



Washington State Apprenticeship & Training Council

Second & Third Quarters 2022 Report April – September

October 20, 2022

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Highlights - April 2022 WSATC Meeting

NEW STANDARDS (PROVISIONAL REGISTRATION)

Three new Standards were provisionally registered at the April 2022 WSATC meeting, training in three different occupations.

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

NEW STANDARDS (PERMANENT REGISTRATION)

Two Standards were permanently registered at the April 2022 WSATC meeting, training in two different occupations.

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

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

NEW OCCUPATIONS ON EXISTING STANDARDS

Two new Occupations were approved to be added to two existing Standards at the April 2022 WSATC meeting.

APPRENTICESHIP QUARTERLY REPORT

Grant County PUD No. 2 Apprenticeship Committee

Fiber Network Technician	49-9052.00	4,000 Hours
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Northwest Machinists Apprenticeship Committee

Industrial Machinery Technician	49-9041.00	8,000 Hours
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NEW APPRENTICESHIP PREPARATION PROGRAMS

- Construction Trades Training: Airway Heights Correctional Center (CTT)
- Interlake High School Building Industry Technology – Core Plus Construction Pre-Apprenticeship Program
- Machinists Institute Career Accelerator (MICA)
- Pre-Employment Preparation Program (PEPP)

APPRENTICESHIP PREPARATION PROGRAMS CONTINUED RECOGNITION

- Vancouver Public Schools Construction Trades Program

CERTIFICATES OF MERITORIOUS SERVICE

Name

Organization

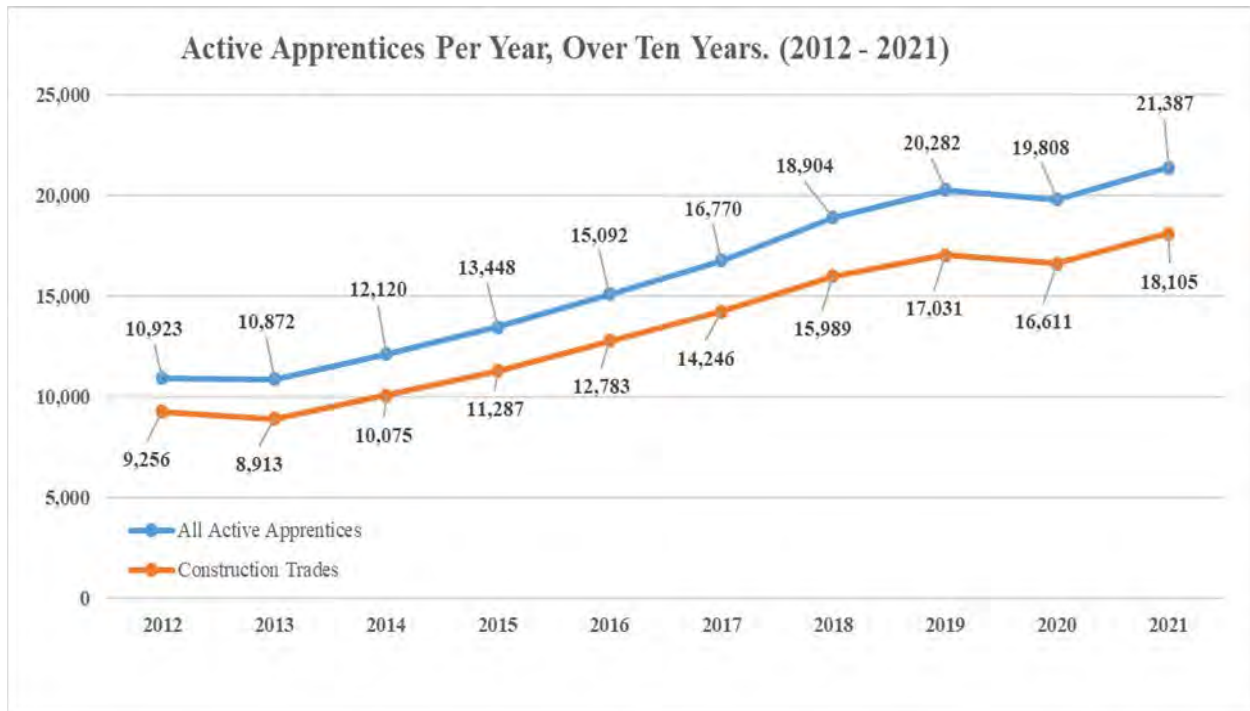
Frederick (Fred) Bell
Colin Fowler

IAM/Boeing Joint Apprenticeship Committee
Seattle And Vicinity Sprinkler Fitter
Apprenticeship Committee

Apprenticeship by the Numbers

There were **22,628** active apprentices for the 12-month time period from 07/01/2021 to 06/30/2022, of which **2,815** were female and **7,625** were minority. Over the second quarter (April - June 2022), there were **16,627** active apprentices. Over the third quarter (July - September 2022), there were **17,581** active apprentices. All data valid as of 10/04/2022.

APPRENTICESHIP QUARTERLY REPORT



APPRENTICE ACTIVITY (FROM 04/01/2022 – 06/30/2022):

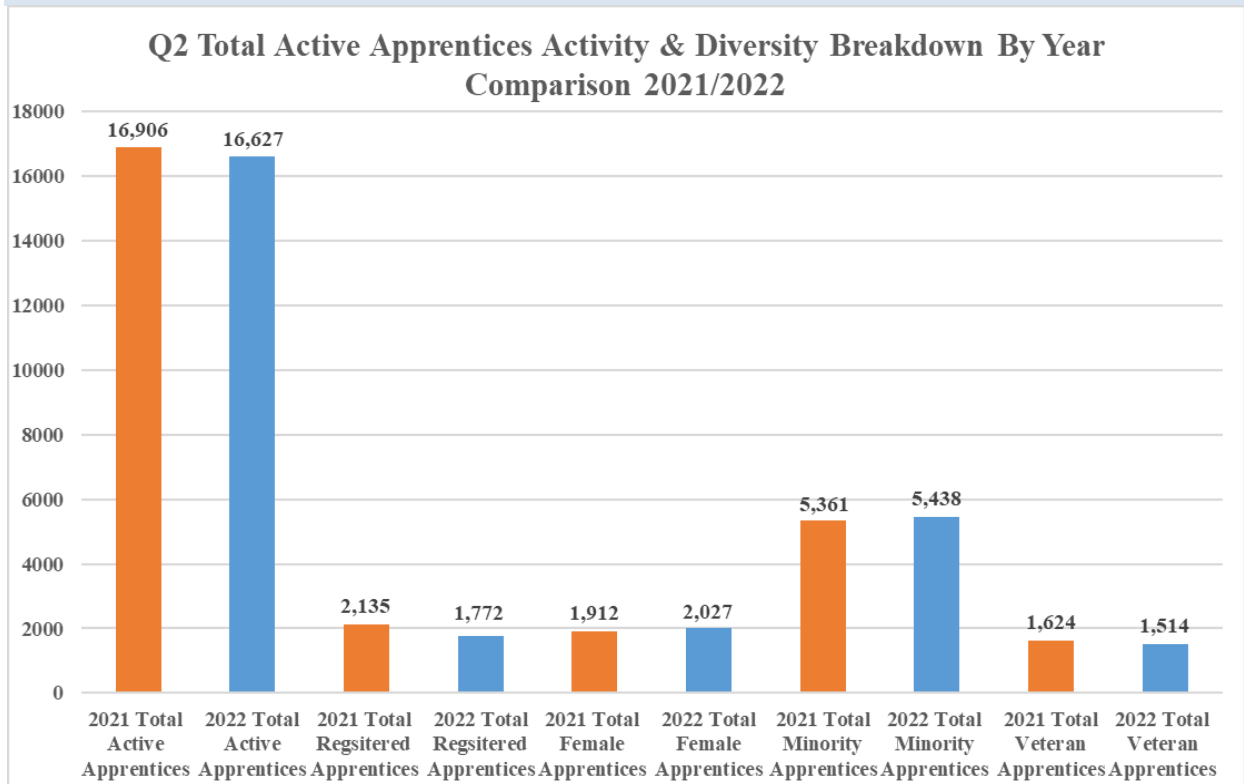
- **16,627** Active apprentices during the time period
- **1,772** Individuals were registered as apprentices
- **697** Individuals were issued completion certificates
- **900** Individuals were cancelled

APPRENTICE ACTIVITY (FROM 07/01/2022 – 09/30/2022):

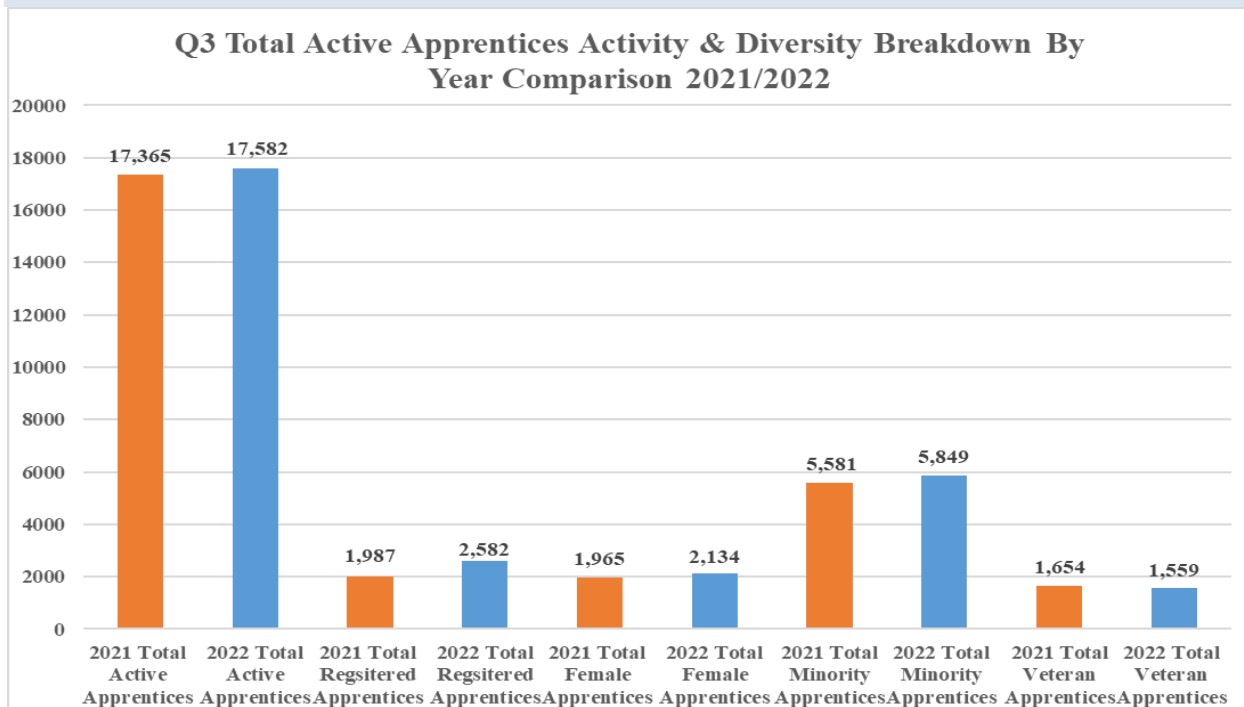
- **17,581** Active apprentices during the time period
- **2,577** Individuals were registered as apprentices
- **498** Individuals were issued completion certificates
- **603** Individuals were cancelled

APPRENTICESHIP QUARTERLY REPORT

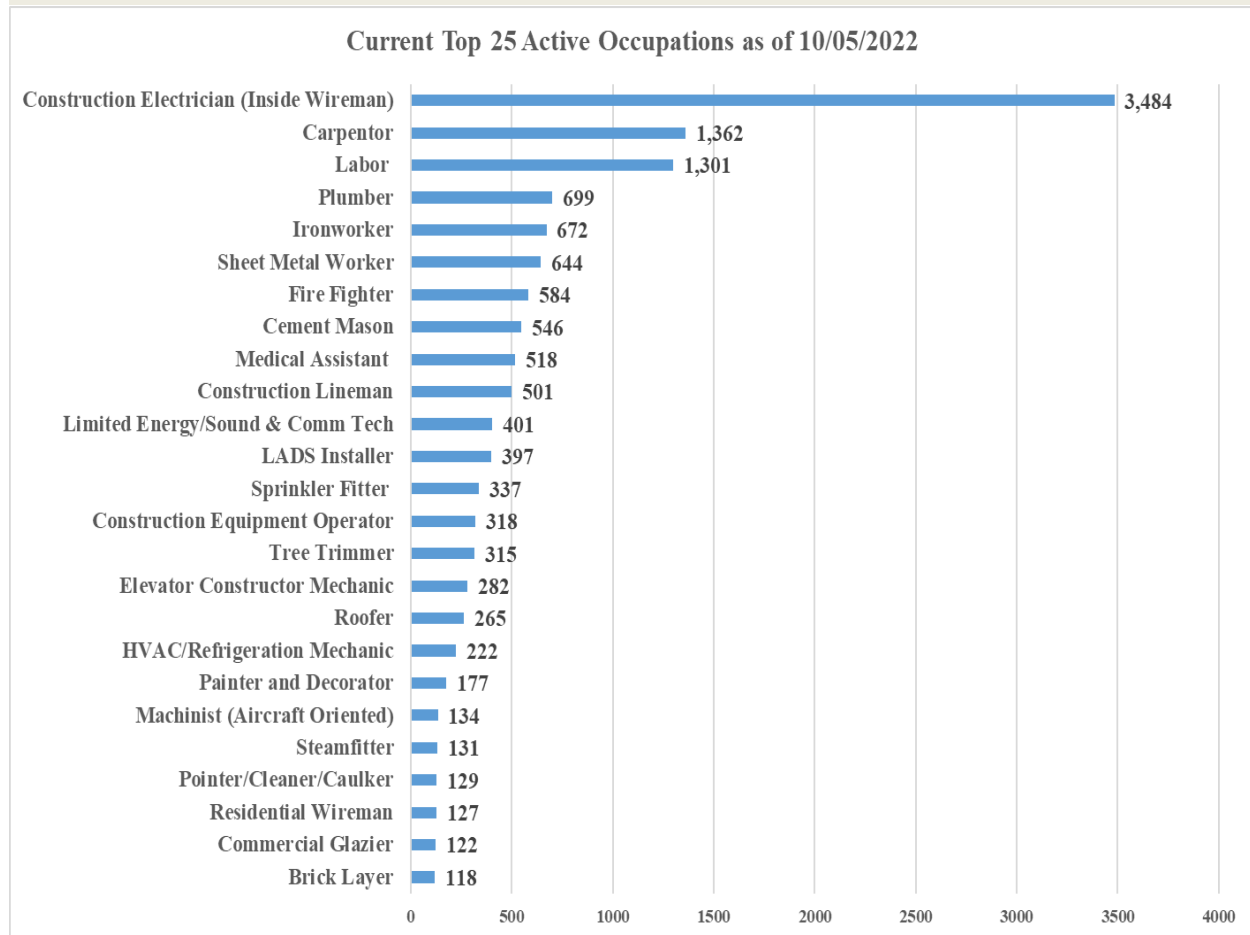
QUARTER 2 BY YEAR COMPARISON: TOTAL ACTIVE APPRENTICE ACTIVITY, DIVERSITY BREAKDOWN.



QUARTER 3 BY YEAR COMPARISON: TOTAL ACTIVE APPRENTICE ACTIVITY, DIVERSITY BREAKDOWN & TOP 25 OCCUPATIONS FOR 2ST QUARTER 2022.



APPRENTICESHIP QUARTERLY REPORT



Quarterly News and Events

It's Going to Be Hard Finding Workers to Build Infrastructure

Carl Smith, Governing.com

June 9, 2022

The Bipartisan Infrastructure Law will invest more than a half trillion dollars in American infrastructure over five years. It's been estimated that this could create more than 3 million jobs in the construction workforce, bringing hundreds of thousands of new job opportunities every year.

But once federal funds start to flow, states could have trouble finding workers with the skills to achieve their transformational goals. As details of a “generational opportunity” were debated, and in the months since the infrastructure bill was signed, openings for construction jobs increased steadily and significantly.

“Job openings were the highest ever for April,” says Kenneth Simonson, chief economist for the Associated General Contractors of America (AGC). “If you go back month by month and compare to the same months in previous years, they’ve been setting records for five or six months in a row now.”

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The April projection from the Bureau of Labor Statistics, nearly half a million openings, is greater than the 20-year high of 438,000 reached in April 2019. While the number of construction jobs that need to be filled may be unprecedented, the demand for workers is a long-term problem, says Halene Sigmund, president and CEO of the Construction Industry Training Council of Washington (CITC).

CITC has been “building the people who build the Northwest” for nearly four decades. “I’ve been doing this for close to thirty years and it’s been the same,” says Sigmund. “The No. 1 concern of employers is finding a skilled workforce.”

Sigmund’s organization knows what it takes to produce such workers and accomplishes it routinely, as do other training and apprenticeship programs around the country. The question is whether proven strategies can be implemented fast enough to develop a workforce that will achieve the benefits infrastructure funding is intended to foster.



*Apprentices receive instruction in soldering and brazing.
(Seattle Area Pipe Trades Apprenticeship Program)*

Culture Building

PJ Moss, the apprenticeship coordinator for Seattle Area Pipe Trades (SAPT), runs a program that is currently training 550 workers for jobs in plumbing, pipe fitting, refrigeration and HVAC. It’s a “registered apprenticeship” program (RAP), a model first developed in the late 1930s to ensure apprentices weren’t simply exploited as cheap labor but were trained and given chances for career advancement.

RAPs exist in every state, overseen by the Department of Labor (DOL) and administered either by DOL or a state agency. In order to become “registered,” they must meet standards for program development and delivery. Apprentices are paid and can earn nationally recognized

credentials.

SAPT, established in 1968, has set new records for candidates in its last six interview cycles, says Moss, better than it's seen in the past 25 or 30 years. Part of that is a competitive wage package for apprentices, but SAPT also focuses on creating an open, inclusive culture. Workers who enjoy their jobs talk about them in their communities.

“Out of about 400 interviews we did in just the last couple of months during our application period, maybe 10 said they'd found us online,” says Moss. “The rest said they go to church with someone who told them about us, or their kid plays baseball with a guy or gal in our apprenticeship program.”

Training workers is one thing, but Moss believes keeping them on the job might be even more important. The average five-year retention rate for workers SAPT has trained is 95 percent. Recruitment strategies play a role in this; the average age of SAPT apprentices is 31.

In general, Moss finds that applicants who have already tried a career and didn't enjoy it are most likely to embrace the opportunities he can offer. He's not enthusiastic about prospecting at high schools. “A lot of my peers in the apprenticeship industry probably scoff at me for this, but the return investment is not there.”



The Construction Industry Training Council of Washington offers paid, on-site training in trades including heavy equipment operation.

(CITC)

Recruitment Opportunities

CITC currently works with almost 300 employers to provide registered apprenticeships in 11

APPRENTICESHIP QUARTERLY REPORT

construction trade crafts. At present, 1,400 workers are enrolled in programs that range from three to five years and are primarily “open shop” (non-union).

Sigmund sees big opportunities for recruitment. Like Moss, she finds that most people learn about apprenticeship through word of mouth, but her program staff are actively involved in going into high schools to talk about it. She’s seeing an increasing number of military veterans come into apprenticeships and invests in engaging with them.

“Pre-apprenticeship opportunities are right up there, probably second to word of mouth,” says Sigmund. Pre-apprenticeship programs provided by employers, educators or nonprofits can give individuals skills that will help them succeed in a RAP.

“We have preparatory programs housed in K-12 schools, in the two-year college system and many are supported by community-based organizations,” says Jody Robbins, apprenticeship program manager at the Washington Department of Labor and Industries. “We’ve built a lot of excitement and energy in that pipeline and our construction trade programs do not want for applicants.”

Bill Cooper, the director of diversity strategies for Atlantic Constructors Inc. (ACI) in Richmond, Va., highlights another focus for recruitment. Asians, Blacks and women are underrepresented in the construction workforce. “The opportunities lie for us to go out and educate them to the possibilities of a career in construction.”

ACI offers registered apprenticeships at its 130,000-square-foot fabrication shop. There’s a difference between diversity and inclusion, says Cooper. “Diversity is the mix, but inclusion is what makes the mix work — people want to be able to understand what’s possible for them, and that’s what I believe apprenticeship does.”

Apprenticeships that offer pay, a program element not limited to registered apprenticeships, are essential to inclusion and create an open door for applicants from all backgrounds, including mid-career workers who want a change but already have families to support.

Women make up just 5 to 6 percent of the construction workforce. The Associated General Contractors of America is using digital marketing to recruit them. (AGC)

Construction Is Essential

State and local governments can help cultivate the workers their infrastructure projects need by paying greater attention to career technical education, says Brian Turmail, vice president of public affairs and strategic initiatives at AGC. “The vast majority of high school students and young adults looking to transition from one sector to another never hear about construction career opportunities.”

The AGC of Washington Education Foundation led the development of a construction industry-created curriculum, “Core Plus Construction,” to prepare students for entry-level construction jobs, apprenticeships or other post-secondary education. In 2020, the Washington Office of the Superintendent of Public Instruction approved it and added it to its course equivalences, making it eligible for high school credits in math, science and language arts.

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There's a return for these kinds of public-sector investments, says Turmail. Worker shortages can delay projects and inflate their cost. If skilled workers are in short supply, contracts with mandates to hire local workers won't solve the shortage — but they can further slow progress and put inexperienced workers at risk.

Women make up 51 percent of the overall workforce, but only 5 or 6 percent of the construction craft workforce. “If we can find more ways to attract women and African Americans into the industry, we probably won't be talking about workforce shortages as much as we do now,” says Turmail. As a step in this direction, AGC launched a digital recruitment program with the theme “Construction Is Essential.”

Construction jobs pay well. According to the Bureau of Labor Statistics, in May 2021 the median annual wage for all construction trade jobs was \$48,210, higher than the \$45,760 median for all occupations.

There are many reasons why state and local officials have a vested interest in more people going to careers in construction, according to Turmail. “I've never brought my kids in to come look at a press release I've written and admire how wonderful it is, but I've yet to meet a construction worker who hasn't taken a family member to show off the airport or highway they are building.”

Apprenticeships Equal Workforce Development

The potential for federal infrastructure funds to create actual employment and not just employment possibilities can be held in check by a shortage of skilled workers. But the fact that funds are coming, and in such large quantities, might provide enough energy to overcome this barrier.



AGC's Brian Turmail: “Apprenticeships, community college training programs, private training programs, high school programs — we need it all.”

(CITC)

“That's a positive signal we haven't had in a long time,” says AGC's Simonson. “We have a lot more money going into highways and other kinds of infrastructure; I hope that message will get to people who are considering a career or considering what sorts of career training programs they want to support.”

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Cultivating skilled workers isn't the only reason for the construction sector to put more work into developing training programs. "I tell people apprenticeship is a workforce development plan for their industry, and that's really what it is," says Sigmund.

AGC convened a National Construction Industry Workforce Summit in October 2021 at which workgroups shared and developed strategies for recruitment, training and development. "Apprenticeships, community college training programs, private training programs, high school programs, we need it all," says Turmail. "It's not one solution that's better than the other. We need them all."

Elma High School students become official apprentices

Allen Leister, The Daily World
May 26, 2022

Commitment to the future. That was the message that rang the loudest at Elma High School's youth apprenticeship signing night ceremony on Thursday night, May 19.



Allen Leister / The Daily World

Logan Zimmerman, left, Misael Oliveros Farias, Brandon Orcutt, Sonny Mougous and Kaleb Anderson pose for photos after signing their apprenticeships papers. Elma is the first school district in Grays Harbor County to offer aerospace and advanced manufacturing apprenticeships.

Hosted by Aerospace Joint Apprentice Committee (AJAC), the event saw five junior students become the first in Grays Harbor County to receive an apprenticeship offer from local advanced manufacturing companies in the Pacific Northwest.

As each of the five new apprentices got to share their excitement for getting the chance to work through AJAC, the idea of what the future could hold showed glimpses of promise for the program expanding further for the Elma School District.

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“It’s a good idea for my future and just thinking that I could have a job before I even get out of high school,” said Brandon Orcutt, a junior who will be working for Sierra Pacific Industries. “It’s a head start for life in general and this will allow me an easier opportunity to get a job in the field that I like. I’m happy that AJAC is working with our school to give this to us.”

AJAC, which is currently going through a rebrand to promote themselves as being “Beyond Aerospace,” has been expanding its Youth Apprenticeship program since 2017. With the addition of Elma High School, the program has seen its roots flourish in 15 school districts across Washington. They feel that hands-on learning and real-world experience is the best way to prepare high school students to take part in the regional economy.

Lynn Stickland, who serves as the executive director of AJAC, spoke during the ceremony to express her excitement of the program and how this is an opportunity for kids to have more options as they get ready to graduate high school.

“When I was a kid, we didn’t have these apprenticeship programs in place for us to succeed. We either went to college or straight to work,” Stickland explained. “Our goal really is to just encourage these kids to understand that there is an alternative to college if they don’t want to go that route, especially in rural communities like this one.”

Stickland said the hope of the AJAC program is to eventually spread its roots into every county in Washington and promote apprenticeship opportunities. She also said while the fields of aerospace and advanced manufacturing are widely male-dominated fields, young girls should not feel discouraged about joining. AJAC is actively advocating for more to join.

The highlight of the ceremony took place when the five youth apprentices got to sign paperwork alongside their sponsoring companies to begin their apprenticeships. Sierra Pacific Industries signed three of the apprentices — Orcutt, Sonny Mougous, and Kaleb Anderson. Vaughan Company signed Logan Zimmerman, while A&R Aviation signed Misael Oliveros Farias, who also got to speak to the crowd to give his perspective of being part of the program.

“This opportunity feels like my career is actually starting, especially since I’ve always had a passion for aviation,” Farias said.

While the ceremony featured speakers from the Elma School District, it also allowed an opportunity for the sponsoring companies to give their outlook as employers. Stacie Vaughan, who spoke on behalf of Vaughan Company, said she is really excited for the company to jump into the youth apprenticeship foray and realize its potential.

“We’re learning just like everyone else is. Our goal is that we don’t want to have someone in here to have them work, we want them to learn and grow.” Vaughan explained.

As the students complete their youth apprenticeships over the summer and their senior year, they will still have to complete their normal obligations to graduate on time. To help with that, AJAC will be working alongside the employers and the apprentices to help them in any way they can keep them on track.

While it’s no secret that rural communities, such as those that populate the East County region of Grays Harbor, are at a disadvantage to resources and opportunities in comparison to urban or

metropolitan areas, programs such as AJAC can look to help with that problem by promoting paths for kids looking to have successful futures.

Scot Industries Joins Growing Apprenticeship Wave

The Economic Report
August 2022

Scot Industries Inc., has launched a registered apprenticeship program in Lewis County that will keep the firm on the cutting edge of production and innovation. It's one of many companies statewide that are taking up the apprenticeship advantage. In fact, The number of people and companies participating in registered apprenticeships reached an all-time high just late last year. "Apprenticeship programs are thriving across the state," said Jody Robbins, Apprenticeship Program manager for the Washington State Department of Labor & Industries. "We're encouraged to see a growing number of employers, educators and other workforce partners get involved."

What Scot Industries is Doing

Scot Industries, located in Centralia. Is a supplier of specialty tubing product. It recently started the apprenticeship for Computer Numerically Controlled (CNC) Machinists. CNC Machinists are key in moving forward in the manufacturing and precision process the company uses. The registered apprenticeship in an intensive effort to recruit employees. Apprentices obtain hands-on training and classroom education while receiving competitive pay in a growing industry. The company was founded in 1949. The 73,000-square-foot Centralia plant was completed in 2007.

About Apprenticeship

Last year, there were about 21,700 active apprentices in the state – ranking the state ninth nationally. There are more than 5,000 participating employers covering more than 400 different occupations. In fact, the total number of participants would make registered apprenticeship programs the third largest "school" in the state. It would be placed behind only the University of Washington and Washington State University. Construction trades such as carpenter, ironworker, and electrician remain at the top of the training list. But apprenticeship is expanding into high tech, health care, and other fields. "Employers need a reliable talent pipeline and workers need pathways into rewarding careers," Robbins said. "Registered apprenticeship programs provide an opportunity for the employers and workers, boosting our entire economy." For registered apprenticeship who become journey-level works. The results are very real. Six to nine months after completion of a program, an apprentice in the trades can earn more than \$85,000 annually.

What Happens Next

Apprenticeship will continue to expand in the non-traditional fields. In 2022, the state approved more than \$8 million in grant funds to support services and technology upgrades for apprenticeship program. Last year, L&I distributed another \$15 million in grants. Recipients included the Society of Professional Engineering Employees in Aerospace, representing engineers at The Boeing Company. The effort will include partnerships with community and technical colleges to expand training and help underserved populations enter the aerospace field.

Trades Program building students' careers and lives

The Herald

The Herald Editorial Board

Dempsey, a freshman at Marysville Getchell High School who prefers to go by her last name only, launched into her wooden toolbox project even as other students were laying out the pieces and getting instructions on assembly.

“No. Yeah, I do this stuff all the time with my dad, so I pretty much knew what to do,” she said as she inserted a dowel handle into the toolbox’s end-pieces before nailing on the bottom and sides. She’s grown up with a father and other family members who work construction, so Thursday’s Girls Build field trip to the Regional Apprenticeship Pathways classrooms at Marysville Pilchuck High School was as familiar as it was forward-looking for Dempsey’s coming years in high school.

Other girls weren’t as familiar with the woodworking project and needed more coaching, but that was the point of Girls Build, which brought several freshman and sophomore girls from high schools across the county to the RAP center, encouraging them to consider a program that introduces high school students to the building trades — including carpentry, plumbing, sheet metal, masonry and other construction fields - while earning both high school and college credits and encouraging a deeper look at lucrative and fulfilling careers in construction.

Like its sister vocational education program, Sno-Isle TECH, near Paine Field in Everett, the RAP program intends to interest high school students in construction trade apprenticeships and certification programs available after high school. A public-private endeavor urged by Snohomish County Council Member Nate Nehring and state Rep. Mike Sells, D-Everett, the program got its start in 2019, said RAP Director Anne Carnell, and held its first Girls Build day in January 2020, only to have the covid-19 pandemic slap a stop-work order on the hands-on educational program. “We’ve worked hard to grow the program, despite those challenges,” Carnell said, and after resuming with a morning class of 25 students, RAP is adding an afternoon class of 25 students from participating high schools in the county.

Partnering with Everett Community College and several trade unions and construction associations, the program offers a multi-hour course that earns students math, English, physical education and other credits toward high school graduation as well as college manufacturing course credits and helps them develop a resume and skills to connect with representatives in the industry, Carnell said. “Students are able to get their hands on a lot of different trades,” she said. “So that when they finish the program they’ll have a good sense of themselves, what their skill set is and where their passions are for career paths.” Thursday’s focus was more finely honed to encourage girls to consider construction as a career, so representatives of trade unions and building associations — women and men — shared their work and life experiences.

Sarah Patterson, a workforce development director for the state Associated General Contractors, appealed to the girls’ sense of purpose and asked them what they considered to be “helper” jobs, and heard answers for doctors, social workers and other professionals. “But all of those jobs

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require construction in order to do those jobs,” she said. “Construction is a job about helping other people. It’s a job that helps build a civilized society.”

Others made the case by pointing to the excellent pay available in construction. Marianna Hyke, with the Northwest Carpenters Institute, actually went to college first, earning a nursing degree — and amassing \$76,000 in student loan debt — before finding her passion in promoting and encouraging construction trades. The financial security — and the health insurance and other benefits available — Hyke said, is a big draw for many. But so is a sense of accomplishment.

“It’s the most empowering thing I’ve ever seen, to be able to drive down I-5 and say, ‘I built that. I did that,’” Hyke said, and it’s something that is encouraging the entry of more women into construction. “The teamwork is empowering, and I would love to see more sisters get in and do something that is nontraditional.” Aubrey Russell, 32, in her fourth and final year of her apprenticeship, agreed. “You feel damn good about what you’ve done when you drive by and see the places you’ve worked on,” she said.

But Russell also has a more personal sense of accomplishment. After high school in Bellingham, Russell struggled for years with addiction and even spent time in prison, but now as an apprentice she lives comfortably and is saving up to purchase her first home with her wife. Russell was eager to share with students what her apprenticeship, its training and the work has meant to her, and sees great potential in the Regional Apprenticeship Pathways program. “If I had had that in high school, maybe that would have made a difference,” in avoiding some struggles, she said.

Washington state has made a huge investment — \$16.8 billion — in transportation infrastructure over the next 16 years, joined by billions more from federal infrastructure spending. As well, there’s a huge need to increase the availability of housing in Snohomish County and the rest of the state. It’s no surprise that transportation, housing and other infrastructure needs will require trained workers to complete those projects. Job growth, despite the pandemic, has remained strong in Washington state, and its estimated that the state economy will add 373,000 family-wage jobs during the next five years. Yet, 70 percent of those jobs will require more than a high school diploma, such as a college degree, a post-secondary credential or an apprenticeship. But before those public and private investments can build the transportation systems and housing we need now and in the future, a continued commitment is needed to invest and support the education, training and development of those who will do the building for us. Programs like Sno-Isle TECH and Regional Apprenticeship Pathways are building those skills and lives.

More about RAP

The Regional Apprenticeship Pathways program is taking applications for its morning and afternoon courses next school year. The program is open to juniors and seniors at high schools in Arlington, Darrington, Everett, Granite Falls, Lake Stevens, Lakewood, Marysville, Stanwood-Camano and Sultan. For more information, go to www.msd25.org/page/rap.

Women in the Trades Fair

Todd Toshio Snider

I am writing to express my earnest gratitude and admiration for our frontline workers that represented the Utility at last week's Washington Women in the Trades Fair. As you are no doubt aware, the field staff worked both diligently and creatively to showcase the pride they have in their respective crafts, partnership with their unions and in our shared workplace.



The Water Operations outdoor exhibit was designed and staffed by Summer Hepburn, Ryan Brown, Gloria Garcia, Sabrina Clark-Bentley, Ryan Peterson, Dwayne Sweat, Ryan Mendoza, Brandon Landeis, Mike Hurd, JR McKay and Water Pipe Worker Apprentice Kirsten Stammes. Perhaps my favorite moment of the trade fair was watching 4 middle school girls of color install dry water services—in competition with each other as the crowd cheered them on. The scene inspired hope in me that we are doing our part in making a positive change for the future.

The Drainage & Wastewater outdoor exhibit was designed and staffed by Susan Conrad, Mark DeVos and Ricky Stewart, along with DWW Collection Worker Apprentices Alzata Davis, Thomas Gray, Juan Cervantes and Darrick Goodnow. When the young people spied the video game controller that operates our CCTV's robotic camera, you could almost see the lightbulb go off as they make the connection from what they know how to do to what they could get paid to do.

SPU's indoor exhibit was staffed by our Human Resources partners Dat Nguyen, Nu'u Fuavai, Heather Baldwin-Stewart, Vanessa Fowler, Issac Good and Koryn Kennedy (a few of her excellent photos are attached). Cynthia Chern did an enthusiastic job representing the Water Quality Lab in our indoor exhibit as well. Finally, the Apprenticeship Office's Tina Ramos, Peter Blunk and Nataly Brockwell made considerable behind the scenes contributions to ensure we were all able to put our best foot forward.

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On a more personal note, this is the fourth year that I have helped coordinate with the field for SPU's outdoor exhibits. Every year I am more and more impressed with the dedication of our frontline colleagues. There were squabbles, tears and collective cheers as they put all of themselves into an activity that they could have just as easily "phoned in" and treated like a standard job fair. Instead, they dug in, exhibited quality leadership and gave the best of themselves. I am proud of them and hope that you are as well.



New Behavioral Health Apprenticeship Program Meets Urgent Need For Vital Services

*Mary Grace Antony, Director of Communications & Community Relations
Health Care Apprenticeship Consortium*

(Seattle, WA): This fall, the Health Care Apprenticeship Consortium (HCAC) is launching a new Behavioral Health Apprenticeship program to meet the urgent statewide need for vital behavioral healthcare services.

According to data from Mental Health America's 2021 report, more than 22% of adults in Washington state reported having some kind of mental illness, and a quarter of them reported not being able to access behavioral health care.

The statewide and national behavioral healthcare crisis has accentuated the need for:

- An adequate, qualified, committed, and skilled professional workforce: Behavioral health needs have skyrocketed as a result of the prolonged COVID-19 pandemic, and our healthcare systems are struggling to meet this demand. As a result, people are waiting too long to access services.
- A diverse workforce: Many people don't receive effective care from healthcare professionals who do not share or understand their life experiences, speak their language, or have contextual knowledge of their unique lived experiences.

The Behavioral Healthcare Apprenticeship program is a practical solution directly responding to these needs. This Washington state-registered apprenticeship program is building a pipeline to increase the number of trained, skilled, and diverse professionals who will grow and stabilize the behavioral health workforce.

This innovative apprenticeship program combines flexible educational coursework requirements with supervised on-the-job training and provides financial incentives to employers that agree to early participation. It currently offers three career pathways:

- Behavioral Health Technician: One-year program
- Peer Counselor: One-year program
- Substance Use Disorder Professional: Two-year program

"The need for behavioral health services has never been greater, but there is a severe shortage of qualified behavioral health professionals to meet that need," says **Dow Constantine, King County Executive**. "These apprentices are the first cohort in a program to increase wages and train and retain new workers to care for our community. This innovative program will transform our community by expanding opportunities, particularly in communities of color. I'm grateful that King County was able to provide funding for this important project and pleased to partner with so many governments and organizations to make it possible."

"The behavioral healthcare sector has an urgent need for more staff and this apprenticeship program is the workforce solution," says **Laura Hopkins, Executive Director, SEIU Healthcare 1199NW Multi-Employer Training & Education Fund**, which sponsors the HCAC.

"Apprenticeships are an accessible pathway into healthcare because apprentices earn while they learn. And employers get a huge return on their investment, starting immediately and growing over time. We're thrilled to work with our partners on this exciting program."

APPRENTICESHIP QUARTERLY REPORT

"Recruiting is a constant challenge for community safety net agencies like Comprehensive Life Resources," says **Kim Zacher, CEO of Comprehensive Life Resources**. "Behavioral Health apprenticeships would give us one more tool to build a behavioral health workforce that has been taken for granted and overlooked for too long. There are so many reasons that traditional college education, required for many behavioral health roles, may not be feasible for someone. A paid apprenticeship that combines on-the-job learning with relevant coursework opens the door for a more diverse group of people to enter the behavioral health field. We see a lot of opportunity within our own workforce and within our client base to take advantage of this program."

"MERIT Resource Services is grateful for the opportunity to build our substance use disorder treatment workforce. We need licensed substance use disorder professionals and certified peer counselors to expand our great work with individuals and families experiencing alcohol and other drug problems. Providing individuals in substance use disorder treatment the recovery capital needed to gain remission and improve their quality of life is rewarding work," says **Shereen Hunt, Executive Director of MERIT Resource Services**.

"The COVID pandemic has exposed the tremendous need for behavioral health services for our communities," says **Diane Sosne, former President, SEIU Healthcare 1199NW**. "The educational approach of this apprenticeship program meets the needs of all of our communities—including low income and communities of color. The 'earn while you learn' model provides a unique career pathway that enables caregivers to reflect the populations they serve and provide equitable access to meaningful work. We are proud to help launch our state's innovative Behavioral Health Apprenticeship program."

"Even before the pandemic, it was very clear that the workforce availability was declining. Then you add the pandemic and it becomes apparent that grassroot efforts are needed now more than ever. This model allows members of BIPOC communities the opportunity to enter this industry, which is sometimes perceived as unattainable and/or unaffordable. This program will open so many doors. It will allow us to better serve our communities," says **Charlotte Jones, VP and Chief People & Diversity Inclusion Officer, Sound Health**.

"The lack of an adequate behavioral health workforce comes with significant consequences. It means people seeking behavioral health services cannot access the care they need when they need it," says **Melody McKee, Program Director for the Behavioral Health Training, Workforce and Policy Innovation Center at Harborview Medical Center - Behavioral Health Institute**. "We can, and must, drive innovation that broadens the pipeline into the behavioral health field. The apprenticeship program does that, and the 'earn while you learn' foundation of apprenticeships fosters equitable access into a profession that desperately needs more workers."

Special thanks to the Ballmer Group and King County for their innovative and visionary support of this program, and to the UW Medicine - Harborview Behavioral Health Institute for their partnership on this project. The HCAC would also like to thank the following additional funders:

- City of Seattle Office of Economic Development
- King County
- State of Washington Department of Labor & Industries
- U.S. Department of Labor's Healthcare Career Advancement Program Closing the Skills Gap Grant

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Learn more at HealthCareApprenticeship.org/bh-apprenticeships.

APPRENTICESHIP QUARTERLY REPORT

The Health Care Apprenticeship Consortium is a multi-union and multi-employer Washington State-registered Joint Apprenticeship Training Committee. We are open to all healthcare employers in Washington.

The Health Care Apprenticeship Consortium is sponsored by [SEIU Healthcare 1199NW Multi-Employer Training and Education Fund](#). The Joint Apprenticeship Training Committee membership includes partners from healthcare employers, labor unions, and Washington State.

Our vision is to build a state-wide healthcare educational pathway through multiple apprenticeship opportunities, that is used by healthcare employers across the state and promotes accessibility, retention, and stability within the healthcare workforce.

HealthCareApprenticeship.org

An Apprentice I'm very proud of

Mike Ankney

[Youtube Video](#)

Upcoming Events

January 2023

Compliance Review & Retention Subcommittee Meeting

Date: January 18, 2023

Time: 10 a.m. - Noon

Location: Department of Labor and Industries

7273 Linderson Way SW

Tumwater, WA 98501

Washington State Apprenticeship Coordinators Association Meeting

Date: January 18, 2023

Time: 1 – 2 p.m.

Location: Department of Labor and Industries

7273 Linderson Way SW

Tumwater, WA 98501

Washington State Apprenticeship Joint Retention and Recruitment Committee Meeting

Date: January 18, 2023

Time: 2 – 3:30 p.m.

Location: Department of Labor and Industries

7273 Linderson Way SW

Tumwater, WA 98501

APPRENTICESHIP QUARTERLY REPORT

Community and Technical College (CTC) Apprenticeship Coordinators Meeting

Date: January 18, 2023

Time: 3:30 – 4:30 p.m.

Location: Department of Labor and Industries

7273 Linderson Way SW

Tumwater, WA 98501

Washington State Apprenticeship and Training Council Quarterly Meeting

Date: January 18, 2023

9 a.m. – 5 p.m. or until adjourned

Location: Department of Labor and Industries

7273 Linderson Way SW

Tumwater, WA 98501