



Washington State Department of
Labor & Industries

Registered Apprenticeship Application Report

2024 Annual Report to the Legislature

Dec. 15, 2024

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Executive Summary

Senate Bill 5600 (passed in 2022) requires the Washington State Apprenticeship and Training Council (WSATC) to report annually to the state Legislature about the status of applications for registered apprenticeships. The report must include what programs have applied, been approved or not approved, and the reasons for any denials. The Washington State Department of Labor & Industries (L&I) prepared this report for the WSATC’s review and approval.

FINDINGS

Most apprenticeship programs are approved

This report provides information about registered apprenticeship programs that applied to the WSATC during calendar year 2024. The L&I Apprenticeship Program’s records serve as the data source for this report.

In 2024, 17 programs applied to the WSATC. Of the 17 new programs that applied in 2024, nine were approved, four withdrew their application, and four are awaiting an adjudicative hearing. Objections were received on 10 of the 17 applications.

The WSATC additionally took action on six program applications left over from 2023. Of the six program applications left over from 2023, four were approved after mediation or revision; one was denied due to the proposed apprenticeship standards not meeting the requirements of RCW 49.04 and WAC 296-05; and one received objections and was referred for a hearing.

Apprenticeship Program

The report includes background, application process, WSATC actions, objections, and summary.

BACKGROUND

L&I and WSATC

A registered apprenticeship combines on-the-job training with related classroom instruction, all under the supervision and mentorship of a journey-level professional. Apprentices receive a wage while they learn and develop knowledge, skills, and abilities in a new career field.

After completing a registered apprenticeship program, apprentices receive a professional credential

that is recognized nationwide.

The L&I Apprenticeship Program offers assistance and consultation for the development and operational needs of registered apprenticeship programs and acts as a liaison for apprentices in Washington state. Activities include providing assistance to existing apprenticeship programs and prospective sponsors/employers interested in creating new apprenticeship training programs. L&I registers new apprentices and issues credentials to those who successfully complete their training.

L&I Apprenticeship staff supports the WSATC, which approves program standards, new programs, and revisions to programs, and enforces regulations to ensure training standards and participation goals are met. L&I Apprenticeship staff review program applications prior to council consideration to ensure the programs meet not only state law and rule requirements but also industry standards to become registered in Washington state.

2024 DATA

During 2024 — from January through October — there were 16,306 active registered apprentices in Washington state (**Active Apprentices**- Accounts for apprentices that are active currently in the system during the reporting period. It will not show completed, canceled, or suspended apprentices). Of that active total, 37% are minorities, 13% are women, and 8% are veterans.

Other key numbers for 2024:

- 5,401 new registered apprentices
- 2,349 apprentices completed their training
- 235 registered apprenticeship programs:
 - 196 active programs
 - 39 inactive programs
- 50 pre-apprenticeship programs
- 3,293 participating employers, or “training agents”
- 233 occupations in which registered apprentices are trained

APPLICATION PROCESS

Steps toward WSATC action

Approval process for apprenticeship programs

Every apprenticeship program in Washington goes through the same process for approval. The WSATC meets quarterly to conduct all transactions of official business as prescribed under WAC 296-05-011. It generally takes six to nine months from the time an employer or sponsor formally proposes an apprenticeship with L&I to appearing before the WSATC for approval of a new training program. For programs in high-hazard facilities, the WSATC is required to issue a decision within six months of accepting a completed application. During this reporting period, there were no high-hazard programs among those the WSATC considered.

- **Program Standards.** Standards must be reasonably consistent with existing programs within each trade or occupation, and meet requirements such as number of hours of on-the-job training and instruction, participant roles and responsibilities, curriculum requirements, complaint processes, rotation schedules for apprentices, and other elements.

- **Review.** An L&I Apprenticeship program consultant, along with the sponsor/employer, discusses the employer's needs and apprenticeable occupation. In addition, the consultant: researches industry standards and convenes partners if needed; works with the prospective program to help develop an apprenticeship standards proposal and Related Supplemental Instruction (RSI) plan for classroom instruction; and reviews with the sponsor the responsibilities of operating the proposed registered apprenticeship program and associated rules of law.
- **Technical and curriculum examination of proposal.** The L&I Apprenticeship technical Specialist and consultants review the submitted proposed standards. The Washington State Board for Community and Technical Colleges' RSI Review Committee reviews the RSI plan and makes recommendations for approval or returns it to the sponsor for corrective review.
- **WSATC action.** If there are no objections from competitors, the WSATC will review and vote on whether to approve or deny the request.
- **If there are valid objections.** [Industry competitors, as defined in rule](#), may file an objection to a proposal prior to WSATC action. Objections may be resolved through mediation. The program would then be considered by the WSATC. Objections that are not resolved through mediation may move to an adjudicative hearing collaboratively scheduled with all interested parties before a presiding officer (member of the WSATC) or administrative law judge. The record of the hearing is then presented to the WSATC for action. An objection can add between 3 and 12 months to the length of time to adjudicate a registered apprenticeship program.

Action Taken in 2024

LIST OF PROGRAMS

The following is an inventory of the programs that applied for WSATC consideration and action in 2024. Information is by sponsor, occupation, sponsor location, geographic coverage, action, and reason for denial.

In 2024, 17 programs applied:

- Approved: 9
- Denied: 0
- Withdrawn: 4
- Of the 17 submissions, 10 industry objections were filed. (Three were approved, three were withdrawn, and four are awaiting an adjudicative hearing.)

Please note: Data entries with an asterisk denote a program that has carried over from the previous year.

Sponsor	Occupation	Sponsor Location	Geographic Coverage	Action Taken
4J Electric, Inc. Apprenticeship & Training	General Electrician (01)	Lewiston, ID	WA State: Adams, Columbia, Garfield, Walla Walla, Whitman; Idaho State: Clearwater, Idaho, Latah, Nez Perce	Approved as mediated
*ABC of Washington Electrical Apprenticeship	General Electrician (01)	Bellevue	All Washington counties	Request denied
*All Phase U Apprenticeship & Training	General Electrician (01)	Union Gap	Benton, Chelan, Douglas, Grant, Kittitas, Klickitat, Walla Walla, Yakima	Approved as mediated
CITC - Mechanical Insulator	Mechanical Insulator	Bellevue	Washington and Idaho counties	Objections received, Hearing date Jan 21-23, 2025 and Feb 4, 2025
Current Solutions NW Apprenticeship & Training Program	General Electrician (01)	Tacoma	King, Pierce, Skagit, Snohomish	Approved as mediated

*Express Electric Apprenticeship Academy	General Electrician (01)	Ferndale	Whatcom, Island, Skagit, Snohomish, King	Approved as mediated
*F.H. Electric Apprenticeship & Training	General Electrician (01)	Friday Harbor	San Juan	Approved as mediated
Frederickson Electric Training Academy	General Electrician (01)	Port Townsend	Jefferson, Clallam, Island, Kitsap, Mason	Objections received, Hearing Feb 25-28, 2025
Harts Academy Apprenticeship Committee	Residential Plumber	Tacoma	Pierce, King, Kitsap, Thurston, Snohomish	Withdrawn
Harts Academy Apprenticeship Committee	Residential Plumber	Tacoma	Pierce, King, Kitsap, Thurston, Snohomish	Withdrawn
Kinter Electric Apprenticeship Program	General Electrician (01)	Sunnyside	Benton, Chelan, Franklin, Grant, Kittitas, Klickitat, Yakima	Objections received- Hearing dates TBD
*Lewis Clark Electrical Training Sponsorship	General Electrician (01)	Clarkston	Walla Walla, Franklin, Benton, Grant, Adams, Lincoln, Stevens, Ferry. Idaho State: Benewah, Clearwater, Idaho, Latah, Lewis, Nez Perce, Shoshone, Valley, Adams	Objections received, Hearing date Sept 10-13, 2024
Lifepoint Health Career Accelerator	Medical Assistant	Chesterfield, Missouri	Benton, Franklin	Approved
LTC LPN Apprenticeship Program	Licensed Practical Nurse	Tumwater	Kitsap, King, Pierce, Skagit, Snohomish, Thurston	Approved
Okanogan PUD Apprenticeship	Lineman, Meterman, Power Systems Wireman	Okanogan	Okanogan (PUD No. 1 Service Territory)	Approved
Primac Electric LLC Apprenticeship and Training	General Electrician (01)	Burlington	Whatcom, Skagit, Snohomish, Island	Withdrawn

Primac Electric LLC Apprenticeship and Training	General Electrician (01)	Bellevue	Whatcom, Skagit, Snohomish, Island	Objections received, Hearing date Feb 25-28, 2025
*R&S Electric Apprenticeship Training Cooperative	General Electrician (01)	Arlington	King, Pierce, Skagit, Snohomish	Approved as mediated
SkillsUSA Washington	Farm Equipment Mechanic	Olympia	All Washington counties	Withdrawn
Sugarology Apprenticeship Program	Esthetician	Edmonds	City of Edmonds, WA	Approved
Valley Apprenticeship and Training	General Electrician (01)	Lynden	Whatcom, Skagit, Island	Approved as mediated
Vancouver Clinic Medical Assistant Apprenticeship Program	Medical Assistant	Vancouver	Clark	Approved
Washington Education Association Apprenticeship Residency in Teaching (WEA ART)	K-12 Special Education Teacher	Federal Way	All Washington counties	Approved

Source: L&I

Conclusion

During calendar year 2024:

- Most programs that apply to become a registered apprenticeship receive WSATC approval. In 2024, 17 programs applied to the WSATC. Nine of the programs were approved, four programs withdrew their applications, and four are awaiting an adjudicative hearing.
- The WSATC did approve two new programs for provisional registration in 2024 that are the first in Washington state for their occupations. The first is the Washington Education Association Apprenticeship Residency in Teaching (WEA ART) for the occupation of K-12 Special Education Teacher. The program is the first fully union sponsored registered teaching apprenticeship in the nation. The second is the LTC LPN Apprenticeship Program for the occupation of Licensed Practical Nurse.