



# Washington State Apprenticeship & Training Council

## Fourth Quarter 2017 Report **October – December**

*January 18, 2018*

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## Highlights for the January 2018 WSATC Meeting

### NEW STANDARDS (PROVISIONAL REGISTRATION):

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

### NEW STANDARDS: (PERMANENTLY REGISTERED)

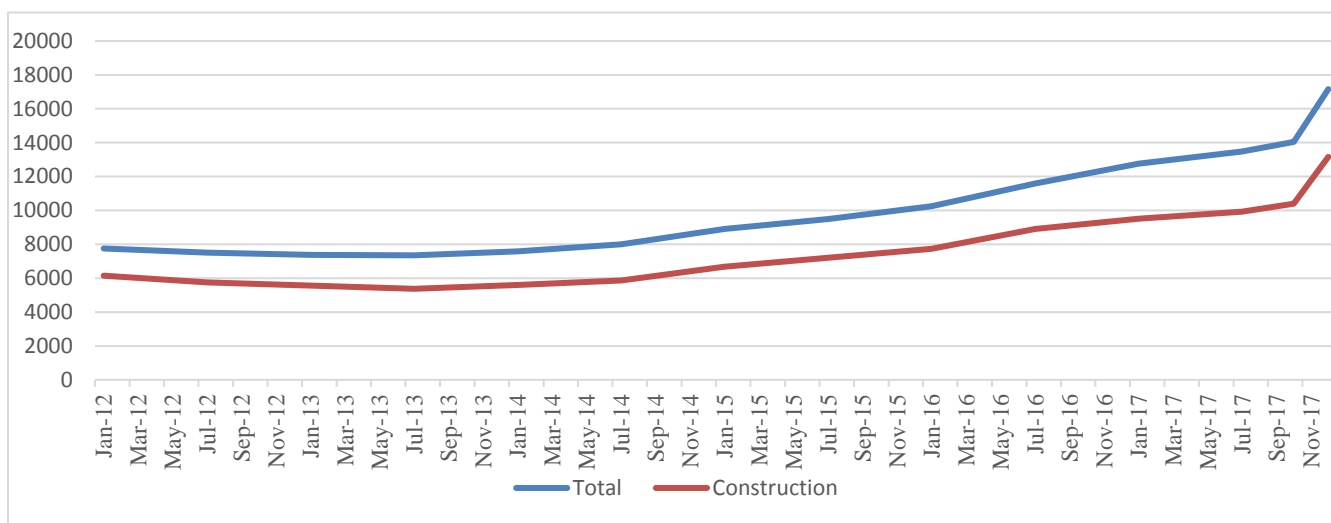
<b><u>Grand Coulee Power Office Apprenticeship</u></b>		
Hydro Mechanic	49-9041.00	8,000 Hours
Power Systems Control Craftsman	49-2095.00	8,000 Hours

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

## Apprenticeship by the Numbers

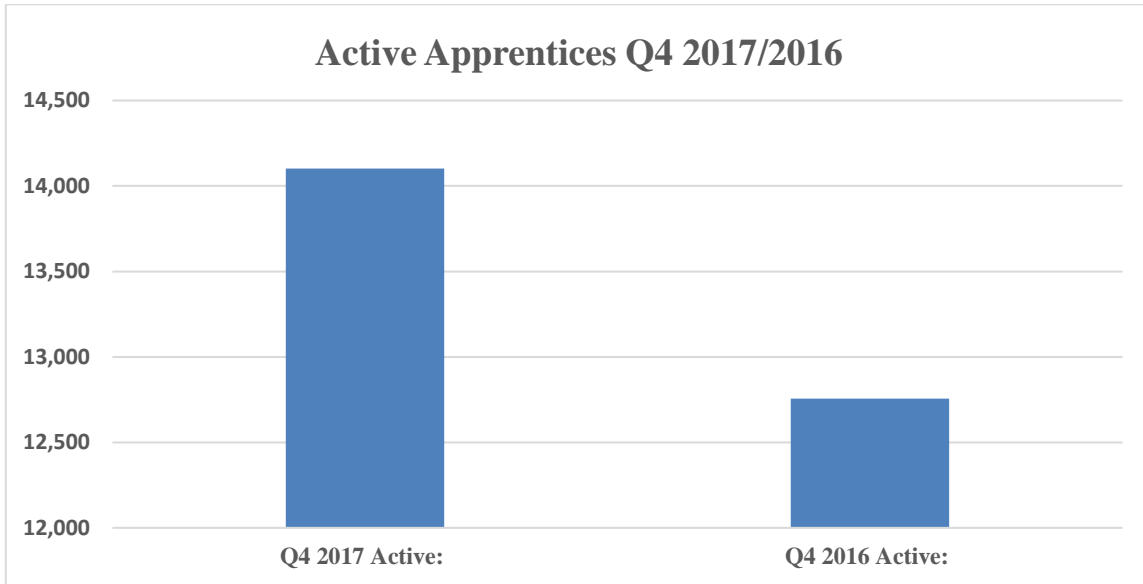
There were **17,160** active apprentices for the 12-month time period ending December 31, 2017 of which **1,596** were female and **6,224** were minority. Over the last quarter (Oct-Dec 2017), there were **14,102** active apprentices. All data valid as of 1/09/2018.

### Active Apprentices (January 2012- December 2017)

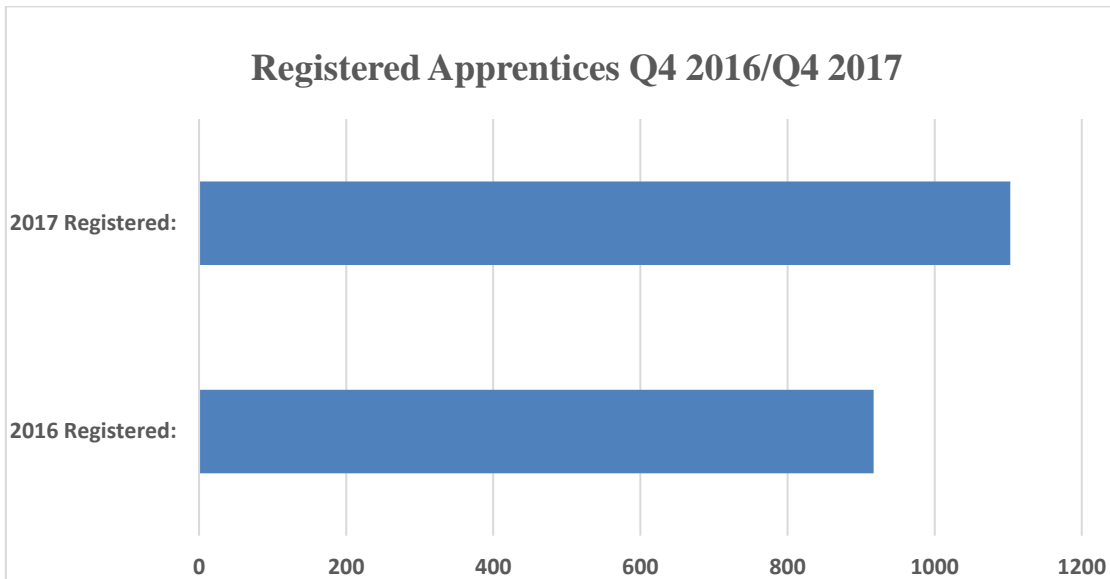


### APPRENTICE ACTIVITY (OCTOBER - DECEMBER 2017):

- **14,102** Active Apprentices during the time period
- **239** Individuals were issued completion certificates
- **359** Individuals were cancelled
- **1,103** Individuals were registered as Apprentices

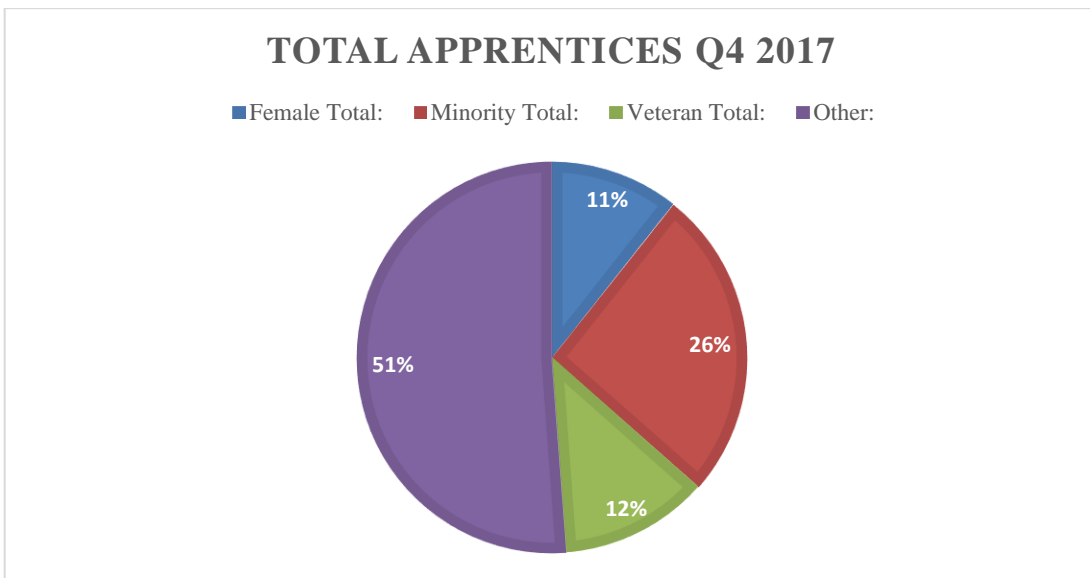


Q4 2017 Active:	14,102
Q4 2016 Active:	12,756

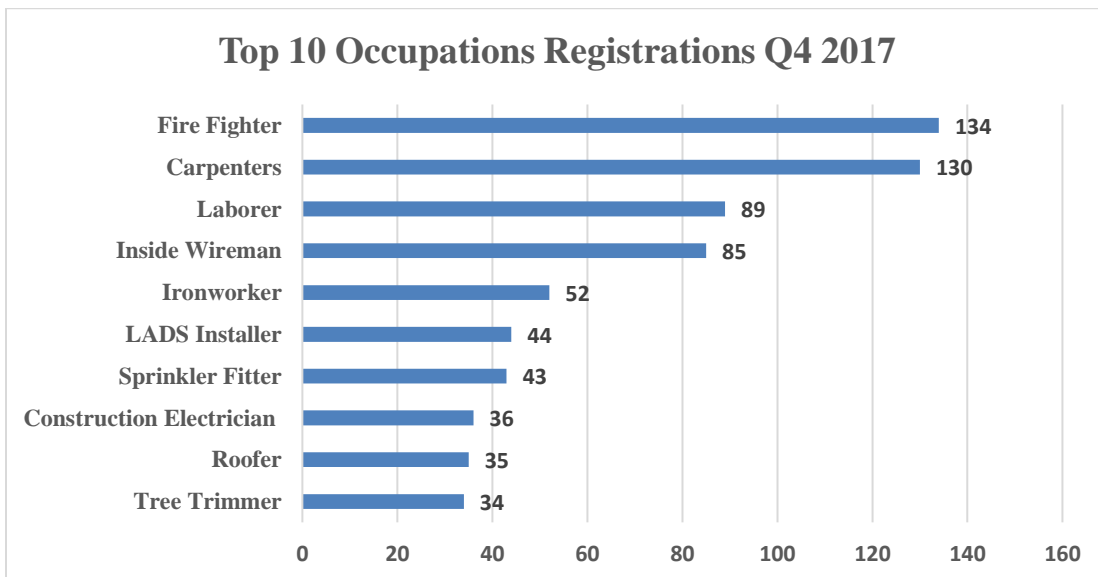


2016 Registered:	917
2017 Registered:	1103

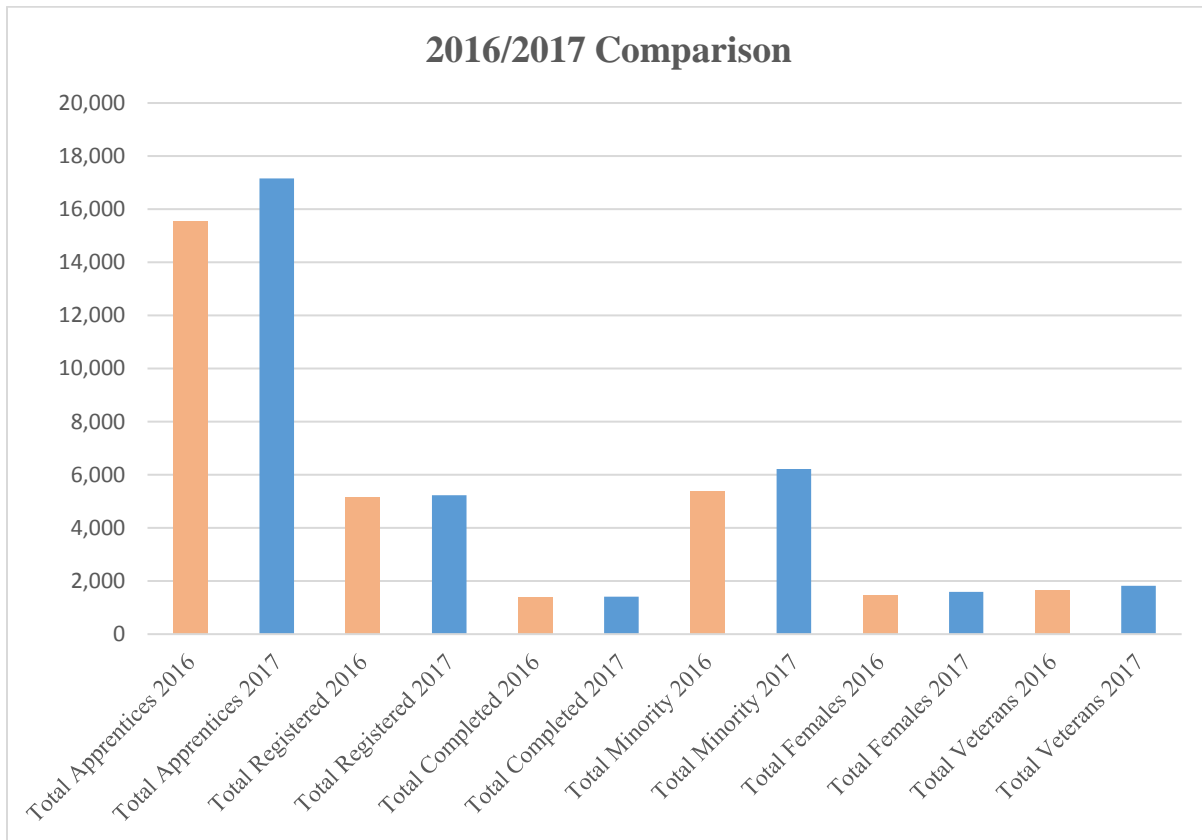
MINORITY, FEMALE AND VETERAN PARTICIPATION (OCTOBER - DECEMBER 2017):



- **1,294** Active Female Apprentices
- **3,135** Active Minority Apprentices
- **1,499** Active Veteran Apprentices
- **14,102** Q4 Active Apprentices Total



2016/2017 OVERALL COMPARISON



- ***15,534 Total Active Apprentices 2016***
- ***17,160 Total Active Apprentices 2017***
- ***5,145 Total Registered Apprentices 2016***
- ***5,236 Total Registered Apprentices 2017***
- ***1,390 Total Completed Apprentices 2016***
- ***1,411 Total Completed Apprentices 2017***
- ***5,375 Total Minority 2016***
- ***6,223 Total Minority 2017***
- ***1,446 Total Females 2016***
- ***1,596 Total Females 2017***
- ***1,638 Total Veterans 2016***
- ***1,818 Total Veterans 2017***

## Quarterly News and Events

### Spokane and Fairchild Air Force Base Direct2Apprenticeship Event

Apprenticeship & Nontraditional Employment for Women (ANEW) in partnership with Camo2Commerce, Washington State of Veteran Affairs, and Spokane Community College conducted its first Direct2Apprenticeship event in Spokane. This event focuses on informing service members, currently transitioning and veterans, on the career opportunities through apprenticeship. The event served as both an information session and a job fair. The event included industry speakers talking about apprenticeship opportunities in their fields as well as information on how the GI Bill® works with apprenticeships. The industries ranged from construction to aerospace manufacturing to information technology. After the information session concluded, the networking began. Each service members was provided the opportunity to talk to over 15 different organizations representing various industries.



**Veterans learn about the benefits of Registered Apprenticeship in Spokane, WA.**

Other information included GI Bill® usage. “Many service members are not aware that they can utilize their GI Bill® for apprenticeships. If the service member chooses to use their Post 9/11 GI Bill® it will pay 100% of whatever benefit they were allocated when they transitioned for the first 6 months/1000 hours. Every 6months/1000 hours worked after the GI Bill® will decrease by 20%. Apprenticeships are an amazing opportunity that service members are passing up because they don’t realize they are living wage jobs. The GI Bill® is structured to help offset any



decrease in pay as service member transitions into civilian careers,” stated Rachel Roberts from the Washington State department of Veteran Affairs.

Apprenticeships are a current focus for the Department of Labor, with the goal of increasing apprenticeship opportunities from the current one million positions to five million over the next five years. Apprenticeships are traditionally found in the construction industry but can also be found in aerospace manufacturing, information technology, safety, cosmetology, and culinary. Other industries looking at adopting the apprenticeship model include banking, claims, nursing, clean energy, human resources, and more.

## **JBLM Veterans in Piping Program Welding** **and HVACR Graduation**

The United Association Veterans in Piping Program (UAVIP) is proud to announce that on Nov. 16, a combined 18 transitioning military service members graduated from the Joint Base Lewis-McChord Welding and HVACR Programs. Welding Class 13 graduated one member of the Navy Reserve, one from the Airforce and seven from the Army. HVACR Class 12 graduated seven members of the Army, one from the Navy and one from the Airforce.



**UAVIP apprenticeship graduation on November 16, 2017.**

The UA VIP Program operates on eight military bases throughout the country. Active-duty members of the U.S. Armed Forces who are preparing to transition out of the service are eligible to participate in the free program and receive career training in one of three pipe trades: welding, sprinkler fitting or HVAC-R. Paid for solely by UA members, the UA VIP Program was created to help reduce the amount of unemployed military members, while also addressing a growing shortage in the construction industry of skilled workers due to the combined effects of an aging workforce, increased demand and a lack of skills training for youth.

Specialist Johnathan Guerra from Welding Class 13 stated “The program has not only given me the skills, but also the tools needed to carry forward and achieve a successful and bright future after the military. Separating from the military is never an easy thing, and at times it’s quite scary, but with the help and support from everyone involved in the program, it has helped to make it a painless and smooth transition into the civilian world and the United Association family.”

UA VIP Administrator Mike Hazard said “The VIP graduates of Welding Class 13 and HVAC-R 12 have proved through their hard work and dedication over the past 18 weeks that they are ready to make an immediate impact with their newly developed skills in their new careers as UA apprentices, and we wish them the best of luck,” said Hazard.

HVAC-R Instructor Dave Gibson commended the students on their hard work and dedication during the program.

"HVAC-R class 12 is an outstanding class, they learned quickly and completed all certifications," Gibson said. "They will be placed across the United States: Washington, California, Maryland, Virginia, North Carolina and Georgia. They will be a great asset to their locals and to the United Association as they move forward into their new careers."

While seven of the graduates work out of McChord, Trey Freitag of the U.S. Navy drove 40 minutes from the Navy’s Bremerton base every day for a 6 a.m. start time.

“That’s the value he places on this,” said Gary Olson, a career coach and teacher with Insignia Federal Group, which administers the Military's Transition Assistance Program

“It’s great to see the enthusiasm,” Sellers said. “It reminds me of the enthusiasm I had when I was an apprentice.”

During his speech at the ceremony itself, Sellers told the graduates, “It will be a great career for you, as it has been for me.”

## **New Advanced Manufacturing Training Center Opens in Kent, WA**

Kent, Washington has a new home for advanced manufacturing. The Advanced Manufacturing Prep (AMP) Training Center was unveiled to the City of Kent during a grand opening on December 6th in partnership with the City of Kent and Port of Seattle.

The 3,000 square foot training center offers a suite of advanced manufacturing programs geared towards local employers and job seekers alike. This is the first training center the Aerospace Joint Apprenticeship Committee (AJAC) has operated to meet the needs of an industry with a growing skills gap and shortage of middle skilled workers.



**Lynn Strickland, Executive Director of AJAC, helps unveil new advanced manufacturing training center in Kent, WA.**

“We’re really here to provide the training for employers and for employers to talk to us and tell us what they need,” said Demetria “Lynn” Strickland, Executive Director of AJAC. The six programs AJAC will offer are based on industry demand and future needs of employers, as technology drives new, innovative products.

## APPRENTICESHIP QUARTERLY REPORT: Q4 2017

These programs include orientation and screening for job seekers, pre-apprenticeship for advanced manufacturing, entry-level and advanced apprenticeships for incumbent workers, short-term training for local employers and master mentorship courses to skill-up our current



Guest celebrate the grand opening in Kent, WA on December 6, 2017.

mentors on the shop floor.

“We are very excited to be able to help AJAC open an office in Kent,” said Ben Wolters, Economic Development Director for the City of Kent.

“Kent’s manufacturing and industrial economy is bustling, but employers are struggling to find

qualified and skilled employees. Having AJAC open up a training facility convenient to both Kent’s diverse group of advanced manufacturers and its growing population of job seekers will help ensure Kent’s manufacturers continue to thrive and our residents continue to see new career opportunities.”

New career opportunities stems from the high-tech machinery and equipment readily available in today’s manufacturing industry. Equipment students will learn on includes a computer-numerically-controlled (CNC) HAAS VF2, manual knee mills, step shear and box and pan brake, three wire feed welding units, prusa four-color 3D printer, inspection tools, and a full-service classroom. Support for the AMP Training Center was made possible by the Port of Seattle and the City of Kent. Through the Port’s Economic Development Partnership Program, the City of Kent allocated funds as an investment for job creation.

“The Port of Seattle is a proud sponsor of the Advanced Manufacturing Prep Training Center in Kent,” said Commissioner Stephanie Bowman. “Projects like this are exactly what we had in

mind when we created our Economic Development Grants, so that we can partner with cities like Kent in order to bring jobs and economic growth to our region.”

Manufacturing jobs continue to grow, with over 31,000 added in November 2017. The problem many employers face is vacant positions due to unqualified workers. To fill these positions, manufacturing needs to skill-up and retrain the current and future workforce. Vocational facilities for industries including manufacturing can truly make an impact on local communities to create sustainable jobs, higher wages and low unemployment rates regionally.

## **Nichols Brothers Hits Pay Dirt on Apprenticeship Grants**

NBBB is three for three in its pursuit of apprentice-related grants. In the past month, the Whidbey Island ship builder has learned its grant submissions for expanding and improving its apprentice programs have netted hundreds of thousands of dollars that it is now preparing to invest for the benefit of current and future apprentices. Specific sources of grant funds are from:

- Federal Workforce Innovation and Opportunity Act (“WIOA”) funds, totaling \$957,255 (as part of Career Connect Team with other partners), administered by Gov. Jay Inslee’s Career Connect Washington Initiative
- American Apprenticeship Initiative Technology to Trades; For over \$4,800
- DOT – TransPORTs for \$25,000



**Nichols Brothers celebrates apprenticeship grants.**

“We are thrilled that these organizations have recognized and is supporting our efforts at Nichols Brothers Boat Builders to continue investing in, growing, and improving our apprentice programs”, said Gavin Higgins, CEO of Nichols Brothers’ Boat Builders. With help of these grant funds, we are now further accelerating the growth of our apprentice programs in many ways, including acquiring equipment that will improve the learning experience for our

people. This will help not only our company and the careers / earning power of the new apprentices, but also the regional economy, and the entire marine industry who will have the benefits of a more skilled workforce and improved efficiency which will allow this region more effectively compete in a challenging market.” Funds from the WIOA are allocated to a team that was organized by the Northwest Workforce Council, which helps develop labor forces in Island, Skagit, Whatcom and San Juan counties. Alex Kosmides, deputy director of the Northwest Workforce Council, said Nichols Brothers is considered a “key piece of the economy”

on Whidbey Island as the largest private employer. The council typically invests in three different industries: manufacturing, construction and health care. Nichols Brothers fit the bill,



**Janette Alahanti (Apprentice Fitter) and Keith Warwick (Journeyman Fitter).**

Kosmides said. “It’s a good thing for Whidbey Island and especially the South End,” Kosmides said. “...It’s a good investment and apprenticeships are an effective way of training.” Kosmides said that they allocating a “substantial chunk” of the nearly \$1 million federal grant to NBBB.

The 21-month grant will expand NBBB’s state-certified apprenticeship program, which began in 2013, from five to seven positions. NBBB hopes to nearly double its apprentice workforce from 48 to around 90 workers over the next year and a half.

Nichols Brothers’ grant will fund wages for instructors, new training equipment, new curriculum and expanded training resources for the existing five apprenticeships. “We’re always taking on new apprentices because it’s how we develop the company,” said Kevin Corrigan, Director of Human Resources. “It’s about building their skills to replace our aging workforce,” Corrigan said. “We want to create a compelling workplace that people feel that they can continue to learn and grow and develop.” Wages for apprentices will be paid by the company. The company has



been operating the training and apprenticeship program and plans to use these funds to provide a much-needed boost in investment funds toward programs that will allow NBBB to improve the learning experience for its apprentices”

Part of the grant will be spent on acquiring state-of-the-art training tools, including virtual reality training experiences that will provide instant feedback and develop muscle memory for the apprentices without wasting materials during training exercises. “Before our welders even strike an arc, they’ll have a better understanding of the correct position to hold it and how to produce a good weld without going through test plate after test plate after test plate,” said NBBB’s Apprentice Development Coordinator Art Bailly.

Funds from the American Apprenticeship Initiative Technology to Trades (through Bates Technical Community College) are aimed at funding a collaborative effort to implement technology at selected pre-apprenticeship and Registered Apprenticeship programs. With the grant of nearly \$5,000 from this source, NBBB will purchase technology devices such as LED (x-ray) viewers to more accurately evaluate overall weld quality. In addition, it will purchase a library of handheld computer devices to facilitate more mobile training delivery throughout the shipyard. Acquiring and using these technology devices will attract, train and retain a younger workforce, and make our apprenticeship program more fast-paced and better geared toward the social media generation. The newly-acquired technology-based training experiences will engage the newest entrants to our workforce with compelling training and will heighten NBBB’s ability to recruit, develop, and retain those with the skills needed to remain a successful enterprise.

Funds from the TransPORTs, estimated to be at least \$25,000, will be used to meet our commitment to hire 32 apprentices through June of next year - -and to create a new apprenticeship occupation in the trade of Crane Operations.

Nichols Brothers plans to partner with local organizations that will help in getting the word out to young adults in the area by serving as the real-life manufacturing employer who can make not only employment opportunities, but also job shadow and/or internship programs that will provide broad visibility and access to apprentice programs. NBBB will also to continue serving as a business champion in advocating on the value of apprenticeships as a learning program and career choice. Those interested in applying should contact the company’s human resources department.

## **Inaugural SMART Heroes Program puts military veterans to work**

Being discharged from the military can be exciting, but the unknowns and uncertainties of civilian life can also be scary. Luckily for eight U.S. military soon-to-be-veterans, as well as many more to come, the unionized sheet metal industry has made easing that transition a top priority with the establishment of the SMART Heroes Program. On a crisp fall morning Oct. 3, dignitaries from across the United States gathered at the Western Washington Sheet Metal JATC DuPont Training Center to honor the program's first graduating class.

Launched Aug. 15, the SMART Heroes Program was established to provide free sheet metal industry training to enlisted U.S. Military men and women who plan to enter civilian life within the year, thereby assisting in a successful transition into the civilian workforce.

"They deserve that opportunity, and we're happy – fortunate – to be able to give it to them," said Sandusky, who added that military veterans have many qualities any employer would be happy to have – a sentiment echoed by all of the program's leaders. "We've got people who understand what it takes to get things done," he said.

"Military veterans have the ideal qualities we look for in candidates for our apprenticeship programs -- work ethic, maturity and discipline, to name a few," Page said. "Their skills acquired during their time of service can easily be applied on the work site, and it is our honor to assist these U.S. heroes as they transition to civilian life."

The ITI, which develops the curricula for 153 sheet metal training facilities across the United States and Canada, developed a training program specifically for veterans transitioning from service, and all training is focused on areas experiencing the greatest market demand: industrial/welding, architectural, testing, adjusting and balancing (TAB) and detailing.

"I don't know a contractor out there who wouldn't want your skills," Lansdell told the graduates during the ceremony. "You're going to be a leader of the pack."

Adjacent to Joint Base Lewis-McChord, the Western Washington Sheet Metal JATC seemed the ideal host for the inaugural SMART Heroes class.

While seven of the graduates work out of McChord, Trey Freitag of the U.S. Navy drove 40 minutes from the Navy's Bremerton base every day for a 6 a.m. start time.

"That's the value he places on this," said Gary Olson, career skills program administrator at JBLM.

“It’s great to see the enthusiasm,” Sellers said. “It reminds me of the enthusiasm I had when I was an apprentice.”

During his speech at the ceremony itself, Sellers told the graduates, “It will be a great career for you, as it has been for me.”

Surprisingly to some, graduates were of all military ranks and years of enlistment: Richard Quintana, U.S. Army, 27-plus years of service; Trey Freitag, five-plus years of service; William Castillo, U.S. Army, 19 years of service; Juan C. Perez, U.S. Army, four-plus years of service; Joshua Buckley, U.S. Army, nearly 12 years of service; Barry Barker, U.S. Army, 23 years of service; Ethan Eastling, U.S. Air Force, nearly six years of service; Ryan Arce, U.S. Army, two years of service.

“That sends a really strong, powerful message – that we have folks transitioning out of the military, not just who are young men early in their military career, ready to go start a new career, but people who have had very successful careers in the military and are about to embark on another very successful career,” Dammeier said during the graduation.

“This program is probably the most excellent fit to one of the biggest industry problems we have: finding qualified workers,” Lansdell said.

SMART established the program with SMACNA, in collaboration with the ITI, SMART Local 66, SMACNA Western Washington, Western Washington Sheet Metal JATC and Helmets to Hardhats. The McChord Field Education & Training Center provided support to the program by helping identify and screen potential candidates.

“This is a model for our entire country,” said Habib, who noted how difficult it can be to get numerous organizations to work together, which can be confusing for veterans trying to navigate through it all as they transition to civilian life. “It gives me so much joy to see that happening here.”

Dammeier echoed Habib’s sentiments on the importance of partnerships. “This is a significant partnership between labor and management, coming together to deliver not only for their industry, but also for you, and everybody who follows you, who has served our country well and now is looking to move onto that next phase of life,” he said to the graduates.

While still enrolled in (and, thus, paid by) their respective military branch, program participants complete a seven-week course to receive the equivalent of their first-year sheet metal apprentice

training (224 hours).

“Thirteen months ago, this was just a vision,” Sellers said. “Now that vision is a reality.” Not only is it a reality, but it’s moving full-steam ahead. Thanks to word of mouth, the next class, which will begin Oct. 17, is at capacity with 15 enrollees.

Upon discharge from service, these graduates may choose to enter any of the 150-plus SMART apprenticeship programs in the United States and be provided direct entry and advanced placement as a second-year sheet metal apprentice, including a high probability of obtaining second-year apprentice wages and benefits. “Some [members of the military] have never interviewed for a job before,” Olson said. “Can you imagine the stress this takes off their shoulders?” Sellers spoke along similar lines. “We took that brick out of their backpack,” he said. Nearly 250,000 service members transition out of the armed services every year. Many of these veterans have an interest in the building and construction trades and have registered with the Helmets to Hardhats program. It is the intent of the SMART Heroes Program to work closely and cooperatively with Helmets to Hardhats to ensure veterans have a broad selection of construction trades available to them if they complete the program and decide the sheet metal industry is or is not the correct fit. Therefore, the initial step for military personnel who are interested in the SMART Heroes Program is to first register with Helmets to Hardhats. Upon the ongoing success of Western Washington’s SMART Heroes program, SMART Heroes’ creators intend to pursue SMART Heroes program partnerships with military bases throughout the country.

## 8<sup>th</sup> Annual Bikes for Tikes



AhShalla Harris lends a hand.

On December 8, 2017 AhShalla Harris participated in the 8<sup>th</sup> Annual Bikes for Tikes bike build. The event was sponsored by Local 598 Steamfitters/Pipefitters. The event took place at the Benton Franklin Fair Grounds in Kennewick WA. More than 1600 bikes were assembled by hundreds of volunteers. Volunteers included Tri-Tech students and staff, local high school students and staff, community volunteers, other Locals, and the Pre-Apprenticeship Program Yakima Valley Technical Skills Center Evergreen Energy/Electrician Technician out of Yakima WA also sent students and an instructor. There was representation from the electrical program Local LU112 NECA Electrical

Apprenticeship Committee. Various stations inside and outside were set up where bikes were assembled. Once assembled the bikes were then taken to an area where they were checked for quality control. Once they passed the quality control check they were lined up and a helmet was paired with each bike. Some of the bikes are given to underprivileged children in the community and others are used as incentives to win for having perfect attendance in school. This event is rewarding for both the assemblers of the bikes and wells as the recipients of the bikes.



8<sup>th</sup> Annual Bikes for Tikes in Kennewick, WA.

# Upcoming Events

## January 2018

*January 30, 2018*

### **Registered Youth Summit**

Time: 9am to 3pm

Location: Hotel RL, Olympia

## March 2018

*March 8-9, 2018*

### **WITEA Spring Conference Exhibitor Trade Show**

Location: Wenatchee Convention Center

*March 8, 2018*

### **Empower Your Career**

Time: 8am to Noon

Location: Lynnwood Convention Center

## April 2018

*April 18, 2018*

### **Washington State Apprenticeship and Training Council Quarterly Meeting**

Time: 9 am

Location: Holiday Inn & Suites – Bellingham

4260 Mitchell Way

Bellingham, WA 98226

## December 2018

*December 4-5, 2018- Save the Date!*

### **Pacific Northwest Apprenticeship Education Conference**

Location: Tacoma Convention Center

Want to be featured in an upcoming Quarterly Report?  
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January 18, 2018