



Washington State Apprenticeship & Training Council

2021 Annual Report

January 31, 2022

Apprenticeship Section - (360) 902-5320
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www.Lni.wa.gov/Apprenticeship

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2021 Year in Review

NEW STANDARDS (PROVISIONAL REGISTRATION)

A total of 12 new Standards were provisionally registered in 2021, training in 9 different occupations.

First Quarter (January WSATC Meeting)

Brinderson LLC. – Industrial Maintenance Mechanic – Petroleum Refinery

| | | |
|---------------------------------------------------------|------------|-------------|
| Industrial Maintenance Mechanic – Petroleum Refinery | 49-9041.00 | 8,000 Hours |
|---------------------------------------------------------|------------|-------------|

Matrix Service Inc.

| | | |
|---------------------------------------------------------|------------|-------------|
| Industrial Maintenance Mechanic – Petroleum Refinery | 49-9041.00 | 8,000 Hours |
|---------------------------------------------------------|------------|-------------|

Second Quarter (April WSATC Meeting)

CHAS Health

| | | |
|------------------|------------|-------------|
| Dental Assistant | 31-9091.00 | 2,000 Hours |
|------------------|------------|-------------|

Construction Industry Training Council of Washington – Scaffold Erector

| | | |
|------------------|------------|-------------|
| Scaffold Erector | 47-2031.02 | 8,000 Hours |
|------------------|------------|-------------|

Skamania P.U.D. No. 1 Apprenticeship Committee

| | | |
|---------|------------|-------------|
| Lineman | 49-9051.00 | 6,000 Hours |
|---------|------------|-------------|

Third Quarter (July WSATC Meeting)

Ena’vative Hair Studio Apprenticeship Program

| | | |
|---------------|------------|-------------|
| Cosmetologist | 39-5012.00 | 3,000 Hours |
|---------------|------------|-------------|

Northwest Maritime Apprenticeship

| | | |
|---------------------------|------------|-------------|
| Marine Service Technician | 49-3051.00 | 6,000 Hours |
|---------------------------|------------|-------------|

Performance Electrical Apprenticeship Committee

| | | |
|--------------------|------------|-------------|
| Inside Electrician | 47-2111.00 | 8,000 Hours |
|--------------------|------------|-------------|

Scot Industries, Inc. Apprenticeship

| | | |
|--------------------------------------------------------------|------------|-------------|
| Computer Numerically Controlled Machinist (CNC Machinist) | 51-4041.00 | 8,000 Hours |
|--------------------------------------------------------------|------------|-------------|

Texture Apprenticeship Program

| | | |
|---------------|------------|-------------|
| Cosmetologist | 39-5012.00 | 3,000 Hours |
|---------------|------------|-------------|

Titan Electrical Apprenticeship & Training

| | | |
|-------------------------|------------|-------------|
| Inside Wireman | 47-2111.00 | 8,000 Hours |
| Residential Electrician | 47-2111.00 | 4,000 Hours |

Fourth Quarter (October WSATC Meeting)

Dakota Creek Industries, Inc.

| | | |
|-----------------------|------------|-------------|
| Machinery Assembler | 51-2031.00 | 6,000 Hours |
| Marine Electrician | 47-2111.00 | 6,000 Hours |
| Production Welder | 51-4121.06 | 6,000 Hours |
| Shipfitter/Fabricator | 51-2041.00 | 6,000 Hours |

NEW STANDARDS (PERMANENT REGISTRATION)

A total of 9 Standards were permanently registered in 2021, training in 20 different occupations.

First Quarter (January WSATC Meeting)

Healthcare Apprenticeship Consortium

| | | |
|---------------------------------------|------------|-------------|
| Medical Assistant | 31-9092.00 | 2,000 Hours |
| Central Sterile Processing Technician | 31-9093.00 | 2,000 Hours |
| Pharmacy Technician | 29-2052.00 | 2,000 Hours |

Second Quarter (April WSATC Meeting)

| <u>Department of Social & Health Services Trades Apprenticeship Program</u> | | |
|--------------------------------------------------------------------------------------------|------------|--------------|
| Maintenance Carpenter | 47-2031.01 | 8,000 HOURS |
| Painter | 47-2141.00 | 6,000 HOURS |
| Plumber | 47-2152.02 | 10,000 HOURS |

| <u>Independent Technicians Automotive Committee (ITAC)</u> | | |
|-------------------------------------------------------------------|------------|-------------|
| Master Service Technician | 49-3023.01 | 8,000 HOURS |
| General Service Technician | 49-3023.00 | 2,000 HOURS |

| <u>Kaas Tailored</u> | | |
|------------------------------------|------------|-------------|
| Industrial Sewing Machine Operator | 51-6031.00 | 2,000 Hours |

| <u>King County Metro Transit Joint Apprenticeship Committee</u> | | |
|----------------------------------------------------------------------------|------------|-------------|
| Building Operating Engineer (HVAC) | 49-9021.01 | 8,000 Hours |
| Rail Electrical Worker | 49-2095.00 | 8,000 Hours |

| <u>Tacoma School District #10 CTE Apprenticeship</u> | | |
|-------------------------------------------------------------|------------|-------------|
| Preparation Cook | 35-2021.00 | 2,000 Hours |
| Automotive Service Technician | 49-3021.00 | 2,000 Hours |
| Production Cabinet Assembler | 51-7011.00 | 2,000 Hours |

Tradesman Apprenticeship & Comprehensive Training

| | | |
|--------------------|------------|------------|
| Inside Electrician | 47-2111.00 | 8000 HOURS |
|--------------------|------------|------------|

Third Quarter (July WSATC Meeting) None

Fourth Quarter (October WSATC Meeting)

Axiall Corporation, a Westlake Company

| | | |
|--------------------------------------------|------------|-------------|
| Industrial Maintenance Electrician | 47-2111.00 | 8,000 Hours |
| Industrial Maintenance Mechanic (Chemical) | 49-9041.00 | 8,000 Hours |

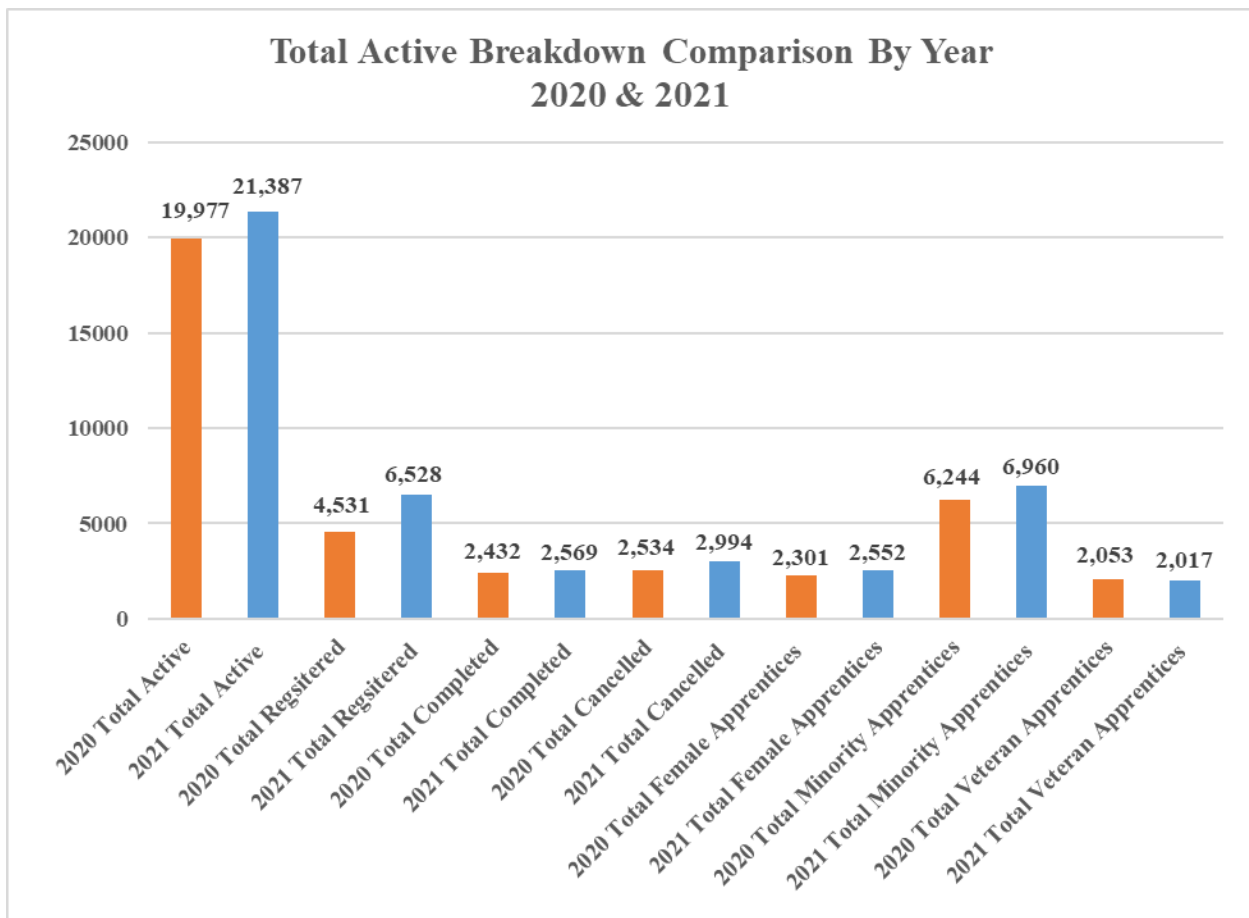
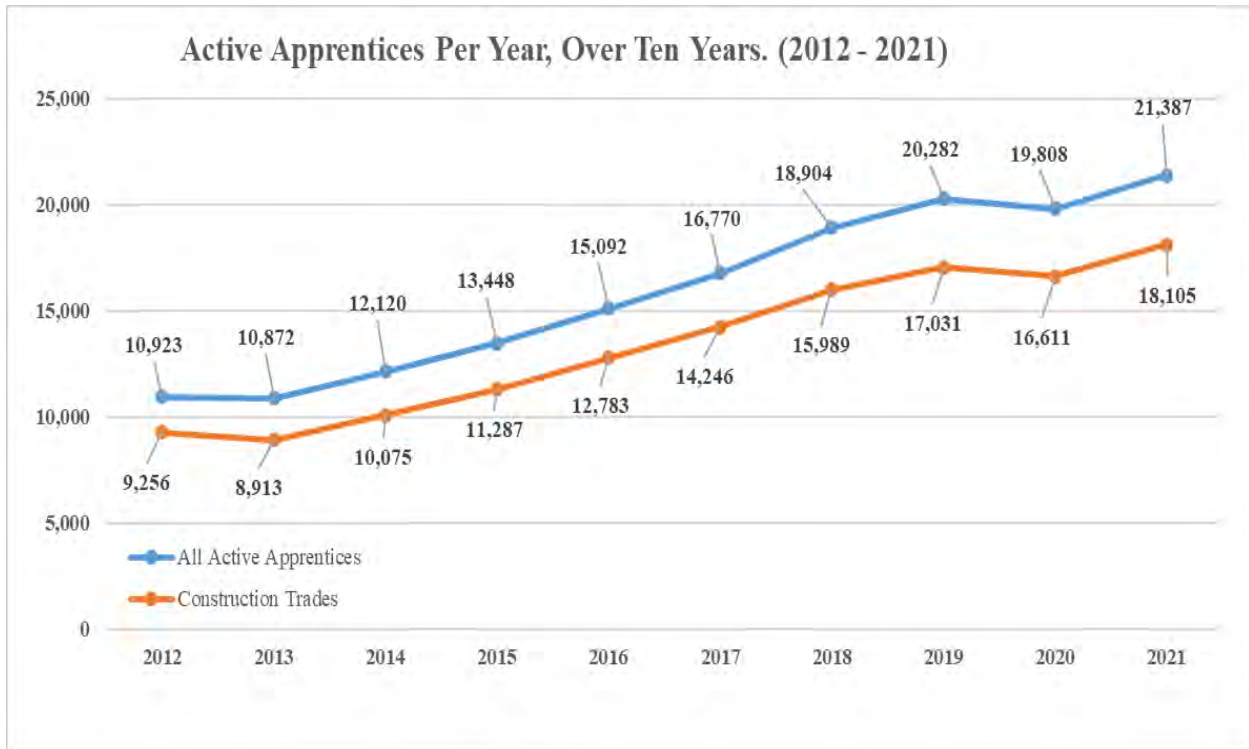
Vasuda Cosmetology Apprenticeship Program

| | | |
|---------------|------------|-------------|
| Cosmetologist | 39-5012.00 | 3,000 Hours |
| Hair Designer | 39-5012.00 | 2,000 Hours |

Apprenticeship in 2021 by the Numbers

There were **21,387** active apprentices for the 12-month time period from 01/01/2020 to 12/31/2021. With **2,553** were female and **6,960** were minority. All data valid as of 01/11/2021.

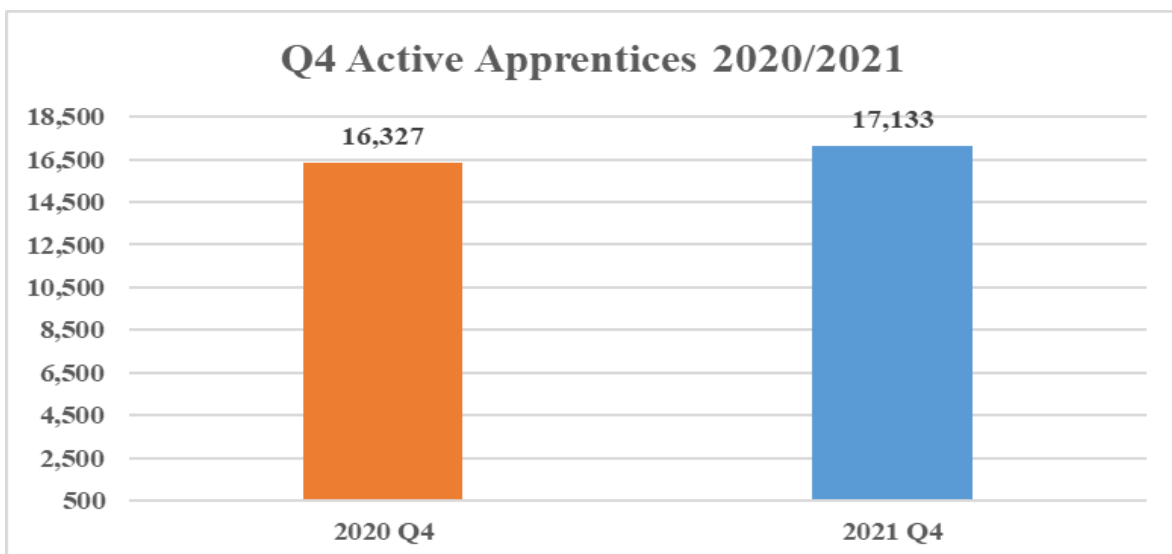
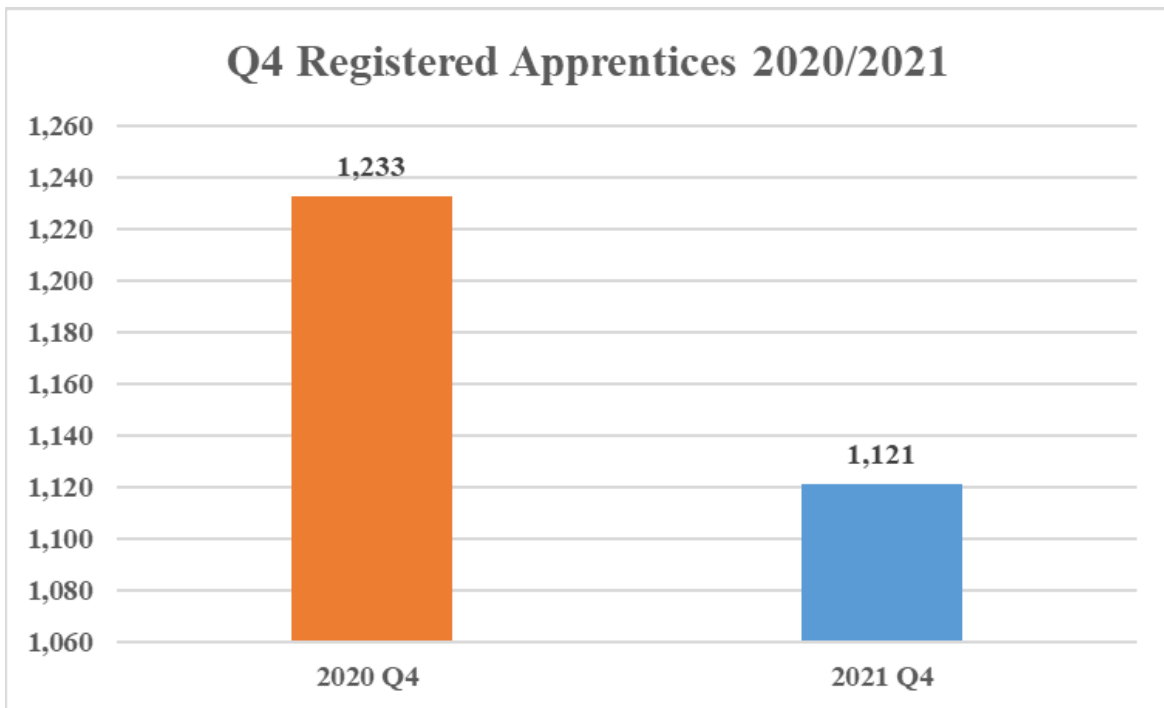
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Apprenticeship by the Numbers Fourth Quarter 2021

APPRENTICE ACTIVITY (FROM 10/01/2021 – 12/31/2021):

- **17,133** Active apprentices during the time period
- **1,121** Individuals were registered as apprentices
- **612** Individuals were issued completion certificates
- **784** Individuals were cancelled

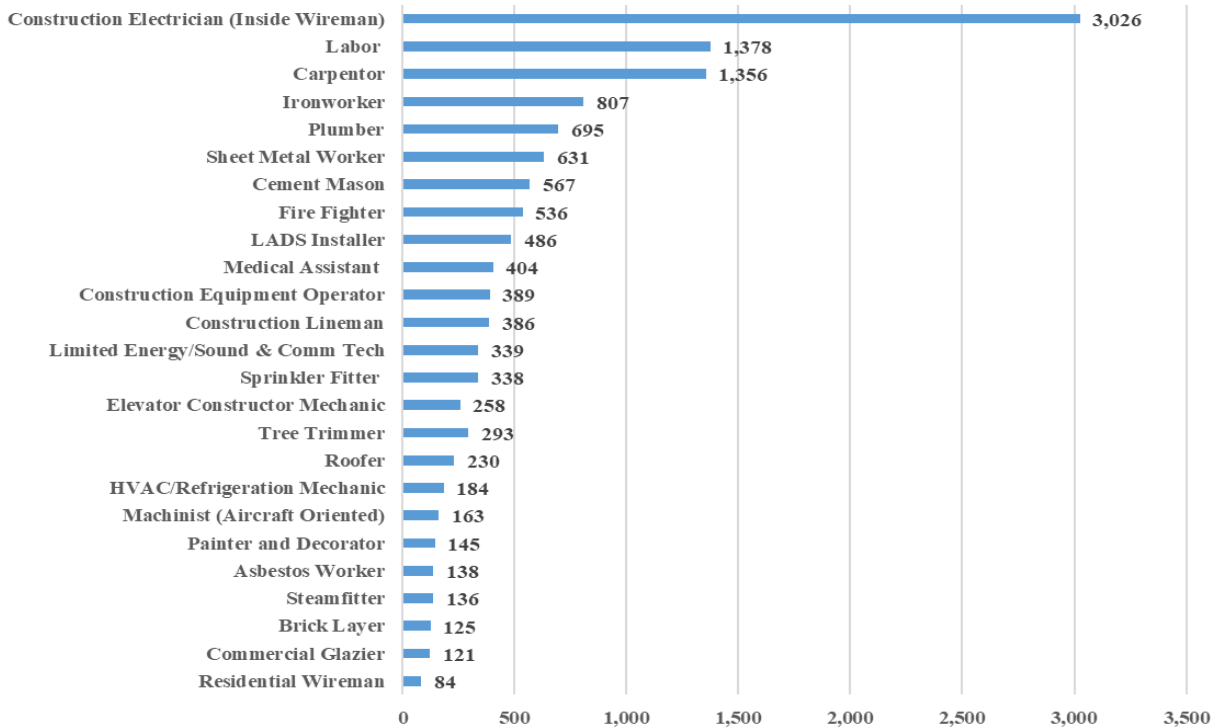


MINORITY, FEMALE AND VETERAN PARTICIPATION &
TOP 25 OCCUPATIONS FOR 4TH QUARTER 2021.

Quarter 4 Total Active Diversity Breakdown By Year
Comparison 2020/2021



Current Top 25 Active Occupations as of 1/11/2022



Quarterly News and Events

Workforce Training Remains Top Priority During Employer Roundtable

By Aaron Ferrell, Director of Marketing & Communications AJAC



Nearly two years ago before the start of the pandemic, AJAC held its last in-person employer roundtable in Snohomish County. Since then, a dramatic shift in workforce development and skill advancement has taken place across the state, particularly in the county's robust manufacturing industry.

Snohomish County's concentration of manufacturing workers is the largest in Washington State, in fact, there are more manufacturing jobs in this county than any other west of the Rocky Mountains. With a large manufacturing footprint, comes new challenges with skill advancement and remaining competitive in the labor market.



The labor shortage of entry-level and middle-skilled positions continues to be a topic of conversation among manufacturing employers, who face obstacles the labor market has not seen

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in decades. To address these needs, AJAC focused its roundtable discussion on the investment of apprenticeship, not only as a recruitment strategy, but a sustainable pipeline for skilled occupations.

“There are a lot of moving parts when it comes to navigating the different avenues AJAC can serve its employer members,” said Demetria “Lynn” Strickland, Executive Director at AJAC. “These roundtables give our staff an opportunity to have intimate conversations with local employers, understand their needs, and work with them to develop programming that will help in bridging their workforce development gap.”

20 small to medium-sized employers representing the aerospace, plastics, maritime, transportation, food processing, and social enterprise industries participated in the 90 minute discussion including employers active in registered apprenticeship and those looking to diversify their internal training goals.

“It was encouraging to have so many local employers attend this roundtable, given the difficult state of affairs with COVID-19,” said Erin Williams, Regional Program Manager at AJAC. “Whether they are hiring immediately or anticipate a future hiring need, AJAC is poised to help manufacturers address those needs in real-time through our suite of training programs and strategic partnerships across the state.”



AJAC touched on new entry-level and advanced apprenticeship programs including the Industrial Manufacturing Technician and CNC Programmer, along with grant stipends for employers, financial aid for apprentices, youth apprenticeship, and onsite mentorship and OJT support services. Employers were eager to learn about AJAC’s upcoming Logistics & Supply Chain apprenticeship. Over the next year, AJAC is aiming to directly support frontline and warehouse workers who want to build up additional credentials focused on logistics and supply chain management.

[Launch an AJAC apprenticeship at your company](#) today!

Apprenticeships can help meet state's teacher needs

By Chris Nesmith, Sue Kane and Gene Sharatt *The Herald*

When considering the workforce of Washington state's K-12 public schools system, there are two significant and timely calls to action.

First, there is an extreme and unprecedented educator labor shortage. Even prior to the onset of the pandemic, schools across the state were struggling to meet staffing challenges. Second, the educators in Washington schools rarely reflect the diversity of the student bodies they serve, and educators of color (white is not a color) are significantly underrepresented in our schools.

The Professional Educator Standards Board, [2020-21 School Report Card](#), notes teachers of color made up 13 percent of the teacher workforce compared to 49 percent of students of color statewide.

To be racially representative of the student body in Washington, the number of black educators in our schools must triple, and the number of Hispanic educators in state schools must increase five-fold. To ensure that our schools are well prepared to meet the needs of all youth, it is imperative to simultaneously work to increase both the magnitude and the diversity of Washington's educator workforce.

Career Connect Washington Networks, aimed at better connecting youth with family-wage jobs across the state, have been recruited to draw new partners to the table, and expand programs with the potential to scale to those communities farthest from opportunity. These partners are leaning heavily into the development, and expansion, of career-focused credentialing and "earn-while-you-learn" development pathways that may just be the key to changing our educator workforce outcomes.

In addition to traditional teaching degree paths, career-based credentialing pathways like teacher apprenticeship, or on-site development programs, allow teacher candidates to remain employed in schools across the state with greater stability, less financial burden and the same opportunity to earn a teaching certificate.

Through strategic partnerships, these pathways widen the onramps to teaching credentials through entry-level Para-educator positions, and give local schools a proven strategy to recruit, train and retain highly skilled teachers who more accurately reflect the diversity of the student body.

Programs like Eastern Washington University's, Transition to Teaching launched in partnership with schools across the state, allows currently employed Para-educators to concurrently earn wages and a teacher credential, on-site, with much needed specialized endorsements in English language and special education support.

The Para-educator Apprenticeship in public education similarly offers a credentialing option for new and existing staff members to enhance their skills and knowledge while working. In addition, employed Para-educators in school districts can use the Labor and Industries Registered Apprenticeship to access a fifty-percent higher-education tuition reduction.

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Local 1948, has been operating the Para-educator Registered Apprenticeship for the last 30 years, in conjunction with community and technical colleges, including: Lower Columbia College, Skagit Valley College and Green River Community College. Currently, there are 60 Para-educator teacher-apprentices enrolled and that number is growing to include new school district training partners.

The Para Educator III Registered Apprenticeship launched just this fall in the Woodland School District, in partnership with Lower Columbia College and PSE 1948. The training program aligns to both the bachelors of applied science in teaching and the current collective bargaining agreement for the district, and offers Para-educators paid work and a K-8 teaching certificate, while benefiting from the fifty percent tuition reduction.

These new and expanding career-development pathways will enhance our Washington educator pipeline. When combined with the traditional education degree options, they offer more equitable opportunities for future educators of all backgrounds to find fulfilling, successful careers in Washington schools. This will ultimately mean stronger, more impactful education for Washingtonian students.

Chris Nesmith is superintendent of the Elma School District. Sue Kane is director of STEM Initiatives for the North Central Educational Services District. Gene Sharratt is with the The Center for Educational Effectiveness.

Opinion: Help more students access quality job apprenticeships

By Senators Karen Keiser and Emily Randall - *Seattle Times*

“Apprenti, a high-tech, state-registered apprenticeship, recruits women, people of color and veterans, and has placed more than 1,300 apprentices nationwide with an average starting salary of \$66,000 and a median salary of \$102,000.”

<https://www.seattletimes.com/opinion/help-more-students-access-quality-job-apprenticeships/>

Washington State’s IT Apprentices Gain Digital, Verified Program Credentials Through Apprenti and Merit

By Monica LaBadia, *Marketing Communications Specialist*

Apprenti and Merit partnered to launch digital, verified program credentials for Washington apprentices. We sent two email outreach campaigns to eligible candidates for this program. Additionally, we launched this Apprenti + Merit webpage: <https://www.merits.com/apprenti/>

Apprenticeship Insights for 2022

By Blake Peterson / *425 Business*



It was a watershed year for apprenticeships in Washington in 2021.

Between September 2020 and August 2021, there were nearly 22,000 active apprenticeship in Washington, the state Department of Labor & Industries reported. It was the highest number seen in the last decade. Of those, 6,627 were new registrants.

Jody Robbins, the apprenticeships program manager at L&I, said the state has been on an expansion curve over the last few years, but that he was still astounded by the level of new registrations.

“One of the principal reasons employers and employer associations are coming to talk to us about registered apprenticeships is the need for a reliable talent development pipeline,” Robbins told *425 Business* in November. “And where industries, businesses, and industry groups have not invested in that, they’re realizing the workers aren’t there anymore; they’re not coming to their doorstep; they’re hard to recruit. In this day and age (they’re) getting harder to retain, so a lot of industries are looking at that, that registered apprenticeship dynamic, in terms of connecting with that talent development pipeline. There is just basic need for talented skilled workers.”

In King County specifically, the most recent apprenticeship report characterized program enrollment as exceeding annual targets, with 420 apprentices registered, 68,246 apprentice labor hours worked, and a total of \$2.4 million earned by apprentices as of publication time.

The steady rise in state numbers over the last decade is most reflective of what’s been happening nationwide. Although there was a slight dip in apprenticeship enrollment in the United States in 2020 — blamed in part on the pandemic — the U.S. Department of Labor found that there has been a 70 percent growth in new apprentices since 2011. More than 13,500 new apprenticeship programs were created between 2015 and 2020, and more than 349,000 participants completed an apprenticeship within that same window.

Even with the 2020 decline, that year’s number was still the third-highest ever for the country’s Registered Apprenticeship program.

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Last year also saw the expansion of several nontraditional apprenticeship programs in Washington, including those focused on cosmetology, medical assistance, and software development.

When asked about the rise of software development apprenticeship programs in the state and its relationship to tech hubs such as the Eastside, Robbins said he anticipates apprenticeships to be more commonly utilized by tech-focused companies with time. He noted that apprenticeships offer more accessibility to the field, which then gives leaders a wider pool of talent from which to choose.

“Registered apprenticeship is not going to solve information technology labor woes, but I think it is making a difference in local communities and how local folks who may not otherwise ever have been able to crack the nut to get in working it,” he said. “It’s creating a lot of excitement.”

Robbins anticipates wastewater/potable-water operator, behavioral health, and licensed practical nurse apprenticeships to gain traction in the near future, too. The latter two will specifically be getting a significant boost from a pilot apprenticeship program with the state Department of Health that is set to debut this year.

Robbins said he’s confident that the currently impressive numbers will hold steady this year and beyond. Plus, Washington recently allocated some \$12.3 million in federal and state funding to support existing apprenticeship programs in the 2021-23 biennium — a notable move that will bolster the efforts of the unions, employers, industry groups, and other entities that most commonly offer apprenticeship opportunities to the populace.

“Government entities at the state and federal level are placing a lot of emphasis on registered apprenticeship utilization and starting to seed money out to incentivize industries to adopt these pathways,” Robbins said. “So I think ... we are going to remain strong. There’s a tremendous focus on diversity, equity, and inclusion, and registered apprenticeships demand that program sponsors have an eye toward equal employment opportunity and affirmative action in their selection processes. It’s just a combination of factors that are coming together to really make registered apprenticeship become a much more viable talent development system for all employers to consider.”

Upcoming Events

Construction Pre apprenticeship Program

Partnership between Edmonds College, Sound Transit, City of Lynnwood

7:30 a.m. – 2 p.m. Monday through Friday, January 5 – March 17, 2022

For more information or to apply, contact:

Shelia Dersham | shelia.dersham@edmonds.edu | 425-267-5777

Classes will be held at the Advanced Manufacturing Skills Center:

Paine Field, 3008 100th St. SW, Everett

[Link Here](#)

Compliance Review & Retention Subcommittee Meeting

Date: April 20, 2022

Time: 10 a.m. - Noon

Location: [Zoom](#)

Meeting ID: 831 9654 8379

Passcode: CRRSMEET1

Phone: 1 253-215-8782

Washington State Apprenticeship Coordinators Association Meeting

Date: April 20, 2022

Time: 1 – 2 p.m.

Location: [Zoom](#)

Meeting ID: 831 9654 8379

Passcode: CRRSMEET1

Phone: 1 253-215-8782

Washington State Apprenticeship Joint Retention and Recruitment Committee Meeting

Date: April 20, 2022

Time: 2 – 3:30 p.m.

Location: [Zoom](#)

Meeting ID: 831 9654 8379

Passcode: CRRSMEET1

Phone: 1 253-215-8782

Community and Technical College (CTC) Apprenticeship Coordinators Meeting

Date: April 20, 2022

Time: 3:30 – 4:30 p.m.

Location: [Zoom](#)

Meeting ID: 831 9654 8379

Passcode: CRRSMEET1

Phone: 1 253-215-8782

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Washington State Apprenticeship and Training Council Quarterly Meeting

Date: April 21, 2022

9 a.m. – 5 p.m. or until adjourned

Location: [Zoom](#)

Passcode: WSATC21!

Phone: 1 253-215-8782

Webinar ID: 822 3989 3558

Passcode: 29975349