



Washington State Apprenticeship & Training Council

Fourth Quarter/Annual 2022 Report October – December

January 18, 2023

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www.Lni.wa.gov/Apprenticeship

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Apprenticeship Highlights for the Year 2022

NEW STANDARDS (PROVISIONAL REGISTRATION) FOR 2022

In 2022, The Department of Labor and Industries, Registered Apprenticeship Section developed 11 new Program Standards with 15 new Occupations for Provisional Approval. Listed below are those Program and their Occupations broken down by region.

Region 1:

<u>Kaur Apprenticeship</u>		
Cosmetologist	39-5012.00	3,000 Hours
Hair Designer	39-5012.00	2,000 Hours

Region 2:

<u>AJAC – Logistics & Operations Apprenticeship Committee</u>		
Logistics Specialist	43-5011.00	3,000 Hours
Operations Specialist	43-5061.00	3,000 Hours

Region 4:

<u>Chehalis Barber and Company Apprenticeship</u>		
Barber	39-5011.00	2,000 Hours
Cosmetologist	39-5012.00	3,000 Hours

<u>Klickitat PUD No. 1 Apprenticeship Committee</u>		
Lineman	49-9051.00	6,000 Hours

<u>Lifeport Machinist Apprenticeship</u>		
Computer Numerically Controlled Machinist (CNC Machinist)	51-4041.00	8,000 Hours

Region 5:

<u>Fix Network Apprenticeship Program</u>		
Automotive Glass Technician	49-3022.00	2,000 Hours

<u>Triple B Sprinkler Fitter Apprenticeship</u>		
Sprinkler Fitter	47-2152.00	10,000 Hours

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Region 6:

<u>CHAS Health Medical Assistant Apprenticeship</u>		
Medical Assistant	31-9092.00	2,000 Hours

<u>Inland Power and Light Co Apprenticeship Committee</u>		
Lineman	49-9051.00	6,000 Hours

<u>Schweitzer Engineering Laboratories 01 Electrician</u>		
General Electrician (01)	47-2111.00	8,000 Hours

<u>Cascade Veterinary Clinics Apprenticeship Program</u>		
Licensed Veterinary Technician	29-2056.00	6,000 Hours
Veterinary Assistant	31-9096.00	2,000 Hours

NEW STANDARDS (PERMANENT REGISTRATION) FOR 2022

A total of 10 Program Standards with a total of 11 Occupations were approved for Permanent Registration Status in the year 2022. Listed below are those Program and their Occupations broken down by region. *Please note: AJAC Apprenticeship Committee has created a separate set of Standards for 4 occupations. These occupations are not considered new, as these occupations come from an already exiting set of Standards.

Region 1:

<u>Aviation Technical Services</u>		
Aircraft Airframe Mechanic	49-3011.00	6,000 Hours

Region 2:

<u>Washington State Controls Specialist Apprenticeship Committee – Associate Controls Specialist</u>		
Associate Controls Specialist	49-2094.00	8,000 Hours

<u>Washington State Controls Specialist Apprenticeship Committee</u>		
Controls Programmer	49-2094.00	2,000 Hours

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<u>Construction Industry Training Council of Washington – Scaffold Erector</u>		
Scaffold Erector	47-2031.02	8,000 Hours

<u>AJAC – Maintenance Apprenticeship Committee</u>		
Aircraft Mechanic Airframe	49-3011.00	6,000 Hours
Industrial Maintenance/Automation Technician	49-9041.00	8,000 Hours
Industrial Manufacturing Technician	49-9043.00	3,000 Hours
Maintenance/Automation Technician	49-9071.00	2,000 Hours

Region 3:

<u>Performance Electrical Apprenticeship Committee</u>		
Inside Electrician (General Electrician 01)	47-2111.00	8,000 Hours

Region 4:

<u>Electrical Management Group of Washington</u>		
Inside Electrician	47-2111.00	8,000 Hours

<u>DUX Apprenticeship & Fabrication Training</u>		
Sheet Metal Fabricator	47-2211.00	9,000 Hours

<u>Skamania P.U.D. No. 1 Apprenticeship Committee</u>		
Lineman	49-9051.00	6,000 Hours

Region 6:

<u>CHAS Health</u>		
Dental Assistant	31-9091.00	2,000 Hours

<u>Titan Electrical Apprenticeship & Training</u>		
Inside Wireman (General Electrician)	47-2111.00	8,000 Hours
Residential Electrician (Residential Electrician 02)	47-2111.00	4,000 Hours

NEW OCCUPATIONS ON EXISTING STANDARDS

There were 8 new Occupations were approved and added to 5 existing Standards for the year 2022. Listed are those Program and their Occupations broken down by region.

Region 2:

<u>Northwest Machinists Apprenticeship Committee</u>		
Machinist	54-4041.00	8,000 Hours
Industrial Machinery Technician	49-9041.00	8,000 Hours

<u>King County Metro Transit Joint Apprenticeship Committee</u>		
Maintenance Painter	47-2141.00	6,000 Hours

<u>Health Care Apprenticeship Consortium</u>		
Behavioral Health Technician	21-1094.00	2,000 Hours
Peer Counselor	21-1019.00	2,000 Hours
Substance Use Disorder Professional	21-1011.00	4,000 Hours

<u>Washington Cement Masons Apprenticeship Committee</u>		
Cement Mason Area 2	47-2051.00	6,400 Hours

Region 4:

<u>Clark County P.U.D. No. 1 Apprenticeship Committee</u>		
Systems Operator	51-8012.00	6,000 Hours

Region 6:

<u>Grant County PUD No. 2 Apprenticeship Committee</u>		
Fiber Network Technician	49-9052.00	4,000 Hours

NEW APPRENTICESHIP PREPARATION PROGRAMS FOR 2022

- Construction Trades Training: Airway Heights Correctional Center (CTT)
- Edmonds College Construction Trades Pre-Apprenticeship Program
- Interlake High School Building Industry Technology – Core Plus Construction Pre-Apprenticeship Program
- Lindbergh High School Construction Program
- Machinists Institute Career Accelerator (MICA)
- NewTech Energy and Power Pre-Apprenticeship Program

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- Pre-Employment Preparation Program (PEPP)
- Sno-Isle TECH Skills Center Aerospace Apprenticeship Preparation Program

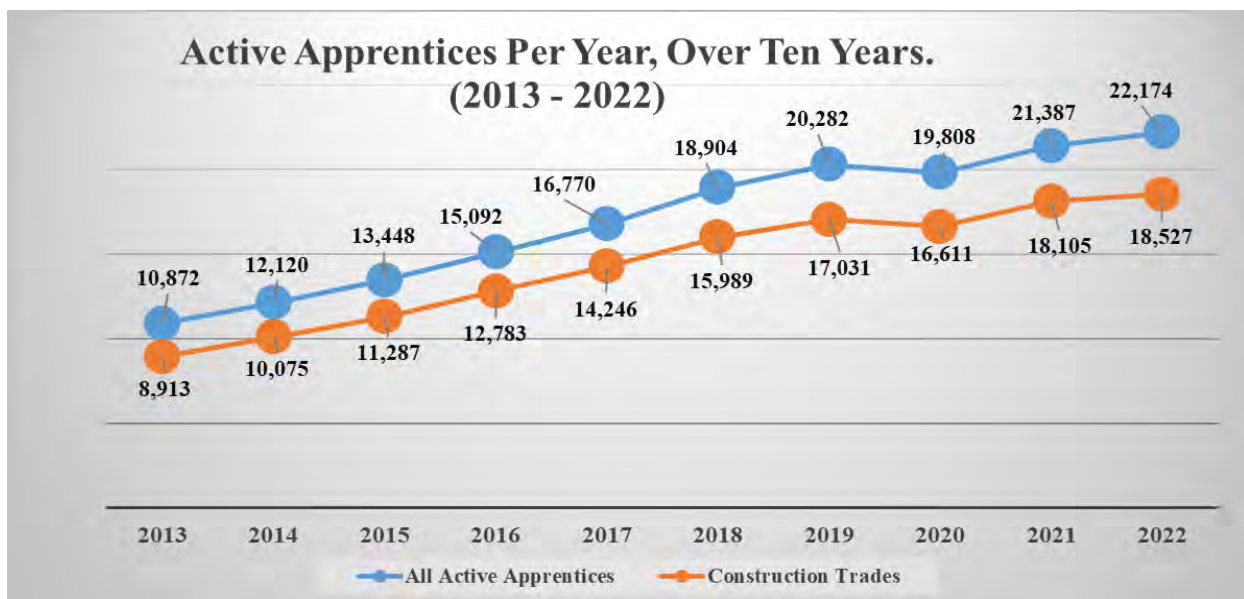
APPRENTICESHIP PREPARATION PROGRAMS CONTINUED RECOGNITION FOR 2022

- Cement Masons and Plasterers Apprenticeship Preparation Program
- Contraction Trades Apprenticeship Preparation (CTAP)
- Finishing Trades Institute Northwest Painters and Allied Trades Veterans Program
- Head Start to the Construction Trades Program
- Manufacturing Academy
- Pacific Northwest Ironworkers and Employers Local #86 Apprenticeship Committee
- Pierce County Skills Center (PCSC) Construction Trades Program
- Pre-Apprenticeship Construction Training Program
- Tri-Cities Apprentice Preparation Program
- Vancouver Public Schools Construction Trades Program
- Yakima Valley Technical Skills Center Apprenticeship Preparation Program
- YouthBuild Seattle
- YouthBuild Spokane

DEPARTMENT OF LABOR AND INDUSTRIES: APPRENTICESHIP BY THE NUMBERS FOR THE YEAR 2022.

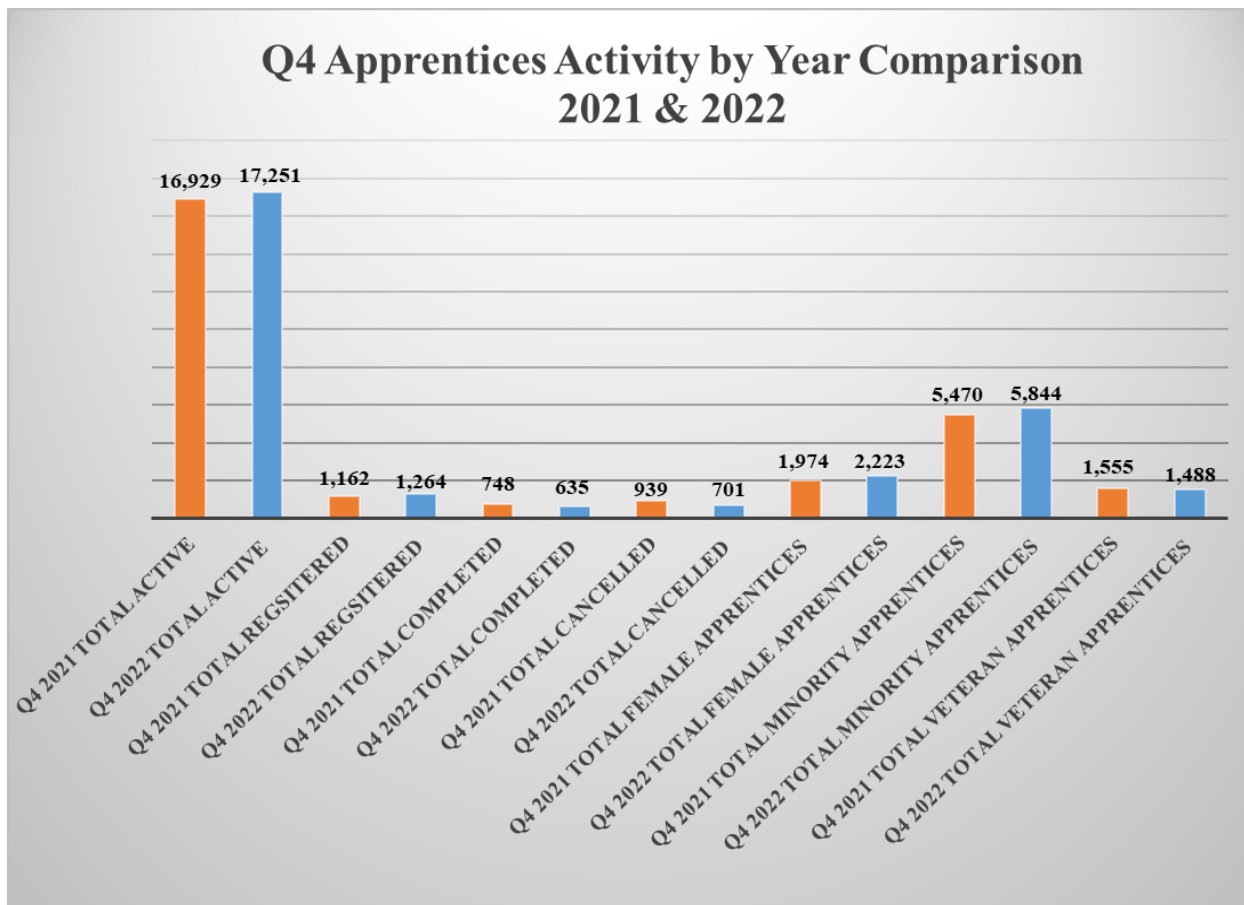
Apprenticeship by the Numbers

There were **22,174** active Apprentices for the 12-month time period from 01/01/2022 to 12/31/2022, of which **2,889** were female and **7,556** were minority. All data valid as of 01/04/2022.



APPRENTICE ACTIVITY QUARTER 4 (FROM 10/01/2022 – 12/31/2022):

- **17,251** Active apprentices during the time period
- **1,264** Individuals were registered as apprentices
- **635** Individuals were issued completion certificates
- **701** Individuals were cancelled

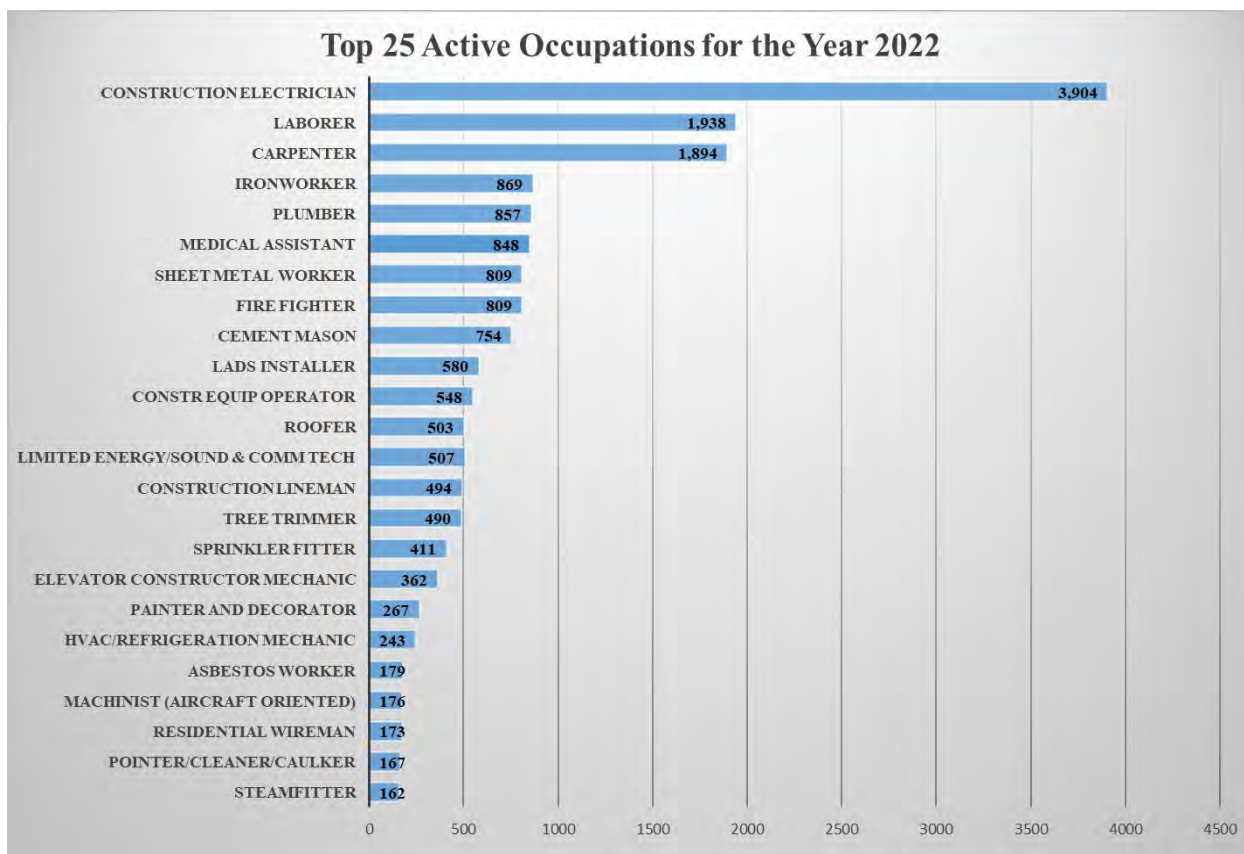
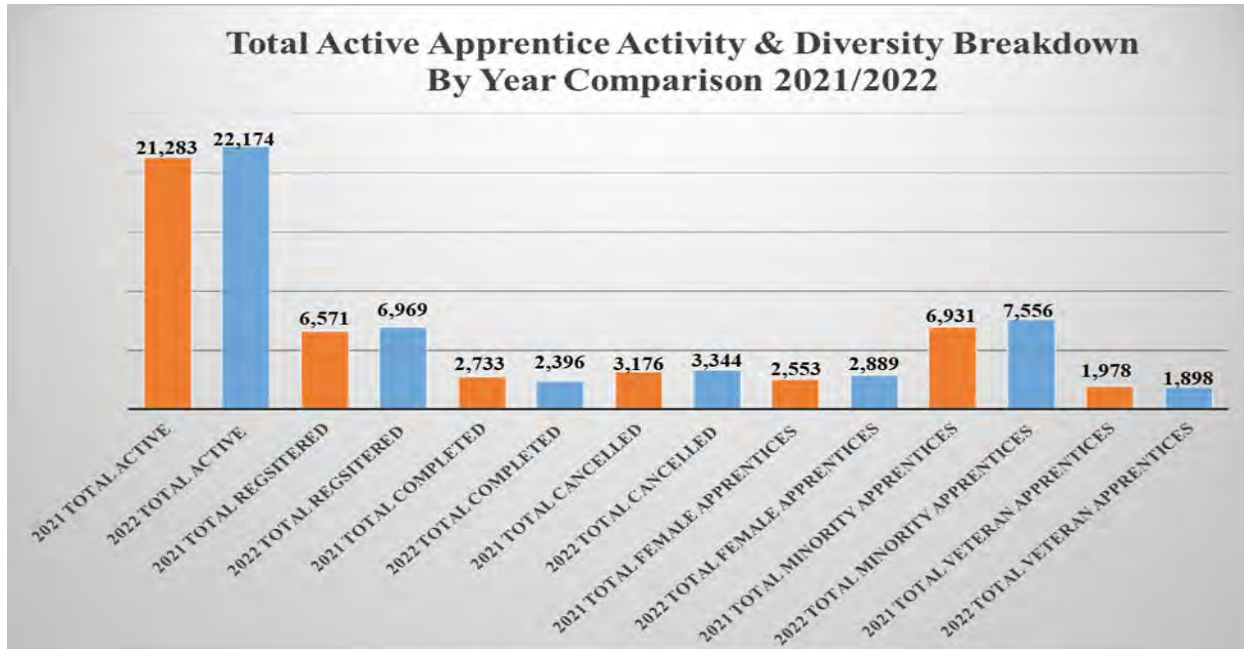


APPRENTICE ACTIVITY FOR 2022 (FROM 01/01/2022 – 12/31/2022):

- **22,174** Active apprentices during the time period
- **6,969** Individuals were registered as apprentices
- **2,396** Individuals were issued completion certificates
- **3,344** Individuals were cancelled

APPRENTICESHIP ANNUAL/QUARTERLY REPORT

BY YEAR COMPARISON: 2021 & 2022
TOTAL ACTIVE APPRENTICE ACTIVITY, DIVERSITY BREAKDOWN, &
TOP 25 OCCUPATIONS FOR THE YEAR 2022.



Quarterly News and Events

Heather Collins: Building apprenticeships for manufacturing careers

*Andrea McCoy, Yakima Herald
December 11, 2022*



Pictured: Heather Collins

As a former schoolteacher, Heather Collins has heard all the well-meaning advice about the benefits of a college education. But these days, as Central Washington’s regional manager for business development and services for Advanced Manufacturing Apprenticeships (AJAC), she’s apt to add an asterisk to that advice.

“Not every job needs a college degree,” she says. That’s where she comes in. For the past three years, Collins’ job with AJAC has been to help workers find their employment niche — and frequently, apprenticeships are the key to getting to the right answer. Whether they’re just coming out of high school and entering the workforce or whether they’re experienced workers looking to upgrade their employability, Collins helps people see options that they might never have considered.

Heather Collins says apprenticeships are a great way for workers to start or upgrade their careers. Courtesy of Heather Collins AJAC works closely with schools, employers and the state Department of Labor and Industries to develop practical apprenticeships that teach clients practical skills. On-the-job programs also give workers a chance to see whether the field they’re training for fits their expectations. Since AJAC programs are registered with the state, apprentices can get a journeyman’s card at the end of their training, Collins says. They can also earn college credits. “It’s a great training model,” she says. The organization works across the Pacific Northwest in a variety of advanced manufacturing industries — partnering with employers, colleges, school districts, community-based organizations and workforce development centers to offer about 400 apprenticeships a year with 300 companies.

The two largest of those companies are in Yakima County, Collins says proudly. And AJAC has 40 local apprenticeships going right now. Don’t get her wrong: Collins has nothing against college degrees — many fields require them. The Washington state native graduated from Arizona State University with an English degree herself.

But the workplace is undergoing dramatic changes, particularly since the pandemic. Collins thinks workers are well advised to be as clear as they can about what they want to do before investing significant amounts of money in an education they might not need. Her own new career, she says, is rewarding and satisfying. And even though she faced a steep learning curve as she shifted her employment from teaching to career guidance, she has no regrets about changing directions. “I love to learn new things,” she says. “And honestly, it’s been so worth it.”

Workers find success in Kent apprenticeship carpenter program

*Steve Hunter, Kent Reporter
December 14, 2022*



Martinze Johnson takes part in a training program at the Northwest Carpenters Institute of Washington center in Kent.

Enthusiasm filled Brett Easter when he described whether people should consider becoming an apprenticeship carpenter as he did shortly after graduating from high school. “Absolutely, go for it,” Easter said during a brief break from a recent class at the Kent based Northwest Carpenters Institute of Washington. “I was able to buy my first home before I could buy my first beer.”

Easter, 22, of Enumclaw, grew up in Covington and graduated in 2019 from Kentlake High School. A friend recommended he try the carpenter apprenticeship program. “This career is lucrative enough that I bought my own house at 20 in Enumclaw,” Easter said. “That’s how I ended up out there.”

An apprentice with no experience makes \$30.86 per hour with full benefits and a pension paid by the contractor, said Marianna Hyke, outreach coordinator for Northwest Carpenters Institute. If the apprentice meets minimum work hours and class requirements every six months, the pay jumps 5%. Once the apprentice moves up to journeyman, pay can reach \$51 per hour.

Northwest Carpenters Institute has about 1,800 apprentices across the state, Hyke said. In addition to the Kent training center, 20424 72nd Ave. S., the program has facilities in Renton at Renton Technical College and in DuPont, Burlington, Kennewick and Spokane.

About 40 apprentices per month enter the program, which is four years for most of the jobs. The jobs include carpenter, millwright, pile driver, drywall finisher, trade show specialist, scaffold erector and interior systems carpenter. Easter spends most of the program working job sites. Apprentices also must attend a certain number of classes or training courses with most completing the program in four years.

Although he works drywall now, Easter previously did framing. Those skills have taken him to a variety of job sites. He worked on new construction at Seattle Children's Hospital, Seattle University and the Amazon towers in Bellevue. He recently worked for a smaller construction company at Crystal Mountain Ski Resort. "Some guys did remodeling at the Space Needle or you could be in your hometown remodeling a Starbucks," Easter said.

Martinze Johnson, 30, of Seattle, has just one year left in the apprenticeship program. A friend helped him get into the program. He's done drywall and lots of framing. "We do Google buildings, Microsoft buildings, lots of apartments, towers," Johnson said. "Microsoft in Redmond is like 88 acres with multiple buildings." Johnson likes working on the high towers, especially a 40-story building on Denny Way in Seattle.

"You can see the whole city light up," Johnson said. "It might be a little cold, but there's a feeling you can get when the world seems calm when you are working 40 stories up. I fell in love with it." Johnson encouraged others to apply for the apprenticeship program. "I think for the younger people you need a trade under your belt and nobody can take it from you," Johnson said. "It's like a degree from a four-year college, once you get it nobody can take it from you and you can go anywhere in the world. "Trades are the best way to go if you don't want to go to school, it's basically hands on. You learn what you're going to do and then apply it."

State L&I grant

Northwest Carpenters Institute recently received a \$782,875 grant from state Labor & Industries (L&I), according to a L&I press release. More than \$4.7 million in state grants is going out to support apprenticeships around the state this year, according to a L&I spokesperson. The grant amounts are based on the size of the program.

"These funds will improve apprenticeship technology, and ensure apprentices have access to the support they need to be successful," said Celeste Monahan, assistant director of Fraud Prevention and Labor Standards. "We're very excited for these organizations and look forward to others participating." There are about 200 registered apprenticeship programs in the state, according to L&I. More than 22,000 people participate in the programs, which cover some 220 occupations.

Marianna Hyke, the outreach coordinator for Northwest Carpenters Institute, applied for the grant. "Obviously, excited," Hyke said about her reaction to receiving the funds. "We go after a lot of grants. That's how we fund our program. We had never gone after a grant focused on apprenticeship and remote learning, technology and support services. "When we found out we were awarded \$782,000, it's something to get pumped up about. We were very honored."

It's the largest lump sum grant the group has received. The funds will be used to purchase crossed laminated timber material and equipment, virtual welders, new laptops, gas cards, work attire, work boots, rain gear and for help with union dues. Northwest Carpenters also will use the funds to buy a 200-ton carry deck crane for the facility to help carpenters and pile driving apprentices when they participate in their classes.

Applicants wanted

Hyke said they work with community colleges, school districts and LGBTQ and Black, Indigenous and people of color groups to help find program applicants. "We live in a pretty progressive area," Hyke said about job opportunities for all people. "Seattle, King County, Sound Transit and WSDOT (Washington State Department of Transportation) project contracts require to hire a certain percentage of people of color and people from economically distressed zip codes." Hyke said a lot of the economically distressed zip codes are in Kent.

Applicants must be at least 17 years old. They do not need a high school diploma or GED but Hyke said they encourage everyone to get a high school degree. Applicants will fill out information online and select a trade orientation based on the craft applied for. At orientation, the applicant will be evaluated and scored on a math test as well as moving materials, hammering so many nails and taking measurements. Those scores will decide if the applicant moves to an interview. "This is a life-changing career opportunity," Hyke said.

For more information or to apply for an apprenticeship, go to nwcsi.org.

Recent IAM/Boeing Joint Programs Apprenticeship program activities

Hazel Powers, IAM/Boeing Joint Programs Reporter (Online Newsletter)

The IAM/Boeing Joint Programs Apprenticeship program is excited to share information about some of the recent activities and celebrations that have happened this year.

After a two-year pandemic-related hiatus due to Federal and State COVID-19 restrictions and company policies, the IAM/Boeing Joint Programs Apprenticeship was finally able to resume in-person celebrations this year.



The 2022 IAM/Boeing Joint Programs Apprenticeship graduates who attended the dinner celebration on June 3rd, 2022 at the Museum of Flight in Seattle.

On June 3, a graduation celebration dinner took place at the Museum of Flight in Seattle for 11 apprentice grads. The graduates were from five different trades overall. Blue

Streak Mechanic: Sam Wanas and Jason Swan. Manufacturing Machinist: Trung Hua. Industrial Electronic Maintenance Technician: Delena Mitchell and Chien Nguyen. NC Spar Mill Operator:

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Kyle Lambert, Kevin Lockett, Cynthia Robbins. NC Skin Mill Operator: Christopher Bennett, Susanna Thomas and Nikolay Verimeyev.

These graduates culminated thousands of hours of work during their four or five year programs. Not only did they have the normal challenges of attending classes two or three times a week, in addition to working an eight-hour day, they also had to adjust to changes in the program related to the global pandemic. The IAM/Boeing Joint Programs Apprenticeship program was not immune to the mass exiting of teachers during the pandemic. These graduates, as well as the currently enrolled apprentices, had to adapt with changes of how and where classes were held, taught and by whom, just as an example. Adaptation and perseverance paid off for these 11 graduates who are now journeymen in their trades.

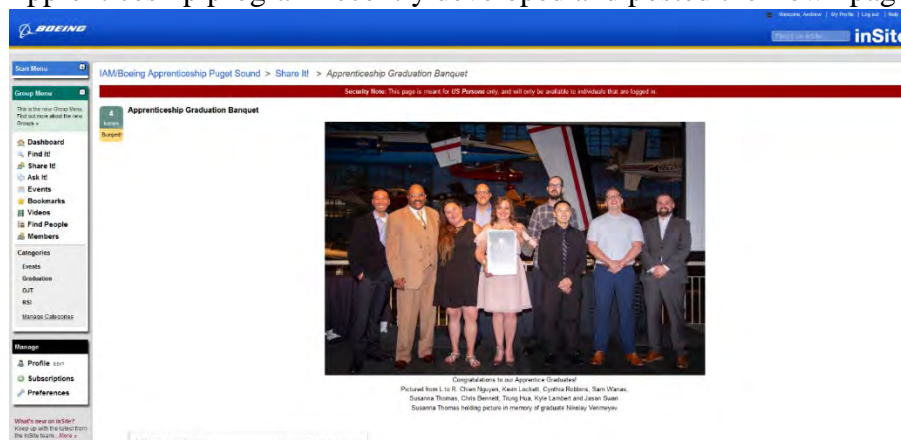
Another in-person celebration which was normally an annual event that took place this year for the IAM/Boeing Joint Programs Apprenticeship was the Apprenticeship picnic held at the Auburn Game Farm Park on Aug. 5. Like the graduation celebration, the Apprenticeship picnic had been canceled due to the pandemic but this year the current and past graduates joined current apprentices as they enjoyed a catered lunch. The apprentices were encouraged to invite any mentors or trainers who supported them during the time in their program. With members of the IAM/Boeing Joint Programs staff, union leaders, company folks and invited guests the picnic was an enjoyable afternoon spent eating good food while sharing stories and experiences. We look forward to continuing this annual summer event next year.



On Friday Aug. 5 at the Auburn Game Farm Park some of the attendees at the IAM/Boeing Joint Program Apprenticeship picnic pose for a group photo. Couple a nice sunny day with good food and the conversations flowed in the relaxed atmosphere at the Apprenticeship Picnic.

Lastly the IAM/Boeing Joint Programs Apprenticeship program wants to share a new technological social media platform they have signed up to participate with through the Boeing company. While the Boeing InSite platform itself has been around many years the IAM/Boeing Joint Programs Apprenticeship program recently developed and posted their own page. (See photo below) Having

the Apprentice InSite page allows all Apprentices a network to communicate quickly and understand who will be reading the posts.



The screenshot shows the Boeing InSite interface. At the top, there's a blue header with the Boeing logo and 'inSite' branding. Below that, a navigation menu on the left includes options like 'Dashboard', 'Find IT', 'Share IT', 'Ask IT', 'Events', 'Bookmarks', 'Videos', 'Find People', and 'Members'. The main content area displays a post titled 'Apprenticeship Graduation Banquet' with a photo of a group of people. Below the photo, there's a caption: 'Congratulations to our Apprentice Graduates! Pictured from L to R: Chen Nguyen, Kevin Lockett, Cynthia Robbins, Sami Orlan, Susanna Thomas, Chris Demark, Tony Hink, Kyle Lambert and Jason Durr. Susanna Thomas holding picture in memory of graduate Nikolay Verimeyev.' At the bottom, there's a section for 'Add a new attachment'.

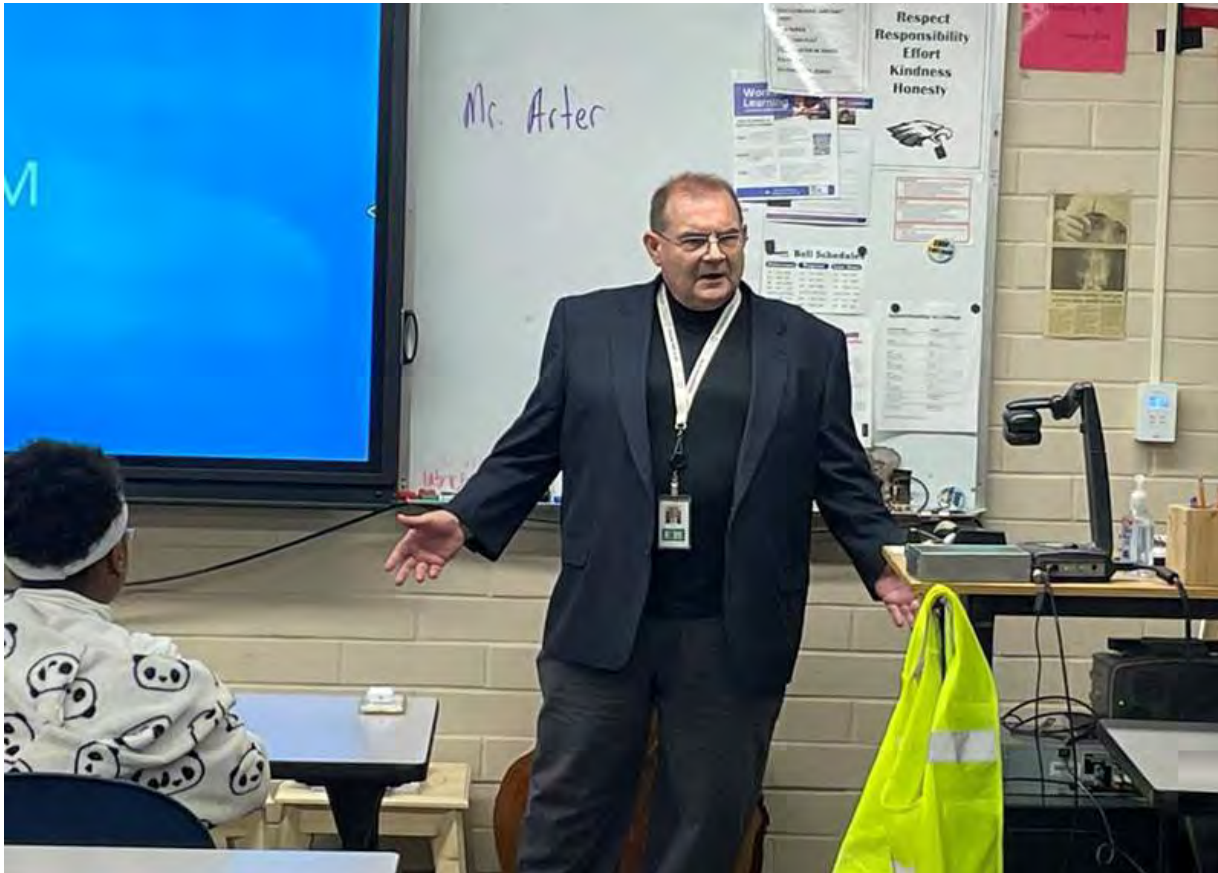
Thank you, Elmer Arter

Creed Tremaine Nelson, Lindbergh High School

Hello Elmer,

Thank you very much for coming and speaking with the students Monday about career pathways in the building apprenticeships. When I followed up with the students about your presentation, many of them said you were the most informative class speaker they have ever had in a class before. They appreciated how you gave them a lot of useful information for their futures, and an experience on how to navigate the L&I website. Many of them asked to look further into the website, so over the holiday break I will develop a lesson where they will explore and search out occupations on the site. I also really appreciate how you helped me through the process of applying for the apprenticeship preparation status, and giving me the comfort to know there is a real person at L&I that I can turn to if I have any questions.

Thank you again, I really appreciate you taking the time to educate me, and my students.



Creed Tremaine Nelson
Lindbergh High School
Construction/Aerospace/Manufacturing

Upcoming Events

March 6, 2023

Last day for "Requests for Revision of Committee/Standards" or "Request for New Committee/Standards" forms to be submitted for the April 2023 Washington State Apprenticeship and Training Council Meeting.

April 2023

Compliance Review & Retention Subcommittee Meeting

Date: April 19, 2023

Time: 10 a.m. - Noon

Location: TBD

Washington State Apprenticeship Coordinators Association Meeting

Time: 1 – 2 p.m.

Washington State Apprenticeship Joint Retention and Recruitment Committee Meeting

Time: 2 – 3:30 p.m.

Washington State Apprenticeship and Training Council Quarterly Meeting

Date: April 20, 2023

9 a.m. – 5 p.m. or until adjourned

Location: TBD