darling-Roberts takes her stories to job fairs and schools to recruit whenever she has the opportunity.

"I didn't get into the trade until I was 30. I didn't have the opportunity," she said.

Although many women are intimidated by the physical nature of the industry, the work isn't all about grueling physical labor. Safety regulations make it easier on all workers' bodies, reducing injuries and long-term ailments caused by pushing themselves on the job.

"It's no longer just muscle. You have to be smart about safety," Darling-Roberts said. "Thirty years ago, they pushed themselves and now they deal with back problems and injuries. We don't have to be as strong as sheet metal workers had to be 20 to 30 years ago."

Liz Fong

Liz Fong, 32, earned her bachelor's degree in Christian theology and was heading for her MBA when she decided she didn't want to be in an office for the rest of her life. She was working at a Portland, Ore. coffee shop when she attended Oregon Tradeswoman, a free class offered to introduce women to the trades. During the class, Fong completed some hands-on work in sheet metal and realized it was just the opportunity for her. She is now working on her third year in the apprenticeship.

"I realized I didn't want to work in an office. Here you're creating something, and you're moving all day. There is constant flow," Fong said. "It seemed the most diverse (of the trades). We fabricate our stuff. We install our stuff and we provide maintenance. There were many levels and places to grow. I thought the trade was broad enough to keep me interested."

Like Darling-Roberts, she also hasn't had any negative experiences on the job site.

"I'm treated like a little sister," Fong said. "It would be nice if women knew it was an option – and a lucrative option. We can do it. It's not about being super strong. It's about working smart."

The industry isn't easy – make no mistake. But safety requirements level the playing field between men and women, tall and short, fit and unfit, she added.

"We all – men and women – have strengths and weaknesses. Heavy lifting is just a small portion of what we do as sheet metal workers. With the right training, equipment and teamwork, we can work smarter and more safely than we have in the past," Fong said. "If you show up with a positive attitude and a willingness to learn and to work, that's what makes you successful in sheet metal or anywhere you go."

Shannon Moore

Shannon Moore, 29, was a bank teller when her brother's friend introduced her to the trade. As an apprentice, she met and married her husband and had her son, who is now a toddler. She graduated from the apprentice program this summer.

"You definitely have to be one of those women who doesn't mind getting dirty. When I was in high school, I don't remember this being an option for me." Moore said. "I like being outside. Being out in the field, you get to see all the other trades and how everything fits together, especially when you're doing HVAC; it's like a big puzzle. You get to see how you're supplying air to all parts of the building at the end and see how it all works together."

More than 15,000 apprentices are registered at training facilities in the United States and Canada. The ITI is jointly sponsored by SMART, the International Association of Sheet Metal Air, Rail and Transportation Workers (formerly the Sheet Metal Workers' International Association) and the Sheet Metal and Air Conditioning Contractors' National Association (SMACNA).

ITI supports apprenticeship and advanced career training for union workers in the sheet metal industry throughout the United States and Canada. Located in Fairfax, Va., ITI produces a standardized sheet metal curriculum supported by a wide variety of training materials free of charge to sheet metal apprentices and journeymen.

For more information about ITI, visit www.sheetmetal-iti.org or call 703-739-7200.

Workforce Training Results 2014 – Apprenticeship

Source: Marina Parr, Washington Workforce Board Communications Director

A sneak peak showing the earnings, employment and other key performance indicators for Apprenticeship. Full report coming in 2014.

State Core Indicator Results

Employment - Percentage of participants who were employed, as reported to the Employment Security Department during the third quarter after leaving the program.*	All 74% Completers 84%
Earnings - Median annualized earnings six to nine months after leaving the program. (Quarterly earnings are the result of hourly wage rates and the number of hours worked in a calendar quarter. To derive annualized earnings, quarterly earnings are multiplied by four.)	All $44,578 Completers $63,869
Skills - Percentage of participants who obtained an appropriate credential. (Percentage based on all participants, including those who did not receive training through the program.)	48%
Participant Satisfaction - Percentage of participants, including non-completers, who reported satisfaction with the program, as evidenced by survey responses six to nine months after leaving the program.	Classroom Training: 90% On-The-Job Training: 88%
Employer Satisfaction – Percentage of employers who reported satisfaction with new employees who were program completers as evidenced by survey responses.	93%
Net Employment Impact - Difference between the employment rate for all participants and the control group of non-participants, measured nine to 12 quarters after leaving the program.	9.8 percentage points
Net Earnings Impact - Difference between the average annualized earnings for all participants and the control group of non-participants, measured nine to 12 quarters after leaving the program.	$19,042
Participant Return on Public Investment - The ratio of the present values of additional lifetime participant earnings and employee benefits to public costs of the program. Additional lifetime participant earnings and benefits are additional earnings and employee benefits received (minus participant program costs, taxes on added income, and any loss in unemployment insurance benefits), when compared to the non-participant control group.	$91 to 1
Taxpayer Return on Investment - The ratio of the present values of projected additional lifetime taxes paid by the participant (plus any decrease in unemployment insurance benefits), in comparison to the public costs of the program. Additional taxes are those additional taxes projected to be paid in comparison to the taxes projected to be paid by the non-participant control group. Change in unemployment insurance benefits is the change in benefits paid to participants compared to the non-participant control group.	$23 to 1

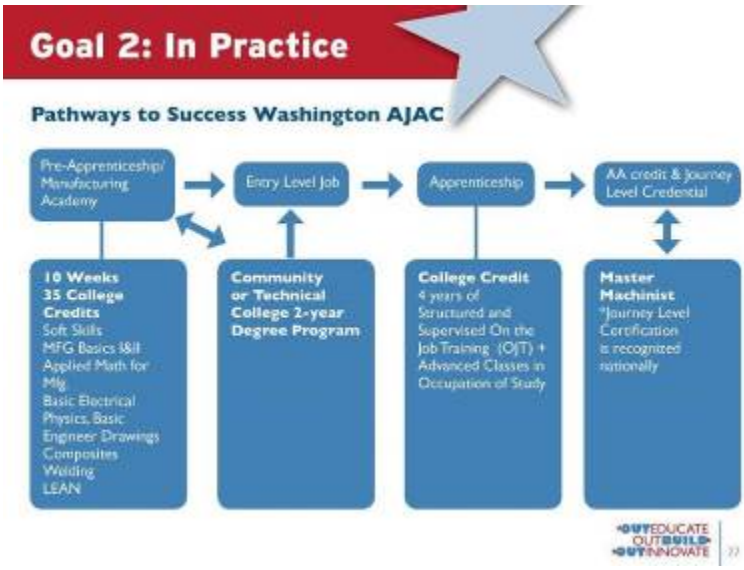
** Includes some out-of-state employment data but not all of it and does not include data on self-employment.*

For more detailed study results for this program, go to www.wtb.wa.gov/WorkforceTrainingResults.asp

AJAC Speaks on the Changing Landscape of Registered Apprenticeship Programs
Source: Lisa Van Dyke, Marketing Communications Manager

The U.S. Department of Labor recently hosted a webinar to discuss the changing landscape of apprenticeship and how innovative ideas are creating new pathways for successful careers through registered apprenticeship programs. The webinar addressed four main goals to illustrate how public policy, partnerships and the diversity of apprenticeship programs can help overcome economic and workforce development challenges.

The Aerospace Joint Apprenticeship Committee's (AJAC) Apprenticeship Program Manager, Andrea Anderson was thrilled to discuss how Americans can use registered apprenticeship programs as a valuable post-secondary pathway to a rewarding career. Anderson articulated on post-secondary education, partnerships with secondary education organizations and education outreach campaigns.



AJAC's apprenticeship program "required creating innovative partnerships with employers, the Washington State Apprenticeship and Training Council, the community and technical colleges and also the high school and skills centers," said Anderson. Through these partnerships, AJAC realized the employer demand for skilled entry-level workers.

Anderson also explained how AJAC addresses employer demands by offering pre-apprenticeship programs in various locations across the state. She stated how AJAC's pre-apprenticeship programs expose students to classroom theory and hands-on training in the aerospace and advanced manufacturing industries.

The pre-apprenticeship and apprenticeship programs at AJAC have generated interest by creating a curriculum that's been approved for college credit through partnerships with educational institutions across Washington State. "Right now, we're also working on articulation for apprentices moving from two-year into four-year degrees." Anderson added.

To watch the entire webinar and download the presentation and transcript, visit **Workforce One's website**: www.workforce3one.org/view/5001331830276690133/info.

Pierce County Career Day 2013

Source: Kristi Grassman, Pierce County Workforce Central

The Pierce County Career Day had 2,100 students from 52 high schools in the South Sound pour into the Showplex to get hands-on experience in career opportunities in the construction, manufacturing and utilities trades. Many of these young people saw for the first time potential careers that pay a living wage.

They tried their hands at operating heavy equipment, learning that crane operators can make $77,000 a year in Pierce County. They transformed pieces of sheet metal into tool boxes, learning a sheet metal worker can make over $68,000 annually. They talked to technical college career counselors and professionals from the likes of Tacoma Public Utilities, Puget Sound Energy, Absher and Turner Construction Companies—just to name a few of the 130 exhibitors represented at the event.

Going on to a four year college is in the future for some students, but for many that just isn't a path they can take, financially, academically or interest-wise. Exposure to these types of careers and the colleges and training centers that can prepare them is a great way to capture the attention of those students, steering them into potential career paths that can lead them into high demand jobs.

A teacher from Bonney Lake High School said, "This event has opened my student's eyes to the Apprenticeship options available—sparks their interest, gives them a reason to graduate and shows them importance of math."

APPRENTICESHIP & RELATED EVENTS CALENDAR

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

March, 2014

March 2, 2014

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

April, 2014

Pacific Northwest Apprenticeship Education Conference 2014!

Date: April 14 & 15, 2014
Time: See Below
Location: Emerald Queen Casino, Tacoma, Wash.

April 14, 2014 2 to 5 p.m. Pre-Conference Registration, Networking Reception
April 15, 2014 Full Day Conference

You should attend this premier conference of 2014 if you are a business, policy maker, educator, career counselor, workforce development, economic development or government representative.

Conference Details and Registration Coming soon!
Construction Center of Excellence
3000 NE Fourth St
Renton, Wash. 98056
www.constructioncenterofexcellence.com
www.constructioncoejobs.com

Compliance Review & Retention Subcommittee Meeting — WSATC

Date: April 16, 2014
Time: 9 a.m. to Noon
Location: Hotel Murano, Tacoma
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 17, 2014
Time: 9 a.m.
Location: Hotel Murano, Tacoma
For additional information and copies of the agendas, please contact the Apprenticeship Section at 360-902-5320, email gate235@Lni.wa.gov or go to our Agenda/Minutes page.