

Washington State Apprenticeship and Training Council (1941-2008)

67 Years of Registered Apprenticeship



2007 **Annual Report**

to the Director of the
Department of Labor & Industries
and the Citizens of Washington State

April 2008

www.Apprenticeship.Lni.wa.gov

April 2008

Judy Schurke, Director
Department of Labor and Industries
PO Box 44001
Olympia, Washington 98504-4001

Dear Ms. Schurke:

I am pleased to submit the 2007 Annual Report on behalf of the Washington State Apprenticeship and Training Council. Apprenticeship benefits workers, businesses, and the economy throughout the state. Traditional building trade programs are experiencing almost unprecedented growth at the same time other industries and companies are looking to apprenticeship as a long-term solution to a skilled labor supply.

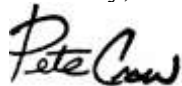
Several developments this past year galvanized apprenticeship's exposure, primarily the continuation of the Running Start to the Trades (RSTT) program sponsored by Governor Gregoire. RSTT connects an increasing number of K-12 students with exploration and hands-on preparatory training connected to registered apprenticeship opportunities in the trades.

The year 2007 also brought the expansion of Apprenticeship Utilization Requirements to public school construction and Department of Transportation projects. These agreements typically require that a certain percentage of the labor hours on particular projects be performed by registered apprentices. Washington's utilization agreements are becoming widespread and serve as a national model of workforce development best practice.

L&I's Apprenticeship Program is becoming a key partner in the state's workforce development and K-12 education systems. Much of the impetus for this comes from the growing relationship between Career and Technical Educators (CTE) and local apprenticeship training representatives. This was evident this past legislative session as apprenticeship representatives turned out consistently in support of CTE legislative initiatives. Additionally, registered apprenticeship was a focus in legislative initiatives for cosmetology, green jobs, high-demand occupations and aerospace manufacturing.

The coming year will certainly bring new challenges for our state and our nation. You can feel confident that challenges facing our apprenticeship system will be met with a strategic plan and expanded understanding across the workforce development system. Registered apprenticeship will continue to be a critical tool in the development of economic vitality and a qualified workforce for Washington State.

Sincerely,

A handwritten signature in black ink that reads "Pete Crow". The signature is written in a cursive, slightly slanted style.

Lawrence "Pete" Crow, Chair
Washington State Apprenticeship and Training Council

Washington State Apprenticeship & Training Council 2007 Annual Report to the Director

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Registered Apprenticeship in Washington State - 2007

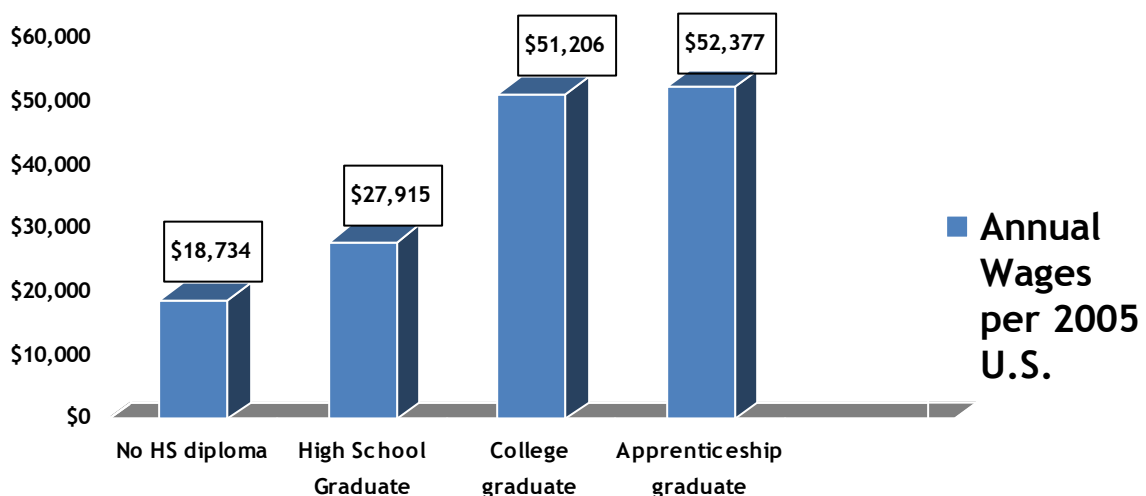
- Over 6,200 Employers Providing Paid On-The-Job Training and Assuring Skill Development for Registered Apprentices.
- 261 Standards of Apprenticeship with Specific Minimum Qualifications, Selection Procedures, Wage Progression and Skilled Credential Outcomes.
- Work-Based Education and Training in Over 600 Occupations
- 17,593 Apprentices Actively Contributing to the Economy because they “Earn While They Learn”

Apprenticeship benefits workers, businesses, and the economy throughout the state by combining classroom studies with on-the-job training under the supervision of a qualified journey level worker. Apprenticeship enjoys success in Washington, offering key benefits not normally found in other education and job-training programs.

Apprentices learn skills that can lead to lifetime careers while they earn a wage.

Apprentices prepare for work in more than 600 occupations administered locally across the state. The most common type of program administration is the Group Joint (GJ), typically funded and staffed jointly by representatives of employers and employees.

Apprenticeship in our state is overseen by the Washington State Apprenticeship and Training Council and the results are significant.



Source: US census wage data and WA State Workforce Board report “Workforce Training Results 2006”

Mission, Vision, Values

The Washington State Apprenticeship and Training Council (WSATC) and the Department of Labor and Industries promote a highly skilled and diverse work force by developing and supporting apprenticeship training programs throughout the State. This work is carried out under the authority of Chapter 49.04 RCW, in partnership with business, labor, and education. Furthermore, the people of Washington State understand and value the role of registered apprenticeship in promoting a highly skilled and diverse workforce. The WSATC:

- Views the safety, health and education of all apprentices as the number one concern.
- Believes that apprenticeship produces highly skilled workers and contributes to the economic vitality of the state.
- Ensures that all who are interested have access to information about apprenticeship programs and equal opportunity to participate in them.
- Supports diversity of thought, ideas and people in the apprenticeship community.
- Assesses the potential for apprenticeship opportunities in new and emerging occupations and technologies.
- Regularly evaluates customer needs to ensure that the quality and relevance of apprenticeship training remain high.
- Communicates with all apprenticeship stakeholders in a consistent, open and fair manner.
- Establishes policy and makes decisions in an open, collaborative manner with equal input and representation from business and labor.

The WSATC also recognizes key indicators of an effective program:

- The ratio between apprentices and journey-level supervisors (low ratios indicate greater attention to on-the-job skill development).
- Commitment of the apprenticeship committee to diversity, availability of pre-apprenticeship orientation and training, and quality classroom trainers.
- A high ratio of apprentices that are retained and graduate is a key indicator of a strong and successful program.

2007 Washington State Apprenticeship Training Council Members

REPRESENTING BUSINESS

Dave D'Hondt (Vice-Chair) - Absher
Construction Company
Melinda Nichols - City Of Seattle
Pat Toulou - Colville Tribal Service Corp.

REPRESENTING LABOR

Lawrence Crow (Chair) - UA LU#44
Al Link – WA State Labor Council, AFL-CIO
David Johnson - WA State Bldg &
Construction Trades Council, AFL-CIO

REPRESENTING THE GENERAL PUBLIC

Susan W. Crane – Port Jobs

The WSATC oversee registered programs in our state and is composed of seven members; three representing the interest of labor, three representing the interests of business and one representing the general public. All but the public member are appointed by the director. The public member of the council is appointed by the governor. The WSATC has a number of ex-officio members who provide valuable input regarding workforce development, education and training issues.

2007 Washington State Apprenticeship & Training Council Ex-Officio Members

Workforce Training and Education Coordinating Board (WTECB)

- *Eleni Papadakis*, Executive Director

Employment Security Department (ESD)

- *Karen Lee*, Commissioner

State Board for Community & Technical Colleges (SBCTC)

- *Charlie Earl*, Executive Director

US Department of Labor, Office of Apprenticeship (USDOL/OA)

- *Anne Wetmore*, State Director

The Department of Labor and Industries, Apprenticeship Section is the administrative arm of the WSATC. Along with supporting the quarterly meetings and activities of the council, the apprenticeship section, located in the Tumwater L&I building, oversees the registration and cancellation of apprentices, program compliance reviews and complaint investigations. In addition to the Central office staff, L&I has eight consultants in field offices around the state.

Apprenticeship Program Staff, Tumwater

- Secretary to the Council
Patrick Woods
- Apprenticeship Program Manager
Elizabeth Smith
- Apprenticeship Consultant 4
Bill Chrisman
- Apprenticeship Consultant 4
Jody Robbins
- Recording Secretary
SuAnne Pettit
- Assigned Assistant Attorney General for the Council
Leslie Johnson
- Assigned Assistant Attorney General for the Department
Judie Morton
- Central Office Staff
Michael Thurman, Nhung Nguyen, Shawna Benitez, Stacey Mathis

Regional Apprenticeship Consultants

Consultants provide support services to existing program sponsors, work with companies to start programs, educate the general public regarding apprenticeship opportunities and generally serve as the central point of contact for apprenticeship related matters in each of the six L&I regions. Staff changes for 2007 are noted below:

- **Region 1 consultant position left vacant by Bill Chrisman's elevation to AC4** – Compliance Specialist in Tumwater effective April 16, 2007. Position remained vacant at the close of 2007.
- **Region 3 consultant position left vacant by Pam Doss's departure effective July 27, 2007.** Position remained vacant at the close of 2007.

Region 1 – Northwest Washington

- *Bill Chrisman* through April 13, 2007
- Vacant as of December 31, 2007

Region 2 - King County

- *Sandra Husband*
- *Todd Snider*

Region 3 – Tacoma, Kitsap and Olympic Peninsula

- *Pam Doss* through July 27, 2007
- Vacant as of December 31, 2007

Region 4 – Southwest Washington

- *Ed Madden*

Region 4a - Tumwater Office

- *Alice Curtis*

Region 5 - Central Washington

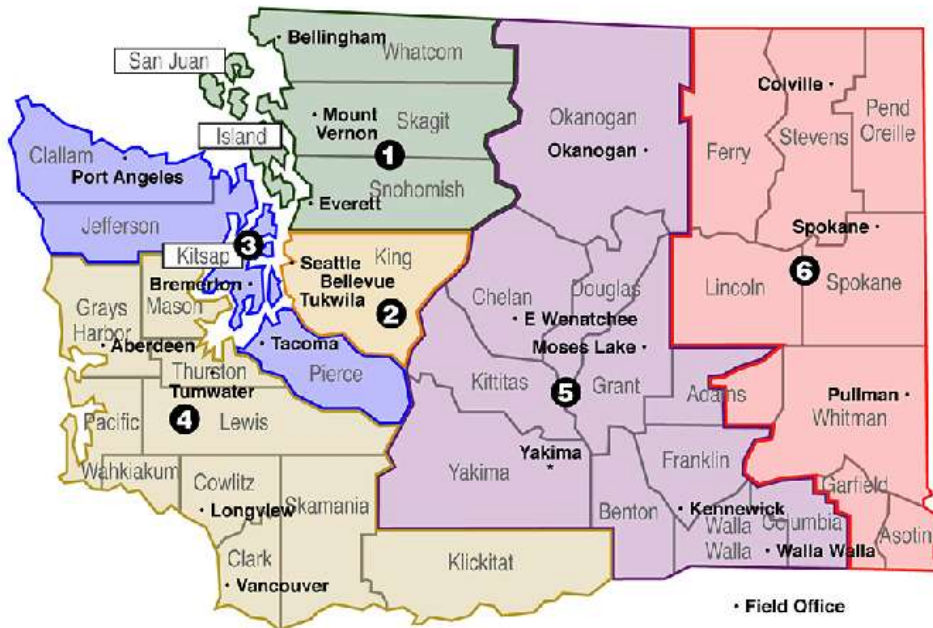
- *Julie Lindstrom*

Region 6 - Eastern Washington

- *Evie Lawry*



Regional Boundaries



Washington State Apprenticeship Training Council Strategic Plan

The WSATC updated its strategic plan in early 2007. The plan reflects the mission, vision and values of the WSATC and lays a road map for the department and apprenticeship stakeholders leading to a diverse, inclusive and expanded apprenticeship education and training system. The following areas of emphasis were recommended by the WSATC Subcommittee on Strategic Planning then subsequently approved and adopted by the WSATC on January 19th, 2007. This strategic plan identifies key steps for enhancing the system of registered apprenticeship in the State of Washington.

- **Emphasis on Compliance:** In 2000, the expectation for greater emphasis on compliance was agreed upon with the labor community. This expectation has not been met. In order to fulfill the goal of a proactive compliance system that will build a level playing field for all competing apprenticeship programs, the department moved a current position from pre-apprenticeship into compliance. It is the

expectation that an additional position will be added to ensure sufficient resources to ensure a balanced statewide compliance system.

- **Staff for Pre-Apprenticeship:** The pre-apprenticeship initiative holds tremendous potential in harnessing the energies and meeting the expectations of the high school system and trade organizations. However in order to achieve the goal of an integrated "running start for the trades," additional staffing is needed to build the relationships between schools and trade organizations.
- **Staff for Marketing Apprenticeship to Employers (Training Agents):** In order to ensure that apprenticeship positions which lead to permanent journey level jobs are available, it is important that businesses in Washington are informed about the benefits and requirements associated with apprenticeship. There are numerous associations and employer groups that have limited or and incorrect understanding of how apprenticeship works, its benefits and its requirements.
- **Grants for New Apprenticeship Programs:** Federal grants for emerging apprenticeships have proven successful in expanding the number of occupations with apprenticeship programs. The best example is the array of healthcare apprenticeships that have emerged from a federal grant that first focused on Medical Coordinator with Multicare in Pierce County. From this, a number of other occupations have been incorporated into the Multicare apprenticeship training system including: MRI Technician and CT Technician. In addition, limited funding that was provided to the Culinary Program has been key in the expansion of this program from approximately 8 apprentices to over 40 in the last few years. The key to success in emerging programs is the ability of a sponsoring group (business and labor association) to hire an apprenticeship coordinator to manage the startup and maintenance of the program until it is self sustaining from internal resources.
- **Apprenticeship Taskforce:** In order to promote better relationships between various stakeholders in the apprenticeship community, it is important to establish a Taskforce to identify key initiatives that have proven successful in Washington and other areas where apprenticeship has been successful - i.e. Germany and Ontario, Canada. This will require the appointment of a taskforce from key sectors of

business, labor and the public sector. The Taskforce members would have the responsibility to report to the governor and Legislature on successful models for the expansion for apprenticeship, why they work and how they could realistically be implemented in Washington.

- **Apprenticeship Council Mediation Initiative:** In order to better serve the Apprenticeship Council and expedite the process for stakeholders, the Council will be asking the program staff to bring parties with program objections to a pre-council mediation session to determine if objections can be addressed in a cooperative fashion. In addition, this process is intended to better inform both the council members and interested parties of the policy and legal implications concerning actions related to objections.
- **Sub-Committee on Rules:** At the October meeting of the Apprenticeship Council, the chair requested that the subcommittee on rules take up the issue of program need to better determine the criteria for evaluating the approval of a new or expanded apprenticeship program.
- **Focus on Recruitment and Retention of Women and Minorities:** Promoting practices and ensuring results for increased recruitment and retention of women and minorities.
 - Consult with programs to encourage these techniques and hold workshops for programs and registration agency staff on these techniques.
 - Recommend and emphasize these practices to all programs that are under utilized.
 - Develop outreach tools and materials reflecting these practices.
 - Identify and put energy toward partnerships that will expand or assist the increased participation of females and minorities in apprenticeships.

Apprenticeship Initiatives Supporting the WSATC Strategic Plan

The WSATC strategic plan mirrors in large part the concerns, efforts and energies of the apprenticeship stakeholder community statewide and establishes direction for the department. This section of the report highlights several initiatives, some initiated by the department and some coming from leaders in the apprenticeship community. These are but a few of the examples of the innovative efforts underway that address elements of the strategic plan.

IBEST - Pierce County Roofers Apprenticeship

The Pierce County roofers in cooperation with Pierce College instituted contextual language education for their Spanish speaking apprentices. Integrated Basic Education and Skills Training (I-BEST) pairs English as a second language (ESL)/adult basic education (ABE) instructors and professional-technical instructors in the classroom to concurrently provide students with literacy education and workforce skills for the roofing industry through the registered apprenticeship program. Apprentices are able to communicate on the job site within a short period of time and continue to build their vocabulary, literacy and conversational skills throughout the program. This program is being highlighted as a best practice throughout the community and technical college and apprenticeship education systems.

Symposium on Apprenticeship Recruitment and Retention Excellence July 17, 2007 – Heathman Lodge in Vancouver, WA

Representatives from Washington and Oregon apprenticeship programs, Washington's community & technical colleges, community based organizations, Washington State Department of Labor and Industries and the Oregon Bureau of Labor and Industries, participated in this one day symposium highlighting recruitment and retention best practices. Much of the information presented and strategies discussed centered on recruiting, supporting and retaining women in

building trade apprenticeship opportunities. Panels presented information on a variety of topics and are detailed below:

FIRST PANEL: Project Labor Agreement (PLA) - DIRECT ENTRY

Discussed outreach and case management work with direct entry apprentices in the WA State UBC/JATC Apprenticeship program under the Sound Transit Project Labor Agreement.

Panelists Included:

- Laurie Otto from PCL Construction Services, Inc.
- Denise Salo from Sound Transit
- Kathy Swan, Organizer with the United Brotherhood of Carpenters

SECOND PANEL: MENTORING

Moderator Greg Mowat noted how fortunate we are in Washington State to have a couple of good mentoring programs. Panelists Included:

- Shawna Anderson, Trades Mentor Network Coordinator from the King County Labor Council, **AFL-CIO Worker's Center**
- Peter Coates from King County Administration to talk about the Brightwater Project PLA (project labor agreement)
- Halene Sigmund from CITC (The Construction Industry Training Council of Washington) to discuss **the 'Mentor Alliance'**

THIRD PANEL: MORE EFFECTIVE RECRUITING

Discussed proven effective means to recruit and prepare qualified applicants for building trade apprenticeship programs. Panelists included:

- Connie Ashbrook, Executive Director of Oregon Tradeswomen, Inc.
- Ken Frye, Training Coordinator of NECA-IBEW Electrical JATC
- Trudy Johnson, Pierce County WorkSource School-to-Apprenticeship liaison
- Johanna Chestnut, Executive Director of Apprenticeship and Non-traditional Employment for Women (ANEW), Seattle

Implementing Governor Gregoire's Running Start to the Trades Initiative

2007 saw the implementation of the first ever pre-apprenticeship program development dollars being pumped into the K-12 system. **The Governor's Running Start to the Trades initiative**, initially approved in 2006 and funded in 2007,

established and promoted opportunities for secondary pre-apprenticeship and close collaboration benefiting students, school districts and apprenticeship programs. This legislation mandated teamwork and coordination between key entities toward the goal of a seamless approach connecting secondary students to high wage, high skill apprenticeship training opportunities in the building and construction trades. The goal of the Running Start to the Trades initiative was to establish clear, articulated pathways for high school students to access registered apprenticeships upon graduation. This important effort was intended to expand the pipeline of workers needed to fulfill the high demand for skilled construction workers in Washington State in the next decade.

During the first year (2006) of Governor Gregoire's Running Start to the Trades initiative, nine schools from across the state applied for and received incentive grant funding. Each grant of \$7,500 funded, for the period of one year, the process of negotiating and implementing agreements with local school districts. Four pilot programs were also funded in year one at \$25,000 each to establish formal pre-apprenticeship programs.

During 2007, the grants totaling \$350,000 in all, originated as part of Governor **Gregoire's 2006 legislative proposal to expand and strengthen apprenticeship** opportunities for high school students. With this continued infusion of resources the stakeholders felt that investing more money in fewer schools would provide the best chance for pre-apprenticeship program initiatives to build toward sustainability. Thus, ten incentive proposals at \$19,000 and 4 pilots at \$40,000 were funded over the next two years. Recipients will receive two installments; half of the total this year and the remaining balance after a mid-term report on related activities is submitted on or before June 30, 2008.

Considering that this is a fairly new effort for many schools, the results thus far are very encouraging. Between the larger, urban schools and smaller, rural schools, at least 325 students have participated in secondary pre-apprenticeship programs funded by this effort. From those pre-apprenticeship programs, schools reported

that approximately 80 students have entered registered apprenticeship programs. This data, however, is self-reported by school districts, and may not be completely accurate.

Running Start to the Trades Symposium For Incentive and Demonstration Grant Projects

Held Wednesday, May 9, 2007 and hosted by the New Market Vocational Skills Center, the symposium was sponsored by the Office of the Superintendent of Public Instruction – CTE Department, the Washington State Department of Labor and Industries – Apprenticeship Section, and the Construction Center of Excellence at Renton Technical College. This daylong event helped build a community for sharing practices, solving challenges, and elevating projects to new levels of success. Team in attendance gained a clear understanding of the apprenticeship system, and how to articulate its many advantages to students, parents and school officials. Participants received free resources, including a train-the-trainer course in whole-site safety for young workers, and the Construction Math Toolbox, helping students and teachers practice college readiness standards aligned with graduation requirements and the WASL.

What became evident is that pre-apprenticeship training and exploration activities are on-going throughout the state and are impressive. Impressive, not only in the geographic diversity but also in the intensity with which local stakeholders are building relationships. The intensity is manifest in a desire among all stakeholders to build significant, lasting, articulated pathways for graduating secondary students to **access registered apprenticeship opportunities. Whether they are “direct entry” or “preferred consideration” agreements, these working relationships will prove to be** the guiding force as apprenticeship preparation activities and programs are fully integrated within secondary education.

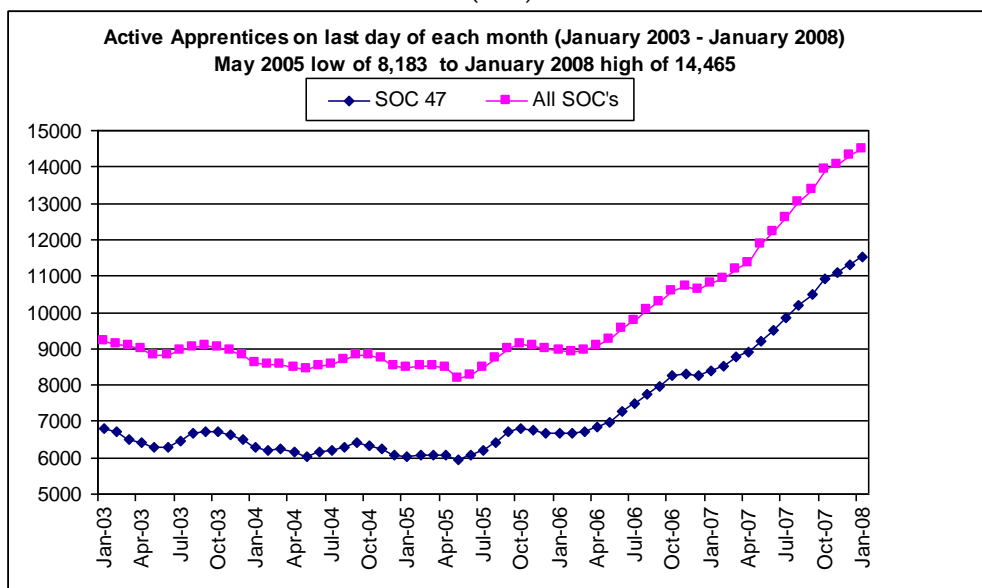
Supporting Women in Apprenticeship and Non-Traditional Occupations

This \$330,000 federally awarded grant was won by a joint application submitted by Apprenticeship and Non-Traditional Employment for Women (ANEW) and Oregon Tradeswomen, Inc. The grant spans two years, the goal is registration of 100 women per year (50 per state) into state Council approved apprenticeship programs. The timing could not be better for this effort as the building trades struggle in both states to recruit more women into apprenticeship training opportunities. The grantees have enlisted the support of a considerable number of Oregon and Washington building trade apprenticeship programs

Apprenticeship by the Numbers in 2007

The number of registered apprentices actively training in Washington State continued to climb throughout 2007. The building and construction trade occupations led the way as commercial construction boomed for much of the year. The graph below (F-1) shows the steady climb in total number of active apprentices in comparison to the growth in construction occupations (SOC 47) over the past several years. Note that the number of apprentices being added to the construction occupations continued to drive the curve through 2007.

(F-1)



The **department's** apprenticeship section tracks all relevant data with regard to apprentice activity in the state. A breakdown of the apprentice activity over the past two years helps illustrate some of the details of the exceptional growth in overall numbers. Graph F-2 contains an annual comparison of minority, female and veteran participation as well as the number of apprentice registrations, cancellations and completions.

(F-2)
Annual Comparison of Apprentice Activity

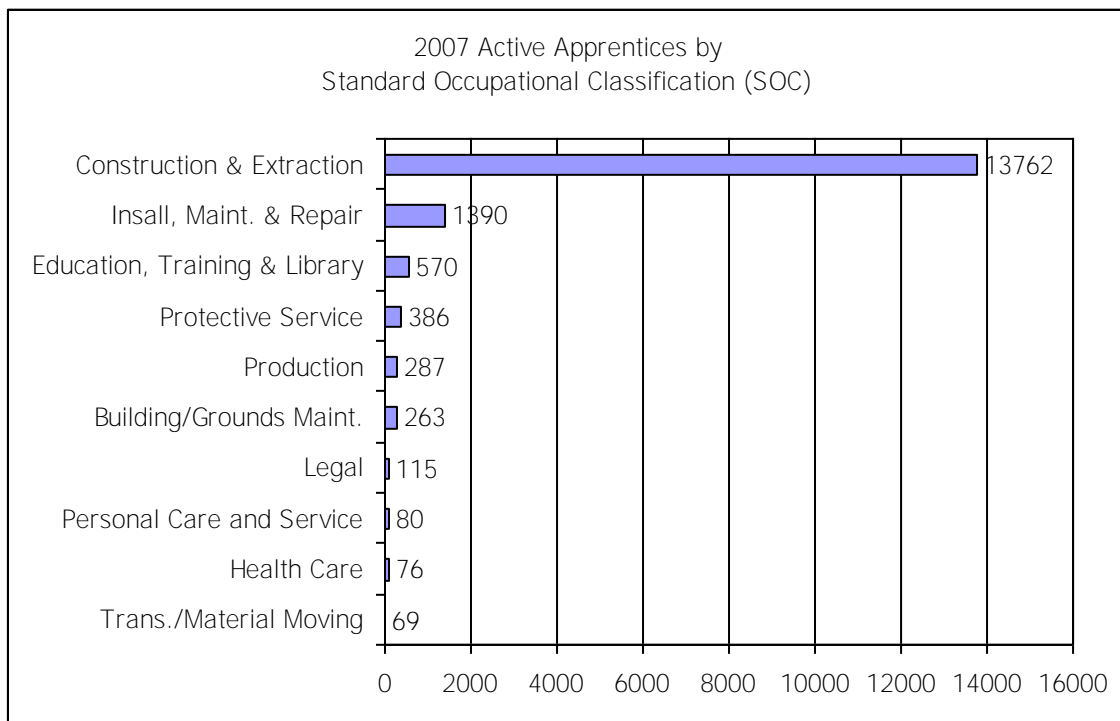
Active Apprentices	2006		2007	
Total	14,219		17,379	
Minority	3,148	22%	4,073	23.4%
Female	1,824	12.8%	1,935	11.1%
Veteran	1,293	9%	1,769	10.2%
Apprentice Activity				
Registered	5,249		6,725	
Completed	1,323		1,174	
Cancelled	2,083		2,071	

Notes:

- Women as a percentage of those registered remained relatively flat from 2006 to 2007. Women made up 7.7% of the total registered in 2006 compared to 7.5% of the total in 2007.
- While the total number of active female apprentices increased from 2006 to 2007, their percentage of participation overall actually decreased from 12.8% in 2006 to 11.1% in 2007
- 11.6% of those completing in 2006 were women compared to 9.8% in 2007.
- Minority participation in apprenticeship programs remained strong and actually increased as a percentage of the total from 22% in 2006 to 23.4% in 2007.
- It takes, on average, 44 months to complete an apprenticeship program in this state, thus the disparity in completions -V- registrations

A detailed look at the breakdown of active apprentices in 2007 by Standard Occupational Classification (SOC) illustrates one key element to the WSATC strategic plan: The importance that businesses in Washington are informed about the benefits and requirements associated with apprenticeship. The graph in F-3 reinforces the trend lines in F-1 with the Construction and related occupations (Install, Maint. & Repair) driving the apprenticeship system in our state. Much work remains to be done and the WSATC is committed to educating employers and industry associations regarding the benefits of the apprenticeship talent development system.

(F-3)

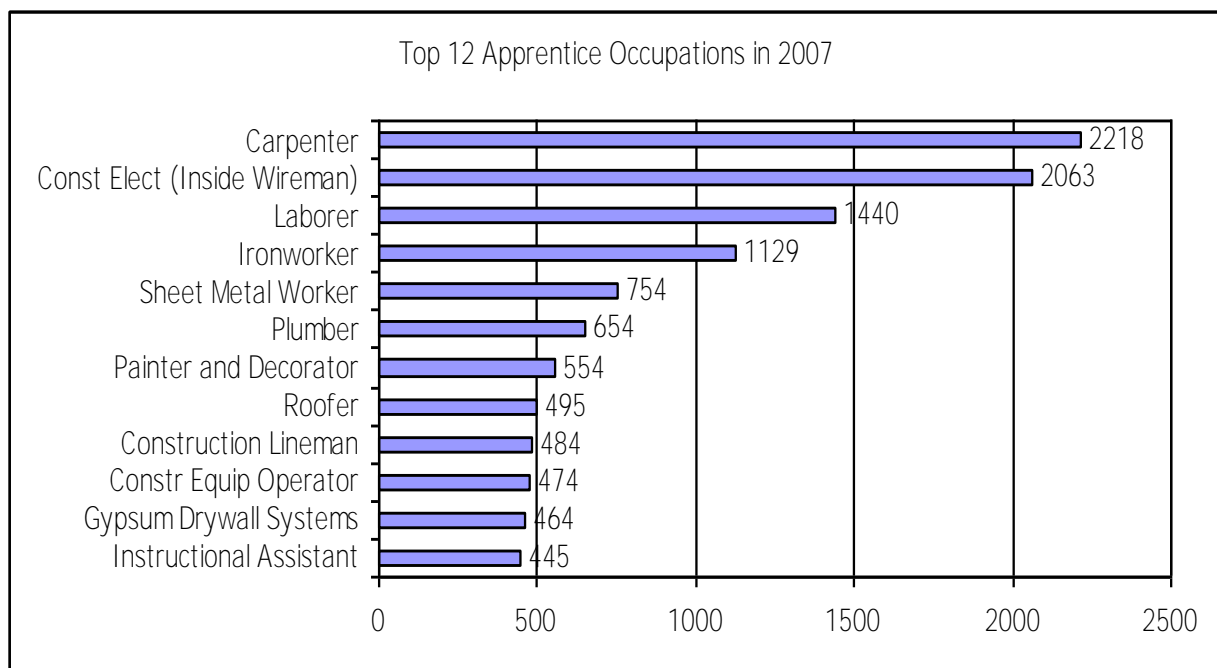


Occupational Categories with less than 100 active apprentices:

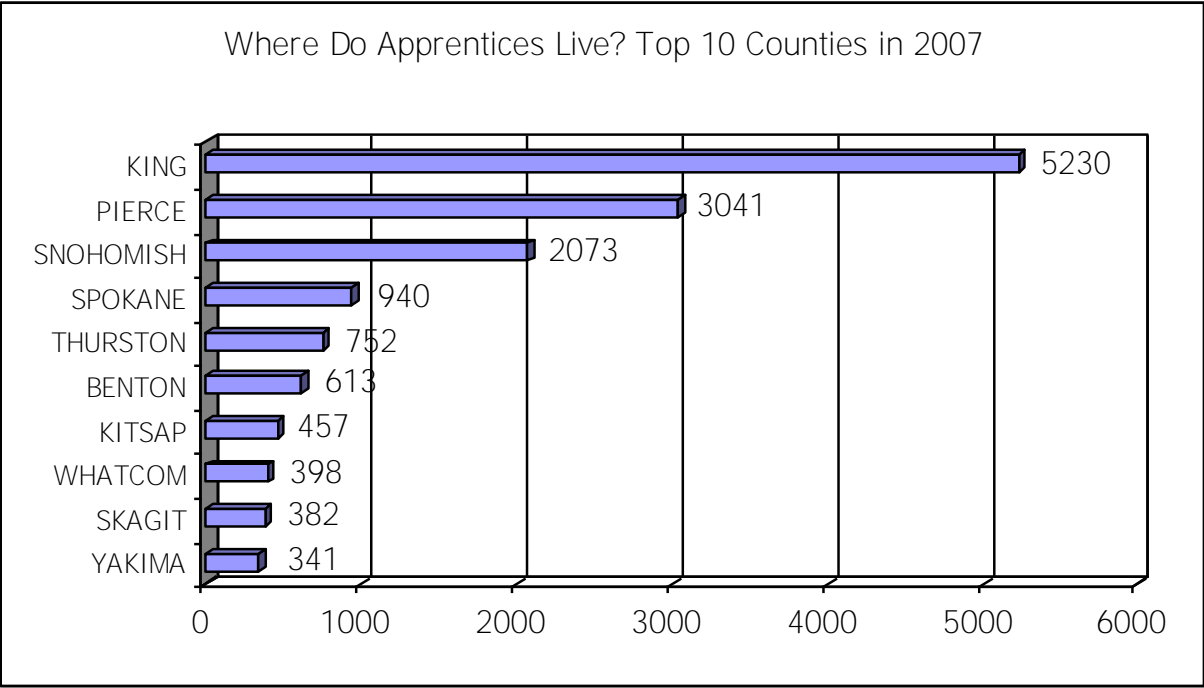
Business & Financial Operations	2	Healthcare Support	53
Computer and Mathematical	3	Food Preparation and Serving Related	61
Management	9	Transportation and Material Moving	69
Arts, Design, Entertain., Sports & Media	15	Health Care Practitioners and Technical	76
Office & Admin Support	35	Personal Care and Service	80
Architecture and Engineering	38		

A look at the top 12 occupations with regard to number of active apprentices in 2007 (F-4) reveals an interesting fact. While the traditional trade occupations continue to lead the way with significant numbers of active apprentices, The Washington Public School Classified Employees Apprenticeship Committee through their instructional assistant occupation are building a substantial program with 445 active apprentices in 2007. See Appendix 1 for “other than to 12 apprentice occupations” table.

(F-4)



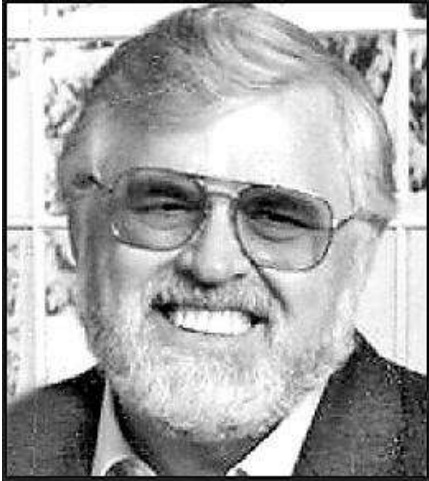
So where do all of these apprentices live? With construction driving the apprentice registrations one would expect to find the majority of apprentices living in proximity to the major centers of construction activity throughout the state. It is also interesting to note that King county is home to the greatest concentration of apprentices even though the cost of living and housing in the county are driving many people to live in outlying counties and commute.



NOTE: Clark County would make the top five counties for active apprentices if Oregon state registered apprentices were added to the total.

Round-up of 2007 Apprenticeship Events and Highlights

Remembering Former Council Member, Frank Forrest Jr.



Forrest, Frank Jr.

Born Frank Forrest Jr. in Monticello, Arkansas on September 15, 1933 to Frank Forrest Sr. and Florence (Pearl) Dodd, Frank Jr. passed away July 25, 2007. He is survived by his children Mike (Kari), and Steve and Kelli; grandchildren, Sarah, Preston, and Garrett Forrest, and Zoe Hjelm. He is preceded in death by his wife of 50 years, Virginia (Ginny). *Frank proudly served on the WSATC for 27 years.* He was a business manager for the Plumbers and Steamfitters U.A. Local #44 and remained a member for 51 years. He will be missed by many friends and acquaintances around Washington State as well as around the United States.

Washington State Department of Transportation Apprenticeship Utilization

During the 2005 Session, the Legislature passed 2SSB 6480, which requires Washington State Department of Transportation (WSDOT) to implement an apprenticeship utilization requirement in WSDOT construction contracts. This bill phases in the apprenticeship provision, starting at 10% of the total labor hours on projects estimated to cost \$5 million or more in 2007, 12% on projects estimated at \$3 million or more in 2008, and finally 15% on projects estimated at \$2 million or more in 2009.

WSDOT started implementation in 2007 with two pilot projects: US 95, Cornwall Rd. to Hatch Rd. and SR 9, Schloman Road. According to a draft copy of WSDOT Apprenticeship Utilization Advisory Committee report from January 2008, both of the pilot projects are successfully achieving the apprenticeship labor goals. WSDOT

recognizes a need for more skilled workers in the construction trades. The apprenticeship requirements WSDOT is phasing in will increase the number of skilled workers in the state.

Apprenticeship Utilization Requirements For School Districts

Engrossed House Bill 1898, providing for apprenticeship utilization requirements on school district public works projects, became effective July 1, 2007. Projects funded by bond issues approved before July 1, 2007, are exempt. School districts state-wide will be rolling out these new requirements with the intent of building closer ties to skilled apprenticeship education opportunities for their students leveraged at the local level.

The details for implementation are as indicated below:

- For contracts advertised for bid on or after January 1, 2008, for public works by school districts that are estimated to cost \$3 million or more, contract specifications must require that no less than 10 percent of the labor hours be performed by apprentices enrolled in state approved apprenticeship training programs.
- For contracts advertised for bid on or after January 1, 2009, for public works by a school district estimated to cost \$2 million or more, contract specifications must require that no less than 12 percent of the labor hours be performed by apprentices enrolled in state-approved apprenticeship training programs.
- For contracts advertised for bid on or after January 1, 2010, for public works by a school district estimated to cost \$1 million or more, contract specifications must require that no less than 15 percent of the labor hours be performed by apprentices enrolled in state-approved apprenticeship training programs.

Electrical Apprentice/Trainee letter

In April 2007, in response to a WSATC motion during the January 2007 meeting in Tumwater, the department sent a letter to all electrical training programs and all

electrical training agents to remind all Electrical Apprenticeship Program Sponsors that mixing electrical trainees and registered electrical apprentices is a violation of the Standards of Apprenticeship, per Section VIII of the Standards and WAC 296-05-303(4) (bullet point 5). The letter stressed that the WSATC was particularly concerned that work requiring 06 electrical licenses is being performed by electrical **trainees (or “installers”) that are not registered apprentices** and that work is listed in the work processes of electrical apprentices.

New L&I Apprenticeship Compliance Specialist in Tumwater

Longtime Apprenticeship Consultant Bill Chrisman moved into the position of apprenticeship compliance specialist in the Tumwater office in April 2007. This position focuses on conducting investigations across the state regarding apprenticeship complaints and apprentice appeals, and oversees discovery and follow up on incidences of non-compliance by apprenticeship programs. Bill's position is a key partner with the Prevailing Wage program in Labor & Industries to review and ensure that apprentices on public works jobs are being utilized appropriately (appropriately registered at the time of the job, working in the correct ratio, and for an approved training agent). Bill, who completed an apprenticeship in foundry moldmaking, has been with the L&I apprenticeship program since 1983, and his knowledge and experience will be an asset to the operation of the program.

Helping Veterans get into Registered Apprenticeship

Southwest Washington Apprenticeship Consultant Ed Madden attended the 3 day state wide ESD **veteran's** staff educational summit on March 21-23, 2007 and made a presentation explaining apprenticeship to 87 attendees at this event. He developed a key tool, an alphabetic list of all WA Registered/Recognized and Military Apprenticeships and prepared and distributed 125 folders with a variety of handouts on WA apprenticeship, the military apprenticeship program, and a matrix connecting

each Local Veterans Employment Representative (LVER) staff member with the regional apprenticeship consultant in their area, who could then link them with the active apprenticeship programs in that area.

High Skills High Wages interagency workgroup on improved outcomes for people with disabilities

"High Skills, High Wages" (HSHW) is the biennial review of the State of Washington's strategic plan for workforce development. The most recently created HSHW, 2006, directed an interagency workgroup to review the data, deliberate on needed cross-program improvements, and develop action steps for strategic direction to improve outcomes for people with disabilities. Apprenticeship has been asked to participate in the workgroup to help identify opportunities and/or challenges to place people with disabilities into existing apprenticeship programs or looking at new programs they can access. The plan is to connect the work of the interagency workgroup with the work of a Washington State National Governors Association policy core team, leading up to a joint discussion on these issues with the WFTECB on November 9, 2007.

Some of the partners for the workgroup are; the Governors Office, Department of Social and Health Services, Employment Security, Labor and Industries Apprenticeship, Office of the Superintendent of Public Instruction, State Board of Community and Technical Colleges, Washington Workforce Association, and Workforce Development Councils.

Plumber Apprentice Dies In Accident

Source: **SEATTLE POST-INTELLIGENCER**, *Wednesday, March 14, 2007*, **By LEVI PULKKINEN**, P-I REPORTER



On March 9, 2007, Todd Reeves, plumber apprentice with the Seattle Area Plumbers, Housing Plumbers, Housing Plumbers, Pipefitters, HVAC/Refrigeration Mechanics and Marine Pipefitters Apprenticeship Committee was killed while working in a trench next door to his White Center home. An apprentice plumber, Reeves was a week away from promotion to journeyman status with the United Association of Plumbers and Pipefitters Local 32, said Larry Fritts, business manager for the Renton-based union.

Washougal Celebrates 20 Years of Apprenticeship

April 2007 marks the 20th anniversary of the establishment of apprenticeship training standards in the Washougal School District. Over the past two decades virtually all secretaries and paraeducators in the district have participated in the training. The Washington Public School Classified Employees Apprenticeship program was founded in 1987. The program was established through labor/management cooperation in the Washougal School District, the Department of Labor and Industries and ESD 112.

The first set of standards for apprenticeship contained three separate programs. Today classified apprenticeship has 27 registered programs. Educational Tech **Tere Gustafson** loves the program.

"I was among the original group of paraeducators who began Instructional Assistant classes in 1987. After finishing this apprenticeship program, I went back finished a second apprenticeship program and receive my AA Degree. I learned a great deal about different learning styles and instructional techniques that are very helpful on the job."



Crystal Apple Awards

Source: Published Thursday, March 15th, 2007, Sara Schilling, Herald Staff Writer John Merk, Apprenticeship coordinator, Southeastern Washington/Northeastern Oregon Sheet Metal Workers Apprenticeship Committee, received the Crystal Apple Special Achievement award. **The award was given to recognize John's** outstanding contribution to education in the Tri-Cities area.

Building for a Lifetime Web Site - KIRO 7

The Building Industry is growing by leaps and bounds and there's never been a better time to pursue a career in the construction field. KIRO 7 has launched an internet site "[Building for a Lifetime](#)" to allow someone to find out about the many career possibilities.

<http://www.kirotv.com/sponsors/11250917/detail.html>

For more information on how to join Building for a Lifetime, Please email Melissa Pressley at mpressley@kirotv.com.

Statewide Excellence in Teaching Award

Source: Diane Davies, PACT Administrator, 206-587-4957

Seattle Vocational Institute's Pre-Apprenticeship Construction Training (SVI-PACT) instructor, Bob Markholt, wins the Washington Association of Occupational Educators (WAOE) 12th Annual Excellence in Teaching Award. Two awards in the amount of \$500 each were presented to community and technical college teachers in the state of Washington. Award recipients were selected based on their:

- Contribution to technical professional education
- Contribution to student learning
- Participation with business, industry and/or labor through partnerships, projects, return to industry, etc.

Congratulations to Mr. Markholt for his excellence in preparing Washington's citizens for apprenticeship opportunities in the building and construction trades.

Construction/Apprentice Demand & Supply Study

Source: Final Report to the Workforce Training Board & State Board for Community and Technical Colleges, authored by Deena Heg & Bob Watrus, August 31, 2007. This joint effort was launched to look at the demand for and supply of apprentices in Washington state and implications for our **state's workforce development system**. The report verified a shortage of skilled labor in most building and construction trades occupations. The authors used demand and supply data, as well as employer and JATC survey results. The report concludes by calling for regularly occurring, similar demand/supply analysis, stronger connections between workforce development system partners involved in apprenticeships, and a more coordinated approach to promoting the building and construction trades as a source of high wage, high skill jobs.

Puget Sound Electrical JATC Graduation

Source: Bill Bowser, Apprenticeship Coordinator
Saturday, May 19th, marked the Graduation Ceremony/Banquet for the class of 2007 held at the Hilton Conference Center. Over 200 in attendance including graduates, families, industry leaders, IBEW and NECA representatives, South Seattle Community College staff, and Puget Sound Electrical JATC staff and instructors joined in celebrating the achievements of the graduates.

Apprenticeship Effort: A 2007 Governor's Best Practice Award Winner

Highlighting the value of collaboration, the Workforce Training and Education Coordinating Board designated six partnerships as winners of the 2007 Governor's

Award for Best Practices in Workforce Development. David Harrison, chairman of the Workforce Board, announced the awards at the Workforce and Economic Development 2007 Leadership Conference held in Tacoma last month. The winners were selected for innovation in problem solving, collaboration with other partners and for their results in improving the lives and businesses of participants. Among the 2007 winners:

Construction trades day at Spokane Public Schools: This annual “Pizza, Pop and Power Tools” event is designed to showcase the careers of the construction trades to female middle school students. The event has grown from its launch in 2005 with 27 students spending a day at the Apprenticeship Training Center to over 400 students with participation from 12 different apprenticeships. For more information, contact Lisa White, Spokane Public Schools career and technical education director, (509) 354-7335. On hand to accept the award:



(Left to right) Mark Mattke, Spokane Area Workforce Development Council; Linda Poage, Community Colleges of Spokane; Lisa White, Spokane Public Schools Career and Technical Education; Kevin Managhan, Inland Northwest Apprenticeship and Coordinators Council.

School to Apprenticeship Applications Hit Record Numbers in Pierce County

Source: Ground Floor at the Pierce County Construction Partnership Monthly Newsletter, Vol. 2, Issue 33, March 2007

Applications for the School to Apprenticeship program were due February 28, and 30, 2007. Students from five districts and 14 different high schools applied. This year, records were set in a number of areas, including the number of female

applicants (four). Among the applicants, 17 applied for Get Electrified, nine applied for Frame Your Future; and four applied for Cutting Edge Technologies. Letters will be sent by April 15 to notify students who passed the first screening. Students will begin employability training and interview preparation in April and May, prior to participating in the panel interviews with industry employers later that month. Employers will select the final candidates, who will be asked to participate in a drug screening. The official program participants will be announced in early June. On behalf of the program staff, thanks to all of the career counselors, teachers, parents, and mentors for supporting students through the application process.

Prevailing Wage and Apprenticeship

Since early March, 2007, L&I Apprenticeship staff have hand-checked Prevailing Wage Affidavits submitted which has apprentices listed on it. We are checking various things to include:

- Is the employer an authorized training agent,
- Are the individual's registered,
- Is the Apprentice working in the correct occupations,
- Is the apparent ratio of journey-to-apprentice workers acceptable, etc.

To-date Central office has checked over a 1000 documents and have found about 250 which require corrections or clarification regarding the use of registered apprentices.

NW Line Construction Apprentice dies in Bangor Accident

Source Kitsap Sun: By Josh Farley, BANGOR

A Brush Prairie man was killed Monday in a work-related accident at the Bangor submarine base, according to a Seattle-based U.S. Department of Labor spokeswoman. Civilian worker Brent Larwick, 23, was electrocuted while working on the base, and the Occupational Safety and Health Administration is investigating because the death occurred on federal land, said Jeannine Lupton, a spokeswoman for the Department of Labor.

Guest Presenter for Non-Traditional Public Sector Apprenticeship Grad



*Shown in Photo Left to Right:
Ed Madden, L&I AC, Deb Wallace,
Representative 17th District, Chair
House Higher Education Committee,
Julie Kozhemyakin-Basarab, Apprentice
completer, Kay Kammer, City Clerk)*

Source: Ed Madden, L&I Apprenticeship Consultant, S.W. WA Region

On June 14 apprentice administrative assistant Julie Kozhemyakin-Basarab of the City of Ridgefield City Hall Apprenticeship Program was presented her Certificate of Completion by Representative Deb Wallace, Chair of the House Higher Education Committee.

The Completion Ceremony was conducted during the Ridgefield City Council meeting attended by the full city council and staff of the City of Ridgefield as well as approximately 80 members of the public. When Representative Wallace was introduced by City Clerk Kay Kammer, as Chair of the House Higher Education **Committee, an audible "OH!" of surprise and excitement was made by the audience.** Everyone knew that this was indeed a special occasion!

Representative Wallace presented Julie with her Certificate of Completion and congratulated her on her accomplishments and told the audience that the City of Ridgefield deserved praise for sponsoring apprenticeships because sponsors determine the requirements of their programs and provide the opportunity for apprentices to become fully qualified in occupations.

Apprenticeship Rules Under Development

A couple of changes to the WAC rules governing registered apprenticeship are underway. First, a change has been proposed to the rules section that states the criteria for both new and existing apprenticeship programs. The department held a public hearing on September 6, 2007 for the amendments made to Apprenticeship WAC rules, WAC 296-05-316. The amendments are needed in order to be consistent through the section as well as with **the Federal Government's definition of** need. After reviewing the comments received at the public hearing, the rules will be adopted as proposed.

Additionally, the department filed a separate CR-101 on September 18, 2007 for changes to the rules that would require all new apprenticeship programs and new occupations for existing programs recommended for approval by the Washington State Apprenticeship and Training Council to be given provisional approval for a period of one year. The RCW/WAC subcommittee of the WSATC will meet in the coming months, with the goal of presenting language at the January 2008 WSATC meeting. Anyone with questions about either of these two rules proposals may contact the L&I Office of Apprenticeship at 360-902-5320.

New Staff in Apprenticeship

In September, 2007 the L&I apprenticeship team added a new member. Jody Robbins has been hired to fill the Apprenticeship Consultant 4/technical specialist position in the *Tumwater office*.

Julie Lindstrom has also accepted the position of Apprenticeship Consultant for *Central Washington*. Julie has served in the position in a temporary capacity since August 2006, and she has done a great job getting up to speed. Her new position was effective September 1st, 2007.

Habitat for Humanity and Sheet Metal Pre-Apprenticeship

Source: *Kathrin Carr-West Sound Technical (WST) Director*

Eric Erickson, Construction Teacher at West Sound Technical Skills Center, worked with Habitat for Humanity in 2006 to give his Construction students real world building and construction experience. This year we are just implementing a Sheet Metal preparatory program. Jody Robbins from the Western WA Sheet Metal JATC and Chris Miller from Miller Sheet Metal in Bremerton assisted us in the development of this program. We also had a strong partnership with the Puget Sound Naval Shipyard. The PSNS has assisted with donations and equipment.

Excerpts from the Governor's remarks at Washington Teamsters Joint Council No. 28, Semi-Annual Meeting in Wenatchee, September 16, 2007

We extended apprenticeship programs to state public works projects, DOT projects, and, this year, to school construction projects.

We created a "Running Start to the Trades" program to help high school students better connect with apprenticeship training programs.

Students like Ricardo Rodriguez, who went straight out of the New Market Skills Center in Tumwater last year to a building and trades apprenticeship.

Mr. Rodriguez says he hated traditional high school, and all he knew how to do was, **as he put it, "flip burgers."**

Now he's a builder. He's learning a family wage trade, and as he puts it: "Making money at the same time."

Then there's Jonathan Villanova. He was pretty good at trigonometry at the New Market School, but he learned that trigonometry *actually mattered* during his two years at the school, where he connected weekly with a construction team working on a new building nearby.

That experience really grabbed Mr. Villanova. In June, he became a building and trades apprentice, and with a Running Start scholarship, he was able to buy the **tools and equipment he needed to work as a carpenter's apprentice.**

We added 300 additional spots for apprenticeship programs at our community colleges.

My top three priorities going into the next session and beyond are also critical to your members -- jobs, education, and health care.

The reason for this agenda is so basic -- **We cannot grow our economy if we don't** have skilled workers; we cannot educate students if they are not healthy and safe; and we cannot move our state forward without investing in our future.

Construction Carnival Introduces High School Students to the Trades

Excerpted from the July 2007 Snohomish County Business Journal

Source: Construction Connections, Vol 2 Number 4

On June 14, 2007, the Snohomish County Workforce Development Council hosted its first Construction Carnival at Naval Station, **Everett's community site in north** Marysville. Students from area school districts were in attendance, despite the rainy weather.

Apprenticeship Registration & Tracking System (ARTS) Upgrade

L&I launched a major initiative to overhaul the ART system to allow online access and reporting by apprenticeship program sponsors. According to Michael Thurman, who is overseeing the project for **the apprenticeship section, "we're in the requirements gathering stage and we've been meeting with apprenticeship programs to gather input"**. Michael wishes to thank everyone who has contributed. If you are interested in being a part of the ongoing feedback group regarding the ARTS upgrade, please contact Michael Thurman, thum235@LNI.wa.gov.

Joint Committee on Recruitment and Retention

Everyone is encouraged to be involved with this new committee effort, essentially an advisory committee to help direct the effort to provide information, resources, and experts that can enhance the collective knowledge around how to do well at recruiting and retaining apprentices, especially female and minority apprentices. It will be comprised of members of the WSATC, training directors, non-profit and workforce development staff, and anyone else who wants to add to the collective conversation around doing recruitment and retention better. If you are interested in joining, please email Stacy Mathis, masu235@LNI.wa.gov , or call her at 360-902-6410.

U.S. DOL Proposes Rules to Align Apprenticeship with the 21st Century

The U.S. Department of Labor has proposed revisions to the federal rules governing apprenticeship to align the national apprenticeship system with the tools and flexibility needed for the 21st century global economy. The proposed rules have set off quite a debate in the apprenticeship community across the nation that continues into 2008. To obtain additional information, visit:

<http://www.dol.gov/opa/media/press/eta/archive/eta20071876.htm>.

WANTED: Apprenticeship Programs to Partner with Local WorkSource

One thing that WorkSource offices do is talk to job applicants about their choices and directions, give specific tests and assessments to those individuals, and then refer those individuals to work or training opportunities that fit their skills and circumstances. Often, the individual referred may have access to workforce development funding to pay for tools, books, tuition, and transportation or childcare expenses.

LNI is looking for apprenticeship programs that would be interested in participating in a pilot effort to build a partnership between their program and a local WorkSource office to explore if this sort of assessment-referral partnership could work for

apprenticeship programs. Programs taking part may save time and effort on drug and aptitude testing, and apprentices who come through this route could have access to workforce-related funds for training and employment related expenses. If you are an interested apprenticeship program, please contact your LNI apprenticeship consultant.

APPENDIX 1

Washington State Registered Apprentices by Occupation (other than top 12)

Cement Mason	374
Sprinkler Fitter	317
Brick Layer	290
Elevator Constructor Mechanic	290
Fire Fighter	270
Steamfitter	240
Insulation / Asbestos Worker	234
Drywall Finisher	202
Commercial Glazier	184
Stationary Engineer	177
Traffic Control Painter	158
Residential Wireman	152
HVAC Service Tech	147
Tile/Terrazzo/Marble	143
Lineworker	133
Low Energy/Sound & Comm Tech	125
Pipefitter	120
Tree Trimmer	116
Workers Comp. Adjudicator 2	115
HVAC/Refrigeration Mechanic	110
Meatcutter, Retail	96
Heavy Duty Repair Mech	86
Boilermaker	82
Pointer/Cleaner/Caulker	80
Millwright	78
Dispensing Optician	76
Educational Paraprofessional	72
Machinist Auto (Machine Shops)	72
Housing Plumber	70
Residential HVAC Worker	66
Cook	60
Child Care Occupations	53
Carpet/Linoleum/Resilient Tile	52
Library Technician	52
Plasterer	52
Scaffold Erector	45
Hoisting Engineer	43
Meterman	43
Cosmetology Occupations	36
Limited Energy/Sound & Comm Tech	36
Health Unit Coordinator	35
HVAC Test, Adjust and Balance Tech	35
Marine Electrician	35
Residential Plumber	35
Water Pipe Worker	32
Secretary (Clerical)	27
Industrial Maintenance	26
Potable Water Supply/Service	26
Teamster	26
Transportation Technician 2	26
Maintenance Lineman	25
Industrial Maintenance Millwright	24

Outdoor Light/Traffic Signal Inst	23
Automotive Mechanic	22
Marine Machinist	22
Medium/Heavy Diesel Mechanic	22
Fire and Burglar Alarm Technician	20
Generation Wireman	20
Cable Splicer	18
Residential Glazier	18
Firestop/Containment Worker	17
Maint Plumber/Steamfitter	17
Indust Mobile Maint Mechanic	13
Industrial Maintenance Electrician	12
Marine Pipefitter	12
Restorative Aide	12
Educational Sign Language Interpreter	9
Combustion Turbine Specialist	8
Sound Technician	7
Tool and Die Maker	7
Educational Sign Language Interpreter I	6
Hydroelectric Maintenance Machinist	6
Indust Electronic Maint Tech	6
Industrial Millwright	6
Power Plant Operator	6
Cabinet Maker	5
Construction & Maint Project Specialist I	5
Firefighter/Paramedic	5
Lather	5
Maintenance Plumber/Steamfitter	5
NC Spar Mill Operator	5
School Health Technician	5
Gear Machinist	4
Industrial Refrigeration Technician	4
Machine Tool Maintenance Mechanic	4
Maintenance Machinist	4
Shipwright	4
Tri/Cont/Van Rep Mech	4
Administrative Clerk	3
Estimator	3
Glazier	3
Maintenance Tech	3
Moldmaker	3
School Computer Technician I	3
Cellular Manufacturing Mach.	2
Electric Utility Technician	2
Energy Control Dispatcher	2
Hydro Mechanic	2
Industrial Instrument Mechanic	2
Police Officer	2
Waste-Water Treatment Plant Operator	2
Youth Development Practitioner	2
Accounts Payable Clerk	1

Construction/Apprentice Demand & Supply Study

Final Report for the

Workforce Training Board &

State Board for Community and Technical Colleges

Deena Heg
Bob Watrus

August 31, 2007

Executive Summary

At the request of the Workforce Training Board and State Board for Community and Technical Colleges, research was conducted on the demand for and supply of apprentices in Washington state, along with **implications for the state's workforce development system.**

This research involved interviewing those familiar with the construction industry and apprenticeship system; collecting and analyzing data on construction industry and occupational employment, those working in construction, and apprenticeship programs; reviewing reports on the construction industry, the apprenticeship **system, training results, employers' workforce and training needs, and apprentice utilization policies and their impact**; and conducting a survey of joint apprenticeship training committees (JATCs).

On the demand side, construction industry employment grew in the early to middle part of this decade, reaching 166,150 in 2005. Nonresidential construction—which makes up about 85 percent of construction industry employment and is most likely to use apprentices—grew to 140,811 in 2005. Construction industry employment is projected to grow faster than the statewide average for all industries through 2009 (2.6 per-cent per year compared to 1.9 percent) and at the same rate from 2009 to 2014 (1.2 percent).

Employment in building and construction trades occupations is projected to continue to grow over the next several years, due to growth and replacement needs. The 26 building and construction trades occupations for which apprenticeship programs exist in Washington state employed an estimated 197,649 in 2004. In construction alone, they employed 97,301 and in nonresidential construction, 82,897. These occupations are projected to create an average of 8,048 openings per year through 2009 in all sectors and over 7,055 openings per year from 2009 to 2014. High demand building and construction trades occupations—those projected to have 100 or more openings per year—include carpenters; construction laborers and related occupations; painters; electricians; plumbers, pipefitters and steamfitters; operating engineers and other construction equipment operators; roofers; drywall and ceiling tile installers; sheet metal workers; tapers; cement masons and concrete finishers; insulation workers; glaziers; brickmasons and blockmasons; and ironworkers.

In addition to industry growth, other factors affecting demand include the aging of the construction workforce and apprentice utilization requirements, which require that a set percent of labor hours worked on public works projects be performed by apprentices.

On the supply side, apprenticeship programs are a major source of skilled labor in the building and construction trades, especially the nonresidential segment of the construction industry. As construction sector activity began to increase in the early to middle part of this decade, so did the number of apprentices. Apprenticeship registrations grew from 2,357 in 2003 to 4,405 in 2006, an increase of 87 percent. Active apprentices grew from over 8,921 in 2004 to 11,052 in 2006, an increase of 24 percent. Among the building and construction trades occupations reporting significant increases in both apprenticeship registrations and active apprentices were carpenters; electricians; ironworkers; and plumbers, pipefitters, and steamfitters. During the same time period, apprenticeship completions fluctuated.

A shortage of skilled labor in most building and construction trades occupations is indicated by demand and supply data, as well as employer and JATC survey results. Results of the JATC survey conducted as part of this study suggest the shortage of skilled labor is most acute in the following building and construction trades occupations: brickmasons and blockmasons; carpenters; construction laborers and related occupations; electricians; ironworkers, operating engineers and other construction equipment operators; painters; plumbers, pipefitters and steamfitters; and sheet metal workers.

The study's findings suggest the need to conduct regularly occurring demand-supply analyses combining labor market data and JATC survey results to identify education and training needs in the building and construction trades. This information can then be used by workforce development system partners to respond to changes in demand and supply. In addition, there is the need—and the interest—to strengthen connections between workforce development system partners involved in apprenticeships. Opportunities for closer collaboration include a more coordinated approach to promoting the building and construction trades as a source of high wage, high skill jobs as part of addressing the gap in demand and supply.

For a copy of the complete report visit the web link below:

http://www.sbctc.ctc.edu/College/workforce/wtb_apprentice_study8_31_07_edited.pdf