

Teri Gardner 8-31-22



**APPRENTICESHIP PROGRAM STANDARDS
adopted by**

LIFEPORT MACHINIST APPRENTICESHIP

(sponsor name)

Occupational Objective(s):

**COMPUTER NUMERICALLY CONTROLLED
MACHINIST (CNC MACHINIST)**

SOC#

51-4041.00

Term [WAC 296-05-015]

8000 HOURS



APPROVED BY

**Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Fraud Prevention and Labor Standards
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530**

APPROVAL:

Provisional Registration

Standards Last Amended

Permanent Registration

By: _____
Chair of Council

By: _____
Secretary of Council

LIFEPORT MACHINIST APPRENTICESHIP

INTRODUCTION

This document is an apprenticeship program standard. Apprenticeship program standards govern how an apprenticeship works and have specific requirements. This document will explain the requirements.

The director of the Department of Labor and Industries (L&I) appoints the Washington State Apprenticeship and Training Council (WSATC) to regulate apprenticeship program standards. The director appoints and deputizes an assistant director to be known as the supervisor of apprenticeship who oversees administrative functions through the apprenticeship section at the department.

The WSATC is the sole regulatory body for apprenticeship standards in Washington. It approves, administers, and enforces apprenticeship standards, and recognizes apprentices when either registered with L&I's apprenticeship section, or under the terms and conditions of a reciprocal agreement. WSATC also must approve any changes to apprenticeship program standards.

Apprenticeship programs have sponsors. A sponsor operates an apprenticeship program and declares their purpose and policy herein to establish an organized system of registered apprenticeship education and training. The sponsor recognizes WSATC authority to regulate and will submit a revision request to the WSATC when making changes to an apprenticeship program standard.

Apprenticeships are governed by federal law (29 U.S.C 50), federal regulations (29 CFR Part 29 & 30), state law (49.04 RCW) and administrative rules (WAC 296-05). These standards conform to all of the above and are read together with federal and state laws and rules

Standards are changed with WSATC approval. Changes are binding on apprentices, sponsors, training agents, and anyone else working under an agreement governed by the standards. Sponsors may have to maintain additional information as supplemental to these standards. When a standard is changed, sponsors are required to notify apprentices and training agents. If changes in federal or state law make any part of these standards illegal, the remaining parts are still valid and remain in force. Only the part made illegal by changes in law is invalid. L&I and the WSATC may cooperate to make corrections to the standards if necessary to administer the standards.

Sections of these standards identified as bold "insert text" fields are specific to the individual program standards and may be modified by a sponsor submitting a revised standard for approval by the WSATC. All other sections of these standards are boilerplate and may only be modified by the WSATC. See WAC 296-05-003 for the definitions necessary for use with these standards.

Sponsor Introductory Statement (Required):

LifePort is a growing premier Original Equipment Manufacturer (OEM) for both aftermarket and production line Mission Equipment. We support military and commercial customers designing,

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manufacturing and certifying customization interior solutions for all ranges of fixed and rotor wing aircraft. Through this program apprentices can learn a skilled trade through a combination of on-the-job training and post-secondary education that will offer a valued long-term benefit for the worker and employer.

I. GEOGRAPHIC AREA COVERED:

The sponsor must train inside the area covered by these standards. If the sponsor wants to train outside the area covered by these standards, the sponsor must enter a portability agreement with a sponsor outside the area, and provide evidence of such an agreement for compliance purposes. Portability agreements permit training agents to use apprentices outside the area covered by the standards. Portability agreements are governed by WAC 296-05-009.

The area covered by these standards is the LifePort facility located at 1610 Heritage St. Woodland, WA 98674 in Cowlitz County, WA.

II. MINIMUM QUALIFICATIONS:

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner [WAC 296-05-015(17)].

- Age: **Minimum of 18 years of age.**
- Education: **Applicant shall be a high school graduate or equivalent and provide proof of educational attainment through such means as diploma, transcripts, or official GED or High School Equivalency test results.**
- Physical: **Must be able to perform the physical requirements of the occupation with or without reasonable accommodation and without endangering the safety or health of co-workers.**
- Testing: **None**
- Other: **Applicants shall submit proof of the education and age qualifications to a Program Administrator before their application will be considered complete.**

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*Teri Gardner 9-8-22***III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:**

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedure (chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex (including pregnancy and gender identity), sexual orientation, color, religion, national origin, age, genetic information, disability or as otherwise specified by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations.

A. Selection Procedures:

Exempt per WAC 296-05-405(1)(a) for sponsors with fewer than five apprentices.

B. Equal Employment Opportunity Plan:

Exempt per WAC 296-05-405(1)(a) for sponsors with fewer than five apprentices.

C. Discrimination Complaints:

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint with the supervisor of apprenticeship (WAC 296-05-443).

IV. TERM OF APPRENTICESHIP:

The term of apprenticeship for an individual apprentice may be measured through the completion of the industry standard for on-the-job learning (at least two thousand hours) (time-based approach), the attainment of competency (competency-based approach), or a blend of the time-based and competency-based approaches (hybrid approach) [WAC 296-05-015].

8000 hours of reasonably continuous employment.

V. INITIAL PROBATIONARY PERIOD:

An initial probationary period applies to all apprentices, unless the apprentice has transferred from another program. During an initial probationary period, an apprentice can be discharged without appeal rights. An initial probationary period is stated in hours or competency steps

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of employment. The initial probationary period is not reduced by advanced credit or standing. During an initial probationary period, apprentices receive full credit for hours and competency steps toward completion of their apprenticeship. Transferred apprentices are not subject to additional initial probationary periods [WAC 296-05-003].

The initial probationary period is [WAC 296-05-015(22)]:

- A. the period following the apprentice's registration into the program. An initial probationary period must not be longer than twenty percent of the term of the entire apprenticeship, or longer than a year from the date the apprenticeship is registered. The WSATC can grant exemptions for longer initial probationary periods if required by law.
- B. the period in which the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The sponsor or the apprentice may terminate the agreement without a hearing or stated cause. An appeal process is not available to apprentices in their initial probationary period.

No more than 1000 hours of employment.

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS

Supervision is the necessary education, assistance, and control provided by a journey-level employee on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. Sponsors ensure apprentices are supervised by competent, qualified journey-level employees. Journey level-employees are responsible for the work apprentices perform, in order to promote the safety, health, and education of the apprentice.

- A. The journey-level employee must be of the same apprenticeable occupation as the apprentice they are supervising unless otherwise allowed by the Revised Code of Washington (RCW) or the Washington Administrative Code (WAC) and approved by the WSATC.
- B. The numeric ratio of apprentices to journey-level employees may not exceed one apprentice per journey-level worker [WAC 296-05-015(5)].
- C. Apprentices will work the same hours as journey-level workers, except when such hours may interfere with related/supplemental instruction.
- D. Any variance to the rules and/or policies stated in this section must be approved by the WSATC.
- E. The ratio must be described in a specific and clear manner, as to the application in terms of job site, work group, department or plant:

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The ratio shall be no more than (1) apprentice to (1) journey-level worker in the plant.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

- A. Apprentices must be paid at least Washington’s minimum wage, unless a local ordinance or a collective bargaining agreement require a higher wage. Apprentices must be paid according to a progressively increasing wage scale. The wage scale for apprentices is based on the specified journey-level wage for their occupation. Wage increases are based on hours worked or competencies attained. The sponsor determines wage increases. Sponsors must submit the journey-level wage at least annually or whenever changed to the department as an addendum to these standards. Journey-level wage reports may be submitted on a form provided by the department. Apprentices and others should contact the sponsor or the Department for the most recent Journey-level wage rate.
- B. Sponsors can grant advanced standing, and grant a wage increase, when apprentices demonstrate abilities and mastery of their occupation. When advanced standing is granted, the sponsor notifies the employer/training agent of the wage increase the apprenticeship program standard requires.
- C. Wage Progression Schedules

Step	Hour Range or competency step	Percentage of journey-level wage rate*
1	0000-1000 hours	60%
2	1001-2000 hours	65%
3	2001-3000 hours	70%
4	3001-4000 hours	75%
5	4001-5000 hours	80%
6	5001-6000 hours	85%
7	6001-7000 hours	90%
8	7001-8000 hours	95%

VIII. WORK PROCESSES:

The apprentice shall receive on the job instruction and work experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these standards. The following is a condensed schedule of work experience,

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which every apprentice shall follow as closely as conditions will permit. The following work process descriptions pertain to the occupation being defined.

<u>A. CNC Machinist</u>	<u>Approximate Hours</u>
1. Perform precision measurements and inspection, including Geometric Dimensioning and Tolerancing, using drawings and cutting tools when applicable.....	500
a. Lay out and verify dimensions of parts, using precision measuring and marking instruments and knowledge of general mathematics and trigonometry.	
b. Measure, examine and test products to ensure conformance to specifications.	
c. Confer with engineering, supervisory and/or manufacturing personnel to exchange technical information.	
2. Milling, Including Manual and/or CNC Controlled.....	2050
a. Select, align and secure holding fixtures, cutting tools, attachments, accessories and materials onto machine tool.	
b. Design, fabricate, and install fixtures, tooling and experimental parts to meet special engineering and production needs.	
c. Calculate and set controls to regulate machining, or enter commands to retrieve, input or edit computerized machine control media.	
d. Safely operate and adjust tool and work offsets to produce quality product efficiently and economically.	
e. Clean, lubricate and maintain tools and equipment to remove grease, rust debris and foreign matter.	
3. Drilling, Including Manual and/or CNC Controlled.....	700
a. Select, align and secure holding fixtures, cutting tools, attachments, accessories and materials onto machine tool.	
b. Design, fabricate, and install fixtures, tooling and experimental parts to meet special engineering and production needs.	
c. Calculate and set controls to regulate machining, or enter commands to retrieve, input or edit computerized machine control media.	
d. Safely operate and adjust the machine tool to produce quality product efficiently and economically.	
e. Clean, lubricate and maintain tools and equipment to remove grease, rust, debris and foreign matter.	
4. Turning Including Manual and/or CNC Controlled.....	2050
a. Select, align and secure holdings fixtures, cutting tools, attachments, accessories and materials onto machine tool.	

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- b. Design, fabricate, and install fixtures, tooling and experimental parts to meet special engineering and production needs.
 - c. Calculate and set controls to regulate machining, or enter commands to retrieve, input or edit computerized machine control media.
 - d. Safely operate and adjust tool and work offsets to produce quality product efficiently and economically.
 - e. Clean, lubricate and maintain tools and equipment to remove grease, rust, debris and foreign matter.
5. Cut-off, Including Manual and/or CNC Controlled.....1000
- a. Select, align and secure holding fixtures, cutting tools, attachments, accessories and materials onto machine tool.
 - b. Design, fabricate, and install fixtures, tooling and experimental parts to meet special engineering and production needs.
 - c. Calculate and set controls to regulate machining, or enter commands to retrieve, input or edit computerized machine control media.
 - d. Safely operate and adjust the machine tools to produce quality product efficiently and economically.
 - e. Clean and lubricate and maintain tools and equipment to remove grease, rust, debris and foreign matter.
6. Materials and Metallurgy.....200
- a. Select and examine materials to ensure product conformance to specifications.
 - b. Measure and examine product to detect defects and ensure conformance to specifications.
 - c. Operate brazing, heat-treating and welding equipment to cut, solder and braze metals.
7. Bench Work/Layout.....1000
- a. Assemble parts into completed units using jigs, fixtures, and hand and power tools.
 - b. Fabricate, assemble and modify tooling, such as jigs, fixtures, templates, molds or dies to produce parts and assemblies to specification.
 - c. Dismantle equipment using hand and power tools to examine parts for defect or to remove defective parts.
 - d. Cut and shape sheet metals, and form and bend metals to specified shapes.
 - e. Confer with engineering, supervisory and manufacturing personnel to exchange technical information.
 - f. Design fixtures, tooling and experimental parts to meet special engineering/production needs.
 - g. Evaluate procedures and recommend changes or modifications for efficiency and adaptability to setup and produce high quality products.

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8. Specialty Skills.....500

- Grinding
- Honing
- Jigs and Fixtures
- Computer-Aided Design (CAD)/Computer-Aided Manufacturing (CAM)
- CNC programming and planning
- Indexing/rotary devices
- Broaching and/or keyseating
- Deburring

Total Hours: 8000 hours

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

The apprentice must attend related/supplemental instruction (RSI). Time spent in RSI shall not be considered as hours of work and the apprentice is not required to be paid.

RSI must be provided in safe and healthy conditions as required by the Washington Industrial Safety and Health Act and applicable federal and state regulations.

Hours spent in RSI are reported to L&I each quarter. Reports must show which hours are unpaid and supervised by a competent instructor versus all other hours (paid and/or unsupervised) for industrial insurance purposes.

For purposes of coverage under the Industrial Insurance Act, the WSATC is an employer and the apprentice is an employee when an unpaid, supervised apprentice is injured while under the direction of a competent instructor and participating in RSI activities.

If apprentices do not attend required RSI, they may be subject to disciplinary action by the sponsor.

A. The methods of related/supplemental training must be indicated below (check those that apply):

- Supervised field trips
- Sponsor approved training seminars (specify)
- Sponsor approved online or distance learning courses (specify)
- State Community/Technical college: **Lower Columbia College**

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- Private Technical/Vocational college
- Sponsor Provided (lab/classroom)
- Other (specify):

B. **(176)** Minimum RSI hours per year defined per the following [see WAC 296-05-015(6)]:

- Twelve-month period from date of registration.*
- Defined twelve-month school year: **(September)** through **(June)**.
- Two-thousand hours of on the job training.

**If no selection is indicated above, the WSATC will define RSI hours per twelve-month period from date of registration.*

C. Additional Information:

1. RSI Hours per year:

Year 1 = 176 Hours

Year 2 = 198 Hours

Year 3 = 176 Hours

Year 4 = 209 Hours

Total = 759 Hours

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

A. Administrative Procedures:

The sponsor may include in this section a summary and explanation of administrative actions performed at the request or on the behalf of the apprentice. Such actions may include but are not limited to:

1. Voluntary Suspension: A temporary interruption in progress of an individual's apprenticeship agreement at the request of the apprentice and granted by the sponsor. The program sponsor shall review apprentices in suspended status at least once each year to determine if the suspension is still appropriate.
2. Advanced Standing or Credit: The sponsor may provide for advanced standing or credit for demonstrated competency, acquired experience, training or education in or related to the occupation. All sponsors need to ensure a fair and equitable process is applied to all apprentices seeking advanced standing or credit per WAC 296-05-015(11).
3. Sponsor Procedures:

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a. Apprentice performance reviews will be at least every 6 months for progress alignment. Reviews will be completed by a Plant Program Administrator. Apprentices will be reviewed based on the following criteria:

- 1) Safety**
- 2) Speed and accuracy of work for the expected level of apprenticeship.**
- 3) Attendance**
- 4) Attitude, teamwork and compliance to company policies.**

b. Apprentice shall have no less than 85% attendance in RSI for each 6-month period excluding extenuating circumstances as determined by the Sponsor.

c. It is the responsibility of the apprentice to have reliable transportation to attend class and scheduled labs.

d. Requirements for advancement are:

- 1) Minimum 85% attendance in RSI for the previous 6-month period.**
- 2) Minimum 70% average grade for classes and labs.**
- 3) Satisfactory apprentice performance review results.**

e. Apprentices will be provided with Personal Protective Equipment.

B. Disciplinary Procedures

1. The obligations of the sponsor when taking disciplinary action are as follows:
 - a. The sponsor shall be responsible for enacting reasonable policies and procedures and applying them consistently. The sponsor will inform all apprentices of their rights and responsibilities per these standards.
 - b. The sponsor shall notify the apprentice of intent to take disciplinary action and reasons therefore 20 calendar days prior to taking such action. The reason(s) supporting the sponsor's proposed action(s) must be sent in writing to the apprentice.
 - c. The sponsor must clearly identify the potential outcomes of disciplinary action, which may include but are not limited to discipline, suspension or cancellation of the apprenticeship agreement.
 - d. The decision/action of the sponsor will become effective immediately.
2. The sponsor may include in this section requirements and expectations of the apprentices and an explanation of disciplinary actions imposed for noncompliance. The sponsor has the following disciplinary procedures to adopt:

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- a. Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is complete.
 - b. Disciplinary Suspension: A temporary interruption in the progress of an individual's apprenticeship agreement. Conditions will include not being allowed to participate in On-the-Job Training (OJT), go to Related Supplemental Instruction (RSI) classes or take part in any activity related to the Apprenticeship Program until such time as the sponsor takes further action. The program sponsor shall review apprentices in such status at least once each year.
 - c. Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. [WAC 296-05-003].
3. Sponsor Disciplinary Procedures:
- a. **Failure to maintain employment with LifePort shall result in cancellation of the apprenticeship agreement.**
 - b. **Failure to meet requirements for advancement may result in disciplinary action up to and including cancellation of the apprenticeship agreement.**
- C. Apprentice Complaint Procedures:
1. The apprentice must complete his/her initial probationary period in order to be eligible to file a complaint (WAC 296-05-105).
 2. Complaints involving matters covered by a collective bargaining agreement are not subject to the complaint procedures in this section.
 3. Complaints regarding non-disciplinary matters must be filed with the program sponsor within 30 calendar days from the date of the last occurrence. Complaints must be in writing.
 4. If the apprentice disagrees with the resolution of the complaint or wishes to contest the outcome of a disciplinary action by the program sponsor, the apprentice must file a written request for reconsideration with the program sponsor within 30 calendar days from the date the apprentice received written notice of action by the program sponsor.
 5. The program sponsor must reply, in writing, to the request for reconsideration within 30 calendar days from the date the program sponsor receives the request. The

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program sponsor must send a copy of the written reply to the apprentice within the 30 calendar days.

6. If the apprentice disagrees with the program sponsor's decision, the apprentice may file an appeal with the Apprenticeship Program, (WAC 296-05-105). If the apprentice does not timely file an appeal, the decision of the program sponsor is final after 30 calendar days from the date the program sponsor mails the decision to the apprentice. See section "D" below.

D. Apprentice Complaint Review/Appeals Procedures:

1. If the apprentice disagrees with the program sponsor's decision, the apprentice must submit a written appeal to L&I's apprenticeship section within 30 calendar days from the date the decision is mailed by the program sponsor. Appeals must describe the subject matter in detail and include a copy of the program sponsor's decision.
2. The L&I apprenticeship section will complete its investigation within 30 business days from the date the appeal is received and attempt to resolve the matter.
3. If the Apprenticeship section is unable to resolve the matter within 30 business days, the Apprenticeship section issues a written decision resolving the appeal.
4. If the apprentice or sponsor is dissatisfied with L&I's decision, either party may request the WSATC review the decision. Requests for review to the WSATC must be in writing. Requests for review must be filed within 30 calendar days from the date the decision is mailed to the parties.
5. The WSATC will conduct an informal hearing to consider the request for review.
6. The WSATC will issue a written decision resolving the request for review. All parties will receive a copy of the WSATC's written decision.

XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE

The following is an overview of the requirements associated with administering an apprenticeship program. These provisions are to be used with the corresponding RCW and/or WAC. The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. The sponsor may assign an administrator or a committee to be responsible for day-to-day operations of the apprenticeship program. Administrators and/or committee members must be knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards. If applicable, sponsors must develop procedures for:

- A. Committee Operations (WAC 296-05-009): (Not applicable for Plant Programs)

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Apprenticeship committees must be composed of an equal number of management and non-management representatives from a minimum of four to a maximum of twelve members. Committees must convene meetings at least three times per year attended by a quorum of committee members as defined in these approved standards.

B. Program Operations

The sponsor will record and maintain records pertaining to the administration of the apprenticeship program and make them available to the WSATC or Department upon request. Records required by WAC 296-05-100 will be maintained for five (5) years; all other records will be maintained for three (3) years. Apprenticeship sponsors will submit required forms/reports to the Department of Labor and Industries through one of the two prescribed methods below:

Sponsors shall submit required forms/reports through assigned state apprenticeship consultant.

Or;

Sponsors shall submit required forms/reports through the Apprentice Registration and Tracking System (ARTS), accessed through Secure Access Washington (SAW).

Paper forms as well as ARTS external access forms are available from the sponsor's assigned apprenticeship consultant or online at:

<http://www.lni.wa.gov/TradesLicensing/Apprenticeship/FormPub/default.asp>.

1. The following is a listing of forms/reports for the administration of apprenticeship programs and the time-frames in which they must be submitted:
 - a. Apprenticeship Agreements – within first 30 days of employment
 - b. Authorization of Signature forms - as necessary
 - c. Approved Training Agent Agreements– within 30 days of sponsor action
 - d. Minutes of Apprenticeship Committee Meetings – within 30 days of sponsor approval (not required for Plant program)
 - e. Request for Change of Status - Apprenticeship/Training Agreement and Training Agents forms – within 30 days of action by sponsor.
 - f. Journey Level Wage Rate – annually, or whenever changed as an addendum to section VII. Apprentice Wages and Wage Progression.
 - g. Related Supplemental Instruction (RSI) Hours Reports (Quarterly):
 - 1st quarter: January through March, due by April 10
 - 2nd quarter: April through June, due by July 10
 - 3rd quarter: July through September, due by October 10
 - 4th quarter: October through December, due by January 10
 - h. On-the-Job Work Hours Reports (bi-annual)
 - 1st half: January through June, by July 30
 - 2nd half: July through December, by January 31

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2. The program sponsor will adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these standards. Requests for revision to these standards of apprenticeship must be submitted 45 calendar days prior to a quarterly WSATC meeting. The Department of Labor and Industries, Apprenticeship Section's manager may administratively approve requests for revisions in the following areas of the standards:
 - a. Program name
 - b. Sponsor's introductory statement
 - c. Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
 - d. Section VII: Apprentice Wages and Wage Progression
 - e. Section IX: Related/Supplemental Instruction
 - f. Section XI: Sponsor – Responsibilities and Governing Structure
 - g. Section XII: Subcommittees
 - h. Section XIII: Training Director/Coordinator
3. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for RSI. Furthermore, the sponsor will ensure each instructor has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide instruction.

C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement with the Department before the apprentice attends RSI classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by the Department.
2. The sponsor must notify the Department within 30 days of all requests for disposition or modification to apprentice agreements, which may include:
 - a) Certificate of completion
 - b) Additional credit
 - c) Suspension (i.e. military service or other)
 - d) Reinstatement
 - e) Cancellation
 - f) Corrections
 - g) Step Upgrades
 - h) Probation Completion date
 - i) Other (i.e., name changes, address)
 - j) Training Agent Cancellation
3. The sponsor commits to rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.

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4. The sponsor shall periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.
5. The sponsor has the obligation and responsibility to provide, insofar as possible, reasonably continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another or to another program when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in these standards. The new training agent will assume all the terms and conditions of these standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.
6. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor written requested document/s for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
7. The sponsor shall hear and decide all complaints of violations of apprenticeship agreements.
8. Upon successful completion of apprenticeship, as provided in these standards, and passing the examination that the sponsor may require, the sponsor will recommend the WSATC award a Certificate of Completion of Apprenticeship. The sponsor will make an official presentation to the apprentice who has successfully completed his/her term of apprenticeship.

D. Training Agent Management:

1. The sponsor shall offer training opportunities for apprentices by ensuring reasonable and equal working and training conditions are applied uniformly to all apprentices. The sponsor shall provide training at an equivalent cost to that paid by other employers and apprentices participating in the program. The sponsor shall not require an employer to sign a collective bargaining agreement as a condition of participation.
2. The sponsor must determine whether an employer can adequately furnish proper on the job training to an apprentice in accordance with these standards. The sponsor must also require any employer requesting approved training status to complete an approved training agent agreement and to comply with all federal and state apprenticeship laws, and these standards.

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XII. SUBCOMMITTEE:

Subcommittee(s) approved by the Department, represented equally from management and non-management, may also be established under these standards, and are subject to the main committee. All actions of the subcommittee(s) must be reviewed by the main committee. Subcommittees authorized to upgrade apprentices and/or conduct disciplinary actions must be structured according to the same requirements for main committees.

N/A

XIII. TRAINING DIRECTOR/COORDINATOR:

The sponsor may employ a person(s) as a full or part-time training coordinator(s)/ training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

**Jim Wilbur
1610 Heritage St.
Woodland, WA 98674**

For L&I Staff Use Only

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L&I Apprenticeship Consultant

Teri Gardner 8-31-22

L&I Admin

Department of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



Journey Level Wage Rate

From which apprentices' wage rates are computed

TO: Washington State Apprenticeship & Training Council

FROM: LIFEPORT MACHINIST APPRENTICESHIP

Occupation:	County(ies):	Journey Level Wage Rate:	Effective Date:
Computer Numerically Controlled Machinist (CNC Machinist)	Cowlitz	\$ 28.00	October 20, 2022
		\$	
		\$	
		\$	

Sponsors must submit the journey-level wage at least annually or whenever changed to the Department.

Form must be signed by Committee Chair and Secretary or Program's Authorized Signer

<input type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	<i>08-23-22</i>		
Print Name: Carissa Eastman	Print Name:		
Signature: <i>Carissa Eastman</i>	Signature:		

For L&I Staff Use Only	
Rec 20220830 By SP/Vanc L&I Apprenticeship Consultant	<i>Teri Gardner</i> 8-31-22 L&I Admin

Department of Labor and Industries
 Apprenticeship Section
 PO Box 44530
 Olympia WA 98504-4530



Apprenticeship Related/Supplemental Instruction (RSI) Plan Review

Program Name Lifepoint Machinist Apprenticeship	
Occupation Computer Numerically Controlled Machinist (CNC Machinist)	
Term/OJT Hours 8000 Hours	Total RSI Hours 759 Hours
Training Provider Lower Columbia College	

By the signature placed below, the **program sponsor** agrees to provide the prescribed RSI for each registered apprentice and assures that:

1. The RSI content and delivery method is and remains reasonably consistent with the latest occupational practices, improvements, and technical advances.
2. The RSI is coordinated with the on-the-job work experience.
3. The RSI is provided in safe and healthful work practices in compliances with WISHA and applicable federal and state regulations.
4. The RSI Plan is maintained, updated and submitted to the Department a minimum of once every 5 years (WSATC Policy 2015-01; rev, 10-21-21).
5. The RSI will be conducted by instructors who meet the qualification of the "competent instructor" as described in WAC 296-05-003:
 - a. Has demonstrated a satisfactory employment performance in her/her occupation for a minimum of three years beyond the customary learning period for that occupation; and
 - b. Meets the State Board for Community and Technical Colleges requirements for a professional technical instructor (see WAC 131-16-080 through -094), or be a subject matter expert, which is an individual, such as a journey worker, who is recognized within the industry as having expertise in a specific occupation; and
 - c. Has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide the related technical instruction.
6. If using alternative forms of instruction, such as correspondence, electronic media, or other self-study, instruction shall be clearly defined.

Signatures on next page

Form must be signed by Committee Chair and Secretary or Program's Authorized Signer

<input type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	8-23-22		
Print Name: Carissa Eastman		Print Name:	
Signature: <i>Carissa Eastman</i>		Signature:	

Training Provider Signature

Approved By (Print Name): Tamra Gilchrist	Title: Dean of Instruction
Signature of the Training Provider: <i>Tamra Gilchrist</i>	
Date: 07/20/22	

If additional training providers are needed, go to page 4.

SBCTC

Print Name:	Title:
Signature of the Program Administrator:	
Date:	
<input type="checkbox"/> SBCTC recommends approval	<input type="checkbox"/> SBCTC recommends return to sponsor

Program Name LifePort Machinist Apprenticeship	Occupational Objective Computer Numerically Controlled Machinist (CNC Machinist)
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Note: The description of each element must be in sufficient detail to provide adequate information for review by the SBCTC and Review Committee. To add more elements, click on the plus sign that appears below the "Description of Element/Course" field.

Describe minimum hours of study per year in terms of (check one):

- 12-month period from date of registration.
 Defined 12-month school year.
 2,000 hours of on-the-job training.

Element/Course: Math 106 Industrial Mathematics	Planned Hours: 55
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Lower Columbia College Year 1	
Description of element/course: Emphasizes basic skills in applied mathematics designed to support students entering the vocational/technical work force of tomorrow. The focus is real world problem solving that students carry to their specific careers. Although the use of math in the workplace is primary, emphasis is given to the critical and creative thinking process as students look to strengthen their use of arithmetic concepts, measurements, practical geometry, basic algebra and right angle trigonometry.	

Element/Course: HLTH 105 First Aid, CPR & Bloodborne Pathogens	Planned Hours: 11
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Lower Columbia College Year 1	
Description of element/course: Instructs students in First Aid and adult, child and infant CPR through the American Heart Association for healthcare providers including AED training. Students will receive first aid and CPR certification with completion of this course. This course will also cover blood borne pathogen training, which students will also receive certification in which the completion of the course.	

Element/Course: MASP 111 Machining for Related Occupations	Planned Hours: 110
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Lower Columbia College Year 1	
Description of element/course: This course will expose students to the three basic types of machine tools as well as general shop safety, layout, cutting tool geometry, and precision measuring. The three areas of focus will be hole operations such as drilling, reaming, and tapping, engine lathe operations such as turning, facing, and boring, and the basic operation of the vertical milling machine. Designed to introduce the beginning student to the safe operation of basic hand tools, saws, bench grinders, drill press and engine lathe. The student will use these tools to complete basic projects designed to use the equipment in a wide variety of operations to develop basic skills.	

Element/Course: ENGL 110 Industrial Communications	Planned Hours: 55
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Lower Columbia College Year 2	
Description of element/course: Develops technical, job-related writing and interpersonal communication skills. Writing includes summaries, memos, emails, letters, resumes and reports of varied length. Emphasizes the development of interpersonal communication skills through small group collaborations.	

Element/Course: BLPT 150 Machinist Blueprint Reading	Planned Hours: 55
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Lower Columbia College Year 2	
Description of element/course: Provides basic general information in reading and understanding plans and drawings that will be useful to vocational students. Focusing on line and symbol conventions used in industrial blueprints and visualization of solid objects from orthographic and isometric projections, the course leads to development of required skills for industrial design and problem solving. It also provides comprehensive information needed by persons in the machine trades for reading industrial blueprints and emphasizes specifications of materials, geometrical tolerancing, surface finishes, AWS welding symbols, and related foundry processes.	

Element/Course: MFG 105 Industrial Safety	Planned Hours: 33
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Lower Columbia College Year 2	
Description of element/course: Provides instruction on safety topics and practices specifically related to industrial work environments. Topics include an overview of OSHA/WISHA requirements, personal protective equipment, energy lock-out/tag-out procedures, material handling, electrical safety, machine guarding, hazardous materials, fire prevention, hazard identification and control, and safety inspection.	

Element/Course: MFG 115 Manufacturing Processes	Planned Hours: 55
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Lower Columbia College Year 2	
Description of element/course: A compressive study of the processing of materials, industry standards, and the manufacturing techniques that expose students to the basic types of machine tools as well as cutting tool geometry and precision measuring.	

Element/Course: MASP 204 CNC MACHINING CENTER FUNDAMENTALS	Planned Hours: 33
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Lower Columbia College Year 3	
Description of element/course: This course introduces students to the history, theory, and workings of computer numerically controlled Machining Centers. The course provides a basic understanding of the required skills to program, set-up, and operate machine tools.	

Element/Course: MASP 205 CNC TURNING CENTER FUNDAMENTALS	Planned Hours: 33
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Lower Columbia College Year 3	
Description of element/course: This course introduces students to the history, theory, and workings of the computer numerically controlled Turning Centers. The course provides a basic understanding of the required skills to program, set-up, and operate computerized machine tools.	

Element/Course: MASP 222 CNC TURNING	Planned Hours: 110
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Lower Columbia College Year 3	
Description of element/course: Introduces students through hands-on experience to the basic operations of CNC machines. Working the computer controlled turning centers, basic machine functions are used to produce parts of various shapes that could not be easily made on conventional equipment.	

Element/Course: BUS 144 Management of Human Relations	Planned Hours: 55
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Lower Columbia College Year 4	
Description of element/course: Introduces and emphasizes the many aspects of human behavior as they affect individuals and groups in the workplace. Teaches human relations skills in the context of understanding human needs, attitudes, perceptions and motivations, workforce diversity, teamwork, stress management, and interpersonal communications. Focus is on management of human relations factors within an organization and understanding the effects of discrimination, prejudice, and intolerance, in the pluralistic workplace	

Element/Course: MFG 230 Computer Integrated Manufacturing	Planned Hours: 44
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Lower Columbia College Year 4	
Description of element/course: Introduces students to the basic concepts of Computer Integrated manufacturing and provides a foundation for applying those concepts in actual industrial situations. The course also introduces the student to CAD/CAM concepts and their function in the design and manufacturing process. Students will use specialized software to design parts, simulate the machining process, and observe the production of actual machine parts.	

Element/Course: MASP 221 CNC Milling	Planned Hours: 110
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Lower Columbia College Year 4	
Description of element/course: Introduces students through hands-on experience to the basic operations of CNC machines. Working with computer controlled mills, basic machine functions are used to produce parts of various shapes that could not be easily made on conventional equipment.	