



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 2014)**

DATE: January 15, 2015

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

FROM: Tim Wilson, Program Manager

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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, 2014** 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 outreach.

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## Highlights from the October 2014 WSATC Meeting

### UNFINISHED BUSINESS:

#### **IEC Sponsor Appeal: Investigative Case #2013-02**

The WSATC M/S/C on a 4-3 vote to withdraw registration of the I.E.C. of Washington program standards for non-compliance.

### NEW STANDARDS: (Provisional Registration)

#### **Salon Pure**

Cosmetologist	SOC: 39.5012.00	3,000 Hours
Esthetician	SOC: 39.5094.00	2,000 Hours

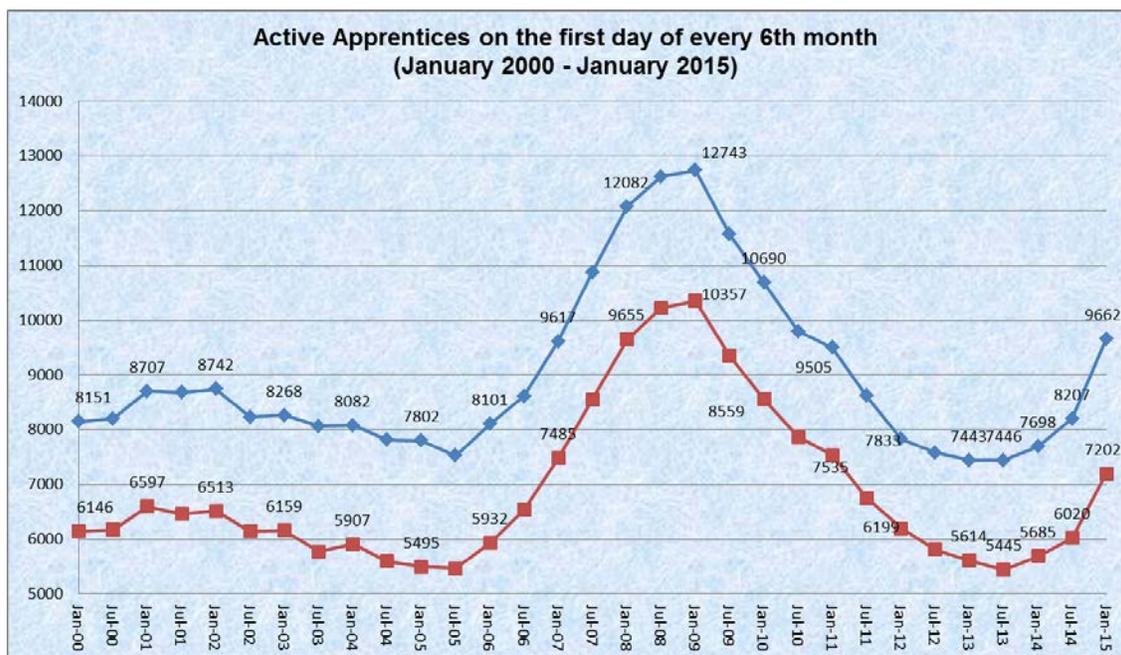
### NEW STANDARDS: (Permanent Registration)

#### **Washington Association of Community and Migrant Health Centers**

Medical Assistant	SOC: 31.9092.00	2,000 Hours
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## Apprenticeship by the Numbers

There were **12,367** active apprentices for the 12-month time period ending December 31, 2014 of which **1,268** were women and **3,013** were minority. Over the last quarter (October 1 - December 31, 2014) there were **10,048** 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.



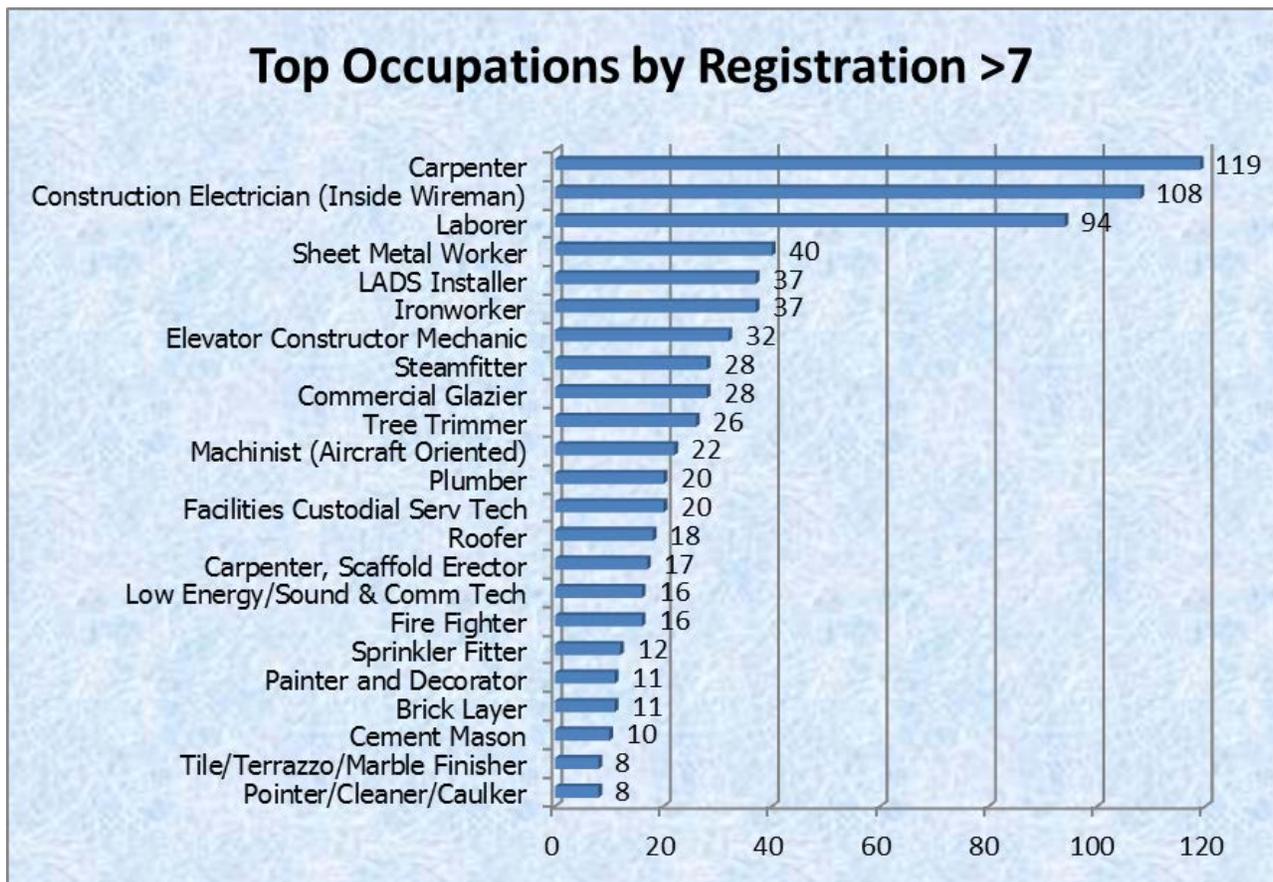
### Apprentice Activity (October - December, 2014):

- **10,048** active apprentices during the time period
- **136** individuals were issued completion certificates
- **287** individuals were cancelled
- **872** individuals were registered as apprentices (**1,664** registrations previous quarter)

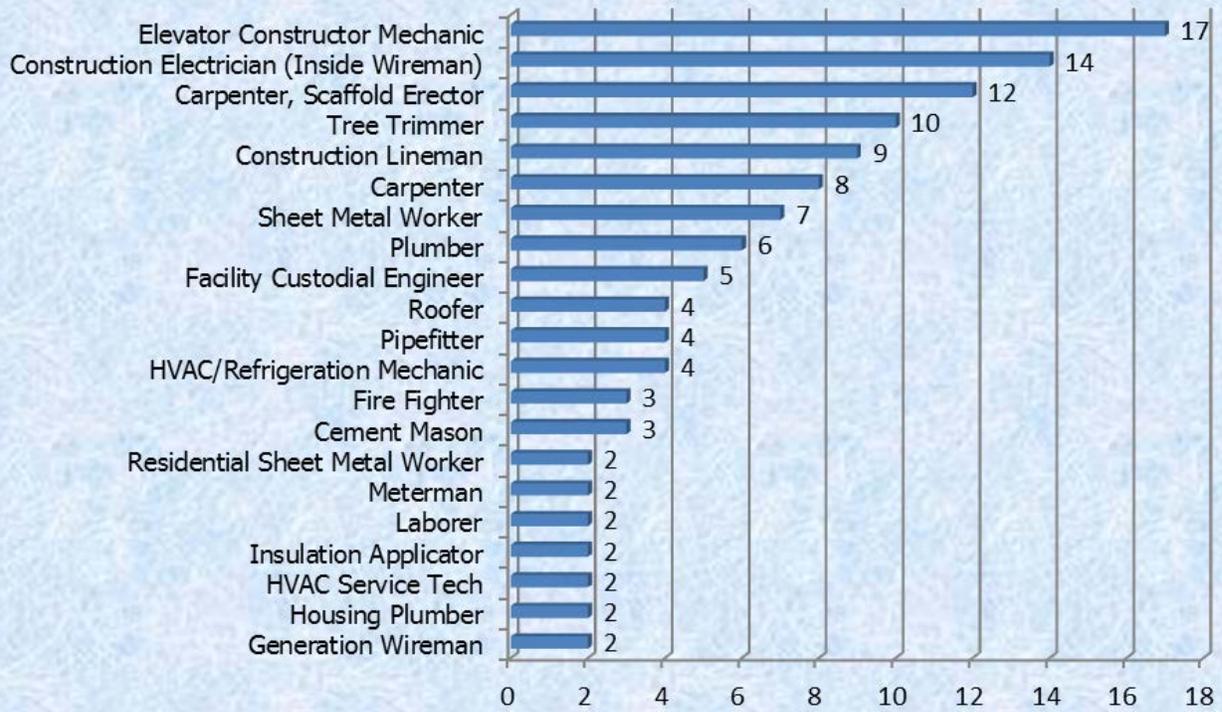
### Minority, Female and Veteran Participation (October - December, 2014):

- **2,435** active minority apprentices (24%)
- **947** active female apprentices (9%)
- **1007** 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 registrations and completions for the quarter.



## Journey Credentials Issued by Occupation >1



## Quarterly News and Events (October - December, 2014)

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### Pierce County Career Day November 13, 2014

Source: Brandon Koenes, Project Specialist, Workforce Central Pierce County

Generations of High School students are unaware of the exciting and lucrative career opportunities waiting for them in some of Washington's fastest growing industries: construction, utilities, manufacturing, and transportation.



To increase awareness of these jobs and to fill the pipeline of qualified workers for the future, Pierce County Career Day was created. This unique public-private partnership brought students, educators, employers and apprenticeship programs together at the 7<sup>th</sup> Annual Pierce County Career Day to educate everyone about the amazing career opportunities offered by these growing industries. 1943 students from 51 schools in Pierce, King, Thurston, Kitsap and Clallam counties arrived at the WA State Fairgrounds on November 13<sup>th</sup> to engage in interactive exhibits and hands on activities. Students from all over the Puget Sound Region will participate in activities supervised by leaders in various industries. Of the 97 exhibitors, 15 were apprenticeships.



Students were also able to showcase their skills through the dog house competition that was sponsored by Master Builders Association of Pierce County. There were 6 entries and an all girls team from Rogers High School A.C.E. (Architecture, Construction and Engineering) program took first place and \$500 for their schools program. We would like to thank our exhibitors and sponsors who make this event possible, which include but not limited to: our presenting sponsor W.A.L.E.C.E.T., Tacoma Public Utilities, Puyallup Tribe of Indians, NW Laborers-Employers Training Trust, the City of Tacoma and the WA Building and Construction Trades Council. Next year's event takes place November 19<sup>th</sup>, if you are interested in participating or sponsorship please contact Brandon Koenes at [bkoenes@workforce-central.org](mailto:bkoenes@workforce-central.org)

## **Biden hails Renton Tech as vital path to reviving middle class**

*November 7, 2014 - By Jim Brunner & By Ken Lambert / The Seattle Times*

Vice President Joe Biden (left) holds a machined object as he talks to instructor Adam Pohlman during a tour of Renton Technical College.

Vice President Joe Biden toured a Renton Technical College job-training program Oct. 9, promoting the federal grants that support it as a way to help the middle class regain its footing.

Speaking to a small group of students and instructors at the college, Biden acknowledged “the middle class is hurting,” but said he gets angry at those who accuse out-of-work people of shiftlessness.

Americans will work, Biden said. “They just want a shot.”

Biden, who paired his official visit with a Democratic political fundraiser later in the day, was at the college to highlight a \$450 million grant program by the U.S. Department of Labor.

A consortium led by Renton Tech received a \$10 million slice of that in the latest round of grant awards.

The college, which specializes in apprenticeships, engineering and manufacturing degrees, was named among the top 10 community colleges in the nation this year by the Aspen Institute, an educational and policy organization based in Washington, D.C.

Biden said such colleges, aided by federal grants, can help restore an “I can do this” mentality to the nation.

Before his speech, Biden, accompanied by Washington’s Democratic U.S. Senators. Patty Murray and Maria Cantwell, and college President Steve Hanson, toured an aerospace lab and a classroom filled with industrial lathes.

With media in tow, Biden paused to chat with Adam Pohlman, a former construction worker who said he left the field when jobs dried up during the Great Recession. Pohlman showed off a piece of metal-fabricating equipment used to train students. Biden appeared impressed by a printout of computer code students wrote to run the machine, remarking, “I can’t pretend I understand this.”

Biden called such community-college programs vital to giving workers a pathway to the middle class. He said six of 10 jobs in coming years will require a degree or certificate beyond high school.

But not everyone needs a full four-year degree, he said, pointing to manufacturing jobs he said are returning to the U.S. He called apprenticeship programs, like those offered at the college, “the single most direct track to employment.”

After the appearance, Biden rode in a motorcade to the Washington State Convention Center, where he delivered a partisan speech to more than 800 at Cantwell’s Women of Valor fundraising lunch to aid Democratic women running for the U.S. Senate.

Biden said he hopes the coming election will clear out what he termed “dead wood” in the Senate — people blocking action on issues such as raising the federal minimum wage and equal pay for women.

Biden said Democrats want to defend women’s security, both economic and physical.

An author of the 1994 Violence Against Women Act, Biden called domestic violence “a stain upon our national character.”

He said domestic violence has declined but that men must change their attitudes.

“Men have a responsibility to stand up. Men have a responsibility to intervene. Men have a responsibility to take responsibility,” he said.

Biden said he is often asked how he’ll know how the campaign against domestic violence has succeeded.

“Success is when not a single woman in America who is abused mentally or physically ever, ever asks herself the question, ‘What did I do?’” Biden said. “It is never, never, never, never the woman’s fault. Period. Never. No matter what she said.”

## Western States Operating Engineers Training Institute Apprentice Katy House Lands on Antarctica

Source: Laura Gerwin ([www. charmedplanetphotography.com](http://www. charmedplanetphotography.com))

Katie House was referred to Western States Operating Engineers Training Institute by National Association of Women In Construction (NAWIC) and was indentured in July of 2009. She had already completed her AAS degree in Heavy Equipment Repair from Spokane Community College. She received her CDL, HAZMAT, Forklift, and 3 Crane certifications here at our site along with several mechanical certifications. She went on her first trip to Antarctica in the winter of '12-'13. Katie graduated our program in June of 2013. Credit to the author and photographer of the blog by Laura Gerwin - Bryan Adams, Training Coordinator.



Leaving work one afternoon in Spokane, Washington, Katy House's boss asked her if she would be interested in taking a job in Antarctica as a diesel mechanic at the vehicle maintenance facility at McMurdo Station. "You want me to go where? I can't go to Antarctica," responded Katy. "Why can't you go to Antarctica?" asked her boss Mark. Well, why can't I go to Antarctica thought Katy House, who grew up being encouraged "to do whatever she wanted to do, whatever she loved."

Katy accepted the job at McMurdo Station Antarctica and became a participant in the United States Antarctica Program, supported by the National Science Foundation. Two years later Katy House became the 1st woman in the world to travel on the South Pole Overland Traverse as a diesel mechanic.

The main mission of the team traveling the longest, coldest traverse on Earth is to re-supply the Amundsen-Scott South Pole Station with fuel. Located in the middle of the windiest, coldest, driest, largest desert on earth, the South Pole Station is connected to McMurdo Station via a 1,600 kilometer compacted snow road navigated using a visual flag line and GPS.

Three giant generators running on jet fuel provide the South Pole station with energy. The almost undisturbed Antarctic ice shelf is home to a variety of research and science, including recording levels of snowfall, weather patterns and monitoring air quality. Ice cores provide data for climatologists, glaciologists, and meteorologists tracking climate change. The South Pole is home to the largest neutrino detector in the world. The United States Antarctic Program has been supporting science at the South Pole since 1956, maintaining a staff of 50-200 people.

Katy's main role in the mission to the South Pole is to keep the tractors in excellent working condition. She finds it really rewarding when none of the equipment breaks down along the way because that means she did a really good job preparing the team's tractors for departure. The biggest challenge for her is working out in the cold, enduring some of the harshest weather conditions on Earth. "Also challenging is going to the bathroom in a bottle with the tractor in motion" laughs House, a common problem for women working in Antarctica.

Before departing McMurdo it takes the team of ten, House being the only female, extensive prep work to fill the fuel bladders, prepare the equipment and all of the supplies needed for life on the road. House describes the fuel bladders as "sandwich bags full of liquid." The bladders are used to transport fuel. First the team must assemble the CRREL (cold regions research and engineering laboratory) tools each of which holds eight bladders, each containing 3,000 gallons of fuel. The three South Pole traverse missions scheduled for the 2014-2015 austral summer will supply the pole station with over one-half of the fuel it needs to run the station and support the science work of the station.

The rest of the fuel needed is flown in by the 109th Air National Guard division on Hercules LC-130 aircraft to ensure the station has enough fuel to endure the winter.

Katy thought she would be married with children by now; She didn't think she would be doing anything like this. As a child, she spent time in 4-H raising and showing guinea pigs, rabbits and cats for competitions at the fair. She was also the Deer Park County Princess.

Growing up playing with five sisters and two brothers, she says, "We get along so well you wouldn't even know we were related." She loved watching her Dad fix things, "he is really handy". Her family is extremely supportive. Her little sister says she "wants to do awesome things just like Katy."

The easy going, friendly and fun 27 year old has lived her life with determination and adventure close to her heart. Home schooled until her senior year of high school after the public school system pronounced her legally blind telling her parents she would never make it to her high school graduation.

Katy filled with motivation graduated with her class and continued her education with a scholarship from the "Women in Construction" group, in addition to tuition sponsor from the Kiwanis group graduating college with an associate degree in automotive technology and diesel heavy equipment mechanic maintaining above a B average and holding a place on the presidents honor roll every quarter.

Katy studied to become a mechanic spurred on by her love of mechanical work and her love to fix things.

Katy always wanted to work on diesel engines and not automotive engines.

"I love tractors! I love being able to climb into my work."

Katy enjoys figuring out how things work, and being able to fix things, which can be quite a creative process in Antarctica, considering you cant just go down the street and get a part. The closest parts dealer is in New Zealand. "Here we need to be able to fix things with the supplies we have on hand".

The South Pole is the southernmost point on earth. All other directions point north. It takes a team of ten anywhere from a record setting low of 19 days up to 30 days to reach the pole from

McMurdo Station. It takes about ten days at the pole to un-load the fuel and then head back home to McMurdo.

The traverse team takes strides to maintain "normal" working town hours of McMurdo Station. Alarms sound in the bunkrooms at about 0615am allowing time to dress in multiple layers and start your tractor before the morning meeting the rest of the team at 0700. If it is your night to cook dinner, you also pull the food out to defrost during the day.

Each day the trek gets under way at about 0730am. The team breaks at 1000 and 1500 to check loads, stretch and take a run around the tractors for movement. They also break at noon for a hot lunch. Once they stop for the night at about 1730 one member of the team cooks dinner while the rest, park the tractors, drop their loads, re-fuel the tractors and shovel snow into the snow melter for their water supply.

At about 2030 the team has dinner and goes to bed before repeating the process the next day. Everyone on the team drives a tractor and has long, hard, cold days but they do it together following one after another in a convoy line for the 1,600 kilometers traverse.

"We have a blast"

"You pretty much just do the same thing over and over so if something different happens that is an exciting day. But if the trip is uneventful that means we are doing something right, which is also an amazing feeling!"

The team faces a variety of weather conditions in route. Katy says it can be

"mentally stressful because you cannot see what is going on as you are driving in a big white box."

When the weather clears and the views reveal themselves "some of the colors are almost indescribable" driving between huge glaciers and seeing rocks in the distance that look almost red and purple. One of her favorite parts of the journey is "driving up the leverret and trying not to fall in any holes"

The flagged route is pretty much a straight line to the South Pole Station with only a few turns to make the entire way; when it is time to turn the team has fun with it and likes to use the turn signals. Katy's team Spot 1 (South Pole Overland Traverse) departed McMurdo on the morning of November 3, 2014. The team plans on Traversing to the Pole twice this season before the winter resides over Antarctica. After prepping and breaking down her equipment and completing two of the three South Pole Overland Traverse missions scheduled for this season Katy will have been on the ice for almost nine months. Living life doing what she wants to do and following her dreams Katy House has become a Woman of History.



## AJAC Launches New Industrial Maintenance Mechanic Apprenticeship Program

Source: Aaron Ferrell, Marketing Communications Assistant, Aerospace Joint Apprenticeship Committee (AJAC)

Industrial Maintenance Mechanics (IMM) are needed in every industry that uses machinery, from food processing, assembly plants to power manufacturers. IMM is expected to grow rapidly



over the next several years with a large number of job openings both locally and nationally due to the technological advances of industrial equipment and manufacturing. According to the [Washington State Employment Security Department, Labor Market and Economic Analysis Branch](#), Washington State will need 6,800 IMM's by 2020, a 15% increase over the next six years.

AJAC is thrilled to announce the start of our [IMM apprenticeship program](#) this winter in King County. Upon graduation, the apprentices will receive their nationally-recognized Journey-Level card and earn 60 college credits which they can apply towards a two-year degree that may articulate into a four-year degree. This will help open doors to careers in technical education instruction, engineering and management.

IMM is an occupation that requires a diverse skill set including proficient use of tools, technology and processes:

- Lifting and Rigging
- Maintenance Machining
- Welding
- Machine Automation
- Electrical Systems
- Mechanical Systems
- Hydraulic and Pneumatic Systems

AJAC's IMM program will give apprentices the opportunity to learn and/or enhance their knowledge in the maintenance, installation and repair of machinery and equipment. In addition to gaining a solid foundation in electrical, hydraulic, pneumatic and mechanical systems, apprentices will use mills, lathes, welders, CNC technology, automation and programmable logic controllers to create a closed-loop system.

## Workforce Snohomish and AJAC Offer Pre-Apprenticeship Manufacturing Training for Snohomish County

Source: Aaron Ferrell, Marketing Communications Assistant, Aerospace Joint Apprenticeship Committee (AJAC)



To support Snohomish County's manufacturing sector, which accounts for an estimated 27%\* of all private sector jobs, AJAC and [Workforce Snohomish](#) are partnering to skill-up long-term unemployed individuals through a full-time 10 week pre-apprenticeship program, called the Manufacturing Academy (MA). Five classes will be offered starting this January and will run through March 2016 at WorkSource Monroe in Monroe, WA. MA students will acquire the technical hands-on training, certifications and soft skills needed to pursue entry-level employment in apprenticeable occupations such as, industrial maintenance, machining or precision metal fabrication.

Students participating in this full-time program will:

- Earn 17 college credits and Manufacturing Basics Short-Term Certificate through a local community college
- Develop knowledge and experience with basic hand tools, precision measuring tools and major manufacturing equipment, blueprint reading, industrial safety, job planning, basic electrical, physics, sheet metal, applied manufacturing math, welding, metal forming, composites, etc.
- Cultivate effective communication, resume writing and interviewing skills
- Gain certifications in CPR/First Aid, OSHA, Flagging, Forklift and Lean principles
- Connect with local aerospace and manufacturing employers regarding potential career opportunities



AJAC and Workforce Snohomish are recruiting unemployed individuals who meet one or more of the following criteria:

- Unemployed 27 weeks or longer and/or
- Exhausted or near exhausted unemployment insurance benefits and/or
- Qualify for the Workforce Investment Act (WIA) as a Dislocated Worker (will be determined through the pre-enrollment process)

Interested individuals who would like to find out more information and apply for the program can email [projectrise@workforcesnohomish.org](mailto:projectrise@workforcesnohomish.org). Class size is limited. Aerospace and manufacturing employers can also participate in the MA and gain exclusive access to the graduates who complete this program. Interested employers can find out more on [ajactraining.org](http://ajactraining.org).

“Since 2011, AJAC has partnered with workforce development organizations, employers and community and technical colleges in Pierce and King Counties to offer the Manufacturing

Academy (MA) program which serves as an additional solution to workforce training and development. These partnerships have helped to prepare over 100 long-term unemployed and dislocated workers annually for careers in the aerospace and advanced manufacturing industries,” said [Demetria “Lynn” Strickland, AJAC Executive Director](#). “We’re excited about this partnership with Workforce Snohomish and the tremendous opportunity to serve the residents and employers of Washington State and Snohomish County. This training is aimed at providing entry-level skills to address the current skills gap and transition individuals into AJAC apprenticeship programs which provide educational and career pathways to long-term, high-demand livable wage jobs.”

“Workforce Snohomish is proud to be partnering with AJAC and WorkSource Monroe to bring AJAC’s successful Manufacturing Academy to Snohomish County. This partnership will not only bolster the manufacturing workforce in Snohomish County, but will provide opportunities for long-term unemployed individuals to receive proven, employer recognized credentials and training which will take them from long-term unemployed, to long-term EMPLOYEES” said Erin Monroe, Workforce Snohomish CEO

In 2011, the Manufacturing Academy was established to build an entry-level workforce that can readily respond to industry need and provide long-term employment and career ladders for graduates. The MA curriculum was developed in collaboration with aerospace and manufacturing employers to ensure the program meets industry needs.

## What America Needs Now: One Heaping Helping of Apprenticeship, Hold 'The Donald'

- Posted by [Emad Rizkalla](#) on December 23, 2014 at 10:56am

If apprenticeship programs operated like the NBC show “The Apprentice,” it would be easy to understand why job seekers and employers aren’t clamoring for more apprenticeships. Fortunately, the show and the real-life workforce development approach are as different as night and day. While the TV show does require hard work, it also includes drama, backstabbing and shouting. Actual apprenticeships, on the other hand, are exactly what America needs more of.

A multitude of reasons — historic, structural and ingrained — have converged to create traditional ideas about apprenticeships in the US, which vary from those in Canada and Western Europe. England, with only a sixth of America’s population, has approximately [five times the number of new registered apprentices each year](#). Even Canada, with approximately 10 percent of the population of the US, has more apprentices than in the States. In my discussions with key corporate, union, government and workforce leaders across the US, it is clear we are now experiencing a deliberate and thoughtful pivot towards apprenticeships. To that end, the Obama administration’s recent announcement of the \$100 million [American Apprenticeships Grant Competition](#) is an important and symbolic step forward.

At present, I see three primary barriers related to apprenticeship in America. The first is financial. The US government is currently spending an [average of \\$718 per apprentice](#), with the balance covered by employers, unions and industry groups. In contrast, Canadian apprenticeship is paid for largely by provincial governments and the public funds used can top 10 to 50 times this amount. The increased public investment is certainly a big part of the difference in apprenticeship adoption, but not all. While I am not advocating a shift to Canadian or European-style apprenticeship investment for the US, extra money always helps. That said, the historic lack of uptake in apprenticeships in the US is not only about money.

The second barrier is the limited viewpoint most Americans have about what jobs or industries are suitable for apprenticeship. The good news is that this simply requires a change in perspective. While apprenticeships are possible for many career areas, in the US the focus appears to be overwhelmingly on trades. Unfortunately, apprenticeships have become wrapped up in the ideological positions for or against organized labor. While organized labor has played a key role in apprenticeships through their use in qualifying for construction jobs, apprenticeships work well in both unionized and non-unionized careers and industries. In fact, the potential careers that can benefit from apprenticeships extend far beyond traditional building trades. Possible non-traditional areas include careers such as medical transcription, manufacturing, hospitality, IT support and even receptionist work.

Apprenticeship also suffers from inadequate technology investment – the third barrier. The lack of effective technology to implement, manage and streamline apprenticeship programs, in fact, is what drew me to this arena several years ago. Like so much in workforce development, simple but highly impactful technical solutions are waiting to be created. Momentum is perhaps the most valuable (and most lacking) commodity in the world of apprenticeships, and technology can play a role in creating it.

With an aging workforce, a slow economic recovery and many other workforce issues to contend with, some may be asking, “Why apprenticeships?” No doubt we have all read and heard about the skills gap and the different ways to address it. Here is where apprenticeships shine. They are a perfect remedy for the skills gap by their very nature. By design, there are fewer skills gaps in careers that use apprenticeships, because the jobs are already there, waiting for people and apprenticeship programs specifically target the skills that people need to perform well in those available jobs. Hence, there should be very little mismatch between job seekers and employers. Apprenticeships are “perfect skills gap busters.”

Of course, apprenticeship isn't a flaw-free answer to workforce development. Apprenticeships require program set-up logistics, as well as more investments of time, money and energy on the part of sponsors. Some careers that employ the apprenticeship model suffer from low graduation rates. None of these problems are insurmountable and none of them should prevent organizations from considering this approach. That's because research consistently shows that apprenticeships work. They provide specific, needed training, which leads to employability for actual jobs that need to be filled. They engender employee loyalty and increase productivity.

We are seeing innovative solutions throughout the US to help overcome the difficulties of expanding the apprenticeship model. Now that the Obama administration has provided 100 million incentives, more organizations are sure to start embracing the possibilities that apprenticeships offer. Donald Trump, eat your heart out.

*Emad Rizkalla is founder and CEO of Bluedrop Performance Learning.*

Read more: <http://insights.wired.com/profiles/blogs/what-america-needs-now-one-heaping-helping-of-apprenticeship-hold#ixzz3NIa79yMH>

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# 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/>

## March 2015

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### March 2, 2015

Last day for "Requests for Revision of Committee/Standards" or "Request for New Committee/Standards" forms to be submitted for the *April 2015* Washington State Apprenticeship and Training Council Meeting.

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

Date: March 12-13, 2015

Time: TBD

**Location:** Wenatchee Convention Center

121 N. Wenatchee Ave.,

Wenatchee, Wash. 98801

For more information, contact: Tess Alviso, Executive Assistant  
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## April 2015

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### Compliance Review & Retention Subcommittee Meeting — WSATC

Date: April 15, 2015

Time: 9 a.m. to noon

Location: See below WSATC notice

Additional meetings:(Tentative)

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

### Washington State Apprenticeship and Training Council Quarterly Meeting

Date: April 16, 2015

Time: 9 a.m.

Location: Lakeway Inn and Convention Center, Bellingham (888-671-1011)

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

## **April 2015 Continued**

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### **Construction Career Pathways**

Date: April 29, 2015

Time: TBD

Location: University of Washington

For more information, contact Lin Carleton at [lcarleton@rtc.edu](mailto:lcarleton@rtc.edu).