



Washington State Apprenticeship & Training Council

Fourth Quarter 2018 Report October – December

January 17, 2019

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Highlights from the October 2018 WSATC Meeting

NEW STANDARDS (PROVISIONAL REGISTRATION):

FareStart

Sous Chef	35-1011.00	2,000 Hours
Assistant General Manager	35-1012.00	2,000 Hours
Café Manager/Store Manager	35-1012.00	2,000 Hours

Independent Technicians Automotive Committee (ITAC)

Master Service Technician	49-3023.01	8,000 Hours
General Service Technician	49-3031.00	2,000 Hours

Tacoma School District No. 10 CTE Apprenticeship

Preparation Cook	35-2021.00	2,000 Hours
Automotive Service Technician	49-3023.00	2,000 Hours
Production Cabinet Assembler	51-7011.00	2,000 Hours

Great Rivers Behavioral Health Organization

Mental Health Professional	21-1014.00	6,000 Hours
Peer Counselor	21-1019.00	2,000 Hours
Behavioral Health Coordinator I	21-1094.00	6,000 Hours
Behavioral Health Coordinator II	21-1094.00	6,000 Hours
Medical Assistant	31-9092.00	6,000 Hours

NEW STANDARDS (PROVISIONAL REGISTRATION):

Dolce Apprentice Program

Cosmetology	39-5012.00	3,000 Hours
Esthetician	39-5094.00	2,000 Hours

Wenatchee School District Apprenticeship Program

Computer Technician 1	15-1151.00	2,000 Hours
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A&D Fire Sprinklers Apprenticeship Committee

Sprinkler Fitter (Fire)	47-2152.01	10,000 Hours
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Frontier Apprenticeship & Training

Inside Electrician (01)	47-2111.00	8,000 Hours
Low Voltage Electrician (06)	49-2022.00	4,800 Hours

NEW STANDARDS: (PERMANENTLY REGISTERED)

South Kitsap School District Apprenticeship Committee

School Bus Mechanic	49-3031.00	6,000 Hours
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Atrarashii Apprentice Program

Barber	39-5011.00	2,000 Hours
Cosmetologist	39-5012.00	3,000 Hours
Esthetician	39-5094.00	2,000 Hours
Hair Design	39-5012.00	2,000 Hours
Manicurist	39-5092.00	2,000 Hours

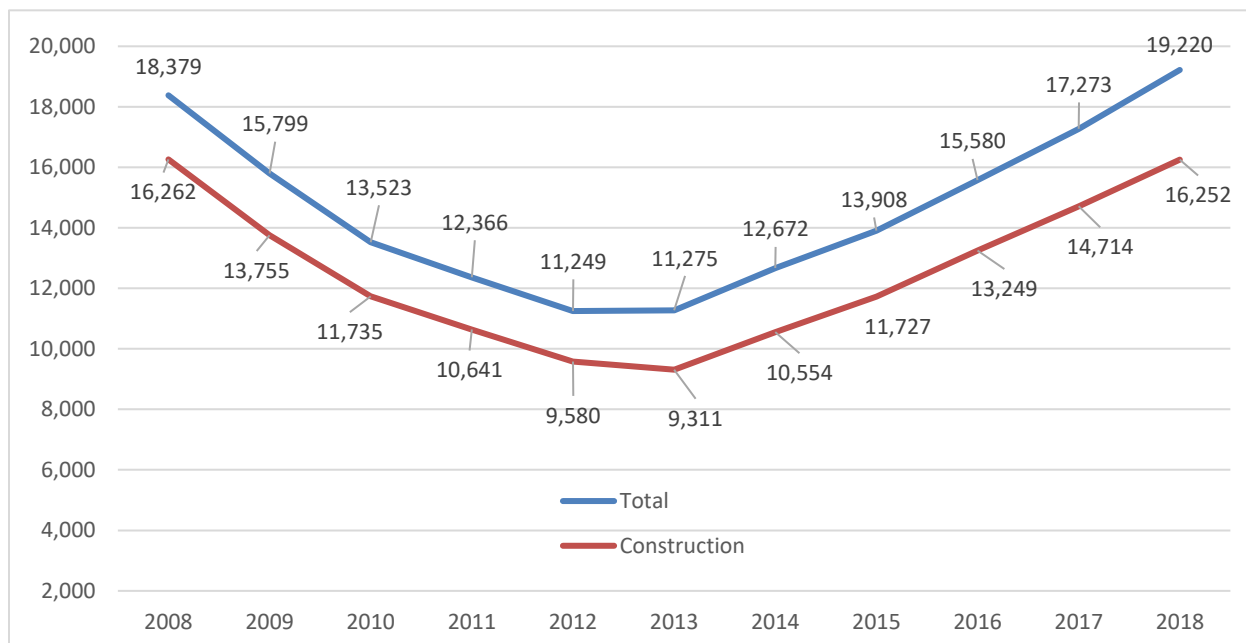
JR Simplot Co. (Moses Lake Plant) – Industrial Maintenance Mechanic

Industrial Maintenance Mechanic	49-9041.00	8,000 Hours
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Apprenticeship by the Numbers

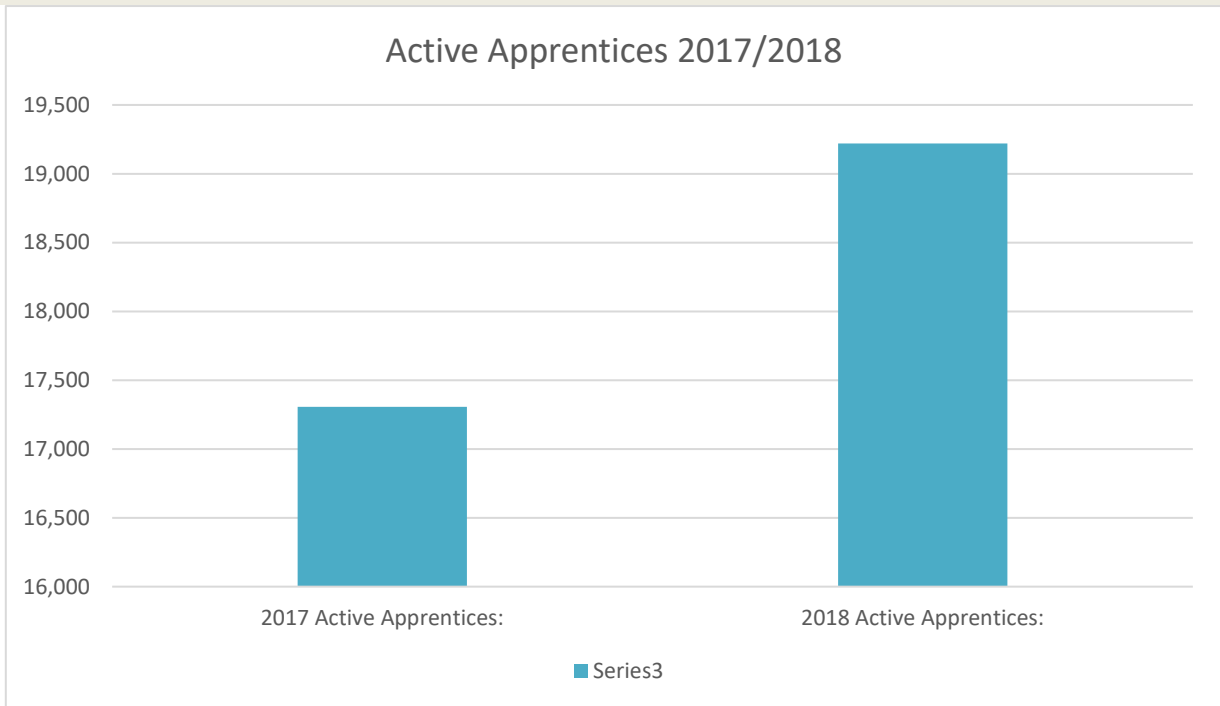
There were **19,220** active apprentices for the year 2018. With **1,958** were female and **5,580** were minority. Over the last quarter (October-December 2018), there were **15,941** active apprentices. All data valid as of 1/7/2019.

Active Apprentices Ten-Year Overview (2008-2018)



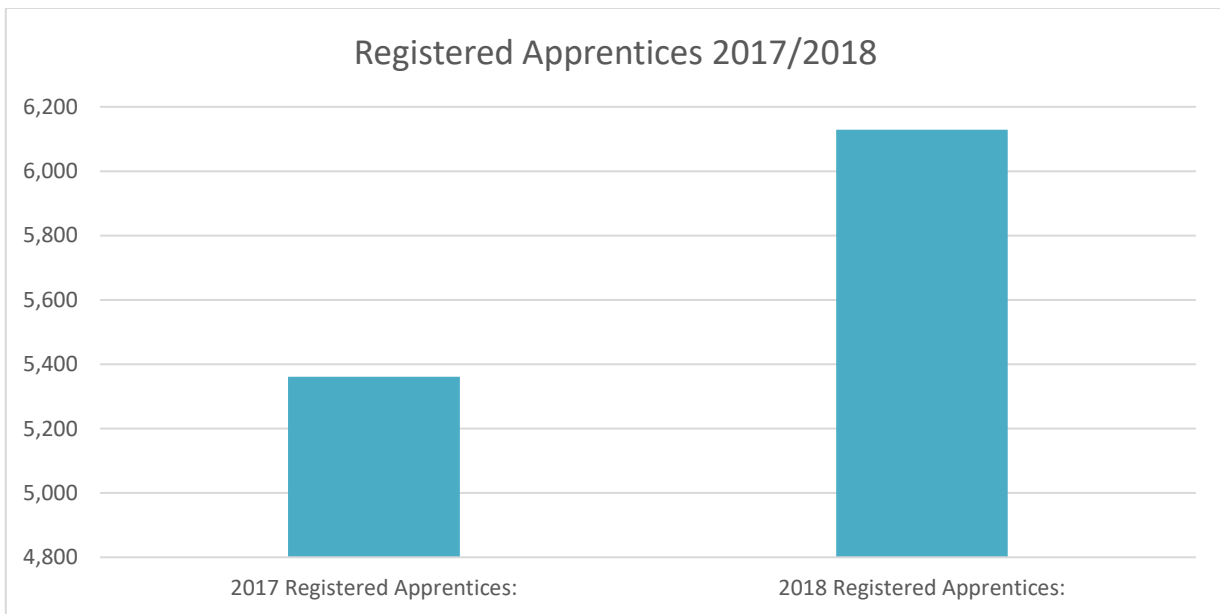
APPRENTICE ACTIVITY (YEAR 2018):

- **19,220** Active Apprentices during the time period
- **1,839** Individuals were issued completion certificates
- **1,959** Individuals were cancelled
- **6,129** Individuals were registered as Apprentices



❖ 2017 Active: 17,306

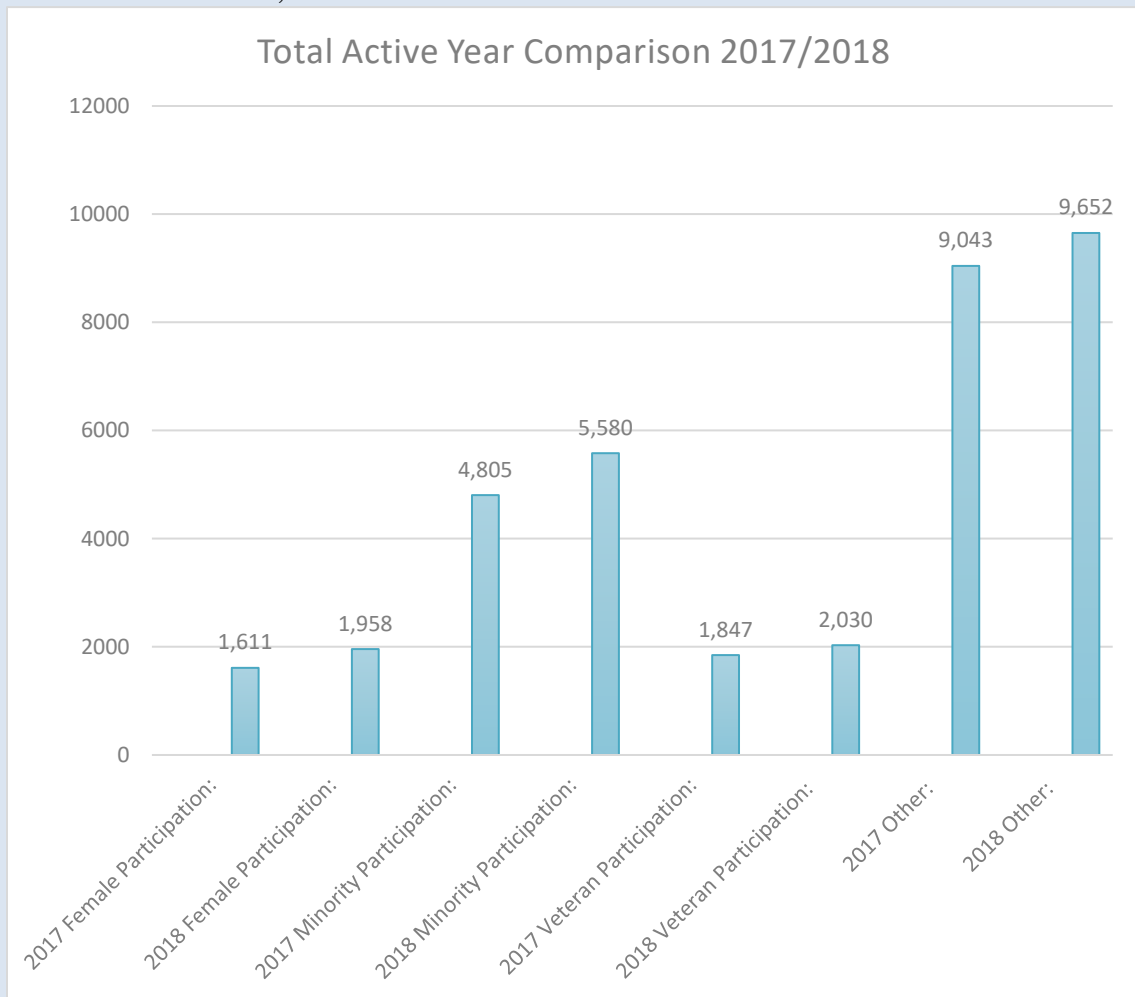
❖ 2018 Active: 19,220



❖ 2017 Registered: 5,361

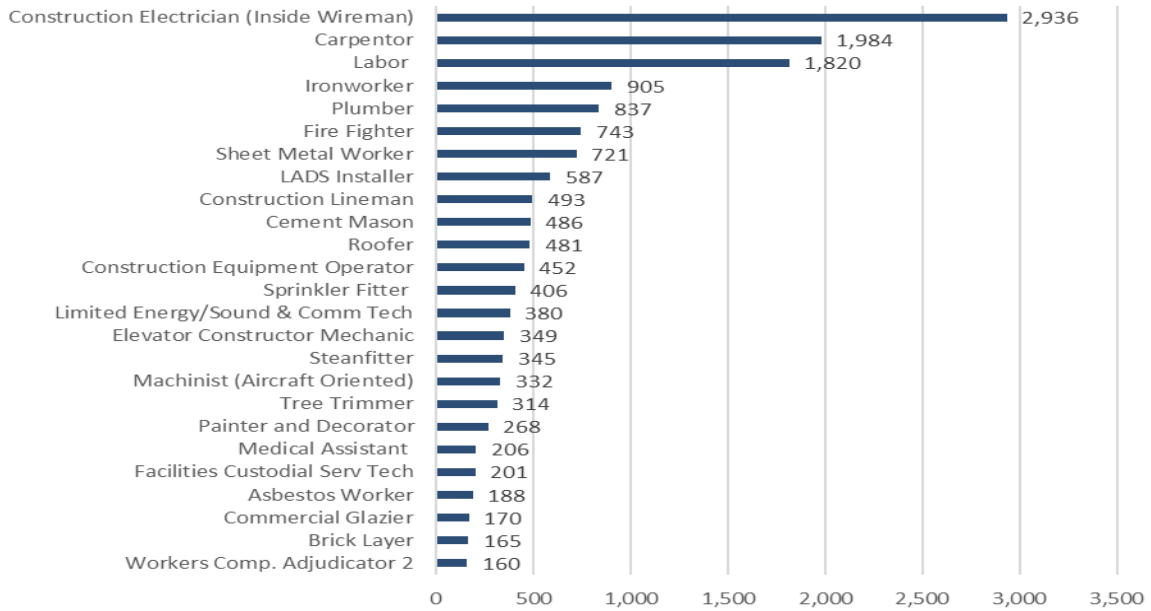
❖ 2018 Registered: 6,129

MINORITY, FEMALE AND VETERAN PARTICIPATION

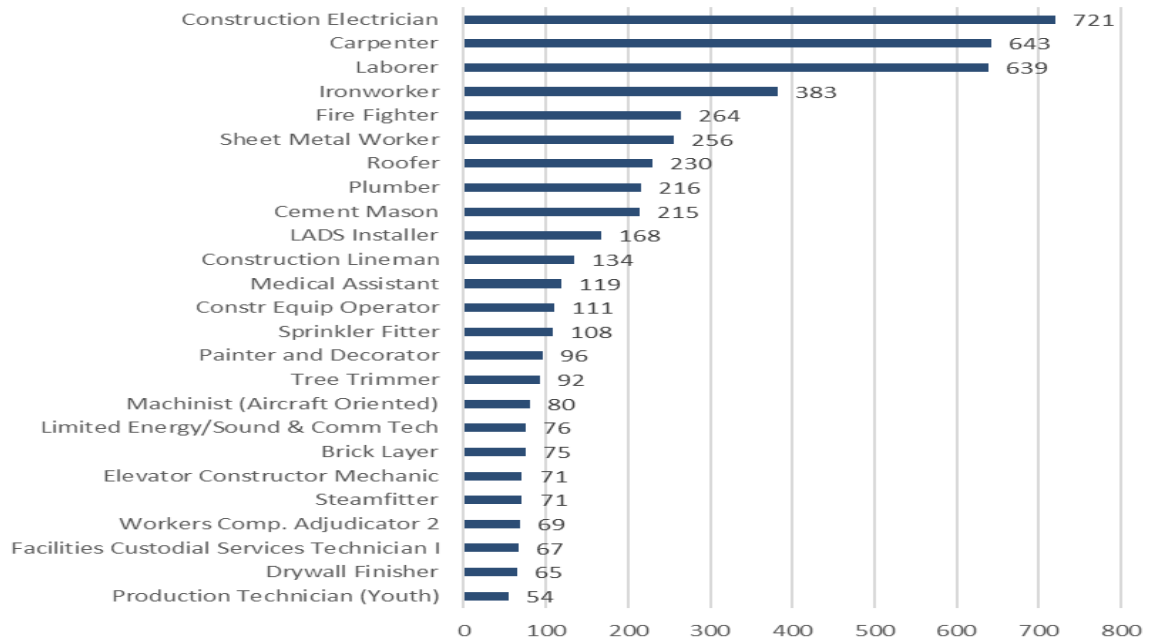


APPRENTICESHIP QUARTERLY REPORT: Q4 2018

2018 Top 25 Active Occupations



2018 Top 25 Registered Occupations

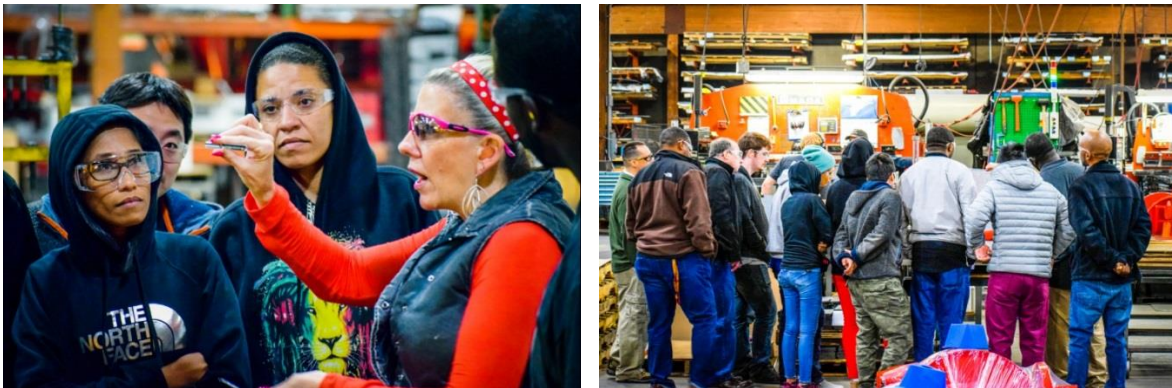


Quarterly News and Events

Manufacturing Day Is More Than Inspiring, It's Family

Manufacturing Day—occurring the first Friday of October—is meant to inspire the next generation of manufacturers and create a dialogue about why manufacturing is in a better place than ever before.

Buyken Metal Products, an 80 year-old CNC, metal fabrication, and engineering shop, opened their doors on Thursday, October 4th to showcase, highlight and inform the Manufacturing Academy students about their company and what separates them from other manufacturers.



The Manufacturing Academy, sponsored by the Aerospace Joint Apprenticeship Committee (AJAC) offers a solid foundational career pathway into aerospace and advanced manufacturing apprenticeship opportunities. Upon completion, students will have the basic foundational skills to find gainful entry-level employment and may meet the minimum qualifications to pursue additional career pathways in advanced manufacturing through AJAC's portfolio of apprenticeship programs.

“Buyken is continually advancing our technology and streamlining operations. We offer everything from general stamping and brake press operators to laser, punch and CNC operators and programmers,” said Laura Hawk, Buyken's Operations Manager. “We are always open to looking for new people to add to our family to help make us better while we grow our business.”

Source: Aaron Ferrell, Aerospace Joint Apprenticeship Committee (AJAC)

Washington voters don't think schools prepare kids for careers. The state is trying to change that.

Washington is starting a public-partnership that will give high school and college students real-world work experiences, including internships and apprentices, with the aim of closely connecting students to good jobs.

Four out of five voters say Washington state's high schools and colleges are failing to teach students real-world skills, or truly prepare them for the workplace, according to a recent state poll.

To try better connect students with jobs, the state has recently launched a public-private initiative called [Career Connect Washington](#) that aims to link high school and college classes to jobs. One of the ideas: Allowing high-school students to leave campus for paid internships at local businesses and in exchange, receive high-school credit.

Too many people in their teens and twenties spend "a lost decade," trying to figure out what kind of job they want, and how to acquire the training and education they need to get it, said Gov. Jay Inslee, one of the initiative's biggest cheerleaders.

"We have a lot of students who struggle the first decade out of high school ... who have been adrift for 10 years," Inslee said during a news conference in Renton last week. "We want to seize those opportunities when they're 16 and 18."

The initiative, which started last year, is moving into high gear even as many other states are also trying to revive career education — an idea that fell out of favor in the 1980s because it often shortchanged disadvantaged students by discouraging them from rigorous college prep courses. Its supporters say it's aimed at all students, including the college-bound, and it won't repeat the old mistakes of "tracking" low-income and minority students into vocational classes that lead to low-wage jobs.

Linking education to the world of work is a hot idea across the nation, and states are becoming laboratories for different ways to do it. [Colorado, for example, has started a youth-apprenticeship program](#), similar to what Washington is doing, called CareerWise. A recent [state auditor's report praised a system in Ohio](#), where students learn vocational skills that earn both high school and community college credit.

Inslee spoke during a gathering of state education and political leaders at Kaiser Permanente Washington's Renton headquarters, chosen for the meeting because many health-care jobs require training beyond high school and pay well, but not all require a four-year college degree.

The idea of offering paid, supervised work that's aligned to classroom learning has bipartisan appeal. It's also getting support from the business and labor leaders who attended the Renton meeting — executives from Boeing, Microsoft and the Spokane energy company Avista, and the Washington State Labor Council.

But to make this a success, the Legislature may have to tweak the state's graduation requirements, and provide more money for career counseling, said state Superintendent Chris Reykdal. Schools will have to accept different forms of credit — for example, a high school might award math credit for a student who leaves campus to work on framing a house, putting applied geometry skills to work. And colleges will need to give college credit for returning adult students who learned skills on the job, Reykdal said.

The program will also require a big buy-in from businesses, which must create paid internships and apprenticeships for students in their teens and 20s. “We need to develop a culture where businesses believe this is for everybody's benefit,” Inslee said.

The effort is [led by Maud Daudon](#), former president of the Seattle Metropolitan Chamber of Commerce and current chair of the Washington Student Achievement Council, a state agency that oversees higher education policy. Career Connect funded a poll of 835 likely Washington voters this fall; 82 percent said they agreed that schools are not doing enough to teach real-world skills, or prepare students for the real world.

Washington “has been a leader in making connections between education and the labor markets,” said Anthony Carnevale, director of Georgetown University's Center on Education and the Workforce.

How did we get to this point? Over the last few decades, Carnevale said, employers have insisted that entry-level applicants have extensive qualifications and training. At the same time, he said, manufacturing and other blue-collar jobs that used to pay a good wage for workers with only a high-school diploma have largely collapsed.

Meanwhile, starting in the 1980s, many high schools trimmed or eliminated vocational-education classes, and ramped up academic requirements for graduation, leaving little room on a student's schedule for anything else.

The result: A new economy with fewer job opportunities for young people to build up work experience, Carnevale said. He thinks boosting academic requirements was a good thing. It helped dilute the power of a system of “tracking” that placed low-income and minority students in classes that led to low-skill, low-pay jobs, while middle- and upper-class students were tracked into prep classes that led to college. But it also went too far, promoting the idea that every student needed to go to college and get a bachelor's degree, he said.

It's estimated that [740,000 new job openings will exist in Washington in the next five years](#) — many created by a wave of retiring baby boomers leaving high-paying positions. Although Washington is an incubator of high-pay, high-skill jobs, research shows many of those jobs are going to people who move here from elsewhere, and not the students who graduate from Washington's public K-12 schools.

Last year, [Inslee and other business leaders went to Switzerland](#) to see how the Swiss incorporate apprenticeships that often start in high school. Colorado is also using that model. Carnevale said Switzerland's model works, but it comes at a cost — 30 percent of the wages paid to apprentices are picked up by the government. That's not on the table in Washington.

With Career Connect Washington, students will begin learning about careers in elementary or middle school, prepare for those careers in high school and continue their training after graduation. Elements of the initiative are already in place: Career Connect estimates there are 20,000 young people under the age of 30 who complete programs each year that fulfill at least some of those goals.

That includes about 1,000 under age 30 who finish registered apprenticeships; 3,000 who participate in career and technical education (CTE) programs, high school skills centers and career academies; and 16,000 college students who complete degrees or certificates that require practicums and work-based learning.

One example: A [youth-apprenticeship program started by the aerospace industry in 2017](#). This year, 36 high-school juniors in eight school districts are working part time at aerospace companies around the state, while also taking high school and college-level classes and earning credit. The students are also earning a paycheck, said Aaron Ferrell, marketing communications manager for the Aerospace Joint Apprenticeship Committee.

Dauden said that while there are some good efforts underway, many of the programs fail to connect to each other. Under Career Connect, the state would create regional networks to develop internships and share resources.

“We are blowing up a myth today — if your kid doesn't go to (get) a four-year degree, you're a failure,” Inslee said. Carnevale thinks the turnaround to apprenticeships and other experiences linked to work is a smart development — but not if it involves a return to “tracking” students from low-income families into low-wage jobs. Ultimately, he thinks, a publicly-funded education will involve 14 years of schooling, rather than 12.

“Everybody's headed this way, and I think it's productive,” Carnevale said. “The fact that your governor's doing this, and not something else, is very telling.”

Source: Katherine Long, Seattle Times Staff Reporter

Increase diversity and your applicant pool by posting your openings through WorkSource

We all know that the two biggest needs for our apprenticeship program applicant pool are more diversity and great candidates. Now, you can move us toward both when your program is accepting applications – just post them on the partner-created* ApprenticeshipWA.com, which is part of the WorkSourceWA.com website.

Post your openings

Post your openings today on WorkSourceWA, by registering and following [these instructions](#). Sponsors have access to all the great features of the site like 6sense® technology, comparison tools and more. NOTE: only program sponsors can post openings and training agents must go through the program sponsor to accept applications through the website.

New features on [WorksourceWA.com \(the state's job exchange\)](#)

The updated WorkSourceWA.com allows sponsors and coordinators to announce when they are accepting applications. The system connects to the state Department of Labor and Industries' ARTS database to verify legitimate Registered Apprenticeship programs. The update also allows you to include specific apprenticeship information, such as hours of instruction and hours to reach certification.

Registered Apprenticeship basics on [ApprenticeshipWA.com](#)

This new website educates career seekers and employers on the benefits of Registered Apprenticeship. It encourages both groups to learn, take the first steps, and find resources to move forward. More than *600 career seekers* have already shown interest in Registered Apprenticeship. As a sponsor, you can reach out to any of these seekers within the system.

If you have additional questions about using WorkSourceWA.com to post openings, please contact Chad Pearson from Employment Security at cpearson@esd.wa.gov or 360-902-0910

* Organizations who collaborated to build ApprenticeshipWA.com website include the Washington State Labor Council, Washington State Labor and Industries, Washington State Employment Security, the College Board of Community and Technical Colleges, and the Centers for Excellence.

Source: Chad Pearson

Governor Jay Inslee Visits Youth Apprentices

October 4, 2018 Governor Jay Inslee met with business management and Tacoma youth apprentices at Cadence Manufacturing, a world-class manufacturer and supplier of structural aerospace components. Production Technician Youth Apprentices (Man Dang – Stadium HS, Braiden Covington – Stadium HS, Toby Bauser – Stadium HS, and Damien Gariepy - Mt Tahoma HS) took delight in responding to the Governor’s questions about advanced machining processes and the youth apprenticeship program. Youth apprentices are registered with the Washington State Department of Labor and Industries, allowing a comprehensive training program for skill development through 2,000 hours of paid work experience and attainment of 15 college credits. Way to go Stadium Tigers and Mt Tahoma Thunderbirds!



Source: John Page, Tacoma School District No. 10

2018 Pacific NW Apprenticeship Education Conference



Inspiring Apprentice Panel: Moderated by Shana Peschek, presenters left to right: Hunter Cooks, Ana Vetter, Evan Thomas, Darrick Jennings

The 5th Biennial Pacific NW Apprenticeship Conference took place December 4th and 5th at the Greater Tacoma Convention Center. Produced by Washington State Labor & Industries in partnership with Washington State Construction Center of Excellence. Nearly 500 attended the conference with representatives from employers, Community and Technical Colleges, K12, Pre Apprenticeship and Registered Apprenticeship Sponsors and Workforce Development Professionals and more.

A premier lineup of regional, national and internationally renowned speakers addressed the audience on topics critical to the successful expansion of Registered Apprenticeship. The conference kicked off on December 4th with regional perspectives from Rod Bianchini, interim COO of the Industry Training Authority, BC and Brad Avakian, Commissioner of the Bureau of Labor and Industries, OR. Ken Coates, delivered a captivating keynote, on Skills Agility: Preparing for the Future of the Trades. During lunch attendees were treated to an inspiring line up of apprentices who shared their stories and experiences.

On day two Chris Reykdal, Washington’s Superintendent of Public Instruction started off the day with a compelling vision of career connect and apprenticeship opportunities in the K12 system and removing the “college for all” mindset. Jose Velazquez, Deputy Administrator, Operations and Regional Management, Office of Apprenticeship, USDOL/ETA, gave the National DOL perspective and called on the audience to communicate our initiatives and challenges to DOL.

During lunch Joel Sacks, Director, WA State Labor & Industries shared the WA state perspective on expanding Registered Apprenticeship and presented the Excellence in Registered Apprenticeship awards to 5 very deserving individuals/organizations: Sellen Construction, ANEW, Sean Bagsby, Peter Guzman and Stacey Anderson. Closing keynote Dr. Rita Cameron Wedding, internationally acclaimed expert on implicit bias addressed the impact of unconscious bias in recruitment and retention for apprenticeship programs. Eric (CEO CellarTracker) and Suzi LeVine, Commissioner, WA State Employment Security closed the conference with a view of the Swiss model and what our region can take from global best practices.

Throughout the conference attendees had the opportunity to attend breakout sessions that were critical to expansion of apprenticeship. Topics such as technology, program best practices, employer engagement, youth apprenticeship, pre apprenticeship, apprenticeship fundamentals, recruitment and retention and much more allowed attendees to gain the knowledge they need to better support Registered Apprenticeship expansion efforts.

We have already heard from many attendees this was the best conference they have attended and the information and connections were invaluable. A couple comments:

- Susan Milke, WorkSource, commented “Thank you and your team for a wonderful conference, I couldn’t think of one thing to make it better. I appreciate all the hard work and amazing guest speakers.”
- Adrian Bryce, an employer new to training apprentices said “I’m a new small fish in this pond and learning a lot and want to express my sincere gratitude for your work in getting that conference put together. I feel like I was exposed to a whole new world and career path for myself and many others that I will be exposing to this great world of apprenticeship! Thanks again for the world-class conference you and your team put together.”

We commit to continuing these efforts in the interim and look forward to the next conference in 2020.

Source: Jody Robbins, Department of Labor and Standards, Apprenticeship Section

Upcoming Events

January 2019

Washington State Apprenticeship and Training Council Quarterly Meeting

Date: January 17, 2018

Time: 9 a.m.

Location: Department of Labor & Industries – Auditorium

For additional information and copies of the agendas, please contact the [Apprenticeship Section](#) at 360-902-5320, email Teri.Gardner@Lni.wa.gov or go to our [Agenda/Minutes page](#).

4th ANNUAL Martin Luther King Opportunity Fair

When: Monday, January 21, 2019

Where: Garfield High School

Time: 8:30AM to 11:30AM

In the spirit of Martin Luther King Jr., please join us for the 2019 MLK SEATTLE ~4th ANNUAL CAREER & OPPORTUNITY FAIR to bring 50 employers with jobs, training and career opportunities to our local sisters and brothers. This free event is open to the public.

Mentorship Matters Train the Trainer

The Train the Trainer will be held in Tacoma January 24th, 2019 and is a full day training. Once you go through the program you will be able to access the curriculum to teach apprentices how to be successful at learning on the job, taking responsibility for their skill attainment, communication etc. and as well as teaching apprentices about to turn out and journeys how to be effective teachers and mentors. The cost to become certified is \$500.00. Let me know as soon as possible if you are interested and want to reserve your seat. For questions contact: Shana Peschek speschek@rtc.edu

March 4, 2019

Last day for "Requests for Revision of Standards" or "Request for New Standards" forms to be submitted for the April 2019 Washington State Apprenticeship and Training Council Meeting.

April 2019

Wave Tour – Washington Apprentice Vocational Education

Date: April 9, 2019 Skagit and San Juan County High Schools

April 10, 2019 Whatcom and Island County High Schools

April 11, 2019 Snohomish County High Schools

Time: 9 a.m. to 1 p.m.

Who is invited: high school juniors, seniors, teachers & counselors interested in learning more about apprenticeships. Contact Susan for details and to reserve your spot!

sgustafson@workforcenorthwest.org 360-416-3529

Washington State Apprenticeship Training Council Meetings

Date: April 17, 2019

Location: Red Lion Hotel Wenatchee

- 10 a.m. – Compliance Review & Retention Subcommittee Meeting (WSATC)
- 1 p.m. - Wash. State Apprenticeship Coordinators Association meeting.
- 2 p.m. - Labor & Industries/WSATC Joint Committee on Recruitment Resources.
- 3:30 p.m. – Community and Technical College (CTC) Apprenticeship Coordinators Meeting.

Washington State Apprenticeship and Training Council Quarterly Meeting

Date: April 18, 2019

Time: 9 a.m.

Location: Red Lion Hotel Wenatchee

For additional information and copies of the agendas, please contact the Apprenticeship Section at 360-902-5320, email Teri.Gardner@Lni.wa.gov or go to our Agenda/Minutes page.

4th Annual Hands on Career Fair

Date: April 25, 2019

Location: Haynisisoos Park, Taholah WA

To register or sponsor please contact Quinault TERO. Tara of Tashina 360-276-8211 Ext. 4800

Tero@quinault.org

July 2019

Washington State Apprenticeship Training Council Meetings

Date: July 17, 2019

Location: Department of Labor and Industries - Tumwater

- 10 a.m. – Compliance Review & Retention Subcommittee Meeting (WSATC)
- 1 p.m. - Wash. State Apprenticeship Coordinators Association meeting.
- 2 p.m. - Labor & Industries/WSATC Joint Committee on Recruitment Resources.
- 3:30 p.m. – Community and Technical College (CTC) Apprenticeship Coordinators Meeting.

Washington State Apprenticeship and Training Council Quarterly Meeting

Date: July 18, 2019

Time: 9 a.m.

Location: Department of Labor and Industries - Tumwater

For additional information and copies of the agendas, please contact the Apprenticeship Section at 360-902-5320, email Teri.Gardner@Lni.wa.gov or go to our Agenda/Minutes page.