

# **MINUTES**

**APRIL 16 & 17, 2009**

**WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL**

---

---

**DEPARTMENT OF LABOR & INDUSTRIES**

**Judy Schurke  
Director**

**Red Lion Hotel, Pasco  
2525 N. 20th Avenue  
Pasco, Washington 99301**

**9:00 A.M.**

**THEY WHO SERVE APPRENTICESHIP  
SERVE OUR NATION**

## MEMBERS

### WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

#### EMPLOYER REPRESENTATIVES

DAVE D'HONDT, VICE CHAIR  
MELINDA NICHOLS  
PAT TOULOU

#### PUBLIC MEMBER

SUSAN CRANE

#### EMPLOYEE REPRESENTATIVES

AL LINK, CHAIR  
LEE NEWGENT  
NANCY MASON

Steve McLain, Secretary

#### EX OFFICIO

ELENI PAPADAKIS, EXECUTIVE DIRECTOR  
Washington State Workforce Training and Education Coordinating Board

KAREN T. LEE, COMMISSIONER  
Employment Security Department

CHARLIE EARL, EXECUTIVE DIRECTOR  
Washington State Board for Community & Technical Colleges

ANNE WETMORE, STATE DIRECTOR  
U.S. Department of Labor, Office of Apprenticeship

Alice Curtis	Apprenticeship Consultant	Everett
Todd Snider	Apprenticeship Consultant	Seattle
Sandra Husband	Apprenticeship Consultant	Seattle
Michael Thurman	Apprenticeship Consultant	Tacoma
Tani Biale	Apprenticeship Consultant	Tumwater
Ed Madden	Apprenticeship Consultant	Longview
Julie Lindstrom	Apprenticeship Consultant	Kennewick
Evie Lawry	Apprenticeship Consultant	Spokane
Elizabeth E. Smith	Program Manager	Tumwater
Bill Chrisman	Apprenticeship Consultant	Tumwater
Jody Robbins	Apprenticeship Consultant	Tumwater
SuAnne Pettit	Recording Secretary	Tumwater

Beth Hoffman, Assistant Attorney General for WSATC

Judie Morton, Assistant Attorney General for Labor and Industries

# WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

April 16 - 17, 2009

9:00 AM

## MINUTES

### THURSDAY SESSION

**MEETING CALLED TO ORDER** @ 9:05 a.m. by the Chair, Al Link.

**ROLL CALL:** all WSATC members were present

**GREETINGS:** Gerry Ringwood, Director of Tri-Tech Skills Center

Tri-Tech Skills Center is a skills center of seven school districts. We serve about fourteen high schools. I was just looking at our enrollment numbers for next year. And we're about 50 students ahead next year. We're right at 1,000 students enrolled for Tri-Tech next year. And that's a growth of about 300 students over the last five years. And so things are going well at the Skills Center.

And the State Board of Education has put out a proposal for CORE 24, which is to increase the high school graduation requirements from 19 credits to 24 credits. And in doing so, they're also promoting an increase of several different areas in terms of an increase of an additional credit in Science from 2 credits to 3. The State legislature mandated an increase of Math credit from 2 to 3. There's a large push for World Language, two years of World Language.

So with that, thank you for being here. I appreciate the opportunity, as always, to work with Labor and with the apprenticeship programs that we have in the Tri-Cities. And I know that there are strong apprenticeship programs throughout the state.

**MINUTES:** *M/S/C* to approve the minutes of the regular meeting of **January 15 & 16, 2009**

### **CERTIFICATES OF MERITORIOUS SERVICE:**

<u>Name</u>	<u>Organization</u>
Dave Thoday	Seattle Area Plumbers, Housing Plumbers, Pipefitters, HVAC/Refrigeration Mechanics, and Marine Pipefitters Apprenticeship Committee

**CORRESPONDENCE:** *M/S/C* to approve the correspondence log dated January 15, 2009, as an attachment to the record of today's council meeting.

**SPECIAL REPORTS:** **John Huff, Washington State Department of Transportation Office of Equal Opportunity**

I am a program supervisor for two programs within that office, one being EEO Compliance, the other being On-the-Job Training and Supportive Services.

And basically the two programs work together and, almost on a daily basis, interact with the apprenticeship community and contractors throughout the state of Washington. We have three core tasks that are basically to both programs.

The first one is to assist contractors who do business with WSDOT in achieving a diverse workforce by promoting workforce development that is inclusive of minorities and females.

The second task is to assist minorities, females, and other disadvantaged individuals who desire to work or have a career in the construction trades by providing them with gateways and pathways that will allow them to gain employment in those trades.

And then the third is to ensure that WSDOT is operating their EEO Compliance program in good faith and by adhering to federal and state laws.

I'm here to speak to you about the second core task that I just mentioned.

Our OJT/Supportive Services program is a federally funded program in which we have to request funding on a year-to-year basis. The continued receipt of that funding is directly related to goals that we established, along with the objectives and measurements for those goals, in our funding requests, and also the achieved accomplishments that we report annually at the end of the year for each fiscal year.

Over the past two years, we have gathered data from statewide needs assessments that we've conducted both by our office and also as well as other state agencies and private organizations.

And based on the data that we've gathered, we identified what types of skilled trades people would be needed in the future here in the state of Washington: Carpenters, cement masons, electricians, iron workers, laborers, equipment operators, and also truck drivers.

We also identified what are some of the huge barriers to employment currently: child care, transportation, limited English, poor math skills, lack of tools, poor real life skills, and also GED or high school diplomas.

In speaking with many of the apprenticeship program coordinators and recruiters around the state in the last year, we have heard repeatedly that they identify some of those same barriers as being elements that are associated with costing their programs negative dollars.

In our annual funding request, we identify, by line item, specific amounts of funding to help in removing those identified barriers so that contractors in apprenticeship programs can move forward without those types of distracters.

Currently about 95 percent of our funding is placed west of the mountains. What we realize is that we have no structure in place east of the mountains to assist contractors in apprenticeship programs in dealing with these types of limiters.

So for this year's funding, what we did is we requested specific funding that would allow us to transition our program east of the mountains and to take our program statewide. We established, as one of our measurable goals, creating an adult pre-apprenticeship construction education program east of the mountains.

On March 10th and 11th of this year, we had open-discussion-format meetings, both in Spokane and Kennewick respectively, to explore the potential of development, implementation, maintaining, and measuring of such a program.

WSDOT, L&I, the Apprenticeship for Nontraditional Employment for Women, other state agencies, private sector companies, apprenticeship programs, tribes, and community-based

organizations had representatives at both meetings.

A common theme that was represented at both meetings, from apprenticeship program coordinators and recruiters, is that they often lose many of their applicants in the first two weeks of starting a program. The reasons they cited were child care and transportation and limited English skills as root causes for those losses.

They also indicated that, by this point in time when they lose these individuals, they already have a financial investment in those individuals; and the loss of those individuals results in what we would consider to be a negative dollar investment for their programs.

In both meetings the atmosphere was one of positivity. It had an overtone of excitement and a willingness, by all that attended, to participate and support moving forward with some form of a pilot program.

We have the flexibility of creativity in designing a program right now that can be conducive to meeting the needs of multiple entities or clients at the same time.

So what would be the benefits of this type of a program? And who would be the benefactors? The two key benefactors of having this kind of program – number one would be the contractors, and number two would be the apprenticeship programs themselves.

And the reasons why: One, we would be taking care of some of their recruitment, which is going to save them time and save them money. Another thing that this program does that most recruiters for the apprenticeship programs are unable to discern prior to, is this program measures real life skills.

And by "real life skills," we mean do they get to class on time; are they completing all of their assignments in class; are they completing homework assignments; do they complete their shop assignments.

It also measures how they interact in a teamwork environment when they're placed working with teams in a team concept.

All of these areas are monitored and measured by the program. Contractors in apprenticeship programs get applicants who are prescreened and who have shown their commitment to be successful by the fact that they made it through this pre-apprenticeship construction education program.

Currently we have received one proposal, to implement such a pilot program, by the Northwest Independent Contractors Association.

We were also contacted this week by Spokane Community College, who has indicated they will have a proposal to us by Monday of this coming week.

In addition, we believe that ANEW is willing currently to move forward with doing a pilot program on this side of the mountains. And they were focusing on the Tri-Cities area specifically. We plan to have additional meetings in the next two to three weeks.

Our strategic plan is to have a pilot program implemented within the next three months.

One other note I would like to mention to the Council this morning is one of the things that our EEO Compliance Section does is we set all of the Training Special Provisions goals on

each WSDOT-led project that comes out of WSDOT.

And to date we have set more training hours in the first three months of this year than we did in all of last year. And currently - I believe it's the 1st of June or the 1st of July - the State apprenticeship program requirement becomes, any contract over \$2 million, a 15 percent apprenticeship requirement for WSDOT.

What I want to mention is the fact that that is the State apprenticeship program and currently is not accepted by Federal Highways as meeting their criteria.

So what contractors are going to be faced with is a double load of apprenticeship hours, on any projects that have federal dollars in them, because we will still be setting federal training hours on those projects as well.

And what I wanted to just do was brief you that we are moving forward with this. I wanted to thank you for allowing me to share this information with you and then to ask or seek any assistance that the Council might be able to render in partnering with us and moving forward and seeing this program happen.

## **REPORTS:**

### **State Board for Community and Technical Colleges**

Pat Ward, State Board for Community and Technical Colleges.

It's always hard, at the April meeting during legislative session, to give you any really firm information. But I'm going to try.

So, first of all, over the last three years' enrollments, as I've told you and is shown by the table in the handout, enrollments in apprenticeship programs at the community and technical colleges has been up.

This quarter is the first one where we've seen a downturn. And if you're comparing winter quarter last year to winter quarter this year, it's down 119 FTE, which doesn't come as a surprise.

Couple of reasons for that. One, we've got apprentices who aren't working. And so enrollments are down.

And then the other thing is some of the colleges, because of the severe budget crisis that's happening within our system and across the state, are capping their apprenticeship programs.

But on the other hand, we also have seen four or five of our colleges where their apprenticeship enrollments have increased, which comes as something of a surprise. But it's still netting out down.

In the proposed budget, we've seen one version out of the House, one version out of the Senate, didn't like either of those. We really liked the Governor's proposed budget when it came out. And knowing that we were not going to survive that one, right now it looks like the Community and Technical College system as a whole will see about a \$218 million or \$219 million hit in our budget.

So, at a time when we're seeing substantially increased requests for enrollment, we're

having trouble placing students because we're cutting faculty; we're cutting programs. And so, again, it's one of those "stay tuned" situations.

I think you know that, particularly within our high-demand programs, we have targets that we have to meet with each of the programs, whether it's the Early Childhood Ed or Apprenticeship or Workforce Development. Those targets have been removed. The individual targets have been removed because of the budget crisis. And we're just having to do an overall system so that we meet those targets in high demand.

But a question came up yesterday: So does that mean Apprenticeship doesn't have to meet their targets?

Well, we're still tracking individual targets. And where the colleges don't meet their high-demand growth funding apprenticeship targets, we're going to be asking why.

And some of it could be the same reason: Apprentices are sitting on the bench. If colleges are limiting enrollment in high-demand apprenticeship programs, I'm going to want to know why; I think Charlie is going to want to know why, because of our commitment to apprenticeship.

Some of the other things - oh, you aren't going to like this. Tuition increases.

The House version of the budget allows for a 7 percent tuition increase in '09, '10 and another 7 percent. It's up to 7 percent. But again it's a "stay tuned."

So if you're up talking to your legislators, support the community and technical colleges because we're concerned about what that does to apprenticeship.

If there's stimulus funds that can be used for apprenticeship - I know I've been talking with Liz and some of the other folks about whether we could use stimulus funds to backfill the difference in tuition because a full-tuition-bearing program is more appealing in a budget crisis than a program where you don't get full tuition. So whether we could use stimulus funds to backfill that and keep the apprenticeship enrollments up - so that's something we're looking at.

Then the other thing was about the Aerospace. I'm sure a lot of you have heard the Governor's press conference on an Aerospace Council that she's creating.

Apprenticeship, of course, will be a part of that. There are two bills floating out there right now, House Bill 2308 and House Bill 2318. So we want to continue to watch those.

Included in the handout that I gave you is just a one-pager that, frankly, I - Jim said, "Include it in there so they can see where our hits are." It doesn't make a whole lot of sense to me. But that's okay. And the problem is I don't see the words "high demand" or "apprenticeship" on there. And, of course, those are the ones that I'm looking at. But it does demonstrate the difference in the hits our system will take based on the different budgets.

And then the other thing I included - weekly our Communications Office puts out a publication that we refer to as Leg. News. The one that's included in your packet is from last Friday. It talks about the budget.

It talks about the different amendments that impact our system in the budget and some of the other programs like the Opportunity Pathway, student financial aid package, and some of those. It's available on our website weekly, if you're interested in tracking our budget problems.

### **Workforce Training and Education Coordinating Board**

**Maddy Thompson, Workforce Training and Education Coordinating Board**, submitted a report to the Council.

To: Washington State Apprenticeship and Training Council  
From: Maddy Thompson, Workforce Training and Education Coordinating Board  
Date: April 17, 2009  
Subject: Workforce Board Report

#### **Workforce Board Agency Request Bills**

The Workforce Board has four agency request bills this session that seem likely to pass:

1. **SSCR 8404: Resolution endorsing the state strategic plan for workforce development, “High Skills, High Wages 2008 – 2018.”** State statute asks that the workforce board bring the updated plan forward for the legislature’s approval.
2. **HB 1323: Coordinating Workforce and Economic Development (Skills for the Next Washington).** The bill would improve coordination of workforce and economic development initiatives. It would also create clarity and consistency in workforce and economic development terms, and focus investments on cluster-based approaches.
3. **HB 1395: Clarifying Workforce and Economic Development Terms.** The bill would put common definitions related to “high demand” in statute. The definition for “high employer demand program of study” includes apprenticeship programs.
4. **HB 1394: Changing Timelines on the State Strategic Plan for Workforce Development.** This bill would allow the state strategic plan to focus on a ten-year horizon, updates would occur every four years, instead of the current two-year cycle and progress to the legislature would still be required annually.

For further information about these other bills we track please visit: [www.wtb.wa.gov](http://www.wtb.wa.gov)

#### **Post Your Apprenticeship Programs on the Washington Career Bridge Web Site**

The Workforce Board has launched a web site that is a major resource for prospective students of Washington’s postsecondary education and training system. The ***Career Bridge*** web site includes most postsecondary education and training options, and informs students about careers. It is also the home of the WA State ***Eligible Training Provider List*** (ETP). Workforce Board staff are working with the Department of Labor and Industries staff (Elizabeth Smith) to ensure apprenticeship programs are listed and are eligible. Please visit the site at: <http://www.careerbridge.wa.gov/>

#### **“Programs of Study” Can Result in More Demand for Apprenticeships**

The Workforce Board, OSPI and the State Board for Community and Technical Colleges continue to promote “programs of study” throughout the state, both as a Carl Perkins Act initiative and as a part of the 2008 state legislation (2SSB6377) that strengthens career and technical education. One of the requirements of the “programs of study” is that they culminate in a degree, certificate, diploma, or apprenticeship.

## **Employment Security Department**

**Todd Dixon, Area Director for Employment Security, representing Benton and Franklin Counties.**

I appreciate skilled labor; I appreciate Registered Apprenticeship. I want to talk about four topics from Employment Security today. I want to talk a little bit about unemployment. I want to talk a little bit about how Employment Security will use its stimulus funding, mention briefly the San Francisco Department of Labor Action Clinic for Registered Apprenticeship, and then talk about some free Microsoft computer training that's available through WorkSource.

So, number one: If you've been following the press releases both nationally and state and then locally, you'll know that two days ago Employment Security announced the latest unemployment rate, which is, for the state of Washington, 9.2 percent, relatively high unemployment rate.

Also, the number of employers participating in Shared-Work Program is setting record highs. And I'll talk about Shared Work here in just a minute.

Some statistics that I pulled regarding Unemployment Insurance - if you take a look at last week - we always measure what's called initial claims.

Those are new folks registering and being approved for Unemployment Insurance. Last week we had 16,600. If you look at the same week last year, 2008, we had 10,000. So last year at this time, 10,000 initial this week of this year, 16,000. Significant increase in the number of people filing for Unemployment Insurance.

The number of employers participating in the Shared-Work Program is 1,300 employers, of which 33,000 workers participate. And Shared-Work Program, simply put, is offering partial employment and partial Unemployment Insurance so that employers can keep their workers working and not have them completely off the payroll; so they don't lose skilled labor.

Most of those are from the manufacturing industry.

24,000 of the 33,000 were from the manufacturing. And of those, most were from King County.

And then we had 1,200 construction workers, throughout the state, participating in the Shared-Work Program.

And then it's followed mostly from King County; then, of course, Snohomish County; and Spokane had quite a few employers participating in the Shared-Work Program, which was almost nonexistent prior to the recession. And you can find out more about that on our website, GoToUI.com.

I'd like to talk, secondly, about Employment Security and our use of the ARRA funds, the American Recovery and Reinvestment Act, also known as the stimulus funds.

The Department of Labor is investing both in our core programs, which is called Wagner-Peyser, which is the Labor Exchange of Employment Security, matching job seekers with jobs; and the Workforce Investment Act, which is administered by

Employment Security and then funded to the 12 Workforce Development Councils.

For the Employment Security Department, a primary use of our ARRA funds will be to hire a business manager at the state level to coordinate with and contractors that have jobs related to the stimulus funding that's creating those jobs. They in part will work with 12 new business outreach supervisors, throughout the state at WorkSource, to create the job openings and the training needs for those employers.

So we're investing in business outreach to help employers hire the skilled folks they need as a result of the stimulus and the stimulus spin-off, jobs.

So, for example, there's quite a bit of investment in the Hanford area here in Tri-Cities. And so all the contractors and subcontractors are ramping up for skilled labor. We're working with them to post their jobs on Go To and working with the trade councils and all the folks from which they get skilled labor, because we want to get unemployed people back to work.

All of these stimulus dollars and our results are tracked on a website, both at the federal and state level. So we're really putting our investment to work to make sure we get more people back to work in the industries in which employers are seeking.

There's also an expectation for increased coordination with the Workforce Investment Act. And Department of Labor sent out a TEGL, a Training Employment Guidance Letter, which talks about how they'd like the Workforce Investment Act training dollars for adults and dislocated workers spent. And throughout that TEGL, it mentions coordinating with Registered Apprenticeship.

And it also dispels some myths about the difficulty in coordinating with WIA and with Registered Apprenticeship. Mainly, several of the Registered Apprenticeship programs could be three, five years in length, whereas WIA is really built on one and two years.

What the TEGL will spell out for you is that you can invest in a trainee together, maybe just for the first or second year while he or she is getting their training under way, and not have to follow them except with retention.

So I would encourage the Apprenticeship Coordinators to go back to their WorkSource Centers because they're investing heavily in WIA training. The TEGL talks about investing in that.

And some of you have had hits and misses in coordinating with the Workforce Development Councils and WorkSource Centers. I think it's a new day. And I think the Department of Labor's expecting some action, which leads me to - a couple weeks ago - in fact, I see - Pat and Anne and Liz and Lee were part of the Action Clinic in San Francisco, of which there were two, including myself, Employment Security representatives.

And we talked about the hits and misses and what we need to do to increase coordination with the Investment Act funds and Registered Apprenticeship. And I can't speak on their behalf because they have some folks who are taking the lead.

I think, as a result of that, there will be a state Action Clinic where we'll get the WorkSource Directors, the Workforce Development Council Directors, and those that

coordinate Registered Apprenticeship and talk about how we can make some successes over the next year, because our ARRA funding needs to see results over the first year and second year so they know to continue to invest with us.

So I ask you to go back, make those connections, and talk about how they plan to use their WIA and Wagner-Peyser funds so that Registered Apprenticeship - because it's going to happen locally. We can talk about a state perspective. But I think the best opportunities are going to happen in our own backyards.

So, then, fourthly, and to wrap up, I'd like to talk to you about a program that the Governor and Employment Security and Microsoft is partnering - and

the press release was done on Monday - in which Microsoft is launching a program with WorkSource called Elevate America. And this is great. You talk about very little bureaucracy. If you have an interest in learning basic computer training, you can go to the Microsoft website and for free learn about basic computers.

And I'm fairly computer savvy, and I got an 83 percent on the difference between types of memory and RAM and the different types of programs. And I would encourage you to talk to those folks in your Registered Apprenticeship jobs and training to look at Elevate America.

Now, here's where it gets really great is that, if you'd like certification in Microsoft Office 2003 or Microsoft Office 2007, you can visit a WorkSource Center and ask for a voucher. We will give you a voucher. You use that to go on line for free e-learning, self-paced. And you take tests as you go, come back, and we will give you a voucher for free certification at a local vendor to have it proctored.

And if you pass that, you can put on your resumé, "I'm Microsoft certified in 2003 and/or 2007." That's anywhere from and \$85 to a \$300 value, depending on which course you take. There's no eligibility.

The response has been great. There's 25,000 statewide.

I would encourage you that, if you have workers who want to increase their computer skills as part of their Registered Apprenticeship, to visit a WorkSource, get a voucher, and learn that to their ability.

And then the final one is, for those that are interested in a career as a IT pro in terms of networking and computer support, we also have vouchers for those that can learn that higher level skill. And those vouchers are available through WorkSource. The vouchers are available through the end of August. And we're limited to 25,000.

So thanks again for having Employment Security here today. We look forward to investing in Registered Apprenticeship.

### **US DOL Office of Apprenticeship**

Anne Wetmore reported on two items, Department of Labor Office of Apprenticeship, along with some handouts that I think are of interest to you, to the Council.

The first - and Todd mentioned it - was the American Recovery and Reinvestment Act of 2009 is constantly being discussed as an unprecedented opportunity to preserve and

create jobs, promote the nation's economic recovery, and assist those that are most impacted by the recession, through additional workforce funding provided.

I have provided you, first of all, with a copy of the Training and Employment Guidance Letter that Todd mentioned. It's 50 pages. But I made you a copy. The rest of the audience can get it on the website because I didn't want to kill more trees.

But this is a very, very important document because it provides guidance and direction regarding activities allowed under this large amount of additional workforce money. Registered Apprenticeship is prominently discussed throughout the entire document. It's 50 pages long. Apprenticeship is mentioned - Registered Apprenticeship, I might add - is mentioned 40 times throughout the document.

So I would encourage you in the audience to read this document. And I don't encourage people to read too many federal documents. But this one's really, really good.

It's very, very important - I can't emphasize enough - because it shows you how Registered Apprenticeship can be utilized and expanded upon to help workers who are facing tough challenges to retool their skills and reestablish themselves in viable career pathways, to access or remain in the middle class and enhance the educational pathways for connected and disconnected youth to improve their labor market prospects.

I also provided you - after the 50 pages, there's a one-page handout that we put together called "Registered Apprenticeship in TEGL 14-08." That's the short version that tells you where the pages are that have some of the key things about apprenticeship; so for those of you that don't want to read the whole 50 pages.

Then also after that, you have another TEGL that came out a year and a half ago, called "Leveraging Registered Apprenticeship as a Workforce Development Strategy for the Workforce Investment System." And this newer TEGL, 14-08, refers a lot to 2-07, which really specifies apprenticeship.

So, as Linda Sorrell, in Kansas City with Apprenticeship, has said, that these are the next "Yes, we can" documents when we go talk with our Workforce Investment people. So these are important.

The other things that I added - there's a couple of one-page handouts after that. One is called "Apprenticeship and Adult Common Measures" - and it shows examples of how apprenticeship can count under the WIA system as positive outcomes - and also the "7 Key Principles of the Workforce Investment Act" so you can see how apprenticeship and WIA fit so well together.

Those of you in the audience, like I said, if you'd like a copy of the TEGL, I was going to provide handouts; but I thought, you know, those who are interested can go ahead and download them from the website at [www.doleta.gov](http://www.doleta.gov). And the other handouts, the one-pagers, I made copies of. They'll be on the back table.

So this is a great opportunity for this Recovery Act money. You can use the money for support services, which we've all been saying is such a problem with a lot of our apprentices; support services, college, and other curriculum training, providing training. There's just a lot that can be done with this recovery money.

But, like Todd said, they're wanting to spend the money. It needs to be spent soon. It needs to have real results of real people going to work and being trained. And that may

be looking at, you know, additional - just looking at how we can expand apprenticeship and strengthen the ones we have.

The second item I have - and Todd mentioned it - was that two weeks ago Region VI of the U.S. Department of Labor (ETA) and Office of Apprenticeship sponsored an Action Clinic called "Collaborate for Success:

Partnering with Registered Apprenticeship," which offered an environment for each of the eight states in our region to bring a team of Workforce Development and Apprenticeship representatives.

Our Washington State team - and we were the best team - consisted of about 28 individuals representing the Council. We had Susan Crane, Lee Newgent, Nancy Mason, and then Liz Smith from the agency. We had people from the State Workforce Council. We had people from local WDCs, WorkSource Centers, Employment Security Department. Todd was there, Todd Dixon. And we had people from business, from labor, from the Governor's office, from the Community and Technical Colleges. Pat Ward, Pinky Dale were there; the WIRED grantees.

And we had, last but certainly not least, apprenticeship program sponsors. We had Laura Hopkins from Aerospace. We had Pete Lahmann from Laborers, Dennis Williamson from Electricians. And I'm probably leaving some people out. So if you're in the audience, I apologize. But we had a great group.

And it was called an Action Clinic because we came; we listened to what other people are doing; and we learned a lot. And we met with each other, as a team, to decide what we want to do with our team with Washington State.

And I'd like to yield the rest of my time to Troy Nutter, who was there from Puget Sound Energy. And he's our team lead, who can tell you what our next steps are for Washington State.

**MR. NUTTER:** Good morning. My name is Troy Nutter, I'd like to start off first by publicly thanking Anne Wetmore for inviting all the participants to the Action Clinic, because it was well worth the time spent down there. And I'd just like to acknowledge that publicly. We really appreciate that.

Next steps: There was a handout that we put on the table - and I believe it was given to the Councilmembers - called the Action Plan for the Washington State Team. Fortunately, we were able to check off the first thing. We had our small group team meeting last night, where we're moving forward on planning an Action Clinic for the State of Washington for the same information that we shared in San Francisco.

The big key Washington State and Workforce Investment Act moneys in the formula programs received \$60 million. This year they're receiving an additional \$55 million, which they have to have a plan to the feds, by June 30th, on how they're going to spend that money.

One of the things we did in the small action team is we are going to be sending a placeholder request, to all the Workforce Development Boards in the state, to put a placeholder in for Registered Apprenticeship as we develop our action plan going forward and plan the Action Clinic to include all the Workforce Development, Registered Apprenticeship, Employment Security, and all of the other agencies.

We should be finding out shortly the Department of Labor is providing \$10,000 of seed money to help us put that clinic on. The applications were due yesterday; so we should be finding out shortly. We're looking and targeting tentatively, I believe, the second week in June. So we'll get more information out to you, as soon as it becomes available, on when that is.

The whole idea is to get Apprenticeship, the Workforce, and all those people in the same room, talking the same language, and getting rid of the myths that Registered Apprenticeship is not a training partner for WIA.

Also, as they pointed out at the Coordinators meeting yesterday, they are going to be assigning all the 240 apprenticeship programs as the ETP list. It's the Approved Training.

Eligible Training Providers. So that will be an opt-out program if you don't want to be involved. If you don't do anything with it, you'll be dropped off the list.

But those that can, you're able to have funding for child care, transportation, all of the sort of things that limit a lot of our less represented, under-represented minority and nontraditional workers in apprenticeship. So it's going to help with Workforce Development. It's going to help with EEO. It's going to help with a whole bunch of pieces of it.

What they really need is programs that are ready to go and proposals that are ready to go soon. And I know a lot of the apprenticeships and sponsors out there have programs that they'd love to expand and develop their curriculum. So there will be money available. So stay tuned for more information on the Action Clinic. And we'll be moving right ahead over the next couple of weeks.

### **Office of Superintendent of Public Instruction**

**No Report**

### **Higher Education Coordinating Board**

**No Report**

### **General Administration, State of Washington**

John Lynch, Assistant Director at the Department of General Administration. And I manage the Engineering and Architectural Services program.

General Administration has been under a requirement to provide a goal in our construction projects: 15 percent Apprenticeship compared to Total Labor hours. And we have that requirement for projects of a million dollars and above.

The handout - and there were some on the back table, but I think you all have this - the handout shows the Active projects on the first page. And then we're still showing all our Closed projects. And that list gets longer and longer. But the Closed projects show an overall Apprenticeship percentage of about 17 percent. The Active projects is up around 22 percent. So we're doing real well percentage-wise.

One of the interesting things you might see on the Active projects - we have a very large project here that's just finishing up right up the road from here in Connell, Washington. It's the Coyote Ridge Corrections Center. That project is about a \$200 million contract.

And more than half of the Apprenticeship hours on that first page come from that

project, 111,000 Apprentice hours, which is over 26 percent of the Labor hours on that project. So we did real well with Apprenticeship on that job. But it also was a very successful project. And I wish we had more like that coming up.

The state budget this year looks a lot less for our workload for capital projects. We don't have the big corrections projects - or we don't think we will - that we've seen in the last four or five years. We still think we'll see a number of community college projects, though. And those have been good projects. And they tend to be spread out across the state.

The capital budget - you know, the legislature will finish up the session here in a couple of weeks. So we'll know in about two weeks what our workload's going to look like in the next two years. But the State's capital budget is suffering, along with everything else, because it's tied to the revenue that the State receives.

We believe we'll see some opportunity for stimulus money. It's not coming through the regular state budget but through Community, Trade, and Economic Development and then some energy conservation work we hope to see. And all of those projects will have the Apprenticeship goals on them.

### **Washington State Apprenticeship Coordinators' Association**

Peter Lahmann, Chair of the State Apprenticeship Coordinators.

And I will try and be brief, as several of the reports that you've already heard covered much of the material in both the Eastern and Western Coordinators meetings.

In the Eastern Washington we had our State Coordinators meeting yesterday at 1:00 P.M. in this room.

And the Eastern Washington Coordinators reported that they had - Todd Mitchell gave a report to them on Helmets to Hardhats.

Kris Alberti, of Northwest Independent Contractors, gave a report on development of a pre-apprenticeship program that they were considering developing. And the Eastern Washington Coordinators endorsed that development proposal.

And Dave Castle reported on Spokane Community College and how the budget cuts may affect apprenticeship programs training through SCC.

On the Western Washington side, we had the usual reports from the Department. We had a special guest, Mike Lundsten, from Employment Security. And he spoke to the Coordinators on the unemployment issues that affect apprentices when they're off work - when they're attending RSI, required RSI, sometimes they have problems getting their unemployment. And he talked about different ways that we might address that or how the Department's trying to address that in the future.

Julia Cordero, from Renton Construction Center of Excellence, presented a GreenBuild video, which she as well yesterday.

And Sue Hart, who worked with the Construction Challenge, talked about the White Swan team that, in the Construction Challenge, in this last go-round, they ended up in second place. And they were struggling for funding and looking for some help trying to go to the national competition.

And Sam Samano asked about participation in the upcoming Construction Carnival up

in Everett at the Everett Event Center. That will be May 6th.

And we had a couple dates, a couple upcoming Construction Career Opportunities for the high school kids.

April 23rd the Operating Engineers Local 302 will be hosting an event at their Ellensburg site.

May 1st and 2nd they will be having a Construction Career Day at the Satsop Nuclear Site that we'd love to have you come out. That will be a little bit different because it's being sponsored by the WIRED grant. And it will cover manufacturing, entrepreneurship, and the industry as well as construction, and May 6th, the Construction Carnival in Everett.

We have other events coming in the fall, but we'll cover those in July.

### **Oregon State Apprenticeship and Training Council**

No Report

### **Labor and Industries/WSATC Joint Recruitment & Resources Committee (JRRC)**

Peter Guzman, Chair of the Joint Recruitment and Resources Subcommittee, also known as JRRC.

I have two items to report on this morning.

First is a report of a committee meeting held yesterday on the topic of Strategies to Improve Veteran Retention in Registered Apprenticeship, presented by the WorkSource Columbia Basin office, Helmets to Hardhats, Columbia Basin Veterans Coalition, and Employment Security. They discussed the challenges veterans experience when transitioning from the battlefield to Registered Apprenticeship.

Mainly they were discussing dealing with posttraumatic stress disorder, which really doesn't impact all veterans. But it is an issue that affects some of the veterans.

Notwithstanding this disorder, a majority of the veterans have proven that, when given the opportunity, they excel as apprentices. And there are various programs here in the Tri-Cities area to provide information and support for veterans that are coming back from the battlefield. For further information, you can contact Julie Lindstrom, Apprenticeship Consultant, about the various programs.

The second item, briefly, that I want to report on is a subcommittee of the JRRC has been formed to plan a 2010 Apprenticeship Conference, which I mentioned at a previous Council meeting. We're looking at having a conference to attract 500 to 600 attendees. Possible venues being considered are Tacoma, Everett, SeaTac, and Olympia.

The purpose of the conference is to provide training and awareness surrounding apprenticeship. As we all know, apprenticeship is a great tool to get people on a track to a very profitable career pathway.

Breakout topics being considered are best practices; pre-apprenticeship; compliance with federal CFRs, RCWs, WACs; and, of course, green jobs, which is yet to be defined.

The Subcommittee is at a point where it's looking for guidance and support from the

Washington State Apprenticeship Council. Jody Robbins has been assisting the Committee in its work. But we would like a formal endorsement in the form of a motion, in terms of supporting this event, from the Council.

Early budget estimates show a budget exceeding \$100,000. This can be raised by registration fees, stakeholder donations, in-kind contributions, and possibly grants.

Thus I'm asking the Council to discuss the level of support and/or endorsement of this event. Resources and/or dedication of staff would be welcome.

### **Secretary, Washington State Apprenticeship and Training Council**

**Ernie LaPalm**, Deputy Director of Field Operations for Labor and Industries.

I'm delighted to be here and visit with many of the great people that make this system work. And thank you for the opportunity.

Just have a couple of announcements I want to start with.

One is, this afternoon at 1:00 o'clock in this room, there will be a demonstration of the ARTS on-line information system. This system has been designed to help sponsors manage and upload their apprenticeship data to the Department. So I would encourage everybody to come and view the demonstration. A lot of hard work went in it during this last year. And it will soon be available to the sponsors.

Secondly, in the back of the room is the January to March Quarterly Report. I would encourage people to grab it, look at it. Great information on statistics and news and events for apprenticeship.

Thirdly, in May there is a Running Start to the Trades Symposium May 7th at the Libby Center in Spokane. High schools, skill centers, and apprenticeship sponsors who are collaborating on a Running Start for the Trades grant project are invited to come, listen, learn, and share best practices around successful school-to-apprenticeship partnerships. This event is being put on in collaboration between the Department, the Construction Center of Excellence, Seattle Public Schools, OSPI. For more information, watch the Listserv or talk to Jody Robbins.

I would be remiss - and I don't know if Pete's here. But I would be remiss if I didn't also acknowledge Pete's many contributions to policy work for the Department outside of Apprenticeship, policy work involving our Plumbers program, our Contractor Compliance program, our efforts around the underground economy.

So, Pete, thank you for your efforts around that.

Patrick Woods left in February to go join the Workforce Training and Education Coordinating Board after about eleven years running the Specialty Compliance Services Division for Labor and Industries, which includes Apprenticeship. As you know, he's a strong supporter of apprenticeship. And I suspect he will continue to champion apprenticeship in his various talks that he has associated with the Workforce Board.

Lastly, on behalf of the Director, I would like to read for the record a letter that was sent on April 7<sup>th</sup> to Chair Alan O. Link.

"On April 6th Steve McLain was appointed as Acting Assistant Director for Specialty Compliance Services Division, which includes the Office of .

"Steve brings a wealth of experience to Specialty Compliance Services. Prior to this appointment, Steve served as the Labor and Industries Assistant Director for Administrative Services. Before that, he served as the Specialty Compliance Services Operations Manager, where he oversaw budgetary, legislative, and performance management details for the division.

"He has worked for the State of Washington for more than 26 years. He joined the Department of Labor and Industries in 1990 in the Human Resources program.

He moved to Regional Services, serving as a program manager and regional administrator until 2004, when he was asked to join the Governor's Labor Relations Office. He returned to Labor and Industries in December of 2007.

"Steve is a steady, proven leader, familiar with issues related to Registered Apprenticeship. And I'm confident that he will do an excellent job in his interactions with the Washington State Apprenticeship and Training Council.

"In accordance with RCW 49.04.030, I'm requesting that the Washington State Apprenticeship and Training Council confirm the appointment of Steve McLain as Secretary to the Council.

"Sincerely, Judy Schurke, Director."

M/S/C to confirm the appointment of Steve McLain as the Secretary to the Council

**MR. LaPalm:** Pete, I would be remiss if I didn't recognize all your contributions to the various Specialty Compliance programs, all your hard work, policy work, Contractor Compliance, Plumber certification, the underground economy, and just wanted to acknowledge your efforts there, also.

**CHAIRMAN LINK:** Thanks, Ernie. Steve, would you like to say a few words to the coordinators and us and everybody in the room?

**SECRETARY McLAIN:** It's a great honor to get an opportunity to serve in this capacity, both as the head of Specialty Compliance Division, but as the Secretary of Apprenticeship Council, it's a great opportunity.

I've watched Patrick for years perform this role. I won't pretend to be Patrick. But I will do my best to further apprenticeship in the state of Washington and look forward to working with all of you in that effort. So appreciate it.

**WSATC Compliance Review and Retention Subcommittee M/S/C to approve report**

**MINUTES**

**WSATC COMPLIANCE REVIEW AND RETENTION SUBCOMMITTEE**

**April 15, 2009**

Meeting called to order @ 9:10 a.m. by Subcommittee Member Al Link.

Present: Al Link; Susan Crane; and Pete Guzman

Absent: Melinda Nichols, Dave Johnson

**OLD BUSINESS:**

**2007 Review**

**1. Washington State Fire Fighters Joint Apprenticeship and Training Committee**

M/S/C to accept their log of good faith effort and program statistic data

M/S/C to find in compliance by good faith effort for minority participation

M/S/C to find in compliance by good faith effort for female participation

## **NEW BUSINESS:**

### **2007 Equal Employment Opportunity/Compliance Reviews**

- 2. Cowlitz and Wahkiakum Counties Electrical Workers Apprenticeship Committee**
  - M/S/C to find in compliance for administrative procedures
  - M/S/C to find in compliance for minority participation by numbers
  - M/S/C to find in compliance for female participation by good faith effort
- 3. Energy Northwest Industrial Maintenance Electrician**
  - M/S/C to find in compliance for administrative procedures
- 4. Franklin P.U.D. - Local 77 IBEW Apprenticeship Committee**
  - M/S/C to find in compliance for administrative procedures
- 5. Hoquiam Fire Department Apprenticeship Committee**
  - M/S/C to find in compliance for administrative procedures
- 6. I.E.C. of Washington Apprenticeship and Training Committee**
  - M/S/C to find in compliance for administrative procedures
  - M/S/C to find in compliance for minority participation by numbers
  - M/S/C to find in compliance for female participation by good faith effort
- 7. International Union of Elevator Constructors, Local 19 - National Elevator Industry Educational Program**
  - M/S/C to find out of Compliance for administrative procedures
  - M/S/C to find in compliance for minority participation by good faith effort
  - M/S/C to find out compliance for female participation by good faith effort
  - M/S/C to invite program back in one year to report on their progress of their action plan to increase female numbers
- 8. McCleary Light, Power Light and Power Maintenance Apprenticeship Standards**
  - M/S/C to find in compliance for administrative procedures
- 9. Northwest Washington Electrical Industry Joint Apprenticeship and Training Committee**
  - M/S/C to find in compliance for administrative procedures
  - M/S/C to find in compliance for minority participation by numbers
  - M/S/C to find in compliance for female participation by good faith effort
- 10. Northwest Washington Marine Sheet Metal Training Committee**
  - M/S/C to find in compliance for administrative procedures
- 11. Puget Sound Electrical Joint Apprenticeship and Training Committee**
  - M/S/C to find out of compliance for administrative procedures
  - M/S/C to find in compliance for minority participation by good faith effort
  - M/S/C to find in compliance for female participation by good faith effort
  - M/S/C to have program cease and desist from registering apprentices until the committee makes and passes a motion to stop the use of unregistered apprentices.

**12. Seattle and Vicinity Sprinkler Fitters Apprenticeship Committee**

M/S/C to find out of Compliance for administrative procedures

M/S/C to find in compliance for minority participation by numbers

M/S/C to find in out of compliance for female participation

M/S/C to have program submit to the Department for Departmental review and approval within 60 days from today an EEO Corrective Action Plan designed to increase female participation.

M/S/C to have program to submit to the Department for their review and approval within 60 days from today a Corrective Action Plan designed to inform the Department what activities the program intends to take to come into compliance with administrative elements as outlined in the Departments report dated February 13, 2009.

M/S/C to invite program back to the July 2009 CRRS meeting to report on these action plans

**13. Spokane Home Builders Association Apprenticeship Committee**

M/S/C to find out of Compliance for administrative procedures

M/S/C to find in compliance for minority participation by numbers

M/S/C to find in compliance for female participation by good faith effort

M/S/C to have program to submit to the Department for their review and approval within 60 days from today a Corrective Action Plan designed to inform the Department what activities the program intends to take to come into compliance with administrative elements as outlined in the Departments report dated March 14, 2009.

**14. UA (Locals 26, 32, & 598), AWIU (Locals 7, 36, & 82) and Employers Firestop/Containment Apprenticeship Committee**

M/S/C to find out of Compliance for administrative procedures

M/S/C to find in compliance for minority participation by numbers

M/S/C to find out of compliance for female participation

**15. Washington State Department of Transportation Joint Apprenticeship and Training Committee**

M/S/C to find in compliance for administrative procedures

**16. Western Washington Masonry Trades Apprenticeship Committee**

M/S/C to find out of Compliance for administrative procedures

M/S/C to find in compliance for minority participation by numbers

M/S/C to find in compliance for female participation by good faith effort

M/S/C to have program to submit to the Department for their review and approval within 60 days from today a Corrective Action Plan designed to inform the Department what activities the program intends to take to come into compliance with administrative elements as outlined in the Departments report dated February 17, 2009.

M/S/C to invite program back to the July 2009 CRRS meeting to report on this administrative action plan as well as female participation.

**17. Western Washington Sheet Metal JATC**

- M/S/C to find in compliance for administrative procedures
- M/S/C to find in compliance minority participation by good faith effort
- M/S/C to find in compliance for female participation by good faith effort

**18. Weyerhaeuser Company Apprenticeship Committee**

- M/S/C to find in compliance for administrative procedures
- M/S/C to find in compliance for minority participation by numbers
- M/S/C to find out of compliance for female participation
- M/S/C to have program submit to the Department for Departmental review and approval within 60 days from today an EEO Corrective Action Plan designed to increase female participation.

**2008 Equal Employment Opportunity/Compliance Reviews**

**19. Chelan County Public Utility District No. 1 Apprenticeship Committee**

- M/S/C to find in compliance for administrative procedures
- M/S/C to find in compliance for minority participation by good faith effort
- M/S/C to find in compliance for female participation by good faith effort

**Adjourned @ 10:05 a.m.**

**WSATC Tribal Liaison Subcommittee**

No Report

**WSATC Annual Report Subcommittee**

Susan Crane reported that we have an Annual Report, complete with pretty pictures and graphs and charts and a paragraph on the back of each one.

Liz Smith made mention that there are copies of this report available for people to look at and copies so that the Council could see it and approve it. And if you approve it, we will make multiple copies to bring to the next meeting.

**M/S/C to approve annual report.**

**WSATC Reciprocity Subcommittee**

No Report

**WSATC Special Subcommittee for Pre-Apprenticeship**

No Report

**WSATC Strategic Planning Subcommittee**

No Report

**WSATC Green and Sustainable Apprenticeship Subcommittee**

No Report, however, COUNCILMEMBER NICHOLS: Mr. Chairman, this committee was initially initiated to provide apprenticeship training in the area of sustainability.

To this date, we have not integrated this kind of training universally throughout our programs.

During the current administration, there is acknowledgment that climate change is real and that global warming is a real threat to our future. The scientific analysis is

considered irrefutable. And as a result, I believe it's time for the Apprenticeship Council to take more of a leadership role.

To say that, quote, "We're already green," end quote, is certainly not enough. We need to provide more support, communication, commitment, and training to help us do better in this crucial effort.

Washington State is one of the most environmentally aware states in the union. It is fitting that we would become one of the first apprenticeship councils and apprenticeship communities to push further and faster to provide a trained workforce able to take on the challenge of building a sustainable future for all of us.

Some of the areas that I would like the subcommittee to begin to work on more vigorously would include green education; green practices such as permeable concrete, insulation options, and making sure that all of our apprenticeship community understand best practices in these arenas; initiatives to include other trades besides the construction industry, aerospace, agricultural, wastewater, and others; and to make sure that we are at the table in terms of stimulus package money, which will be focusing on the sustainable industries and a sustainable future, and bring our apprenticeship community to the table rapidly because this is certainly an initiative that is moving forward extremely rapidly.

So I would ask that we reconstitute this subcommittee and immediately begin to look for partners and look for ways to access the funds needed to do this kind of training.

M/S/C to reconstitute the WSATC Green and Sustainable Apprenticeship Subcommittee

#### **WSATC Budget Oversight Subcommittee**

CHAIRMAN LINK: The Budget Oversight Subcommittee. We did meet and had some discussions.

We're going to have to make some cost savings at the Department. One of them was no coffee. But since we got a retiree, Pete brought us coffee. I mean, it's wonderful.

And we'll get back to you. There are some discussions, and we've made some recommendations to Liz and Steve. And we'll see about implementing those in the future.

#### **WSATC Tie-Breaker Subcommittee**

No Report

#### **WSATC WAC/RCW Policy Subcommittee**

Susan Crane: I do have a report from the WAC/RCW Committee. I actually don't have much of a voice left; so I'm not going to read it. If somebody else would like to have it read into the record.

Chairman Link: I'm reading this for Susan Crane:

"A work group of Department and US DOL staff convened to analyze the new federal rules. The purpose of this effort was to identify any prospective change areas in the RCWs and the WAC rules. The team met and identified areas in the rules that need to be updated in order to implement the new CFRs by the December 28, 2010 implementation

deadline.

"To proceed to the next step, the Department would like the Chair of the State Apprenticeship Council to appoint a small work group - one laborer, business, and the public member representative of the Apprenticeship members - to review the possible changed areas and discuss direction for language development. The work group discussion will provide guidance for Departmental staff, which can use this input to help draft the initial language.

"After the work group's review and discussion and once staff has completed a draft of proposed language changes, the Department will convene the standing Council RCW/WAC Subcommittee to review the specific language.

"To proceed in this rulemaking process, the Department will file a CR-101 document with the Office of the Code Reviser, on behalf of the Council, on May 5th, 2009. The purpose of the CR-101 would be to publicly announce the intent of the State Apprenticeship Council to begin to engage in rulemaking for implementation of changes required by CFR changes."

And along with that, I would like to use my office as Chair, even though it's so brief, to appoint Dave D'Hondt, Nancy Mason, and Susan Crane to that small subcommittee.?

**M/S/C to approve report.**

### **WSATC "Final Order" Status Report**

No Report

### **WSATC Members**

Chairman Link: One of the things - I chaired the Veterans group yesterday. And it was kind of long. But we got out of there in the hour and a half. But I think it was worthwhile.

And we have veterans all over the state. So we should be looking at trying to get those folks - whether they're National Guard or - in any army, it's US or RA. They don't have any US's anymore. Those were draftees. But, hopefully, we can get them into our Council.

### **UNFINISHED BUSINESS:**

1. **Wyser Construction, Inc.**  
M/S/C to approve
2. **Cowlitz and Wahkiakum Counties Electrical Workers Apprenticeship Committee**  
M/S/C to accept "Status Report"

### **NEW BUSINESS:**

#### **ITEMS FROM THE DEPARTMENT:**

3. **Ratio of 2 apprentices to 1 journey level worker, residential occupations**
  - **I.E.C. of Washington Apprenticeship and Training Committee**

- **LU 112 – NECA Electrical Apprenticeship Committee**
- **Seattle Area Plumbers, Housing Plumbers, Pipefitters, HVAC/Refrigeration Mechanics, and Marine Pipefitters Apprenticeship Committee**
- **Southwest Washington Electrical Workers Apprenticeship Committee**
- **Southwest Washington Pipe Trades Apprenticeship Committee**
- **West Sound Pipe Trades Apprenticeship Committee**

M/S/C to accept recommendations from the Department

**4. Granting of apprenticeship credit (advanced standing) to apprentices for Electrical, Plumbing, and Elevator occupations**

M/S/C to approve policy:

**In licensed trades regulated by Electrical, Plumbing, and Elevator sections of the Department, apprenticeship sponsors may only give advanced credit or grant hours to apprentices up to the hours that have been approved by the appropriate licensing entity prior to the sponsor granting credit to the Registered Apprentice. Programs are not required to use all hours granted by the Regulatory Section of the department. Apprenticeship programs that are not regulated by another section of the department need to ensure that a fair and equitable process is applied to all apprentices that seek advanced credit.**

**Motion:**

- **Mason:** That the Apprenticeship Section conducts a thorough investigation of all completed electrical apprentices from IEC of Washington registered apprenticeship program from January 1, 2003 until today, April 17<sup>th</sup> 2009.

**Additional Motions:**

- **Mason:** The **Apprenticeship Section** shall notify each individual Electrical Board member of this WSATC motion and potential for further action that the Electrical Board may need to take as a result of this audit and investigation.
- **Mason:** Request the **Electrical Licensing Audit Section** to conduct a full electrical audit on the IEC apprenticeship graduates that have taken any and all Washington State Electrical Licensing exams and have been granted electrical licenses. Same timeframes as the apprenticeship investigation.

**Modified Motion:**

- **Mason:** To be January 1, 2006 until today, April 17, 2009.

**Clarification of Motion:**

- **Link:** That we start from this day (April 17, 2009) and started going back and if we find discrepancies then we can follow-up.
- **McLain:** If we were to just look at the last year and try and figure out if there's a significant portion that's got problems, then that would certainly warrant going back further.
- **Mason:** I am fine with that.

- **Nichols:** My understanding of the motion is that we've asked the department to go back one year to see what they have – so that's 2008. If they find anything then we ask that they look further; is that correct?
- **Mason:** Yes

**WSATC Vote:**

Motion approved by all WSATC members.

**5. Standard Occupational Classification (SOC) Number Changes**

**M/S/C to approve policy**

**PROPOSED COMMITTEES:**

**6. AREVA NP, Inc.**

Industrial Instrument Technician	SOC: 49-2094.00	8,100 hours
Industrial Maintenance Electrician	SOC: 49-2094.00	7,200 hours
Industrial Pipefitter	SOC: 49-9041.00	7,200 hours
Industrial Millwright	SOC: 49-9044.00	7,200 hours

**M/S/C to approve**

**NEW STANDARDS:**

**7. ICE FLOE LLC/Nichols Brothers Boat Builders (OBJECTIONS RECEIVED)**

Shipbuilder – General	SOC: 51-4192.00	3,200 Hours
Shipbuilder – Fabricator	SOC: 51-2041.00	6,000 Hours
Shipbuilder – Outside Machinist	SOC: 51-4041.00	6,000 Hours
Shipbuilder – Paint and Insulation	SOC: 47-2141.00	6,000 Hours
Shipbuilder – Pipefitter	SOC: 51-2152.00	6,000 Hours
Shipbuilder – Welder	SOC: 51-4121.02	6,000 Hours

**M/S/C to refer to the Office of Administrative Hearings for an ALJ hearing and have the Department work with parties to achieve an understanding.**

**8. KVA Electric, Inc. Apprenticeship Committee**

Substation Technician	SOC: 49-2095.00	6,000 Hours
-----------------------	-----------------	-------------

**M/S/C to approve**

**9. Washington Association of Building Officials**

Code Official (Building Code Inspector)	SOC: 47-4011.00	6,000 Hours
---	-----------------	-------------

**M/S/C to approve**

**REVISED STANDARDS:**

**10. Aerospace Joint Apprenticeship Committee**

Cover: ADD SKILLED OCCUPATION:

Machinist	SOC 51-4041.00	8,000 hours/48 months
Maintenance Machinist	SOC 51-4041.00	8,000 hours/48 months
Maintenance Machinist (Aircraft Oriented)	SOC 51-4041.00	8,000 hours/48 months
Outside Marine Machinist	SOC 51-4041.00	4,000 hours/30 months
Tool and Die Maker	SOC 51-4111.00	10,000 hours/60 months
Industrial Controls Tech (Mfg. Plant Only)	SOC 51-2022.00	6,000 hours/36 months

Introductory Paragraph

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
Section IV: Term of Apprenticeship  
Section V: Initial Probationary Period  
Section VI: Ratio of Apprentices to Journey Level Workers  
Section VII: Apprentice Wages and Wage Progression  
Section VIII: Work Processes  
Section IX: Related/Supplemental Instruction  
Section X: Administrative/Disciplinary Procedures  
Section XII: Subcommittee  
Section XIII: Training Director/Coordinator

**M/S/C to approve**

**11. Cowlitz and Wahkiakum Counties Electrical Workers Apprenticeship Committee**

Introductory Paragraph

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

Section VI: Ratio of Apprentices to Journey Level Workers

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section X: Administrative/Disciplinary Procedures

**M/S/C to approve**

**12. Ferry County P.U.D. No. 1 Apprenticeship Committee**

Introductory Paragraph

Section II: Minimum Qualifications

Section IX: Related/supplemental Instruction

Section X: Administrative/Disciplinary Procedures

**M/S/C to approve**

**13. Glaziers, Architectural Metal & Glass Workers Residential Apprenticeship Committee**

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

Section VIII: Work Processes

**M/S/C to approve**

**14. I.E.C. of Washington Apprenticeship and Training Committee**

Cover: Change Low Energy/Sound & Communication Electrician SOC to 49-2022.00

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

Section VI: Ratio of Apprentices to Journey Level Workers

Section IX: Related/Supplemental Instruction

Section X: Administrative/Disciplinary Procedures

Section XI: Committee – Responsibilities and Composition

**M/S/C to approve**

**15. International Union of Operating Engineers Local #280 Apprenticeship Committee**

Section II: Minimum Qualifications

Section IV: Term of Apprenticeship

Section VII: Apprentice Wages and Wage Progression

**M/S/C to approve**

**16. Northwest Washington Electrical Industry Joint Apprenticeship and Training Committee**

Section II: Minimum Qualifications

Section V: Initial Probationary Period

Section X: Administrative/Disciplinary Procedures

**M/S/C to approve**

**17. Snohomish County P.U.D. Number 1 Apprenticeship Committee**

Cover: Change Utility Wireman Term to read 8,000 hours/48 months

Section IV: Term of Apprenticeship

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

**M/S/C to approve**

**18. Southwest Washington Electrical Workers Apprenticeship Committee**

Cover: Change Term to read 6,000 hours

Introductory Paragraph

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan

Section IV: Term of Apprenticeship

Section V: Initial Probationary Period

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section X: Administrative/Disciplinary Procedures

**M/S/C to approve**

**19. Western Washington Carpet, Linoleum & Soft Tile Layers Apprenticeship Committee**

Section VI: Ratio of Apprentices to Journey Level Workers

**M/S/C to approve**

**20. Western Washington Cement Masons Apprenticeship Committee**

Section VIII: Work Processes

**M/S/C to approve**

**21. Western Washington Masonry Trades Apprenticeship Committee**

Change standards to January 15, 2009 version

**M/S/C to approve**

**CANCELLATION OF APPRENTICESHIP COMMITTEES:**

NONE

**CANCELLATION OF APPRENTICESHIP STANDARDS:**

NONE

**OJT PROGRAM REVIEW:**

NONE

**RECIPROCAL PROGRAMS:**

**Recognition of Reciprocal Standards: NONE**

**Recognition of Revised Reciprocal Standards: NONE**

**ADMINISTRATIVELY APPROVED REVISIONS:**

**STANDARDS:**

**22. Centralia City Light Apprenticeship Committee**

Section XI: Committee - Responsibilities and Composition

**23. City of Milton & IBEW #483 Joint Apprenticeship Training Committee**

Section IX: Related/Supplemental Instruction

**24. Construction Industry Training Council of Washington (Plumber)**

Section XII: Subcommittee

**25. Lakeview Light & Power and IBEW Local Union #483**  
Section XI: Committee - Responsibilities and Composition

**26. Western Washington Sheet Metal JATC**  
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan  
M/S/C to approve items 22 - 26

**COMMITTEES; SUBCOMMITTEE; TRAINING DIRECTOR/COORDINATOR;  
SPONSOR NAME CHANGE:**

**27. Aerospace Joint Apprenticeship Committee**  
Section XI: Committee - Responsibilities and Composition

**28. Construction Industry Training Council of Washington (Carpenter)**  
Section XI: Committee - Responsibilities and Composition

**29. Construction Industry Training Council of Washington (Painter-Decorator)**  
Section XI: Committee - Responsibilities and Composition

**30. Seattle Area Plumbers, Housing Plumbers, Pipefitters, HVAC/Refrigeration Mechanics,  
and Marine Pipefitters Apprenticeship Committee**  
Section XI: Committee - Responsibilities and Composition  
Section XII: Subcommittee

**31. Georgia Pacific and The AWPPW Local #5 Apprenticeship Committee**  
Section XI: Committee - Responsibilities and Composition

**32. Glaziers, Architectural Metal and Glassworkers Residential Apprenticeship Committee**  
Section XI: Committee - Responsibilities and Composition

**33. IAM/Boeing Joint Apprenticeship Committee**  
Section XI: Committee - Responsibilities and Composition

**34. I.E.C. of Washington Apprenticeship and Training Committee**  
Section XI: Committee - Responsibilities and Composition

**35. Inland Empire Roofers and Employers Apprenticeship Committee**  
Section XI: Committee - Responsibilities and Composition

**36. International Union of Elevator Constructors, Local 19 – National Elevator Industry  
Educational Program**  
Section XI: Committee - Responsibilities and Composition

**37. Lakeview Light & Power and IBEW Local Union #483**  
Section XI: Committee - Responsibilities and Composition

**38. Northwest Washington Marine Sheet Metal Training Committee**  
Section XI: Committee - Responsibilities and Composition

**39. Orcas Power & Light Cooperative**  
Section XI: Committee - Responsibilities and Composition  
Section XIII: Training Director/Coordinator

**40. Pacific Northwest Ironworkers and Employers Local #86 Apprenticeship Committee**  
Section XI: Committee - Responsibilities and Composition

**41. Pacific Power & LU 125 JATC**  
Section XII: Subcommittee

**42. Quincy Foods, LLC – Industrial Maintenance**  
Section XI: Committee - Responsibilities and Composition

**43. Washington State UBC JATC**  
Section XII: Subcommittee

**44. Western States Boilermakers Apprenticeship Committee**

Section XI: Committee - Responsibilities and Composition  
Section XIII: Training Director/Coordinator  
M/S/C to approve items 27 – 44

## **ADJOURNMENT – THURSDAY SESSION**

### **FRIDAY SESSION**

**MEETING CALLED TO ORDER @ 9:10 a.m. by Al Link**

**ROLL CALL:** all WSATC members in attendance

**MOTIONS MADE AND VOTING ON AGENDA ITEMS**

**ELECTION OF CHAIR AND VICE CHAIR:**

Dave D'Hondt – Chair

Lee Newgent – Vice chair

**GOOD AND WELFARE**

**COUNCILMEMBER NEWGENT:** One thing for the Good of the Order - Complemented Anne Wetmore and Liz Smith for attending the Apprenticeship Training Clinic, Action Clinic, down in San Francisco.

Their leadership represents, when you're balancing our program versus all the programs in the western United States, that our apprenticeship program is very well advanced in almost every area. I think that is a compliment to the leadership we receive from Anne and from Liz. I wanted to compliment them publicly.

**MS. SMITH:** reported that at the Action Clinic, one of the things we decided that we want to come back and do in Washington State is host our own event for apprenticeship programs and sponsors, labor, business, industry, community-based organizations, education, both K-12 and higher ED, to come together and talk about how we could better utilize Registered Apprenticeship as a workforce training and economic development tool for our state.

We've decided to put on an event. We're trying to do it in late May or early June in Ellensburg because it's centrally located and agencies with financial restrictions can get there.

The event would be potentially a two-day event or a day-and-a-half event. And it would be an excellent opportunity to talk about how we can better collaborate for success and partner to the benefits of all involved parties in ways that are important.

**Tami St. Paul:** offered their training facility in Ellensburg for hosting the conference in any way that they can assist.

**MR. AMBUEHL:** Mr. Chairman, members of the Council, at the Western Washington Coordinators Meeting last Friday, we were having some discussion about the difficulty, as far as timeline, of once the Council agenda is published and then for programs to be able to get some understanding, just based on the titles of what's coming up for new programs or even revision of standards, to be able to get information as far as what those actual new programs or revisions may be, in case people want to do objections or research or something like that.

So one of the things we wanted to put forward was perhaps that, when the agendas are published and made available to the public, at the same time we have a available for

downloading of PDFs of all of the revisions or new standards so that, rather than look and see, with the limited information there, to see what we might want to request printed copies of from the Apprenticeship Section, that we could just go to a file of PDFs and just download "X" new standards or "Y" revisions. And it might make it simpler and better for everyone, given the limited amount of time that programs have to file objections.

**COUNCILMEMBER MASON:** Mr. Chairman, in conjunction with your Budget Oversight Subcommittee minutes was a move to paperless quarterly WSATC meetings, that this would tie in quite well with what Randy is requesting, that I know that it probably took a lot of time to send all the standards to the 60 folks that sent in all those objections, that I move that the Department make available electronically PDF versions of the items on the Council Agenda, when they post the Agenda, so to save the Department staff time from having to dredge those up and send them out.

M/S/C to make available electronically PDF versions of the items on the Council Agenda

**DATE AND LOCATION OF NEXT MEETING:**

July 16 - 17, 2009  
Red Lion Hotel - Port Angeles  
221 North Lincoln  
Port Angeles WA 98362

**FUTURE MEETING SITES:**

October 2009      Spokane  
January 2010      Tumwater  
April 2010        Bellingham  
July 2010

**ADJOURNMENT @ 9:34 a.m.**

**‘Approved Revised Minutes’ for April 2009 WSATC meeting which was approved at the Friday session of the WSATC meeting (4-17-09).**