



Washington State Department of  
Labor & Industries

# **Registered Apprenticeship Application Report**

*2025 Annual Report to the Legislature*

**Dec. 15, 2025**

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# Executive Summary

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*RCW 49.04.050 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 2025. The L&I Apprenticeship Program's records serve as the data source for this report.

In 2025, 19 programs applied to the WSATC. Of the 19 new programs that applied in 2025, 11 were approved, two withdrew their application, and six are awaiting an adjudicative hearing.

Objections were received on 11 of the 19 applications.

Additionally, the WSATC took action on five of the six program applications remaining from 2024. Of those program applications remaining from 2024: two were approved after mediation; one was approved by the WSATC following the conclusion of their adjudicative hearing; two withdrew their requests; and one is awaiting 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 under the supervision and mentorship of a journey-level professional. Apprentices receive a progressive wage increase 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 reviews 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.

## 2025 DATA

From January through October, there were over 15,400 active registered apprentices in Washington state. Registered Apprenticeship system numbers typically follow economic trends. Active apprentices account for apprentices that are currently active in the system during the reporting period. This data will not show completed, canceled, or suspended apprentices.

Of the active apprentices, 36% are minorities 12% are women, and 7% are veterans<sup>1</sup>.

Included in the above minority data are Native American apprentices, who comprise 2% of active apprentices.

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<sup>1</sup> Minority percentages are calculated using active apprentices. Racial identification is voluntary for apprenticeship registration. Two percent of active apprentices chose not to identify their racial background.

Other key numbers for 2025:

- Over 20,600 registered apprentices were served during this time (Served accounts for the total number of apprentices that appeared within the system during the reporting period. This data will include completed, canceled, and suspended apprentices.)
- More than 4,800 new registered apprentices
- More than 2,500 apprentices completed their training
- 243 registered apprenticeship programs:
  - 206 active programs
  - 37 inactive programs
- 56 pre-apprenticeship programs
- More than 3,300 participating employers, or “training agents”
- More than 230 occupations in which registered apprentices are trained

## APPLICATION PROCESS

### Approval process for apprenticeship programs

Every apprenticeship program in Washington goes through the same approval process. The WSATC meets quarterly to conduct all transactions of official business as prescribed under WAC 296-05-011. It generally takes nine to 12 months from the time an employer or sponsor formally proposes an apprenticeship to appear 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 two high-hazard program applications 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 and educational institution 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, along with the Statewide Apprenticeship Coordinators Chair, and makes recommendations for approval or returns it to the sponsor for revisions to their proposed standards.

- **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 scheduled with all interested parties before a presiding officer (member of the WSATC) or administrative law judge through a referral to the Office of Administrative Hearings. The record of the hearing is then presented to the WSATC for action. Typically, the objection process can add three to 12 months or more to the length of time to adjudicate a registered apprenticeship program depending on the level of complexity.

# Action Taken in 2025

## LIST OF PROGRAMS

The following is an inventory of the programs that applied for WSATC consideration and action in 2025. Information is by sponsor, occupation, sponsor location, geographic coverage, action, and reason for denial.

### In 2025, 19 programs applied:

- Approved: 11 (including 4 that received objections and were ultimately approved after mediation)
- Denied: 0
- Withdrawn: 2
- Awaiting adjudicative hearing: 6

Of the 19 submissions, 11 industry objections were filed.

In addition, 5 of 6 programs submitted in 2024 were considered by the Council in 2025. Of those:

- Approved: 3
- Denied: 0
- Withdrawn: 2
- Awaiting adjudicative hearing: 1

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

### Summary of Application Data

Sponsor	Occupation	Sponsor Location	Geographic Coverage	Action Taken
Barron Heating AC Electrical & Plumbing	General Electrician (01)	Ferndale, WA	Island, San Juan, Skagit, & Whatcom counties	Objections received, with standing Referred to OAH
Big Bend Electric Cooperative Apprenticeship	Lineman	Mesa, ID	Property of Big Bend Electric	Approved
*CITC – Mechanical Insulator	Mechanical Insulator	Bellevue, WA	All Washington and Idaho counties	Objections received, with standing Referred to WSATC
Douglas County Public Utility District No. 1 Apprenticeship Committee	Lineman, Meterman, Wireman	Wenatchee, WA	Douglas County PUD No. 1 Property	Approved

Empire Electric USA Apprenticeship & Training	General Electrician (01)	Kennewick, WA	Adams, Benton, Chelan, Clark, Columbia, Cowlitz, Douglas, Franklin, Grant, Kittitas, Klickitat, Pacific, Skamania, Spokane, Walla Walla, and Yakima counties	Objections received, with standing Approved as mediated
*Frederickson Electric Training Academy	General Electrician (01)	Port Townsend, WA	Clallam, Island, Jefferson, Kitsap, & Mason counties	Objections received, with standing Approved as mediated
George's Electric Apprentice Training Academy	General Electrician (01)	Port Orchard, WA	Jefferson, Kitsap, Mason, Pierce, and Mason counties	Objections received, with standing Approved as mediated
Greater Spokane Apprenticeship Training	Medical Assistant	Spokane, WA	Washington: Adams, Asotin, Columbia, Ferry, Franklin, Garfield, Lincoln, Pend Oreille, Spokane, Stevens, Walla Walla, & Whitman Counties Idaho: Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, and Shoshone counties	Objections received, with standing Sponsor requested WSATC table matter until Jan 2026
*Harts Academy Apprenticeship Committee	Residential Plumber	Tacoma, WA	Pierce, King, Kitsap, Thurston, and Snohomish counties	Withdrawn by Sponsor
Kimberly Irene Salon Apprentice Program	Cosmetologist	Kirkland, WA	Kirkland, WA	Approved
*Kinter Electric Apprenticeship Program	General Electrician (01)	Sunnyside, WA	Benton, Chelan, Franklin, Grant, Kittitas, Klickitat, and Yakima counties	Objections received, with standing Approved as mediated
*Lewis Clark Electrical Training Sponsorship	General Electrician (01)	Clarkston, ID	Washington: Adams, Benton, Ferry, Franklin, Grant,	Objections received, with standing Referred to OAH

			Lincoln, Stevens, Walla Walla, & Whitman Counties Idaho: Benewah, Clearwater, Latah, Lewis, Nez Perce, Shoshone, and Valley Counties	Approved as mediated
Northwest UBC Floor Layers JATC	Floor Layer	Kent, WA	All counties in Washington	Objections received, with standing Referred to WSATC
Nova Electric Apprenticeship & Training	General Electrician (01)	Suquamish, WA	Kitsap County	Objections received, with standing Approved as mediated
*Primac Electric LLC Apprenticeship & Training	General Electrician (01)	Bellevue, WA	Island, Skagit, Snohomish, and Whatcom Counties	Withdrawn by Sponsor
Primary Electric and Design Apprenticeship & Training	General Electrician (01)	Yakima, WA	Adams, Benton, Franklin, Grant, Kittitas, Klickitat, and Yakima counties	Objections received, with standing Approved as mediated
Seattle Rep Winky Hussey Professional Arts Training Program	Director, Lighting Designer, Production Manager, and Stage Manager	Seattle, WA	Seattle, WA	Approved
Seattle Rep/IATSE Winky Hussey Professional Arts Training Program	Costumer, Properties Artisan, Scenic Carpenter, Scenic Painter, and Stage Technician	Seattle, WA	Seattle, WA	Approved
SkillsUSA Washington	Diesel Technician	Olympia, WA	All counties in Washington	Approved
Swinerton Builders Apprenticeship Program	Carpentry	Bellevue, WA	Clallam, Clark, Cowlitz, Jefferson, King, Kitsap, Lewis, Mason, Pierce, San Juan, Skagit, Snohomish, Thurston & Whatcom counties	Objections received, with standing Referred to WSATC
Thundergrad Apprenticeship	General Electrician (01)	Yakima, WA	Kittitas and Yakima counties	Objections received, with standing

				Referred to OAH
Velocity Apprenticeship & Training	General Electrician (01)	Bellingham, WA	Chelan, Island, San Juan, Snohomish, Skagit & Whatcom counties	Objections received, with standing Referred to OAH
University of Washington Facilities Apprenticeship Committee	Motor Equipment Mechanic	Seattle, WA	University of Washington, Seattle Campus	Approved
XwLemi Edwost-Eng Chechey'-Ew'XW (Lummi Apprenticeship Program)	Industrial Maintenance Mechanic	Bellingham, WA	Skagit and Whatcom counties	Withdrawn by Sponsor
XwLemi Edwost-Eng Chechey'-Ew'XW (Lummi Apprenticeship Program)	Industrial Maintenance Mechanic	Bellingham, WA	Skagit and Whatcom counties	Objections received, with standing Referred to OAH Withdrawn by Sponsor

Source: L&I

# Conclusion

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Most programs that apply to become a registered apprenticeship receive WSATC approval. In 2025, 19 programs applied to the WSATC. Of those applications, 11 were approved, two programs withdrew their applications, and six are awaiting an adjudicative hearing.