



STATE OF WASHINGTON

DEPARTMENT OF LABOR AND INDUSTRIES

Office of Apprenticeship - (360) 902-5320

PO Box 44530, Olympia, Washington 98504-4530

Web site: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/>

SUBJECT: QUARTERLY REPORT (January – March, 2009)

DATE: April 16, 2009

TO: Washington State Apprenticeship and Training Council Members
Washington State Apprenticeship Training Directors/Coordinators
Interested Apprenticeship Stakeholders

FROM: Elizabeth E. Smith, Apprenticeship Program Manager

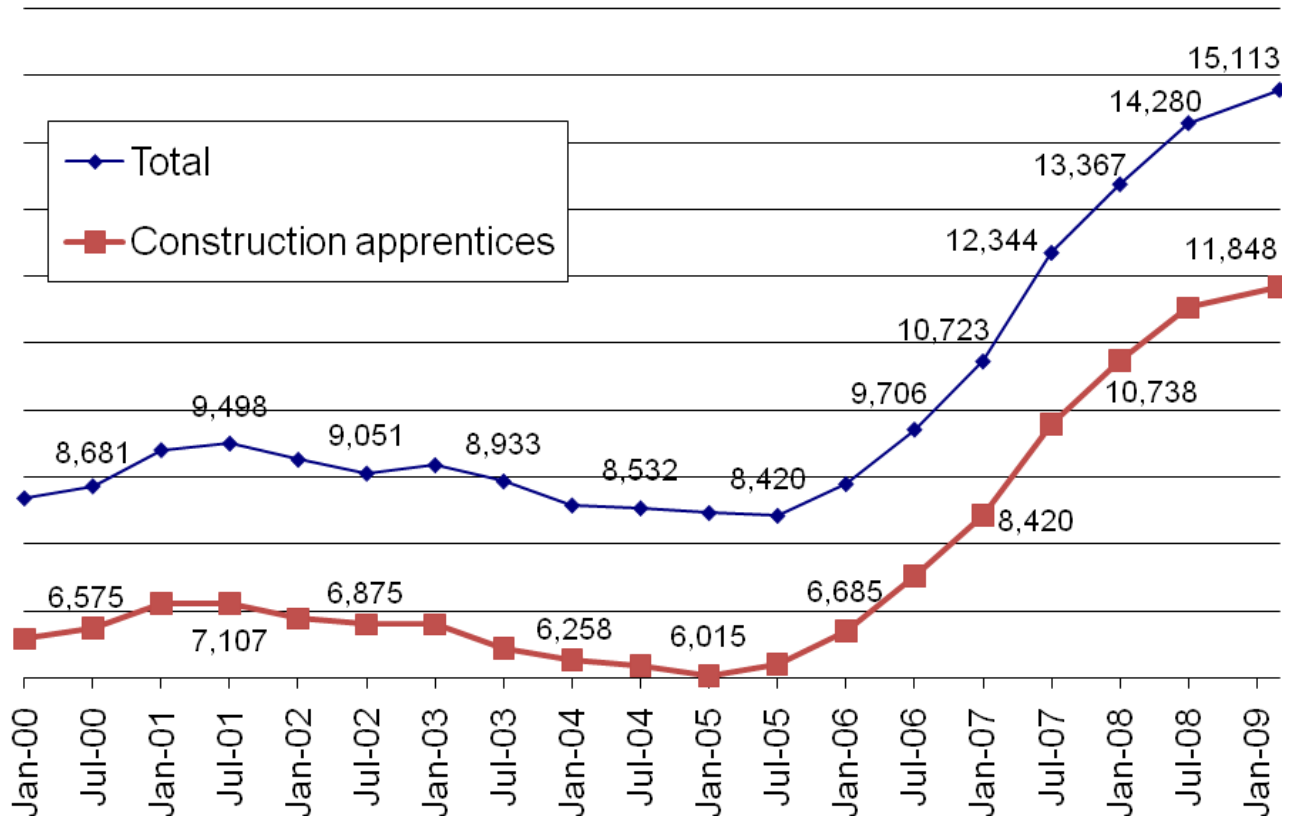
On behalf of Labor and Industries, Office of Apprenticeship staff, regional field consultants and contributing stakeholders, I present the January - March 2009 report on registered apprenticeship activity in the state of Washington.

The department wishes to thank all those who contributed to this report and recognize all stakeholders whose work continues to drive innovations in apprenticeship education, workforce development and outreach.

Apprenticeship By The Numbers

There were **18,125** active apprentices for the 12-month time period ending March 31, 2009 of which **1817** were women and **4330** were minority. Over the last quarter (January – March 2009) there were **15,113** active apprentices registered.

Active Apprentices, Last Day of Month thru March 2009



Apprentice Activity (January – March 2009):

- 15,159 active apprentices for the time period
- 173 individuals were issued completion certificates
- 298 individuals were cancelled
- 511 individuals were registered as apprentices

Minority, Female and Veteran Participation (January – March 2009):

- 3,491 active minority apprentices (23%)
- 1,536 active female apprentices (10%)
- 1,543 active veteran apprentices (10%)

Highlights from the January 2009 Council Meeting

DEPARTMENTAL REPORT

Ratio of 2 Residential Wireman Apprentices to 1 Journey Level Residential Wireman

REQUEST FOR RECIPROCITY

The Foss Maritime and Pacific Maritime Institute Apprenticeship Program

Officer In Charge of a Navigational Watch SOC: 53-5021.02 2 years

The Harley Marine Services and Pacific Maritime Institute Apprenticeship Program

Officer In Charge of a Navigational Watch SOC: 53-5021.02 2 years

The K-Sea Transportation Partners L.P. and Pacific Maritime Institute Apprenticeship Program

Officer In Charge of a Navigational Watch SOC: 53-5021.02 2 years

Sause Bros., Inc, Inland Boatman's Union, and Pacific Maritime Institute Apprenticeship Program

Officer In Charge of a Navigational Watch SOC: 53-5021.02 2 years

The Western Towboat Company and the Pacific Maritime Institute Apprenticeship Program

Officer In Charge of a Navigational Watch SOC: 53-5021.02 2 years

PROPOSED COMMITTEES:

Best Tree Service Apprenticeship

Tree Trimmer (Residential Tree Trimming/Removal) SOC: 37-3013.00 4000 hours

Granite Northwest Inc – NW WA Branch

Traffic Control Supervisor SOC: 53-6041.00 3000 hours

KVA Electric, Inc. Apprenticeship Committee

Substation Technician SOC: 49-2095.00 6000 hours

NEW STANDARDS:

Cowlitz County Tourism Bureau Administrative Assistant	SOC: 43-6011.00	4000 Hours
LOTT Alliance Apprenticeship Committee Control System Technician	SOC: 17-3023.02	6000 Hours
Maintenance Technician	SOC: 49-9041.00	6000 Hours
The Barber Shop & Company LLC Barber	SOC: 39-5011.00	2000 Hours

Quarterly News and Events

Joint Operator/Ironworker Apprenticeship Training

Source: Tami St. Paul, Coordinator, Operating Engineers Regional Training Program JATC

On November 17th & 18th, 2008, the Operating Engineers Regional Training Center (IUOE locals 302 & 612) in Ellensburg, WA held our first joint training with the apprentices of the Pacific Northwest Ironworkers local 86. This trial run was designed to promote better, more realistic, training and foster better relationships between the future skilled craftworkers in both of these closely connected trades. We work together daily in the real construction world, why shouldn't we enhance our training with the opportunity to train together in a more realistic way? We had the operator apprentices running the cranes and the Operator and Ironworker apprentices working on the ground rigging and signaling for picks involving many various types of loads from structural steel beams to a cumbersome above ground storage tank.



The training involved about 20% class room time to cover the safety aspects of working with all kinds of different loads and capacities with different cranes. It involved discussion of load charts, safe working loads of wire rope both on the crane and as used in rigging. Then the students headed out to the 1600 acre training center grounds to practice what they'd learned.

We used a couple of our hydraulic cranes, our CDL training trucks and trailers and CDL driving students, one of our lattice boom truck cranes and the tower crane for the training. Our "bone yard" has a number of items of varying weights and centers of gravity that were used to teach proper rigging and lifting plans.



It was a great success. The students were able to learn, under the supervision of qualified instructors of both trades, the safe rigging, signaling, and picking capacities of different hoisting equipment. The ironworker apprentices were encouraged to climb up into the tower crane to get a better idea of the challenges faced by the operator from that perspective. There were picks planned that turned out to be impractical as they were outside the chart and students jointly participated in the process of planning how to resolve those challenges.

We are looking forward to the next phase of this joint training. We are fabricating the materials and footings necessary to erect a steel beam building frame. This is the first level of a 2 story planned structure. It is something that can be erected and dismantled by the students in a safe and controlled environment at the training center under the supervision of instructors from both crafts. We expect this training to add realistic situations and diversity to our crane training.



We also expect it to foster better working relationships between our two crafts that can be carried out into the work place to ensure a safer, better trained, more productive workforce for both our trades and our contractors. We have continued these courses throughout the winter with great success. They are well attended and the feedback from the students is that this training will be a valuable addition to their careers. We look forward to continuing to build relationships and developing more relevant, real life experience based training in the future.

Subject: Apprenticeship Tours -New Tours Scheduled

Source: SW Washington Workforce Development Council

Hello SW Washington and Oregon workforce development service providers and educators,

Please encourage individuals who counsel students and job seekers to attend a tour to learn about the trades and their fabulous apprenticeship programs. Even though the economy is slow, the trades are careers that cannot be easily outsourced and we need to continue to build the pipeline. Several trades will be accepting applications this spring.

Please pass this invitation along to others! Also, please note that registration is required.

For a current listing of Tours, see "Calendar of Events" on L&I's Apprenticeship Web Site:

<http://www.lni.wa.gov/TradesLicensing/Apprenticeship/NewsEvents/Calendar/default.asp>

or Contact:

Brandi Stewart-Wood

SW Washington Workforce Development Council

805 Broadway, Suite 412

Vancouver, WA 98660

p: 360-567-3170 / f: 360-567-1054

bstewart-wood@swwdc.org

Construction Careers Academy Graduate Dale Aamot Hired by IMCO

Source: Linda Cowan, Whatcom Tech Prep Consortium

Dale is currently working as a laborer on our SR 20 Fredonia to I-5 Widening. The project involves the construction of approximately 3 miles of road widening on SR 20 from Fredonia to I-5, improvements to the I-5 and SR 20 interchange, and surface street improvements within the city limits of Burlington. There is approximately 12,000 lineal feet of storm drain to install, 1,300 lineal feet of sanitary sewer, 12,677 lineal feet of watermain, 84,116 tons of asphalt pavement, two bridges, 80,700 cubic yards of roadway excavation, 385,000 tons of import, as well as landscaping, striping, fencing, signals, lighting, ITS, and weather stations. Dale has been working with our storm drain, watermain, sanitary sewer, and erosion control crews. He is a hard worker with a great attitude and we are real pleased with his progress. Within the next month or so Dale will be enrolling in the **CITC operator apprenticeship program**. We are excited to have him start in the apprenticeship program and are even more grateful to have him on our team. Dale is a 2008 graduate of the *Construction Careers Academy* program and worked 12 weeks at IMCO General Construction as a paid intern during the Academy program.



Figure 1: Dale Aamot drilling anchor holes for temporary impact attenuators along SR 20.

Construction Careers Academy Wins Regional Construction Challenge

Source: Linda Cowan, Whatcom Tech Prep Consortium

A Whatcom County team of 5 **Construction Careers Academy** students were selected to participate in this year's national Construction Challenge competition. The CCA program is one of WA State's *Running Start for the Trades* pilot projects. Sixteen Regional Rallies were held across the United States and Canada on Saturday, Feb. 7, with each site hosting up to 50 teams. Washington State participated for the first time this year hosting the regional competition at the Master Builders Association offices in Bellevue. Each team was presented with 3 challenges to be solved within a predetermined amount of time (an Infrastructure Presentation, Manufacturing Design, and a Service Tech Simulation). Students put their engineering, design, and building skills experience to the ultimate test developing workable solutions to infrastructure and on-the-job issues. Each challenge required students to use teamwork, creativity and problem solving to develop their challenge solution. Each event was scored by a team of judges. The *Construction Careers Academy* team from **Meridian High School** received the highest score and now advances to the **Championship Finals in Knoxville, TN May 19-23**. Students participating on the CCA team are: Troy Buist (Lynden HS); Marshall McBride (Meridian HS); Chris Whitson & Bill Managan (Mt Baker HS); Trevor Mauro (Sehome HS). And CCA instructor Ted Goeres.



Local industry sponsors are paying cost of airfare, providing t-shirts and sweatshirts, and extra “spending money.” The team would like to thank: Andgar Corporation, Associated General Contractors – Northern District, Building Industry Association of Whatcom County, Construction Industry Training Council, IMCO General Construction, Granite Northwest and the Associated Builders and Contractors of Western WA. To learn more about the Construction Challenge visit their website: www.constructionchallenge.org

Twenty-Nine Years of ANEW at the Washington Women in Trades Fair

Source: Lisa Telford, ANEW/AOP

Apprenticeship and Nontraditional Employment for Women (ANEW) has been training women to enter a career in the Construction industry competitively since 1980. I am sure everyone knows that, but did you know the person working next you may be an ANEW graduate. In the beginning, a woman could attend the training simply by paying tuition for the six-month long class. In 1990, as funding sources came to fruition, guidelines were set to meet the needs of low-income King County women. Initially there was one class per year, then two classes per year, and now quarterly. Since ANEW’s conception, thousands of people have attended the training. I use the word people because in 1998 ANEW started training men as well as women to meet the requirements of Work First legislation.

I attended the 30th Washington Women in Trades fair and while I was networking with the participants, I realized many people staffing a booth or passing through were ANEW graduates.

Each of these people has a story about why they started, what their goals were the steps they took to reach those goals and how long it took to reach their goals. In the 80's some apprenticeships were taking applications only once a year. Today, they are now living their goal. Some of the ANEW graduates that I saw at the fair were

- Katie Maloney- Instructor for the Puget Sound Electrical Apprenticeship JATC, graduated 1989
- Daisy Daily- Crew Chief for King County, started as a Temp, graduated in 2001
- Karen Johnston- Bridge Maintenance Crew Chief for City of Seattle graduated in 1990
- Marge Newgent- Field Representative for Operating Engineers for 302, 19 years of crane operation, graduated 1985.
- Tawny Sayers- Apprenticeship Coordinator for NW laborers, graduated 1994
- Yolanda Lowery- Journey level Carpenter with local 131, graduated 1986

ANEW graduates that I missed seeing at the fair this year are:

- Terry Tilton, Executive Secretary for the Washington State Building and Construction Trades AFL-CIO, Operating Engineer, graduated 1982
- Tami St Paul, Operating Engineers JATC Training Coordinator Graduated 1987
- Anne Wetmore, Washington State director for the U.S. Department of Labor ATELS, former Teamster truck driver is a graduate of ANEW class #3

It is exciting to see ANEW's history in action and see the success these women have achieved. What is even more impressive is that they are passing their hard-earned knowledge on to assist the next generation by teaching or as a Mentor on the Sisters in the Building trades web page.

You too can watch history in the making with Mentors Anita Belcher, Joyee Mendoza and Carolina Taylor. These women are also ANEW graduates on their way up the union ladder. I can happily tell you ANEW is approaching the 30-year mark with Construction readiness training branching out to Clover Park Technical College with class #67. The ANEW story continues...

Local View: Apprenticeships Important Tool for Education

Source: The Columbian, Sunday, March 29 | 1:00 a.m.

By Ed Madden

Who knows better than employers, occupationally qualified employees, and the agencies that license occupations, what skills are needed to become job-qualified?

Sixty percent of today's jobs require training or education beyond high school. The original methods and opportunities for learning are stymied by the education industry's efforts to double post-secondary degrees. The state Constitution mandates "the paramount duty of the state to make ample provision for education of the children." What budget crisis? Job training became publicly funded education to create "lifelong learning opportunities."

The Workforce Training and Education Coordination Board recently released its report on job training for the program year 2005-06 (www.wtb.wa.gov/WTR2008.asp) It details the public expense and results of the state's 12 largest work-force programs.

Most striking are the differences between the Job Preparation Program at the state's 34 community and technical colleges, or CTC, and Registered Apprenticeship. The taxpayer expense for CTC was \$261 million, and \$1.3 million for Registered Apprenticeship. Participants

included 30,042 CTC students and 3,315 apprentices. Their median length of enrollment to completion was nine months for students, 43 months for apprentices.

The benefits of Registered Apprenticeship to the taxpayer and apprentice are exceptional. Nine months after program completion, 74 percent of students and 93 percent of apprentices were employed and had median earnings of \$26,126 and \$58,446, respectively. The estimated gain in net earnings to age 65 was \$88,100 each for students and \$229,800 each for apprentices.

These results clearly demonstrate the education industry's method of job training is less efficient. Registered Apprenticeship allows industries to grow their own work force, create jobs with training where paychecks replace grades, creating motivation. This builds the tax base while becoming occupationally qualified.

Employee and student

Registered Apprenticeship is a method of occupation-specific post-secondary education defined and sponsored by industry and driven by employer demand. It is not a government-funded job-training program. When approved and registered, the sponsor becomes a post-secondary education provider. An apprentice is an employee and a student; 93 percent of the learning is in an actual work context and 7 percent is theoretical classroom instruction. Wage progression and a natural mentoring process that fosters occupational pride are inherent.

The role of government is technical assistance for sponsors, oversight for the welfare of the apprentice and quality assurance for the public. With willing business sponsors, more occupations and apprentices can be added. One way is to link career and technical education programs and apprenticeship with business as the linchpin.

Career and technical education is offered at the Clark County Skills Center, many high schools and Clark College; each program has an advisory committee with business members. The business members also could would sponsor their own Registered Apprenticeship, which would create an "Industry Scholarship." They could identify and provide the on-the-job learning processes and Clark College could also provide that classroom instruction.

And in that case, graduates of the CTE program could compete for apprentice openings based on the needs of employers. The sponsor selects the best applicant and hires them as an apprentice who is teamed up with more experienced occupationally qualified workers. The transfer of knowledge and experience plus the fresh perspective and questions of the apprentice creates a synergy for product or service improvement.

Businesses can reform education for job training when they sponsor their own Registered Apprenticeship. The newest Registered Apprenticeship sponsor in the region is the Cowlitz Tourism Bureau of the Chamber of Commerce for the occupation of administrative assistant.

Government should not do what the private sector can. "We can't solve problems by using the same kind of thinking we used when we created them." Attributed to Albert Einstein, this truth reinforces Gov. Chris Gregoire's recent e-mail to all state employees was succinct: "Reform ... There are sacred cows and other hurdles, but reform we must."

Ed Madden of Ridgefield is an apprenticeship Consultant with the Department of Labor and Industries.

3-Year Program Update for the Apprenticeship Opportunities Project (AOP)

Source: Susan Crane, Executive Director, Port Jobs

Port Jobs and Apprenticeship and Nontraditional Employment for Women (ANEW) are pleased to release a three-year program update for the **Apprenticeship Opportunities Project (AOP)**. AOP helps low-income individuals, women, and people of color enter and succeed in the building and construction trades.

From 2006 through 2008, AOP helped more than 350 people enter apprenticeship and another 35 enter trades-related jobs in King County. AOP also provided direct financial assistance to more than 400 tradespeople who needed help paying for work-related expenses and emergency needs, such as tools and union dues. This kind of assistance helps workers stay on the job, especially during these tough economic times. For a copy of the complete report contact Stephanie Kellner at Kellner.S@portseattle.org. If you have questions or want to learn more about AOP, please contact Lisa Telford at 206-381-1387 or lisa@anewaop.org.

A- NEW Start

Source: Lisa Telford, Apprenticeship Opportunities Project

Amanda has always done hard work and was anxious to learn construction skills and earn a livable wage. Her work history prior to 2007 reflects work at warehouses and fast food restaurants and it was a struggle to make ends meet. Growing tired of working the graveyard shift, she saw an ad in Today's Careers for the Apprenticeship & Non-Traditional Employment for Women (ANEW) Construction Readiness Training. She attended an orientation and an assessment to evaluate her skills and desire to enter construction. Amanda completed the sector readiness orientation and was selected to attend the training. During the training, she excelled in class but she became concerned as she was living off savings and it may not last the entire training. She began doing research on apprenticeship programs to decide where to focus her career. Without hesitation, she selected the Western Washington Cement Mason Apprenticeship and completed the application.

The cement mason apprenticeship was doing hands-on testing and successful applicants would be invited to attend a two-week pre-job orientation. Amanda attended the testing on a Saturday; she was invited to attend the pre-job. Stacia, from the cement mason apprenticeship, remembers that Amanda scored very high on the test. After completing the pre-job orientation, she was dispatched to work. Amanda was the first in the class to start a career in construction while she could still earn a certificate of completion from ANEW as she was earning work based learning credit for construction related work. Amanda was the trailblazer in class and inspired by her success, six others followed her lead shortly thereafter. A total of two ironworkers, one sheet metalworker, one laborer, one electrician and one roofer started work as apprentices

18 months later, Amanda is a 2nd year cement mason apprentice, earning 80% of journey level wage. Amanda said she never thought she could make that much money and remarked "but I work very hard for it." Thanks to the ANEW training and Amanda's hard work, another woman is successful in the trades.

APPRENTICESHIP & RELATED EVENTS CALENDAR

Check out the [L&I Apprenticeship On-line Calendar](http://www.lni.wa.gov/tradeslicensing/apprenticeship/newsevents/calendar/) of Events for details on upcoming activities.

REMINDER!!!

June 1, 2009 is the last day for "Requests for Revision of Committee/Standards" or "Request for New Committee/Standards" forms to be submitted for the **July 2009** Washington State Apprenticeship and Training Council Meeting.

May 2009

Construction Trades Career Day

May 1 & 2, 2009

Satsop Regional Training Center

Elma, Washington

www.pacificmountainalliance.org/

The inaugural Career Day Event at the Satsop Regional Education and Training Center will provide a practical, engaging career exploration experience for high school students, master-level tradespeople, industry leaders, and the general public. We are bringing together a range of industry-based activities and exhibits to provide a high-quality event with value for all. With your help, key audiences will be exposed to the best products, technologies, and building practices available, with an emphasis on sustainable "green" skills and solutions that will help create jobs in the coming economic recovery.

You have several opportunities to be a part of this innovative trade event:

- Reserve exhibitor space for a *booth or table display*
- Sponsor and deliver a *hands-on training activity*
- Provide *volunteers* to assist with career day activities

Contacts for more information:

Construction Trades, Contact [Matt Gordon](#). (360) 482-1754

Green Building Technologies, Contact [Chris van Daalen](#). (360) 789-9669

Manufacturing, Contact [Grant Gilmour](#). (360) 584-7017

Snohomish County Construction Carnival

May 6, 2009 | 8:00 AM – 3:00 PM | Sno-Isle TECH Skills Center

The annual Snohomish County Construction Carnival energizes youth about construction careers, an important initiative in Snohomish County as workforce demands outnumber skilled workers and students often enter, and exit, college without a clear career path. This exciting event boasts a carnival-like atmosphere, complete with the chance to ride a boom lift, frame a house, lay brick, eat a hamburger, and find a pathway to an exciting, high-demand career. Teams of journeymen are on-site to answer questions and offer high school students the opportunity to try their hands at a number of tasks while learning about careers in the

construction trades. For more information, contact Sam Samano at Workforce Development Council Snohomish County at 425-921-3419 or sam.samano@wdcsc.org

3rd Annual Running Start to the Trades Symposium

May 7, 2009 (Thursday) @ the Libby Center, 2900 East 1st Ave., Spokane, WA 99202

Hosted this year by: Spokane Public Schools

This event will specifically focus on the needs, experiences, opportunities and challenges facing schools that are partnering with local apprenticeship programs. Participants will receive valuable program information, highlighting best practices across the state, and a wealth of resource materials.

<http://www.rtc.edu/CCE/Events/Default.aspx>

Pizza, Pop and Power Tools

May 19th and 20th 2009 (9:30 am - 2:30 pm)

- Bring 20 of your 8th grade girls from your middle school and 2 chaperones
- Bussing and lunch provided by Pizza Rita!
What you can expect...Fun! Fun! Fun!
- Hands-on activities that include operating heavy equipment, welding, sawing, operating a nail gun, and concrete shipper, painting and more!
- Free t-shirts and goodie bags!
- An experience that last a lifetime!

For more information:

Tim O'Halloran
(509) 354-5644
timoh@spokaneschools.org

Lisa White
(509) 354-7335
lisawh@spokaneschools.org

June 2009

Sustainability in the Green Economy Summit

June 25 & 26, 2009

Location/Address: Satsop Development Park, Elma, WA

Event Description:

The 2009 conference theme is Sustainability in the Green Economy, featuring statewide, regional and national best practices in energy and construction workforce and economic development models. The first day will showcase how Pacific Northwest industry, labor, workforce and economic development organizations are leading the national movement in green economy issues and high skills, high wage "green jobs." Plenary sessions will feature the topics that demonstrate the essential integration of the energy and construction industries. Special breakout sessions will feature the latest developments in education and workforce for each industry. Attendees will leave this exciting event with a new understanding of how we each play a part in this new economy.

For more information, contact: Shana Peschek

E-mail: speschek@RTC.EDU

Phone: 425-235-2352 x 2217