



STATE OF WASHINGTON
DEPARTMENT OF LABOR AND INDUSTRIES
Apprenticeship Section - (360) 902-5320
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Web site: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/>

SUBJECT: **Quarterly Report (July - September 2016)**

DATE: October 20, 2016

TO: The Director of the Department of Labor & Industries
Washington State Apprenticeship Training Program Sponsors
Interested Apprenticeship Stakeholders

FROM: Jody Robbins, Program Manager

On behalf of the Washington State Apprenticeship and Training Council (WSATC), Apprenticeship Section staff, regional field consultants and contributing stakeholders, I present the **July – September 2016** report on registered apprenticeship activity and findings in the State of Washington.

The Department wishes to thank all those who contributed to this report. We commend all stakeholders whose work continues to drive innovations in apprenticeship education, workforce development and equal employment opportunity outreach.

Highlights from the July 2016 WSATC Meeting

APPRENTICESHIP PREPARATION PROGRAMS RECOGNIZED:

- Ironworkers Local #86 Pre-Apprenticeship Program

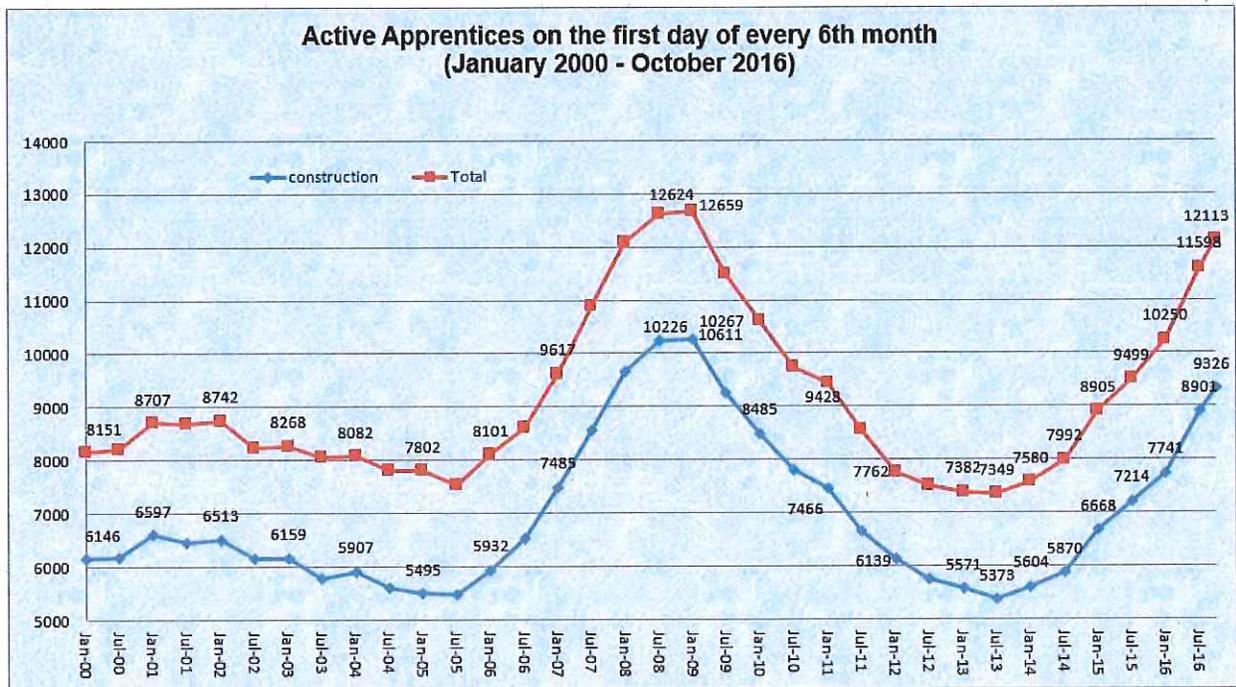
NEW STANDARDS: (Permanently Registered)

Inland Northwest Associated General Contractors Laborers Apprenticeship Committee
 Laborer SOC: 47-2061.00 6,000 Hours

Vertical Options Elevator Apprenticeship Program
 Elevator Constructor Mechanic SOC: 47-4021.00 8,000 Hours

Apprenticeship by the Numbers

There were **15,203** active apprentices for the 12-month time period ending September 30, 2016 of which **1,396** were women and **3,956** were minority. Over the last quarter (July – September 2016) there were **12,736** active apprentices. For a complete listing of new registrations by occupation, please contact staff in the Tumwater office.



Apprentice Activity (July - September 2016):

- 12,736 active apprentices during the time period
- 264 individuals were issued completion certificates
- 309 individuals were cancelled
- 1511 individuals were registered as apprentices (1557 registrations previous quarter)

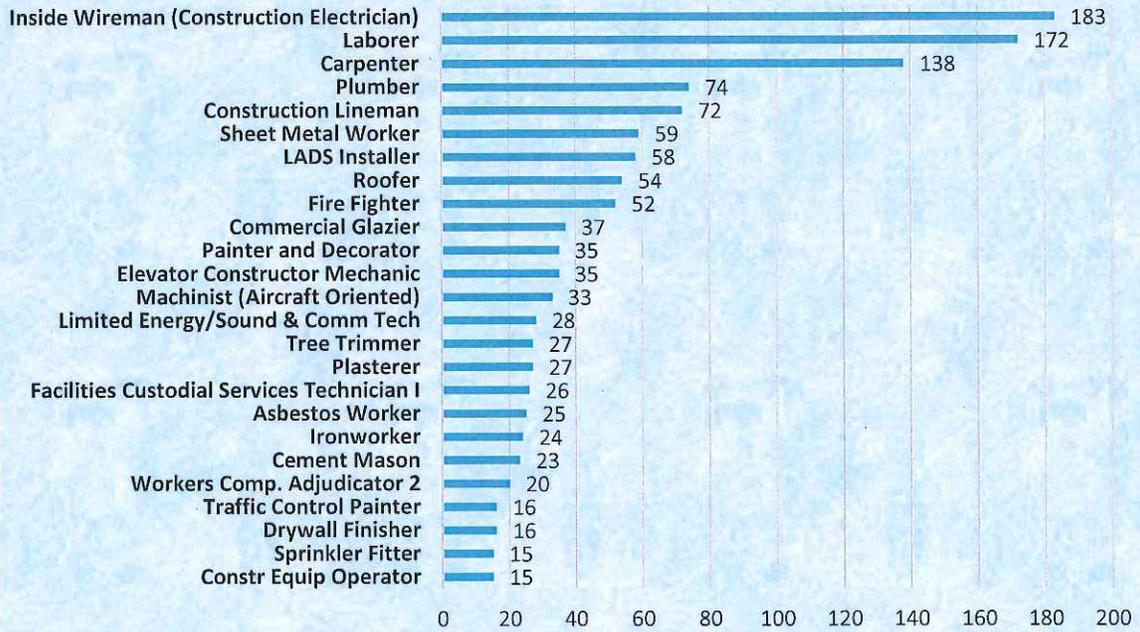
Minority, Female and Veteran Participation (July - September 2016):

- 3,332 active minority apprentices (26%)
- 1,125 active female apprentices (9%)
- 1,334 active veteran apprentices (10%)

The building and construction trade occupations continue to drive numbers in terms of total completions or journeylevel credentials issued. See the charts on the next page for the most active occupations in terms of completions and registrations for 3rd Quarter 2016.



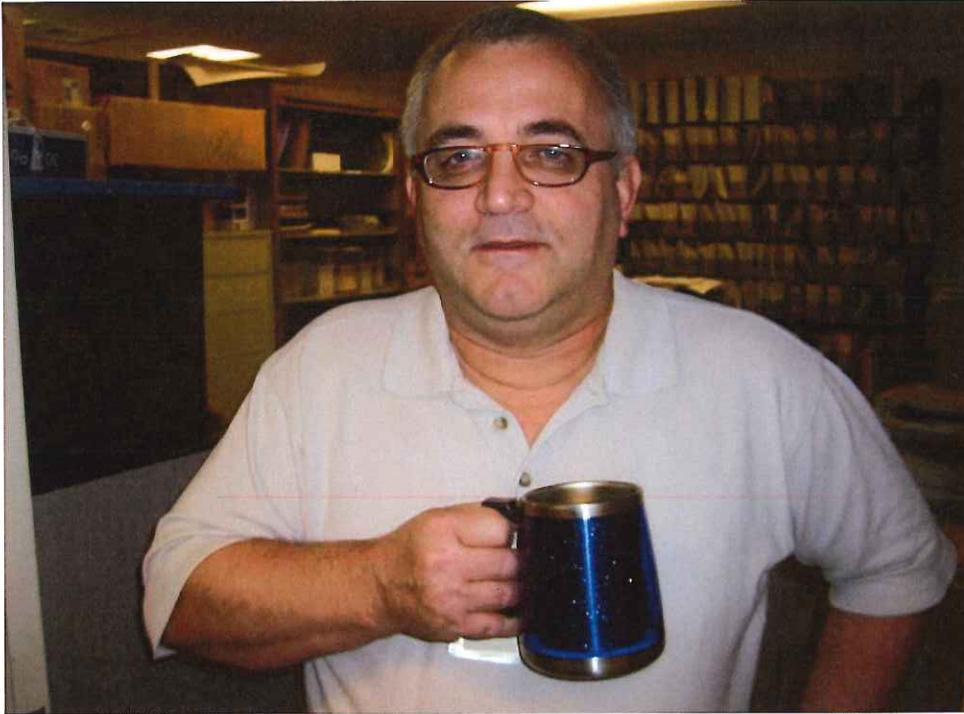
Registrations by Occupations >10 July 1 - September 30, 2016



Quarterly News and Events (July - September 2016)

Congratulations on Retirement

Michael Thurman will be retiring on December 30, 2016.



Michael Thurman has worked tirelessly for the Apprenticeship Section, serving our customers; the Apprenticeship Programs, Apprentices and the Public for the past twenty years. In doing so, he has been a strong advocate for the apprentice and played an important part in the development of sound apprentice training for our citizens. He has made a significant impact on the registered apprenticeship system and was instrumental in creating the Apprenticeship Registration and Tracking System (ARTS). No matter what he was asked to do, he did it, and worked nonstop until the task was complete. He has made an outstanding contribution to the Apprenticeship Program in the State of Washington. Michael does the work of three people, has been known to work evenings, weekends and even Labor Day. Michael will be missed by us greatly!

King County Construction Career Day

Source: www.constructionfoundation.org



Interactive High School Career Event for the Construction Industry

Designed to inspire Western Washington high school students toward construction careers, Construction Career Day 2016 invites you to participate! As one of our country's largest industries, the construction trades are facing a shortage of skilled workers. If not addressed, this shortage will increase. It will affect quality, safety, and the industry's overall ability to compete in building the infrastructure needed by an ever-growing population. This event addresses the need

to educate young people about the tremendous opportunities available in the construction industry.

Outdoor Heavy Equipment

Students are given the opportunity to operate rigs, tools and equipment under the guidance of operators and apprentices. Use of equipment and other materials are generously donated by local companies.

Indoor Hands-On Construction Activities

Students can try their hand at activities such as laying mortar on brick, survey map reading, or running a crane simulator. They are exposed to local educational programs, industry associations, apprenticeship training programs, etc. These organizations offer short sessions about their programs and support services.

Indoor Information

Students are exposed to local educational programs, industry associations, apprenticeship training programs, and federal trainee programs, etc. These organizations offer short sessions about their programs and support services.

University of Washington Construction Management & PACE Facility – Virtual Construction Lab & Methods Materials Lab

The University of Washington's Department of Construction Management (CM) strives to support the construction industry and provide service to the community by preparing individuals for careers in construction and related industries. The program's mission strongly aligns with the Washington State Building and Trades Council, so hosting their PACE training program in the UW's CM research lab is a natural fit. PACE is designed to provide high-quality, trade-related instruction to individuals seeking entry into the construction industry's apprenticeship programs.

AJAC's 'Manufacturing Academy' Goes Full-Throttle With 'Earn While You Learn' Model

*Source: Aaron Ferrell, Marketing Communications Manager
Aerospace Joint Apprenticeship Committee (AJAC)*

Internships can be a grueling yet necessary step most of us endure before we are accepted in the working world. In manufacturing, internships are far-and-few between – but one program in Auburn, Washington is transforming the way this industry builds its pipeline – one student at a time.

The Aerospace Joint Apprenticeship Committee (AJAC) recently launched its first Auburn Manufacturing Academy cohort in spring 2016. This pilot program includes five weeks of classroom instruction and eight weeks of paid on-the-job training for displaced workers striving to work in one of Washington State's most vital industries – aerospace and advanced manufacturing.

Grant Oliver, one of the first students to enroll, quickly went out of his comfort zone after accepting his slot in the program. "For the first time in my life, I gave up certain expectations; my right to understand just how it would turn out or the best way to get there." Grant's leap of faith from unemployment to manufacturing came easier than expected, "After



being unemployed a few months, the new normal; five days a week plus homework. My instructor said, 'this is your full-time job'. Although I possessed that work ethic, it was valuable advice and I appreciated that AJAC's high expectations were clearly communicated."

The five weeks quickly ended and Grant was placed at Skills Inc. whom agreed to offer eight-weeks of paid on-the-job training. Grant accepted this position and soon-there-after began his journey in manufacturing, "one overall supervisor was designated for the three interns at Skills. He rotated us through different departments for the first four weeks, then introduced us to a Supervisor who in turn chose a mentor with whom we job-shadowed."

Grant's mentors led by example from his time in Quality Assurance Dimensional Inspection, Assembly, CNC Machining and Sheet Metal. "In every area I was treated with respect. As we interacted with persons in all sorts of roles...I began to recognize the extraordinarily high quality of individuals throughout the company," Grant concluded. Skills Inc., a nonprofit social enterprise, has created and maintained a stable, rewarding place of work for decades. Their commitment is to helping people succeed, even those who are still learning, by offering life-changing opportunities for individuals such as Grant.

Grant never fell into the trap of discouragement or impatience. His instructors, mentors, and most importantly, his fellow interns and now employees stuck with him throughout the journey. After his paid on-the-job training, Grant was offered a full-time position at Skills Inc. as a Receiving Inspector, "my ardent hope is that any individual considering to participate in this program...will take the chance. I'm thankful I took this chance on myself to participate."

Grant, like many others, found a new hope through AJAC's Auburn Manufacturing Academy program, "Don't let a shadow of a doubt creep in," Grant said. "Give of yourself to soak up every bit of learning presented to you. It's all pertinent to the type of work you will soon be doing." Since his graduation from the Manufacturing Academy program, Grant has excelled at Skills Inc., taking advantage of every new opportunity. In the coming years, Grant has aspirations to begin an apprenticeship and build off his breadth of manufacturing knowledge, and for the second time in his life, he will take a new leap of faith.

Manufacturing Needs Women – So Let’s Train Them

*Source: Aaron Ferrell, Marketing Communications Manager
Aerospace Joint Apprenticeship Committee (AJAC)*

The Aerospace Joint Apprenticeship Committee, in partnership with the YWCA and South Seattle College hosted the first-ever Women in Manufacturing Symposium at South Seattle College – Georgetown Campus, highlighting the training and career opportunities available to women in advanced manufacturing.

The symposium was led by a panel of women who are involved or currently work in manufacturing, including career navigators, apprenticeships and industry managers. The panel fielded questions regarding the role of women in advanced manufacturing and how AJAC’s pre-apprenticeship program, the Manufacturing Academy (MA), can boost their confidence and provide job-ready skills for a rewarding career. AJAC’s MA utilizes a comprehensive approach to retraining workers through 10 weeks of hands-on learning, soft skills training, insight into the industry, and applied mathematics.



The panelists debunked every myth in manufacturing, from the “dark and dirty” shop floor to the applied shop math. The most frequent question asked during the symposium rested on the presumption that manufacturing poses barriers to women including their lack of transferable skills, “you have to get in there and take the extra step,” said Donna Raz, a Manufacturing Academy instructor. The days of mindless heavy-lifting have been replaced by innovative techniques and state-of-the-art technology which some say,

women are a better fit for. “Women have better hand-eye coordination and attention to detail,” said one panelist. These skills are ideal for many careers in manufacturing such as Quality Assurance and Maintenance Technicians.

Nevertheless, a booming industry requires a well-trained workforce, but how can an industry that is historically represented by men challenge the status-quo that women can play a role in manufacturing?

For starters, the industry needs to focus on empowering women to try something new and bold that takes them out of their comfort zone. It’s no secret, local manufacturers want to hire more women, but very few apply.

Advocacy for women in manufacturing is key to creating a more diversified and well-balanced workforce. Through conversation and encouragement, manufacturing has a strong chance to continue its reign as America’s backbone. Take on the challenge of building something new every day and as one panelist said “women - welcome back to manufacturing.”

Shipyard turns 125, 184 graduate from PSNS & IMF programs

Source: www.kitsapsun.com/northwest-navy-life

By Psns & Imf Public Affairs

Puget Sound Naval Shipyard and Intermediate Maintenance Facility honored 184 skilled members of its workforce during the graduation ceremony for its Apprentice Program Sept. 16 at the Bremerton High School Performing Arts Center.

"It is a challenging program and you should all be very proud of this accomplishment," said PSNS & IMF Commander Capt. Howard Markle in a written message to the graduating class. "I am certainly proud of what you have achieved so far in your careers and look forward to working with you now as journey-level craftsmen and women."

Family members, friends, instructors, supervisors, apprentice program alumni and local government officials attended the ceremony, which was held on the 125th anniversary of the Shipyard's establishment.

In his keynote remarks at the graduation ceremony, Markle said, "You truly are a very unique group, a very small group that still does what America was built on. What you do each and every day is you work on those ships, take them completely down to parade rest and build them back up again so that they can go out and do their mission each and every day."

This year's graduates represent 23 different trades. Each graduate received a Department of the Navy Certificate of Apprenticeship and an Associate of Technical Arts Degree from Olympic College.

Apprentice class speaker Shipwright Wayne DeKorté said to his fellow graduates, "Now it is time for you to move out into the world and bring up more leaders, who will act with integrity, honor, courage and commitment. You have stood united as a class, strong and confident, helping each other, and I encourage you to continue this support of one another."

Four stand-out graduates were recognized with notable student achievement awards at the ceremony.

This year's award recipients are:

Apprentice of the Year: Welder Keith Blossom

Craftsman of the Year: Pipefitter Jeremiah Franchi

Leadership Award: Shipfitter Scott Brooks

Scholastic Award: Electronics Mechanic Christina Fowler

Congressman Derek Kilmer also addressed the graduates and congratulated them on their accomplishments. "I think it's important to recognize that your completion of this apprenticeship helps our country," said Kilmer. "You know many of you could be working in the private sector or elsewhere, but you all made a conscious decision to invest your careers in getting our ships

ready, and keeping our Sailors and our submariners safe, and allowing our submarines and carriers to provide the strategic deterrence and peacekeeping across the globe that is as important today as it has ever been."

Naval Station Puget Sound, as it was originally known, was established on Sept. 16, 1891. Ten years later, it launched the Apprentice Program with the selection of six young men to be the first group of apprentices to learn a trade by working alongside a master craftsman.

Over the years, the Apprentice Program has grown to become an award-winning program with on-the-job and classroom training and education in the trades. Since 1950, PSNS & IMF has partnered with Olympic College for customized, accredited course work in support of the Apprentice Program. Through the program, apprentices earn an Associate in Technical Arts degree from Olympic College.

All female Construction Training Program Complete Two Tiny Houses to Provide Shelter for the Homeless

Source: Morgan Stonefield, Program Director, ANEW



ANEW's all-female Pre Construction Training Program completed two Tiny Houses as part of the campaign to provide safe housing for individuals and families in the Seattle area. Apprenticeship and Non Traditional Employment for Women (ANEW) is a unique program in this region, offering a

female only training to prepare women for apprenticeship opportunities in the Puget Sound region. On September 23, at 1pm, ANEW hosted a celebration to honor the accomplishments of the women who built these homes, as well as, celebrating the 90th cohort to graduate from ANEW's Pre Apprenticeship Training Program. ANEW is a proud partner with LIHI and are proud to be a part of the solution to the homelessness crisis that is impacting our region. The Low Income Housing Institute has provided the funding needed to purchase the materials for the homes. Building the Tiny Houses is a great training experience for the students, it allows them to experience all aspects of the building process and they become comfortable with many types of power tools, improve their measuring, and other soft skills are improved in the process, such as leadership and teamwork.

ANEW has been in the business of improving the lives of women for a long time. ANEW offers a free 11-week, pre-apprenticeship training that helps women enter non-traditional careers in the construction trades and manufacturing. ANEW has classes and offices in Renton, but the Training facility is at the Construction Industry Training Council building in Bellevue, WA. CITC donates the space for ANEW to conduct their shop courses and it has been a successful partnership.

ANEW is expanding their training to now support Pierce County residents who are interested in Pre Apprenticeship Training. ANEW will be offering a quarter long Pre Apprenticeship Course at Clover Park Technical College starting September 26th and reoccurring on a quarterly basis. This pre-apprentice program prepares students with the knowledge and skills necessary for employment in the construction industry. The course covers safety, hand and power tool use, math, carpentry trades, plan reading, foundation form work, floor systems and framing, wall and roof framing, leveling and aligning, and sheeting. Second quarter (optional) expands into residential exterior and interior finish, including window and door installation, exterior siding, trim, stair construction, roofing application, interior and exterior trim, and cabinet installation.

Survey: Washington Needs More Skilled Laborers To Keep Up With Construction

By SIMONE ALICEA • SEP 1, 2016



A new survey from the Associated General Contractors of America shows that Washington and other states are facing a shortage of craft workers like carpenters and painters.

"setting out braces" by Matt Thompson is licensed by CC by 2.0

As the nation recovers from the recession and more construction projects pop up, contractors across the country are having trouble finding enough people

to build those projects.

A new survey from the Associated General Contractors of America shows that employers, including 75 percent of those surveyed in Washington state, are struggling to find skilled crafts workers. These are people like carpenters and painters who make up the bulk of the labor force on a given project.

As demand for construction gets higher, a shortage could mean more costs for the consumer, according to AGC spokesman Brian Turmail.

"It means things will take a little longer to get built and might cost a little more to get built," Turmail said.

Nancy Munro is the executive manager of Kirkland-based MidMountain Contractors. She emphasized that it's not just a shortage of workers, but that contractors in Washington were missing craftspeople with the right skills and experience.

"The quality of our entry-level craft workers is of concern, and companies have to spend more time and money training these entry-level workers," Munro said.

The shortage in Washington could last for several years, she said.

But contractors in the state are building an advertising campaign to encourage people to think of construction as a career and seek out training programs that feed into the industry.

These are programs that can be found in technical colleges, like the carpentry program at Bates Technical College in Tacoma, or through vocational organizations, like the Construction Industry Training Council of Washington.

APPRENTICESHIP & RELATED EVENTS CALENDAR

Check out the [L&I Apprenticeship On-line Calendar](#) of Events for details on upcoming activities.

November 2016

Governor's Youth Apprenticeship Summit

Date: November 1, 2016

Time: 8:30 – 4:30

Location: Bates Technical College, South Campus Auditorium

National Apprenticeship Week 2016

Date: November 14 – 20, 2016

www.dol.gov/apprenticeship/NAW

December 2016

December 5, 2016

Last day for "Requests for Revision of Committee/Standards" or "Request for New Committee/Standards" forms to be submitted for the January 2017 Washington State Apprenticeship and Training Council Meeting.

January 2017

Compliance Review & Retention Subcommittee Meeting – WSATC

Date: January 18, 2017

Time: 10 a.m. to noon

Location: See below WSATC notice

Additional meetings:

1 p.m. - Wash. State Apprenticeship Coordinators Association meeting.

2 p.m. - Labor & Industries/WSATC Joint Committee on Recruitment Resources.

Washington State Apprenticeship and Training Council Quarterly Meeting

Date: January 19, 2017

Time: 9 a.m.

Location: Department of Labor & Industries

7273 Linderson Way SW

Tumwater, Wash. 98501

Phone: **360-902-5320**

Fax: 360-902-4248

For additional information and copies of the agendas, please contact the [Apprenticeship Section](#) at **360-902-5320**, email Teri.Gardner@Lni.wa.gov or go to our [Agenda/Minutes](#) page.