



Washington State Apprenticeship & Training Council

First Quarter 2018 Report **January – March**

April 19, 2018

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www.Lni.wa.gov/TradesLicensing/Apprenticeship

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Highlights for the January 2018 WSATC Meeting

NEW STANDARDS (PROVISIONAL REGISTRATION):

<u>Alta Forest Productions</u>		
Industrial Maintenance Millwright	49-9044.00	8,000 Hours
Industrial Maintenance Electrician	47-2111.00	8,000 Hours
Saw Filer	51-4194.00	6,000 Hours

NEW STANDARDS: (PERMANENTLY REGISTERED)

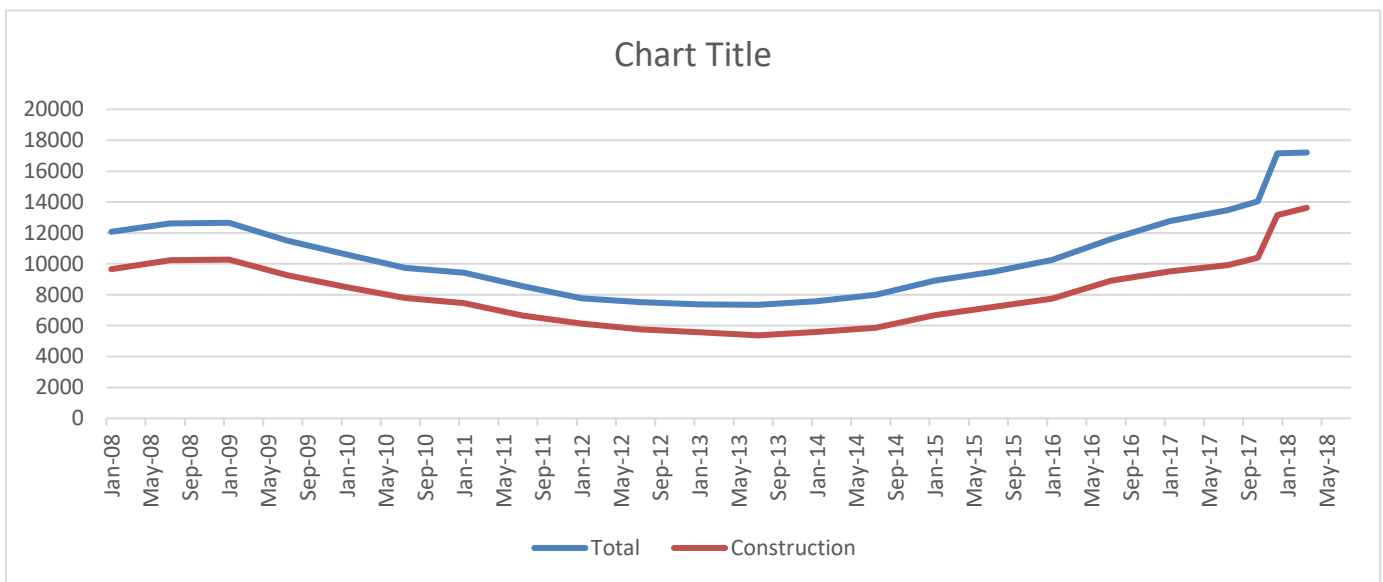
<u>Grand Coulee Power Office Apprenticeship</u>		
Hydro Mechanic	49-9041.00	8,000 Hours
Power Systems Control Craftsman	49-2095.00	8,000 Hours

<u>The Parlour</u>		
Manicurist	39-5092.00	2,000 Hours

Apprenticeship by the Numbers

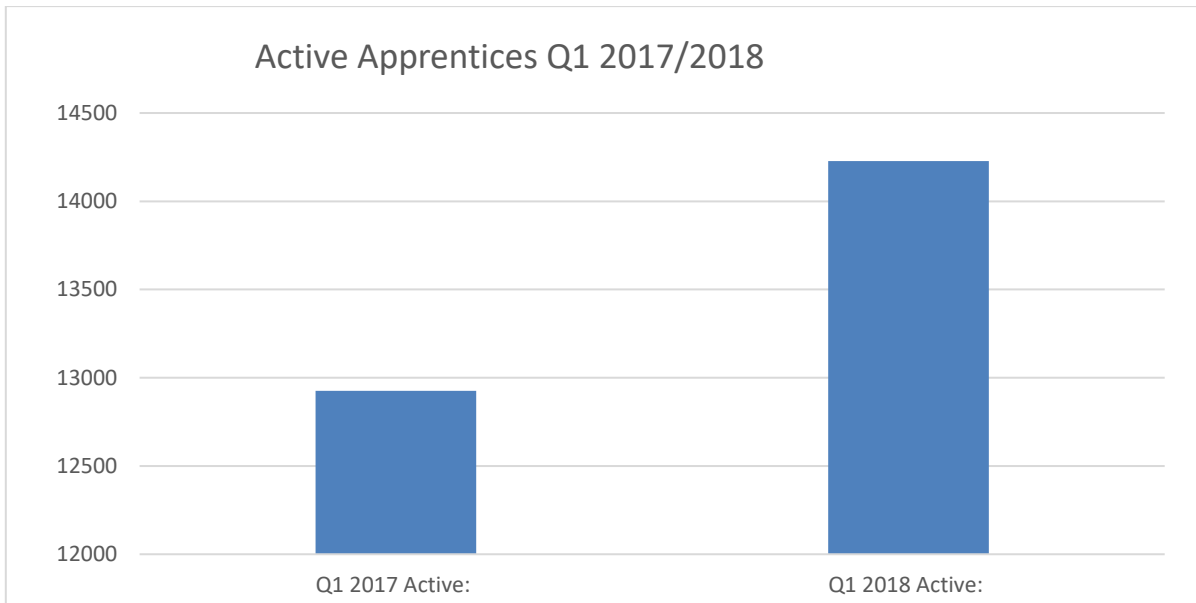
There were **17,208** active apprentices for the 12-month time period ending March 31, 2018 of which **1,609** were female and **4,828** were minority. Over the last quarter (Jan-Mar 2018), there were **14,225** active apprentices. All data valid as of 4/11/2018.

Active Apprentices (January 2008- March 2018)



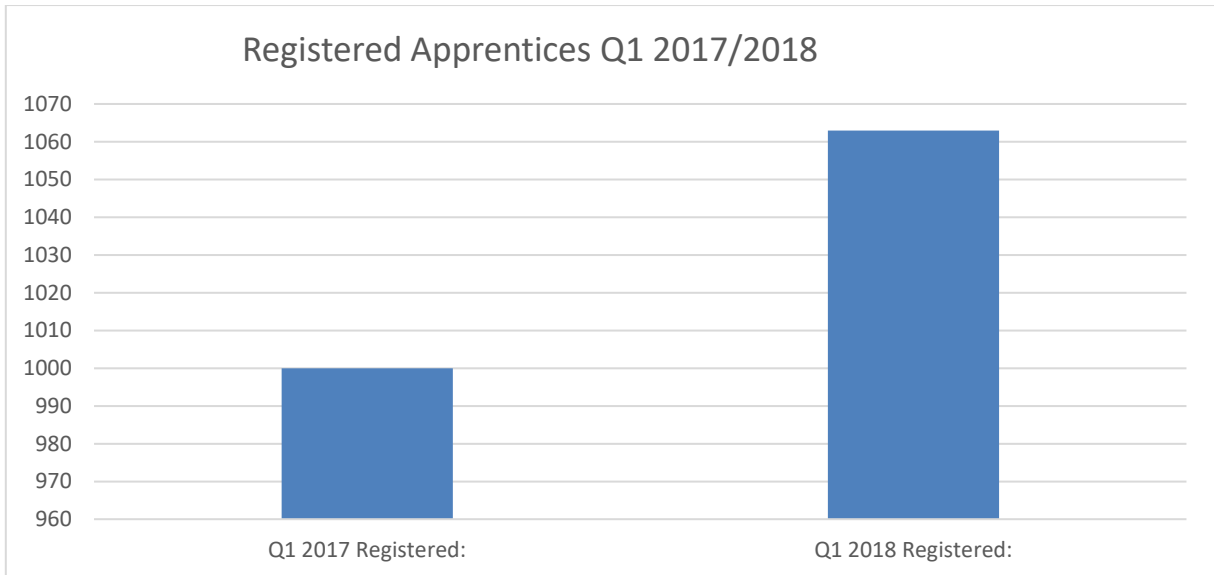
APPRENTICE ACTIVITY (JANUARY - MARCH 2018):

- **14,225** Active Apprentices during the time period
- **283** Individuals were issued completion certificates
- **344** Individuals were cancelled
- **1,063** Individuals were registered as Apprentices



❖ Q1 2017 Active: 12,925

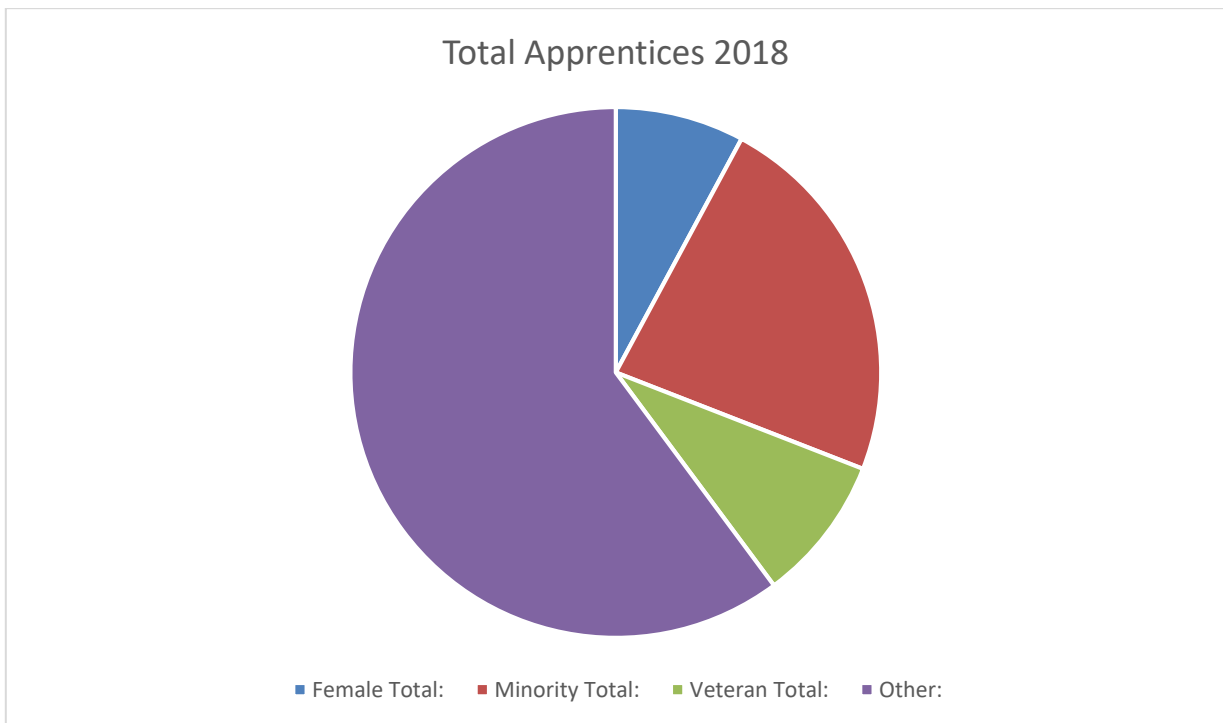
❖ Q1 2018 Active: 14,228



❖ Q1 2017 Registered: 1,000

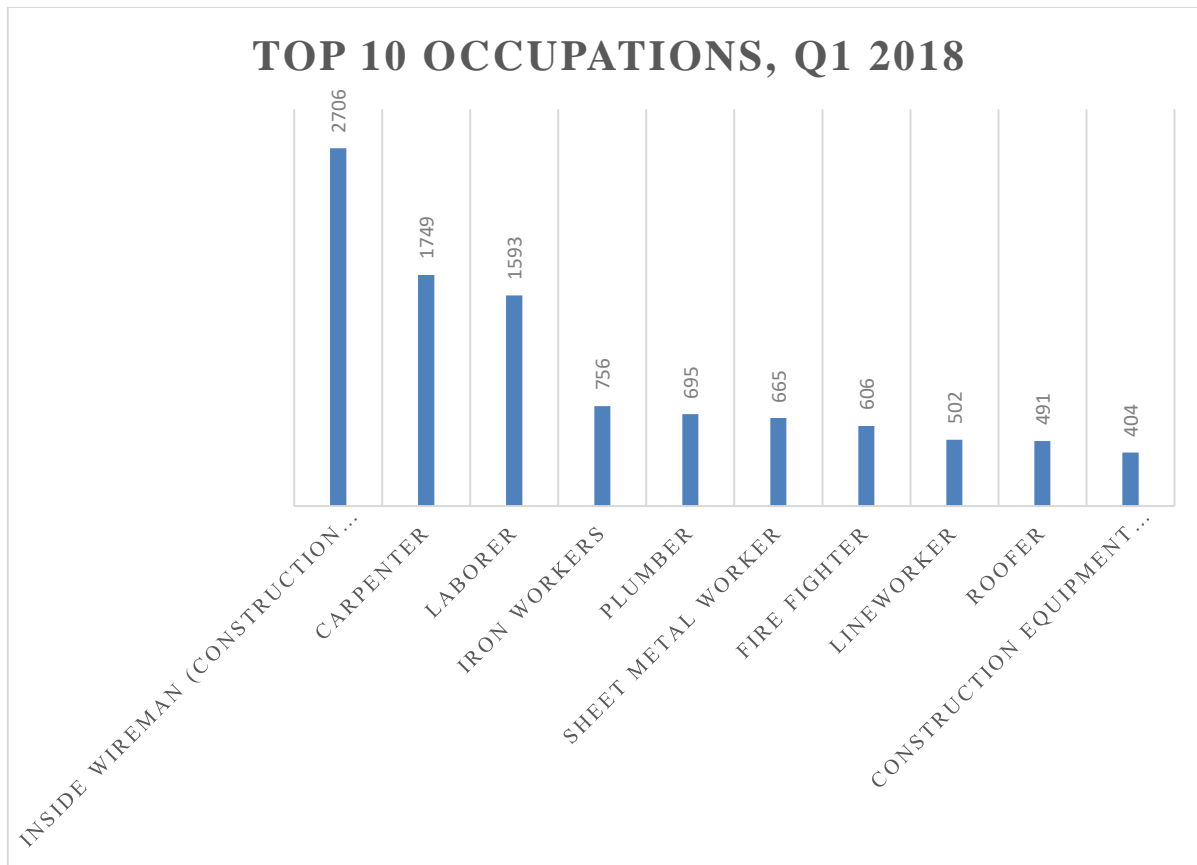
❖ Q2 2018 Registered: 1,063

MINORITY, FEMALE AND VETERAN PARTICIPATION
(JANUARY – MARCH 2018)



- ❖ Q1 2018 Female: 1,344
- ❖ Q1 2018 Minority: 3,942
- ❖ Q1 2018 Veteran: 1,524
- ❖ Q1 2018 Other: 10,286

TOP 10 OCCUPATIONS Q1 2018



- ❖ Inside Wireman (Construction Electrician): 2706
- ❖ Carpenter: 1,749
- ❖ Laborer: 1,593
- ❖ Iron Workers: 756
- ❖ Plumber: 695
- ❖ Sheet Metal Worker: 665
- ❖ Fire Fighter: 606
- ❖ Lineworker: 502
- ❖ Roofer: 491
- ❖ Construction Equipment Operator: 404

IN LOVING MEMORY

Patrick James Perez

April 28, 1964 to January 30, 2018



Pat started his apprenticeship as a steamfitter on 12-12-1988 and graduated 12-13-1993. As a journeyman, he started teaching part-time at Inland Empire Plumbing and Pipefitting JATC. He taught for 17 years before becoming the part-time Training Director in 2001 and transitioning to full time in September 2008. Pat successfully ran for and was elected Business Manager of Spokane Local 44 in October 2012.

Patrick James Perez served on the Washington State Apprenticeship and Training Council for six years, most recently serving as Vice Chair of the Council and Chair of the Compliance Review and Retention Subcommittee. Pat's focus was always on the education, safety and health of the apprentice and he will be missed by all who knew him.

Pat was of the Catholic Faith and his family offered this thought to remember Pat by:

As I sit in heaven and watch you every day, I try to let you know with signs I never went away. I hear you when you're laughing, and watch you as you sleep, I even place my arms around you, to calm you as you weep. I see you wish the days away, begging to have me home. So, I try to send you signs, to let you know you're not alone. Don't feel guilty you have life that was denied

to me. Heaven is truly beautiful, just you wait and see, so live your life, laugh again, enjoy yourself, be free! Then I know with every breath you take, You'll be taking one for me.

Quarterly News and Events

Lee Newgent Retires

After a long and successful career, Lee Newgent retired on December 31, 2017. He worked in the Ironworker Industry as a Foreman, General Foreman, Apprenticeship Coordinator, Superintendent and Consultant. He finished his career as the Executive Secretary for the Washington State Building and Construction Trades Council. Lee spent nearly a decade on the Washington State Apprenticeship and Training Council, serving as both Chair and Vice-Chair before retiring.



Deputy Director Elizabeth Smith on Lee Newgent:

"You are probably one of the first stakeholders I met 14 years ago - then, you were already a legend."

Director Joel Sacks on Lee Newgent:

"Apprenticeship is your mission statement, Lee. Hundreds of thousands of people are better trained, earning more money, and are safer as a result of the work you've done. We're a better state because of it. Thank you, thank you, thank you for your service."

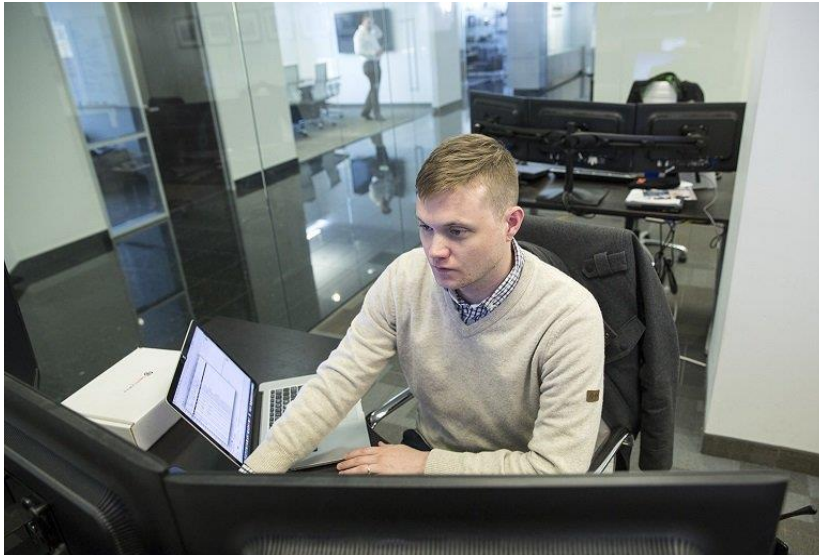
Lee Newgent:

"Anyone affiliated with apprenticeship knows it gives you way more than what you're paid, It has been a tremendous honor on my behalf to work on your behalf."

Can Apprenticeships Train the Workforce of the Future? States Hope So.

America has a skills gap. Governments across the U.S. are turning to European-style apprenticeship programs as a possible solution.

by [J.B. Wogan](#) | March 2018



Zach Williams, a military veteran, is a cybersecurity apprentice in Maryland. *(David Kidd)*

For eight years, Will Lake, a graduate of a small college in Helena, Mont., bounced from job to job, looking for a way to use his bachelor's degree in psychology. He worked as a telephone salesman, a bartender and a case manager assisting high school dropouts. "I knew I wanted to help people," he says, but he struggled to cover his rent and student loans. He thought about becoming a therapist, but that would require a master's degree. The added time and expense seemed daunting. Then his wife came across an ad for an information technology apprenticeship sponsored by the state's Department of Labor and Industry. Montana was willing to pay a recruit to learn new skills.

Lake took classes at a local college and trained with team leaders in the department's technology services division. Last month, he became a credentialed computer programmer with a permanent job already lined up in the division. Even though it's an entry-level position, it pays about \$24 an hour -- more than he was making before -- and sets him on a path to earn close to \$70,000 a year as a software engineer for the government. "I'm not worried about paying my bills anymore," he says.

Despite having a college diploma, Lake didn't have the skills he needed to find the jobs he wanted. He's not alone, and that skills gap is thought to be contributing to a strange paradox. In December, about 6.6 million Americans were unemployed, but companies had almost as many job openings -- 5.9 million. In many cases, the people looking for work simply aren't qualified for the positions that companies need to fill.

RELATED

[How Automation Could Impact the Public Workforce Jobs Key to Economic Growth Expanding Unevenly Across U.S. The Digital Jobs Gap Is Growing](#)

Lake's story is similar to that of millions of other people across the United States. "If you look at the high school graduation rate, the number of kids who go to college, the number who finish college and then the number who actually go on to work in their field, you'll see some huge gaps in the pipeline," says Ellen Golombek, deputy executive director of the National Association of State Workforce Agencies.

The skills gap is part of a larger labor shortage that states and their companies are trying to address. With aging baby boomers retiring, companies are looking for the next generation of workers. About 53 percent of job openings are "middle skill," requiring less than a four-year degree but more than a high school education. That includes blue-collar jobs like carpenters, plumbers and electricians, but also positions like dental hygienists, paralegals and nurses. Only about 43 percent of the current labor force fits that description.

A growing number of states are turning to apprenticeships like the one Lake took part in as a potential solution to their labor shortages, especially in rural areas where it can be hard to attract new workers. Of course, apprenticeships have existed in certain trades for millennia. But today there's a new interest in strengthening and expanding these kinds of programs. American businesses employed 358,000 apprentices in 2011; last year, that number increased to 505,000. And states are adding apprenticeship programs to a slew of new jobs -- not just in manufacturing and construction, but also in nontraditional fields such as banking, cybersecurity, accounting, health care and even some niche jobs. Montana workforce officials, for instance, recently helped a small-town butcher train a replacement so he could retire without closing his business.

Here's how apprenticeships work. Companies register the programs with either the U.S. Department of Labor or a state labor agency. Participants get paid by the employer while they receive training at work and in an educational setting, such as a college classroom or trade school. At the end of the process, the apprentice receives a job and an industry-recognized credential based on passing some kind of assessment. Either the federal government or a state agency oversees apprenticeship programs to make sure they meet national quality standards.

It's a model with broad appeal. "One of the intriguing aspects of apprenticeships is that it is bipartisan," says Michelle Sager, who oversees economic opportunity policy at the National Governors Association. All governors are trying to figure out ways to tap their unemployed and

underemployed residents as a source of talent for companies in need of skilled labor. “Regardless of whether it’s a Democrat or a Republican,” she says, “it’s the kind of issue that appeals to them because they’re interested in having a strong workforce that have jobs with long-term potential.”

But as apprenticeships grow up, they’re also at a crossroads. Some people, including President Trump, have advocated expanding the model even further and letting third-party groups, such as industry associations, design the programs. Others worry that will lead to watered-down apprenticeships that don’t meet the right standards. Meanwhile, the programs tend to exclude women and people of color, especially in higher-wage positions. And there’s the question of funding. Even as the Trump administration has said it wants to expand apprenticeship programs, it has threatened to gut much of the government system that coordinates and oversees those programs.

Montana typifies the kind of growth that registered apprenticeships have seen in many states. The number of apprentices there has increased almost 30 percent over the past five years, thanks to a combination of federal grants and state support. A few years ago, Montana did not have a single apprenticeship in health care. Now it has 15, with 161 people currently training for everything from certified nursing assistants to hospital administrators. One of the ways that Montana Gov. Steve Bullock has promoted apprenticeships is through a business tax credit available this year for the first time. Employers that sponsor an apprentice receive \$750 (or \$1,500 if the apprentice is a military veteran). About a dozen states have some kind of tax incentive for training or hiring apprentices, according to the National Governors Association.

Another way states are trying to promote apprenticeships is through structural changes in their workforce bureaucracies. In Montana, Bullock created a special liaison between the labor department and the state’s university system to make sure schools were teaching the skills that employers needed. In Colorado, Gov. John Hickenlooper created a unit for work-based learning that would coordinate between businesses and the federal registered apprenticeships system. In Maryland, Gov. Larry Hogan had the state legislature move oversight of its apprenticeships from the labor and industry division to the workforce division. In the past, the office of apprenticeships had a more passive, regulatory role, tracking registered programs and making sure their paperwork was up to date. In the reshuffle, says Maryland Labor Secretary Kelly Schulz, “we put the office within a cultural setting where the mission of that division is to be able to put people to work.”

Maryland has recently adopted some competency-based apprenticeships in addition to its existing time-based apprenticeships. In those new programs, trainees graduate when they can demonstrate that they’ve learned the requisite skills; their certification is not strictly based on how many hours they log in the classroom or at a job site. That required getting approval from the federal government and a state apprenticeship and training council, a quasi-governmental body with union and business representatives. Now that businesses know that they can onboard apprentices faster, they are more likely to participate. Like Montana, Maryland has seen an increase in total apprenticeships -- up 20 percent in the past three years -- and a diversification in the types of apprenticeship programs being offered. Last fall, the state graduated its first IT apprentice.



To bring its apprenticeship program up to date, Maryland did some reshuffling, says Labor Secretary Kelly Schulz. (David Kidd)

Registered apprenticeships have been around for more than a century in the United States, but they gained new currency under the Obama administration. Then-Labor Secretary Tom Perez described the training as “the other college, but without the debt.” Under Perez, the department invested more than \$200 million in grants to help states expand apprenticeships. Congress also encouraged work-based learning through laws governing workforce development and K-12 education.

So far, Trump seems to be equally enthusiastic about apprenticeships, noting at one press conference that the workforce model shares the same name as the reality TV show he once hosted. Last summer, the Trump administration issued an executive order calling for a new task force to advise him on further expanding apprenticeships.

What Trump’s spin on apprenticeships will ultimately look like isn’t clear, but his early actions suggest some breaks with the last administration. His executive order called for the consideration of new programs developed by third parties, such as industry groups, companies and unions. That could result in the proliferation of weakened apprenticeships that don’t have the same industry-wide portability that the Labor Department has historically tried to ensure with its programs. Labor advocates also worry that the new programs won’t pay progressively higher

wages and won't adhere to the standard length -- at least a year -- required of most government-registered apprenticeships.

Another concern is funding. Last summer, Trump said he would invest another \$100 million in apprenticeships, but as of February, the money hadn't materialized. The White House recently asked Congress to double funding for apprenticeships to \$200 million -- but it also called for more than \$1 billion in cuts to other workforce and job training programs. (A last-minute addendum appeared to delay the requested cuts because of a congressional deal that raises spending caps.) The Trump administration argues that the current workforce system is bloated and ineffective, noting that the federal government runs more than 31 job training programs out of 14 different agencies. The strategy has its critics. "It makes no sense to say you're going to grow apprenticeships and then cut workforce investment," says Mary Alice McCarthy, a former federal education and labor official who oversees a center on education and skills at the left-leaning think tank New America. "These are very important systems for helping deliver apprenticeships, for helping reach employers, for helping recruit apprentices. You can't grow the apprenticeship system if you don't also grow these other workforce development and economic development systems."

Some organizations are worried that whatever the Trump administration does fund will not emphasize diversity in new apprenticeships. The Labor Department cancelled two contracts last year that sought to promote racial, ethnic and gender diversity. Currently, most apprentices are white and male. The White House budget also called for a 76 percent cut to the Women's Bureau, a division of the Labor Department focused on helping women gain access to better-paying jobs. And it requested the elimination of 131 full-time jobs at a federal contract office that makes sure employers follow civil rights laws.

The bigger question about apprenticeships -- regardless of who is in the White House -- is whether the model can ever become mainstream in the United States. Much of the inspiration for modern American apprenticeships comes from Germany and Switzerland, countries that have already fielded visits from Obama and Trump, as well as a handful of governors including Matt Bevin of Kentucky and Mary Fallin of Oklahoma. In several European countries, apprenticeship models are more firmly ingrained in the education and workforce culture. In Switzerland, for example, most 15-year-olds are in apprenticeships. In Germany, a culture of apprenticeship has existed for hundreds of years, supported financially by strong national trade unions. In the U.S., however, federally registered apprenticeships represent only about 0.3 percent of the overall workforce.

American apprenticeships suffer a sort of identity crisis. Proponents often trip over how to describe them in relation to higher education: Are these part of someone's eventual path to a four-year bachelor's degree, or are they a cost-effective substitute for college? Trump's executive order takes the latter view, characterizing them as a pragmatic replacement for colleges and universities that saddle Americans with crushing student debt and no direct connection to jobs.

It's a fine line for governors to walk. In the United States, "there's a culture of wanting your child to go to a university," says Sager of the National Governors Association. "Part of [governors'] message is that you do have other possibilities, that it doesn't cut you off from a longer-term plan to pursue a degree, but in the short term, you're not only receiving an education, you're also receiving valuable job skills while not accumulating student debt."

What states are trying to do now is involve community colleges in providing the classroom training, so apprentices still receive an academic credential. An apprentice in manufacturing, for example, might also complete the program with an associate's degree in applied engineering. "That's what people want to see more of," says McCarthy of New America. "If apprenticeships are going to succeed in industries outside of the building trades -- if it's going to be a model for training health-care workers or IT workers or workers in advanced engineering fields -- the general feeling is that it needs to be better tied to our higher education system."

The growth of apprenticeships may do more than disrupt the traditional path to a two- or four-year degree; it could be part of a significant change in how workforce agencies approach job placement services. For much of their history, most agencies and their local job centers have taken a "train and pray" approach, says Kermit Kaleba, federal policy director at the National Skills Coalition. Caseworkers at job centers met with a client, tried to identify careers that seemed like a good fit and connected them with training. In theory, the model was supposed to be driven by employer demand, but in practice it often wasn't. It also didn't guarantee a job at the end of a training.

The apprenticeship model calls for a paradigm shift. For decades, public workforce agencies have trained residents, hoping that private-sector employers will then hire them. With apprenticeships, the employers come to government, identify the shortages they have and the skills they need; government then works with schools or training facilities to meet those demands. States can offer job training vouchers to subsidize wages and cover some training expenses, but once companies believe in the value of the model, they often have the ability to cover those costs. With apprenticeships, "an employer is not just an end user," says Kaleba. The relationship between government workforce agencies and companies is "an active collaboration as opposed to a warm handoff."

States are learning that letting employers drive that partnership pays off for the apprentices and their sponsors. "Government has to be on the outer circle," says Galen Hollenbaugh, commissioner of the Montana Department of Labor and Industry. "We are a support entity. We are a facilitator. And that's a very different philosophy than the workforce development philosophy has been for the last 80 years."

Yakima Seeks New Manufacturers for High School Apprenticeship Program

Source: The Aerospace Joint Apprenticeship Committee

An Opportunity to Compete for New, Skilled Manufacturers

YAKIMA, Wash., Feb. 22, 2018 /PRNewswire-USNewswire/ -- West Valley School District and Yakima County Development Association are seeking new manufacturing companies to participate in the Aerospace Joint Apprenticeship Committee's (AJAC) Youth Apprenticeship Program for 2018.

An invite-only business onboarding meeting will take place on March 6, 2018 to discuss how local manufacturers can select their apprentice, understand teen safety variances for operating equipment and machines, benefit from hiring a youth apprentice and develop a young adult into a productive, loyal employee.

West Valley High School launched the city's first Youth Apprenticeship Program in 2017 with three companies, including CubCrafters, Pexco Aerospace, and Triumph Actuation Systems. Since then, the program is expected to grow to 10 apprentices requiring a larger investment from local employers.

Robert Detloff, Fabrication Plant Manager at CubCrafters explains the significance of having trained machinists on the shop floor, "Other companies can participate to invest in their community's youth and add growing talent to their staff. **The Youth Apprenticeship program has been an effective filter for drawing out skilled and capable younger adults.**"

Throughout the program, the youth apprentices, high school seniors, receive one-on-one mentorship while working at a local company, totaling 2,000 hours of on-the-job training. Simultaneously, each apprentice must complete three apprentice-level classes at West Valley High School (accredited through Yakima Valley College). Skills taught throughout the program include:

- Precision machining
- CNC set-up and operations
- Engineering drawings
- Shop math
- Blueprint reading

Pexco Aerospace, the world leader for engineered polymers on commercial aircraft, joined the first cohort of Youth Apprentices last spring. "Our apprentice showed up with an expected high level of enthusiasm and was hungry to learn and contribute," said Joe Glover, President of Pexco Aerospace. **"We really saw a tremendous amount of personal growth with our apprentice during his time at Pexco."**

Youth Apprenticeship is an unparalleled opportunity to expand the talent-rich area that rivals manufacturing hotbeds throughout the United States. AJAC's Youth Apprenticeship Program is an investment to compete for the best talent by allowing local manufacturing companies to get a head start on getting the best that Yakima has to offer.

In return, employers will cultivate:

- Quality machinists
- Develop a committed workforce
- Boost retention, and productivity rates

WDVA Apprenticeship Workshop for Transitioning Service Members

Source: Rachel Roberts, Washington State Department of Veterans Affairs

On February 13-14, 2018, twenty-seven transitioning Service Members and Veterans on Joint Base Lewis McChord (JBLM) gathered into the Hawk Education Center to participate in a quarterly Apprenticeship workshop, hosted by Camo2Commerce and Washington State Department of Veterans Affairs.



The first day of the workshop kicked off with a general information apprenticeship presentation followed by informational briefings from different representatives of Apprenticeship programs in the industries of construction, advanced manufacturing, and Information Technology. The informational briefings were an open discussion explaining the, application, selection, GI Bill® usage and interview process of becoming an apprentice. The second day of the workshop included a field trip to South Seattle College – Georgetown campus to get hands-on experience at different apprenticeship programs training facilities.

The next 2-day Apprenticeship workshop is scheduled for 9-10 May. For more information about the workshop please contact rachelr@dva.wa.gov or William.montoya@dva.wa.gov



Low Income Priority Hire Program

Source: Metropolitan King County Council News

King County Executive Dow Constantine and Council members Gossett, Dembowski and Upthegrove gathered with the apprenticeship and pre-apprenticeship community at the **ceremonial bill signing** for **King County's Priority Hire Ordinance**. The LiUNA Laborers Local 242 hosted the event.



SUMMARY: The King County Council has passed legislation establishing a low-income priority hiring program to provide family-wage construction jobs in economically distressed areas.

The King County Council has passed legislation establishing a low-income priority hiring program to provide family-wage construction jobs in economically distressed areas.

The legislation builds on efforts by both the council and County Executive Dow Constantine to improve access to employment and training programs for workers in need of family-wage jobs. The hire program is intended to prioritize King County's economically disadvantaged local workers for inclusion on county capital construction projects through state-recognized apprenticeship programs.

"The creation of a permanent King County priority hire program is a good step in ensuring that our economically distressed residents can begin to benefit from the booming construction industry that has taken root here," said Councilmember Larry Gossett.

The program will concentrate on providing opportunities for employment for county residents on county construction projects greater than \$15 million. It will focus on primarily King County communities that by ZIP code are in the top 30% of the county in two of the following three categories:

- Have unemployment levels of eight percent or higher,
- Have more than 28 percent of residents at or below 200 percent of the federal poverty level,
- Where over 70 percent of residents 25 years old or older have no college degree.

“We are connecting people in the most economically disadvantaged neighborhoods to family-wage construction jobs that will build the future of our region,” said Constantine. “King County infrastructure projects will now provide opportunities for more people who live in underserved communities to grab that first rung of the economic ladder.”

Contractors who enter into agreements on county capital construction projects will consent to making a percentage of the residents living in these ZIP codes, who have the requisite skills, a priority when hiring for the project.

“Construction is an industry in which hardworking people can get access to a well-paying career, but what we have seen over the past twenty years is that access has only been granted to certain populations,” said Council Vice Chair Rod Dembowski. “Today’s legislation uplifts historically underinvested neighborhoods, giving residents and communities a pathway out of poverty.”

This legislation also commits the county to collaborating with programs that focus on increasing the number of people with the skills needed to work on these projects. The county will partner with pre-apprenticeship or apprenticeship training programs to encourage programs, classes and curriculum focused on the construction trades.

The county will also work toward providing technical assistance to women-owned or minority-owned businesses, small contractor and supplier firms and open shop contractors on the recruitment and reporting requirements of the priority hire program to promote participation in the priority hire program.

“The communities targeted are home to the most disenfranchised peoples and people of color are disproportionately represented in those areas. Because of institutionalized racism and sexism and I-200, women and minorities have continued to be excluded from the construction trades,” said Gossett. “It is King County’s responsibility to step up to ensure that we provide equal opportunities on our public works projects and Priority Hire does that in Martin Luther King, Jr County.”

<https://www.kingcounty.gov/council/news/2018/March/03-05-hiring.aspx>

Focus Shifts to Broadening Youth Apprenticeships During 2018 Governor’s Youth Apprenticeship Summit

Source: Aaron Ferrell, AJAC, Marketing Communications Manager



Apprenticeships are not an alternative to higher education. It is higher education. This sentiment rang loud and true during the 2018 Governor’s Youth Apprenticeship Summit, which in its second year, expanded the conversation of Youth Apprenticeships to not only aerospace and advance manufacturing, but other sustainable industries including healthcare, culinary and IT. What many consider to be a bipartisan topic, apprenticeships have long-stood the test of time to deliver career-ready skills and college-level classroom instruction to our nation’s high-growth, in-demand jobs, many which do not require a four-year degree.

Governor Inslee, during his keynote address, made it known that post-secondary education does not mean every student needs to attend a four-year institution, “It is a revolutionary change in how we think of our children’s future, and when we have a revolution, it’s great to be right at the beginning,” Governor Inslee said during his opening remarks. “We need to grow this dramatically...90% of parents say their kids going to get a four-year college degree, but only 30% do...We have to stop telling our kids that you are a failure if you don’t get a four-year degree,” Inslee said.

A cultural change is needed in our communities if Youth Apprenticeship will continue to thrive. To do so, expanding the opportunities for students will make the goal of 100,000 youth apprentices over the next ten years realistic and obtainable. This commitment can only be met if other industries begin to expand their reach into the local high schools. Spokane started the charge with Youth Apprenticeships in Washington State and have since expanded their line of paid on-the-job training to industries such as healthcare, culinary, and manufacturing.

Governor Inslee also acknowledged the state's first IT apprentice to enroll in a new program launched by the Washington Technology Industry Association Workforce Institute which aims to provide a pipeline of talent, particularly for "underrepresented groups such as minorities, women and veterans to gain training, certification and placement within the talent-hungry tech industry."

To move the needle on Youth Apprenticeships, many agree that businesses need to play a more prominent role in hiring the next generation of workers. From workplace variances to industry-aligned curriculum, businesses must be a part of the conversation if Youth Apprenticeships are going to thrive in Washington State.

Washington is one of 13 states to implement a structured, register Youth Apprenticeship program, joining others including Wisconsin, Kentucky, South Carolina and Colorado. Employers, high schools, post-secondary institutions and intermediaries make up the foundation of successful programs. The infrastructure needed for Youth Apprenticeships is great, but reinventing the wheel isn't necessary. Brent Parton, Deputy Director at New America's Center on Education and Skills closed the summit elegantly, "Youth apprenticeship is the biggest ask, with the biggest possible upside."

Check out photos from the 2018 Governor's Youth Apprenticeship Summit on AJAC's Flickr page.

Upcoming Events

April 2018

April 26, 2018

3rd Annual Hands On Career Fair

Time: 9am to 3pm

Location: Haynisisoos Point, Taholah, WA

For More Information Contact: Christina Riley at 360-620-0530, email: criley@lecet.org

April 18, 2018

ANew and WDVA Apprenticeship Job Fair

Time: 9am to 12pm

Location: Camp Murry, Bldg. 91, DuPont, WA 98327

May 2018

May 11, 2018

Women in Trades Career Fair

Time: 9am to 2pm

Location: Fisher Pavilion at Seattle Center

[For more information \(www.wawomenintrades.com\)](http://www.wawomenintrades.com)

May 18, 2018

“Investing In Your Future” Hands On Career Fair

Time: 9am to 3pm

Location: EQC Boat, 2102 Alexander Ave., Tacoma WA 98421

[For more information \(Tanya.Coats@puyalluptribe.com\)](mailto:Tanya.Coats@puyalluptribe.com)

July 2018

July 19, 2018

Washington State Apprenticeship and Training Council Quarterly Meeting

Time: 9 am

Location: Department of Labor & Industries – Auditorium

7273 Linderson Way SW

Tumwater, WA 98501

Phone: **360-902-5320**

Fax: 360-902-4248

For additional information and copies of the agendas, please contact the Apprenticeship Section at **360-902-5320**, email Teri.Gardner@Lni.wa.gov

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April 19, 2018