Washington State Apprenticeship & Training Council

Third Quarter 2018 Report

July – September

October 18, 2018

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Highlights from the April 2018 WSATC Meeting

NEW STANDARDS (PROVISIONAL REGISRATION):

Barber & Beauty Lounge by Consele Apprenticeship		
Barber	39-5011.00	2,000 Hours
Hair Designer	39-5012.00	2,000 Hours

Marine Industry Training and Education Council (MITEC) Competitive Apprenticeship for Sustainable Success (COMPASS)		
Custom Boat Builder (Composite)	47-2031.01	5,370 – 8,275 Hours
Production Boat Builder (Composite)	47-2031.01	4,100 – 6,805 Hours
Marine Service Technician	49-3051.00	6,000 Hours

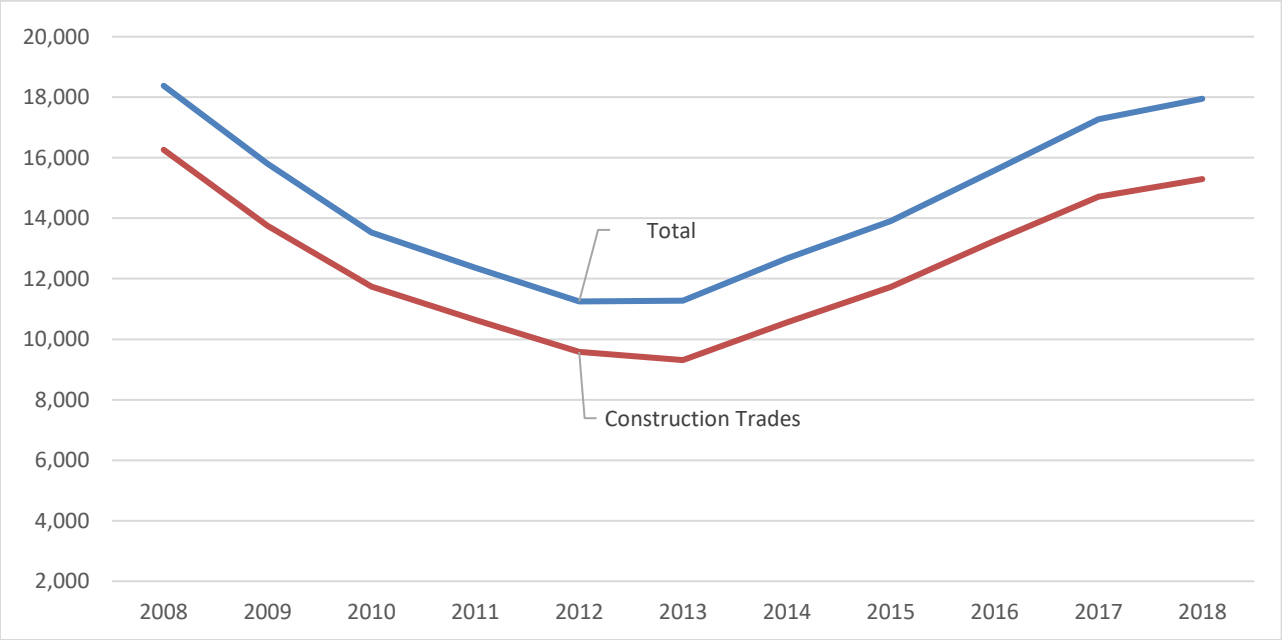
NEW STANDARDS: (PERMANENTLY REGISTERED)

Bucher Aerospace Corporation		
Warehouseman	43-4081.03	4,000 Hours

Apprenticeship by the Numbers

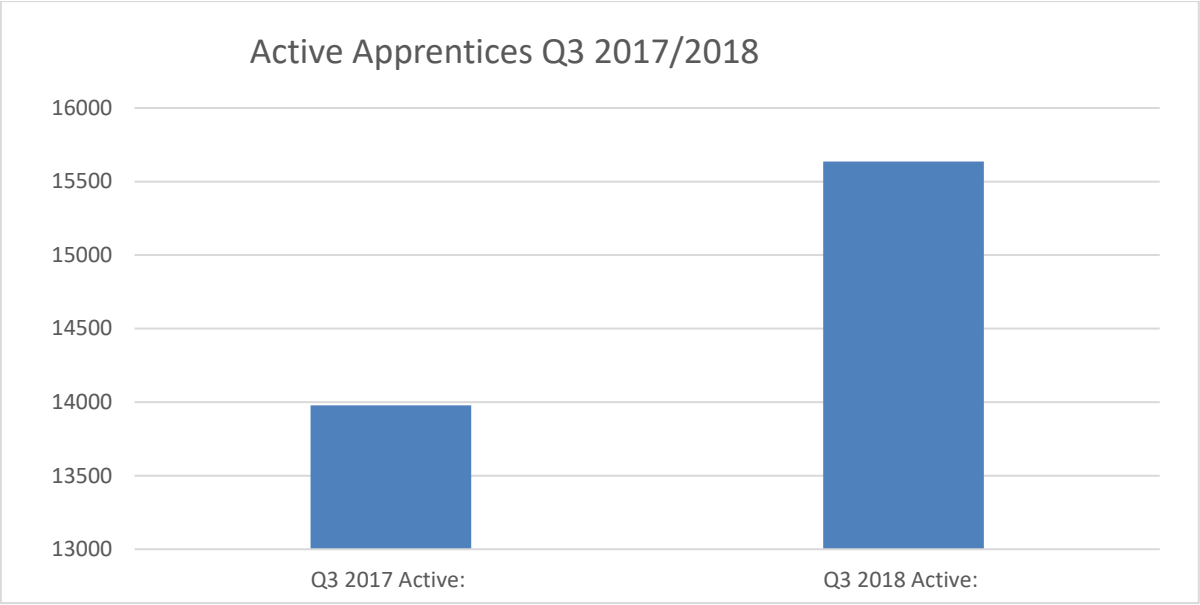
There were **17,951** active apprentices for the 12-month time period ending September 30, 2018 of which **1,755** were female and **5,143** were minority. Over the last quarter (July-September 2018), there were **15,637** active apprentices. All data valid as of 10/10/2018.

Active Apprentices (January 2008- September 2018)

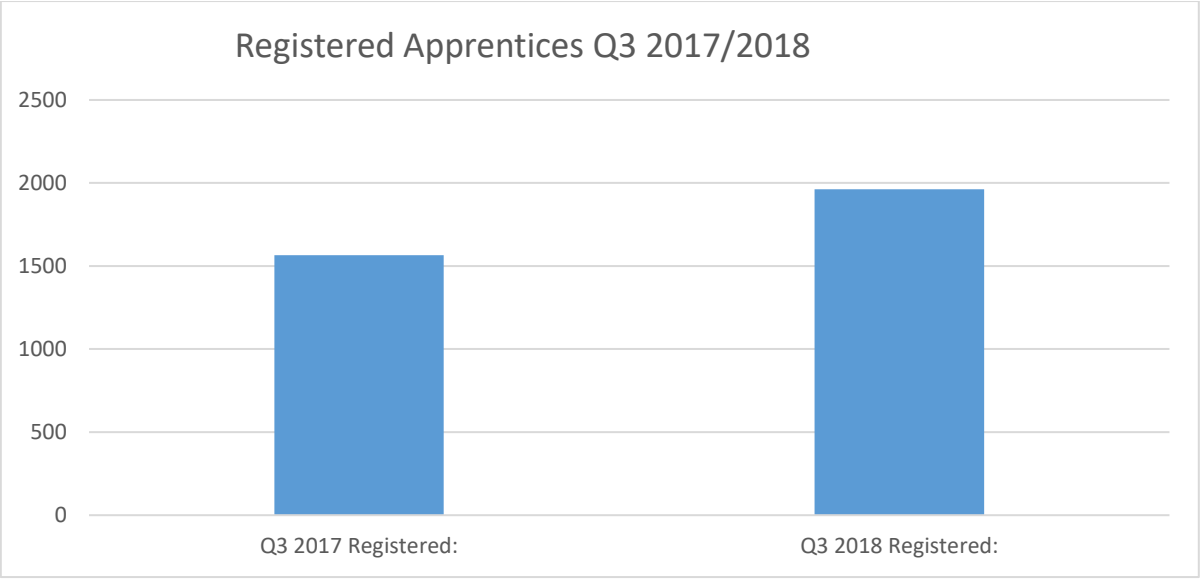


APPRENTICE ACTIVITY (JULY - SEPTEMBER 2018):

- **15,637** Active Apprentices during the time period
- **311** Individuals were issued completion certificates
- **380** Individuals were cancelled
- **1,962** Individuals were registered as Apprentices

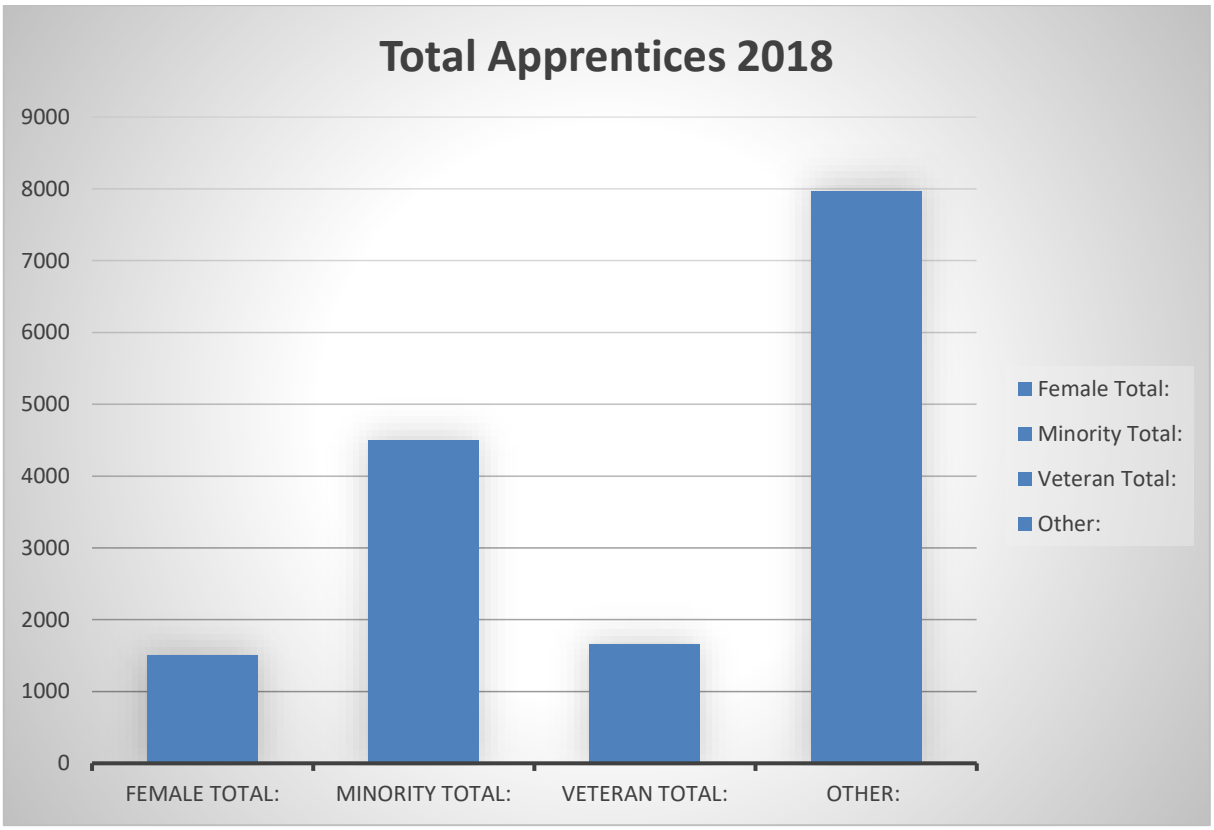


- Q3 2017 Active: 13,978
- Q3 2018 Active: 15,637



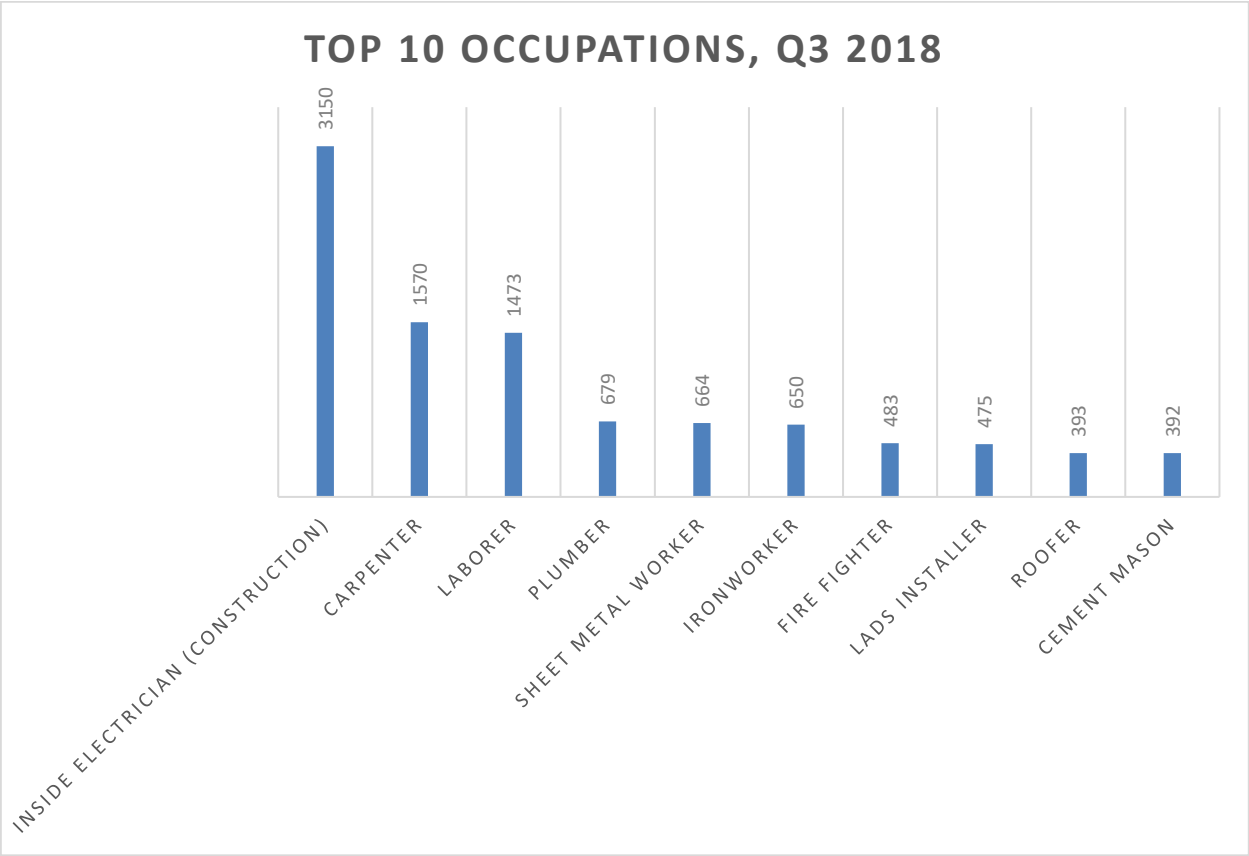
- Q3 2017 Registered: 1,566
- Q3 2018 Registered: 1,962

MINORITY, FEMALE AND VETERAN PARTICIPATION (JULY – SEPTEMBER 2018)



- Q3 2018 Female: 1,511
- Q3 2018 Minority: 4,495
- Q3 2018 Veteran: 1,660
- Q3 2018 Other: 7,971

TOP 10 OCCUPATIONS Q3 2018



- Inside Wireman (Construction Electrician): 3150
- Carpenter: 1,570
- Laborer: 1,473
- Plumber: 679
- Sheet Metal Worker: 664
- Iron Workers: 650
- Fire Fighter: 483
- LADS: Installer: 475
- Roofer: 393
- Cement Mason: 392

Quarterly News and Events

Apprenticeship program puts skills in the hands of high school students

YAKIMA, Wash. -- A year ago, three West Valley High School students signed commitment letters with three Yakima Valley companies, the first step toward a new youth apprenticeship through the Aerospace Joint Apprenticeship Committee, or AJAC.

The organization coordinates apprenticeships to supply skilled aerospace and advanced manufacturing workers for companies throughout Washington state. With the average age of participants at 33, AJAC established the youth apprenticeship program to help high school students gain job experience and credentials, including a journey-level card and college credits, before they graduate.

The three students, now seniors — Osborne Rogers, Brad Ethier and Trevor Mackey — were part of the first group of apprentices, along with students from Tacoma Public Schools.

Rogers, Ethier and Mackey have completed hundreds of hours over several months, making parts for various general aviation, commercial and military aircraft.

By the end of the apprenticeship — which is expected to be finished in the next several months — the students will have completed 2,000 hours of job experience altogether and received 150 hours of additional instruction. They will also earn about $22,000 in wages, nationally recognized journey-level cards and up to 15 hours of college credits.

Here are interview excerpts about the students' experiences so far.

Brad Ethier

Ethier, 18, has completed more than 500 hours at Pexco Aerospace in Union Gap, a plastics extrusion plant that makes parts for the interior of several Boeing aircraft. He plans to continue pursuing a career as a machinist after his high school graduation.

What's a typical day like?

I get there by 6:50 a.m., about 10 minutes early. I walk in and ask my co-workers in the machine shop if they need help with anything. Usually it involves cutting material or making a piece of a part. I work with everyone in the machine shop. If one person doesn't need anything, I'll see if anyone else needs help.

What's one thing that surprised you about your apprenticeship?

What surprised me was how much I learned and how much I retained. Usually in school, when I'm not interested in the subject, it's hard to learn and to retain the information. I've retained a lot of what I learned at this apprenticeship and think a lot about it. Even when I'm not at work, I'm always thinking about my work and how I should have done a job a certain way and how I will do it next time.

How has your apprenticeship influenced your future plans?

Before I was introduced to this, I didn't really know what I was going to do. I knew Perry Technical Institute was a good option for me because I wouldn't do so well in college. I knew I wanted to do something hands-on. Initially, I thought about a job in the automotive or construction fields. The one thing that got to me was the elements — these jobs require being outside in the hot weather or the cold weather. If you're a machinist, you can stay inside all day and stay cool and stay warm and be in a more comfortable environment. Now that I worked at this apprenticeship, I know what the conditions are like.

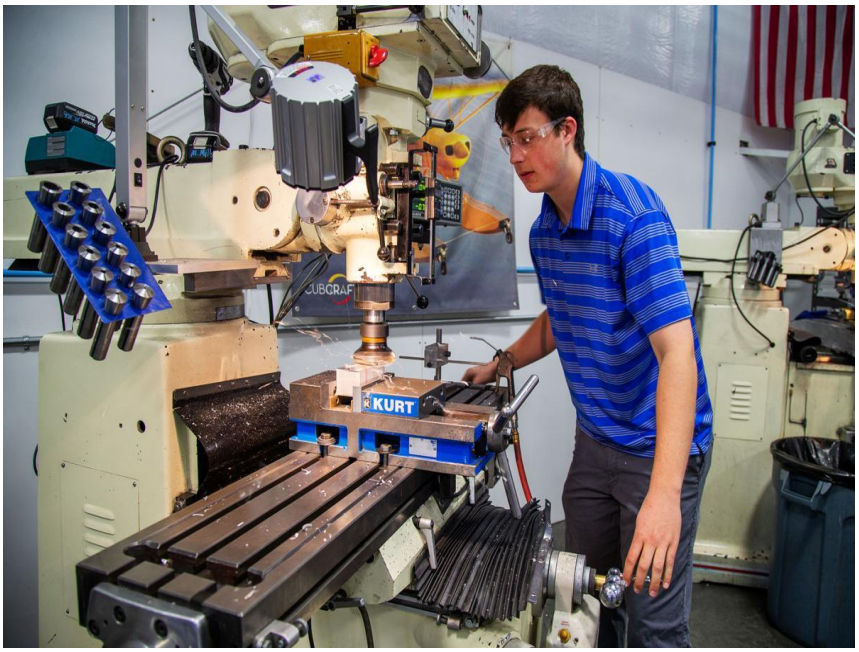
What's one challenge you overcame?

Realizing that I don't have to learn everything in one day. It was frustrating because you work with people who have been doing it for 10, 15-plus years. They know what they're talking about. They know what they're doing. They explain something and I don't always get it and I get frustrated. Over time, I realized it just takes time to learn some of the concepts.

What did you do with the money you earned?

I told myself in the beginning I would save it, but it didn't work out so well (laughs). I got into fishing a little more and bought some stuff for fishing trips. I got some quality fishing poles; I bought a little 7-foot fiberglass boat. It's nothing fancy, but you can take it to the pond and go fishing.

I also use my wages to pay for gas for my truck and to pay for repairs to my truck so I don't have to ask my parents for money.



Trevor Mackey

Mackey, 18, has worked about 800 hours for CubCrafters, which manufactures general aviation aircraft in Yakima. Mackey will head to Washington State University this fall to study mechanical engineering.

What's a typical day like?

I get in there at 7 and I clock in. I either have something from the day before or I pick up a job from the FIFO — it stands for first in, first out — which is a list of jobs that need to be done. I pick a job and start working on it. If I need help, I'll ask my co-worker Mark for help; he's really experienced. I do that for the whole time I'm there. I usually work on a manual mill. The jobs include ones in fabrication — grinding, smashing, bending. I also do milling and drilling jobs.

On Tuesdays, a buyer of a plane comes in and you take them through making parts for the plane. Those are my favorite days because the buyers share their stories and they're pretty interesting. (Editor's note: These buyers are building their own planes through a kit CubCrafters offers. They have an option to work with the company's production staff, including Mackey, to fabricate some of the plane parts.)

What's one thing you've learned?

I learned a lot about patience. Last week, I had to mill down 200 rivets in a row. It took me the whole day. It would have been way harder at the beginning of the apprenticeship to do that same job. Now I know I can get through it after completing other jobs that took a long time. Before, it seemed like I could only keep my attention on a job for so long. Now, I have a different attitude toward doing those longer jobs.

How has this apprenticeship shaped your future career plans?

It's given me a feel of what I'm going to do as a mechanical engineer. I see the blueprints all the time. Also, I see a lot of the frustrations that machinists have with mechanical engineers. Last week, for some reason, the engineers wanted us to make a pin out of a bolt. You could just order a pin instead of making us convert the bolt into a pin. But I understand the engineers have their reasons for making that request.

What's a challenge you had to overcome?

I wasn't good asking for help. I thought I could do everything on my own. On my third week, I didn't ask for help on a job and it took me all day. About a month ago I did the same job and I said "Oh my gosh, this is super hard." My co-worker said, "What are you worried about?" It took me a half-hour because I asked him for help. I thought, "Why didn't I do this before?"

What did you do with the money you earned?

I saved it for college. I spent like maybe a tenth of my pay on bike parts

Osborne Rogers

Rogers, 18, has worked about 800 hours at Triumph Actuation Systems' machine shop. Rogers hopes to continue at Triumph and eventually get a job with a manufacturer in Western Washington.

What's a typical day like?

I clock in, I see my supervisor and he'll give me whatever task he'll want me to do for that day. I have a trainer who is able to give me advice if I don't know how to do something.

My supervisor will usually have me run a lathe (a machine that can perform various operations, such as cutting, sanding and drilling). I use the machine to do a task like polishing ramp angles, which is the angle that is cut at the end of a metal cylinder. There will be tool lines I have to get out. I then polish it so it has a shiny finish.

What lessons have you learned during your apprenticeship?

I've learned that you don't always know everything. There are things we haven't been taught in the machining class (at West Valley High School) because it isn't included in the curriculum. There are times where there is a task I do at Triumph and halfway through I realize I don't know what the next step is, so I'll have to go and ask my trainer.

The trainer is an employee who is assigned as my mentor in running the lathe because he's run a lathe for 15 years. Almost everything I know how to do there, he's shown me how to do it or helped me through it so I could figure it out on my own.

What did you find surprising about your experience?

I didn't expect how nice the employees were going to be. I thought, it's a machine shop with older guys who wouldn't want younger guys because they're going to steal their jobs.

How did the apprenticeship compare with your expectations?

I didn't expect that they would give me as much training as they did. One skill I was learning was deburr, when you take the sharp edges off things that have been cut. The first day I came, they assigned me a deburr trainer who walked me through the task.

What have you learned about the company?

I learned that they make landing actuators, which pops out when you're about to land. You don't really see them in action unless you're under the airplane that is landing. It's cool to know that I'm making parts for an airplane.

From the supervisors

The youth apprenticeship process is not only new to the students, but the three employers who hired them as well. Supervisors from Pexco Aerospace, CubCrafters and Triumph Actuation Systems share their thoughts.

Steven Meiser, machine shop supervisor, Pexco Aerospace

• On why youth apprenticeship is valuable: "This is a stepping stone. You're not going to leave here being a journeyman machinist, but this is the first step to being one."

• What apprentice Brad Ethier is bringing to the job now and the benefit of his job experience: "He's helping out and making parts. It relieves the workload of the other guys. In the long run, he'll have a better idea of what's going on and what to expect."

Robert Detloff, fabrication plant manager, CubCrafters

• On why youth apprenticeship is valuable: "The younger the mind, the more adept the mind is in soaking up new information, new concepts and new practices. We need to give these opportunities at the youngest age possible."

• On how apprentice Trevor Mackey benefits from the experience: "He wants to be an engineer. His quality of engineering work is going to be orders of magnitude better because he spent time building the things other people designed. When he designs things, he'll know to design them in ways that will be effective for manufacturers."

Zack Chouinard, shop floor supervisor, Triumph Actuation Systems

• The value of youth apprenticeship: "There seems to be a shortage of skilled or qualified applicants. This is a good way to introduce these younger students to the industry. This is an option that can keep them from working at less-than-desired jobs."

• On apprentice Osborne Rogers' progress: "He seems to be developing his skills well. He's at the point now where he pretty much comes in and works on his own."

Interviews are underway for the next class of youth apprentices, said Christopher Nesmith, career and technical education director for the West Valley School District.

Nesmith said several tweaks have been made to the program, including having the applicants interview at the hosting companies — company representatives came to West Valley High School last year — and pushing for apprentices to start working earlier — by early summer — to ensure they will complete 2,000 hours of work in a timely matter.

Five companies will be hosting one youth apprentice each, including the three that worked with the first group of apprentices. New to the program is Magic Metals and Rankin Equipment, both in Union Gap.

In the long term, Nesmith is reworking the pre-engineering class at West Valley Junior High School to ensure that future youth apprentices will have sufficient manufacturing, engineering and design skills when they are ready to be a youth apprentice in high school. Among the efforts is reworking the school's shop area to include various computer-automated machines.

Low Income Priority Hire Program

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, and
- 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."

Pizza Pop & Power Tools 2018

The Eastern Washington Apprenticeship Coordinators Council and Spokane Community College's Apprenticeship and Journeyman Training Center, hosted 199 eighth grades girls from around the Inland Northwest to participate in hands-on activities. These activities included welding, conduit bending, chop saw and nail gun operation, painting, concrete, roofing, soldering and heavy equipment operation. The girls also learned electrical safety with the lineman, and experience painting and equipment operation on simulators. Throughout the event the girls and their chaperones were introduced to the wide array of employment opportunities in the construction trades that are available to any talented and competent young women. These hands-on experiences were led by industry professionals, largely female apprentices and journey level workers.

Pizza, Pop & Power Tools debuted in Spokane in 2003 and since its inception the event has positively exposed over 4,000 young women to the construction industry and engaged them to consider the construction trades as a viable career option. As always, the event was a huge success! At the end of the day, the girls left the event with a new, fashionable Pizza, Pop & Power Tools t-shirt, a tummy full of pizza and pop (or course), and memories of a fun filled day. Event volunteers constantly heard, "I didn't know I could do that!"

The awesome group leaders who volunteer their time and spend all day with the eighth grade girls. They keep the event running smoothly and on time as well as engaging the girls in conversations about the various trades at each station.

Elmer Arter received the Bruce Brennan Memorial Award

Elmer Arter received the Bruce Brennan Memorial Award at the Washington State Labor Council Convention on July 19th. Elmer was nominated by his peers for a job well done. The award is in recognition of his leadership, commitment and dedication to the principles of apprenticeship, education and training for the people of Washington State. Elmer said "Few events in my life have made me feel as humble." Congratulations Elmer – well deserved!

Pre-Apprenticeship Programs Unite to Serve More

June 1st, 2018 marks a historic day in the world of pre-apprenticeship in the Puget Sound Region. Two organizations are coming together to create more opportunities for women and people of color to obtain family wage careers in the construction trades.

Today, Pre-Apprenticeship Construction Education (PACE), formerly a program of the Washington State Building Trades, will become a program of ANEW. With the coming retirement of the baby boomers and the growth in construction locally, the need for pre-apprenticeship programs is increasing. This merger will increase the capacity of both programs to serve more individuals.

ANEW has been providing the Trades Rotation Program (TRP) since 1980. PACE was created in 2016 by the Washington State Building Trades. Both programs provide 11-weeks of training consisting of hands on, classroom, and site rotations. During the program students receive CPR/First Aid, Flagger, Forklift and OSHA 10 certification; all industry recognized credentials.

These credentials plus their work-based learning prepares them for family wage careers in the construction and transportation trades. Both programs place over 80% of their graduates in careers starting at over $20.00 per hour. The PACE program will continue services at their Magnuson Park location and ANEW will continue at their training facility in Kent.

"The merging of these two organizations will create a stronger, more efficient pre-apprenticeship training program for the region" states Karen Dove, the Executive Director of ANEW. "ANEW is gaining an extraordinary instructor and training facility and PACE is gaining the administrative efficiencies needed to operate in this market."

Between the two organizations, over 200 individuals will receive training. These individuals come from a variety of backgrounds. Both programs partner with Correctional Facilities, community-based organizations, K12 education and the industry to recruit people into the trades. With an 80% placement rate, this training investment brings back over $8M in wages annually.

**ANEW improves peoples' lives by providing quality training, employment navigation and supportive services leading to successful family wage careers. Founded in 1980, ANEW is a community-based organization that creates opportunities for women, minorities, and low-income individuals to progress in the construction and transportation industries by linking education, labor, industry and the community together.

Judges' work cut out for them at regional Insulators competition

By JIM HEDEMARK
Special to The Stand

SPOKANE — "There's a lot of me in there," said Megan Gibb, just minutes after the 25th hour of competition ended at the Insulators' 2018 Union Western Conference Master Apprentice Competition (MAC) last month. "I worked until the last minute, so I really didn't have any time to stand back and appreciate what I've accomplished."

As to being the first woman to compete in the Western Conference, Megan said she felt a little added pressure, but the camaraderie and competition was what she'll remember most about the event.

Speaking with Megan and her Apprenticeship Coordinator Dave Gamble behind his Oregon-plated truck in the parking lot outside of the MAC site, Spokane Community College Apprentice and Journeyman Training Center, felt like interviewing an Olympic Freestyle Skier and her coach just after her medal round effort. Unlike the Olympics, the competitors would wait a couple hours, not minutes, to learn who would claim the Western Conference mechanical insulators' 2018 crown.

As we spoke, the judges from the host union, Heat & Frost Insulators Local 82 in Spokane, were just steps away inside the training center scoring the work of apprentices representing nine western states (see the roster below).

The judges had their work cut out for them. Literally. Competitors had measured and cut foam under-insulation, folded and formed aluminum casing, prepped and sealed PVC piping, and much more.

But as the line goes in the movie, *Highlander*: "There can be only one." The 2018 Western Conference Master Apprentice Competition Champion is **Andrew Kuykendall** of Local 135 Las Vegas, Nevada.

"Every one of the projects would be considered 'highly sell-able' in our industry," said Andrew Richman, Apprentice Instructor for Local 82. "One longtime coordinator told me that this first competition held in Spokane was the first time that all competing apprentices completed their projects, included the first female competitor, and was the toughest assignment for the judges to date."

Mechanical Insulators, like most unions in the building trades, are a big brotherhood with a growing sisterhood. There are also many dads and granddads in the family. Perhaps especially in the Insulators' Union, sons and grandsons take up the trade, often working within the same companies, for each other's businesses and as members of the same union. This has been key to the continuation of the profession throughout its history.

Another factor contributing to growth in the Insulators industry is the focus on green projects. One coordinator became rather animated when talking about unfortunate decisions on some projects that cut insulation work as the time runs out and budgets run short. To paraphrase, "For all today's talk about smart grids, smart cars, and smart buildings; 'pennywise and pound foolish' needs to become a thing of the past. What we really insulate in is savings and safety. What we insulate out is long-term cost to our fellow taxpayers."

The competition attendees said that Insulators are the best kept secret profession in the building trades. Their work is, well, often insulated from the public's eye on any given project. The skills have been quietly passed down between generations for centuries.

"Most people think we work with the pink stuff behind the wall," was a common refrain at the competition. "Be sure to emphasize 'mechanical insulator' when you write about us."

Observing the competition from both the training room where the competition took place as well as from the coordinators' conference room, it became clear that the competing apprentices were too busy completing their projects to take notice that soon enough, they will be sitting in the coordinators' chairs, planning for and protecting the next generation of Insulator Apprentices.I find a lot of inspiration in the past, present and future of union mechanical insulation. The secret of their critical work, proud tradition, and bright future is not safe with me.

On September 7th, 2018 ANEW's 101st Cohort graduated 12 young adults, 18-24 years in age and they will started their journey in entering the construction workforce. Over the 11 weeks the graduates have gained competitive skills needed to enter the construction industry and they have developed the soft skills needed to be successful.

The graduates are looking to enter Carpenters, Electricians, Seattle City Light, Plasters and Cement Masons.

ANEW's last female class of 2018 started on Monday, September 17th with 18 women.

ANEW along with NABTU is hosting the Women Build Nations conference here in Seattle, Friday October 12th through Monday the 15th. For more information please visit the website at https://womenbuildnations.org/

Seattle's Apprenti seeks to take its tech apprenticeship program nationwide

Shawn Farrow had been trying to get a full-time job in the tech industry since getting his associate's degree in computer science from a Seattle-area community college in 2013. He was attending a coding bootcamp in 2016 to brush up on his skills when he heard a tech apprenticeship program called Apprenti was launching in the area. He was immediately excited about the prospect of getting a guaranteed role at a tech company, even if it was only a year-long audition.

"I went to school multiple times, and each time that was the outcome I was looking for … to start my career … and Apprenti does that," Farrow told VentureBeat. Farrow completed his apprenticeship with Seattle legal tech company Avvo in September and now works for them full-time as a software engineer.

Though apprenticeships have been utilized by blue collar industries for years, they have gained a new level of prominence among white collar industries in the U.S. as the cost of higher education reaches historic highs. Apprenticeships could fill a much-needed gap in the tech industry, in particular, where companies complain of a skills gap but not everyone can afford a four-year computer science degree.

Apprenti, now two years old, is one of the more notable of these programs, having received funding from the U.S. Department of Labor and Washington State, J.P. Morgan Chase, and Accenture. Additionally, two of the largest tech companies on the market — Microsoft and Amazon — have taken some Apprenti apprentices under their wing.

But before such apprenticeships can become standard in the tech industry, programs like Apprenti will have to prove that they can scale nationwide — and that they can sufficiently prepare entry-level talent for the work they will be expected to do.

Apprenti launched its first cohort in Seattle early last year. Now it's training more than 300 apprentices in six locations — Herndon, Virginia; Hermiston Oregon; Dallas; Atlanta; Chicago; and Seattle — for vocations such as software developer, cloud support specialist, and datacenter technician.

Interested students apply online and complete an assessment with about 115 questions measuring their critical thinking, logic, and math skills. If they get above a certain composite score (the number varies depending on the market) they are brought in for interviews with the hiring companies, depending on job availability.

Once an apprentice is hired, they go through roughly 20 weeks of classroom training in the skills needed for that job. The training is currently provided to apprentices at no cost. Apprenti works with third-party training providers, including Code Dojo, Microsoft, Cisco, and Northeastern University, to develop a curriculum and train the students, who then complete a one-year apprenticeship. Apprenti says that the median salary for apprentices across all markets and jobs is $51,000 plus benefits.

Early adopters testers the waters

So far, Apprenti has graduated 12 students, and about 10 have been retained by the company they've apprenticed for. Those who have been retained now bring in a median salary of $88,000 — compared to about $29,000 before they started the program. Apprenti has also shown promise when it comes to creating a diverse pipeline of talent: 81 percent of apprentices who have come through the program so far are women, underserved or underrepresented persons of color, and/or military veterans.

But no matter what retention statistics a program has, signing on to be an apprentice can still be a nerve-wracking commitment. Apprentices dedicate a year of their life to learning the ins and outs of one company's systems in the hopes that they'll be hired for a full-time job afterward — if not, it's back to the drawing board.

Apprenti executive director Jennifer Carlson acknowledged that this dynamic can be challenging.

"They're not an intern, but yet they are kind of in a one-year period of an audition for that job," Carlson told VentureBeat in a phone interview. "So the apprentice has got both the pressure to perform but is also trying to fit in culturally to the organization."

"In the end, there's no guarantee that when your year is up that they're going to convert you into a full-time employee — it's kind of like self-advocation, where you have to try to get an interview," David Broxton, an apprentice for Microsoft, told VentureBeat. "I think that's weighing on a lot of us most of the time."

Broxton, who is nine months into his apprenticeship, added that another point of confusion for the apprentices was whether Microsoft would give them the same interview as a typical entry-

level engineering or developer candidate. There's a fear that these interviews could cover topics that apprentices didn't learn in their classroom and on-the-job training.

Carlson said Apprenti has found that mentorship is the key to making these positions actually feel like apprenticeships, rather than internships. She said that the most successful hiring companies have at least three other people doing the same work as the apprentice so that they can learn from multiple people within the organization.

Avvo engineering director Hunter Davis said that working with apprentices has inspired the company to change how it works with all of its entry-level talent. Now every new hire at Avvo is paired with a mentor.

"I think it improves the quality of life for our employees. They feel more supported. They are never alone; they are never stuck or ratholing," Davis told VentureBeat in a phone interview.

Looking for employer buy-in

Apprenti plans to ramp up affiliate programs in Baton Rouge, Louisiana, and Nashville by the end of the year and will likely launch three more programs in the first quarter of 2019, according to a spokesperson.

Robert Lerman, an economist at the Urban Institute, told VentureBeat that there are still a few challenges in getting apprenticeships to scale among more industries in the U.S. First is the need for industry-standard frameworks for successful apprenticeship and the skills an individual needs to gain to show that they've achieved competency. Second, apprenticeship programs need people who can pitch companies on the benefits they offer.

"Most companies don't really know about apprenticeship, [and] they might find it very cumbersome to start such a program … and [worry] that it's a big lift to change policies of recruitment and retention," Lerman said.

Carlson emphasized that Apprenti's ability to expand to new markets really depends on where they see interest from employers, underscoring the idea that having apprenticeships replace four-year-colleges in the near future is not likely a reality.

"We're not unfortunately in [a position[— at least in the tech sector — where 'If you build it, they will come.' This is an employer-driven model, and absent having two or three companies in a market that can drive consumption and help show the value proposition of the talent in the backyard to other companies that are located there — that's really where that has to start," Carlson said.

Upcoming Events

November 2018

November 08, 2018

National Apprenticeship Celebration 2018

Time: 3:00 p.m. to 7:00 p.m.

Location: Sno-Isle Skill Center

9001 Airport Rd.

Everett, WA 98204

For More Information Contact: Jeff Dunleavy at 425-258-6326, email: jdunleavy@esd.wa.gov

December 2018

December 4 & 5, 2018

Pacific Northwest Apprenticeship Education Conference 2018

December 4th – 7:30 a.m. to 6:00 p.m.

December 5th – 7:30 a.m. to 6:00 p.m.

Location: Tacoma Convention Center in Tacoma, WA

For more information (https://www.pnwaec.com/home)

January 2019

January 17, 2018

Washington State Apprenticeship and Training Council Quarterly Meeting

Time: 9 a.m.

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 or go to our Agenda/Minutes page.

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