



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 (October - December, 2011)

DATE: February 24, 2012 (Meeting Date Rescheduled from January 19, 2012)

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

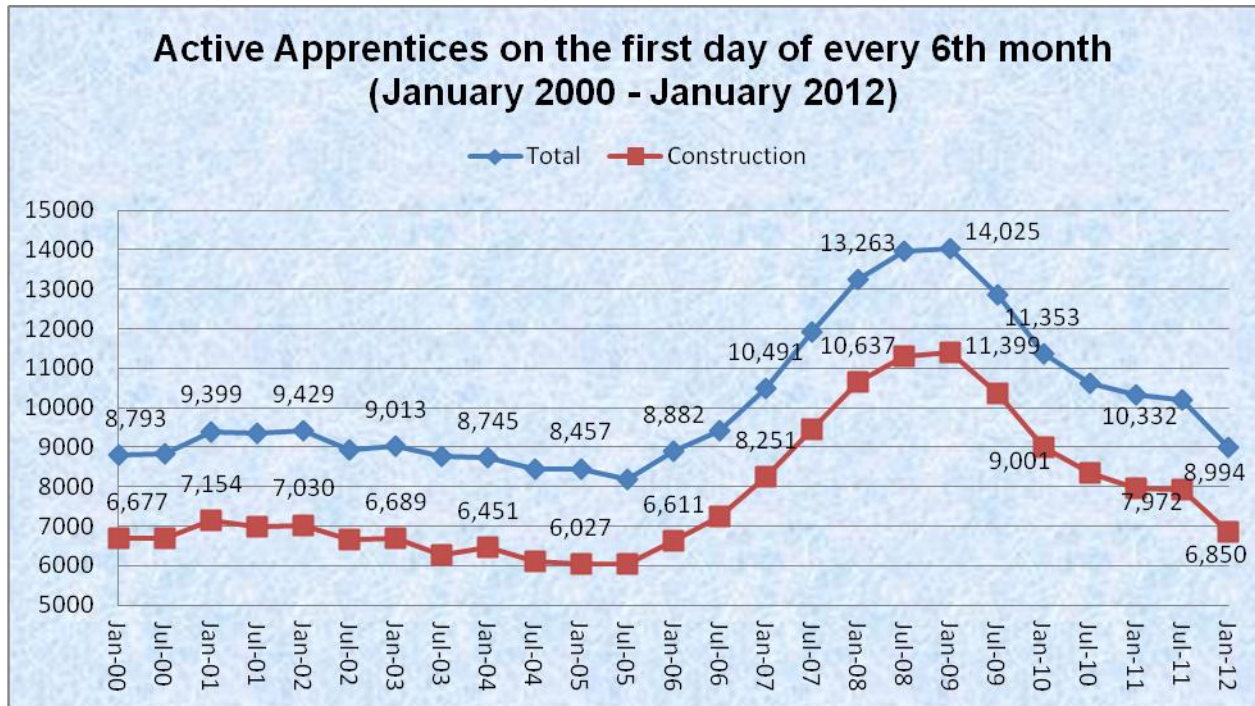
FROM: Melinda Nichols, Apprenticeship Program Manager

On behalf of Labor and Industries Apprenticeship Section staff, regional field consultants and contributing stakeholders, I present the October - December 2011 report on registered apprenticeship activity in the state of Washington.

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

Apprenticeship by the Numbers

There were **12,575** active apprentices for the 12-month time period ending December 31, 2011 of which **1,437** were women and **2,814** were minority. Over the last quarter (October - December, 2011) there were **9,660** active apprentices during the time period.



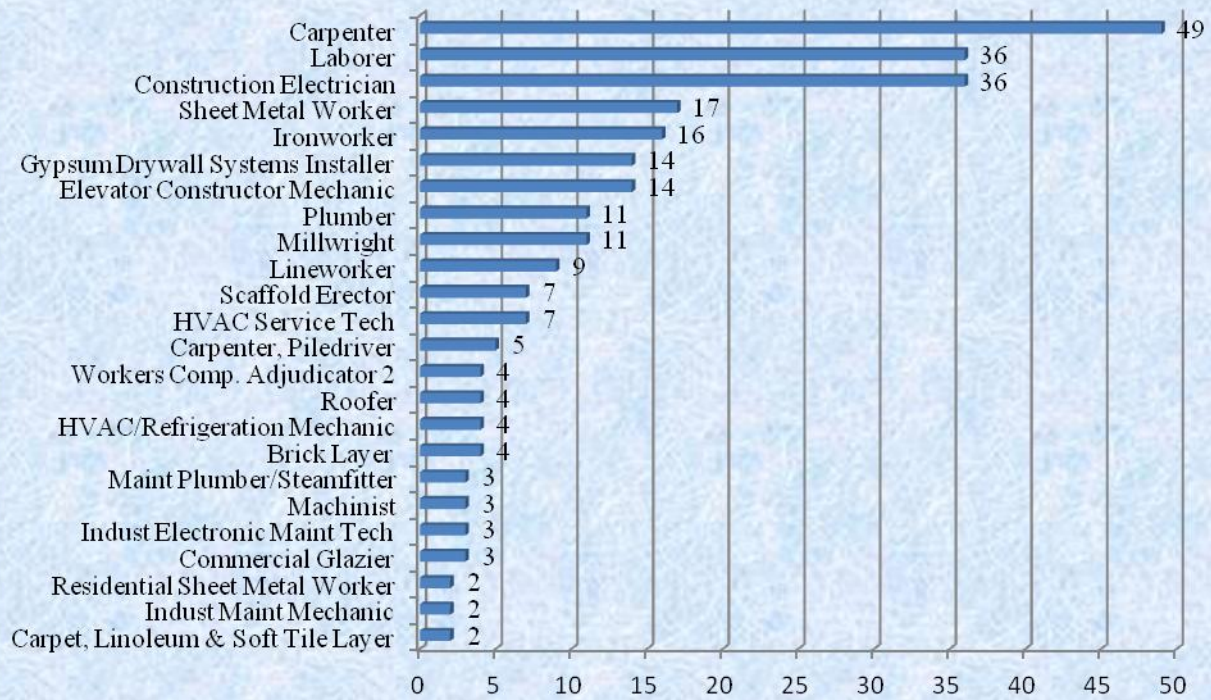
Apprentice Activity (October – December, 2011):

- **9,660** active apprentices for the time period
- **281** individuals were issued completion certificates
- **365** individuals were cancelled
- **504** individuals were registered as apprentices (**871** registrations previous qtr)

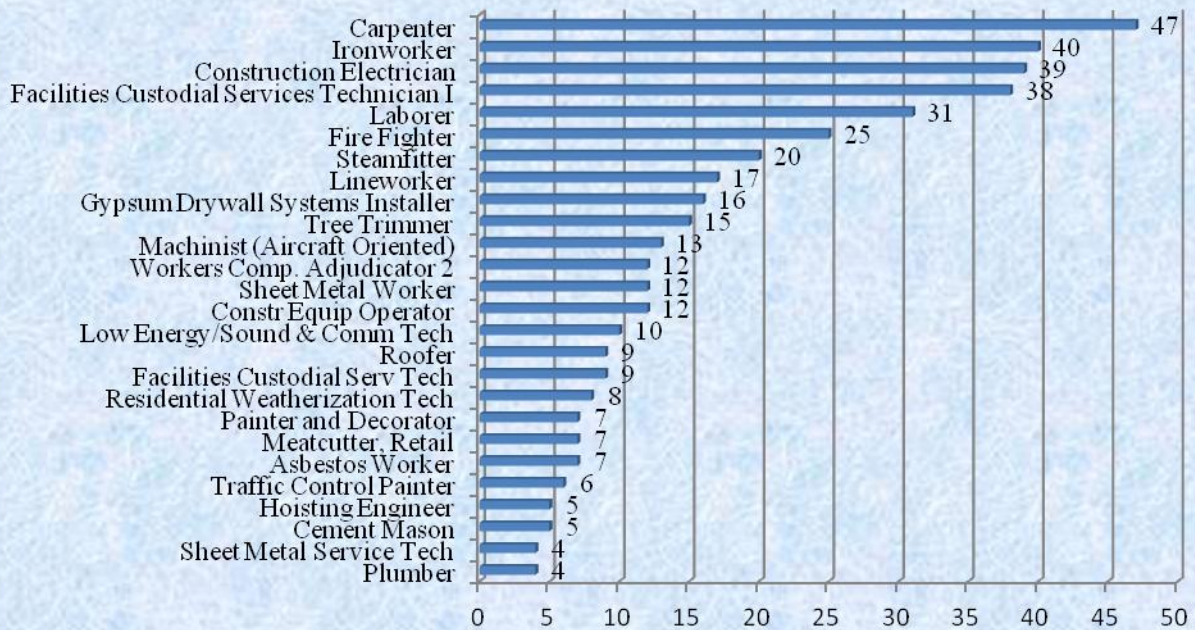
Minority, Female and Veteran Participation (October – December, 2011):

- **2,136** active minority apprentices (22%)
- **897** active female apprentices (9%)
- **1,016** active veteran apprentices (10.5%)

Journey Credentials Issued > 1 (October - December, 2011)



Registrations by Occupation > 3 (October - December, 2011)



Highlights from the October, 2011 WSATC Meeting

APPROVED REQUEST FOR APPRENTICE LABOR STANDARD CERTIFICATION

Tacoma Power, Mossy Rock Dam Turbine Replacement Project: M/S/C to certify project as sufficient evidence is provided to verify claim of greater than 15% apprentice utilization.

NEW STANDARDS APPROVED:

A-1 Landscaping and Construction, Inc.

Landscape Technician	SOC: 37-3011.00	4,000 Hours
----------------------	-----------------	-------------

Port of Olympia

Maintenance Technician	SOC: 49-9042.00	8,000 Hours
------------------------	-----------------	-------------

Industrial Mechanic	SOC: 49-9041.00	8,000 Hours
---------------------	-----------------	-------------

Industrial Equipment Electrician	SOC: 49-2094.00	8,000 Hours
----------------------------------	-----------------	-------------

Quarterly News and Events (October - December, 2011)

AJAC Partners with ANEW in Trades Rotation Program (TRP)

Source: Lisa Van Dyke, Communications Specialist, AJAC

The Aerospace Joint Apprenticeship Committee (AJAC) partnered with the Apprenticeship and Non-Traditional Employment for Women (ANEW) to introduce nine of their pre-apprentices to the manufacturing trade and careers in aerospace on October 4, 2011.



AJAC took part in the TRP by using its Advanced Inspection and Manufacturing Mobile Training Unit (AIM-MTU), a 53-foot classroom on wheels, complete with state-of-the-art equipment and technology. On the AIM-MTU, AJAC trained ANEW's pre-apprentices to design and produce a keychain using SolidWorks and a 3-D prototyping machine.

Excited about this partnership, AJAC Program Manager, Andrea Anderson said, "Providing women with opportunities to learn some of the skills that will provide high wage jobs in manufacturing and aerospace is something AJAC is proud to do. Partnering with ANEW is an exciting opportunity for us to help make a difference in these women's lives by providing access to training and skills that will help them get a great job in manufacturing."

Taught by AJAC apprenticeship instructor, Terry Hegel, the pre-apprentices learned the

basic skills of drawing and perspective, design and industry related math. They also gained experience using hand inspection equipment as well as performing non-destructive testing. Hegel said, "We wanted to boost confidence and show that not only are jobs available, but that [the women of ANEW] could learn the skills needed for the trade."



After a full day of instruction and one-on-one training, participants grew in their knowledge, skills and experience in manufacturing. Hegel explained how the principles used to create a key chain could also be applied to the manufacturing industry such as creating parts for aerospace. "Through the TRP, ANEW equips these women for an apprenticeship and rewarding career. We hope many of these women go into aerospace where there are a lot of great paying, solid careers available to them," said Anderson.

“The Girls”, November 1, 2011

Source: Peter Lahmann, NW Laborers/ Employers Apprenticeship Program

On November 1, 2011 at 4 PM, a monument was dedicated at the Greenwood Pioneer Cemetery in Chehalis WA.

This monument was placed to remember the tragedy and loss of 8 “Girls”, ages 14 – 20 years old that died as a result of fire and explosion at the Imperial Powder Works in Chehalis Washington, on November 1, 1911. The “Girls” job was to pack explosive powder in tubes for making dynamite. As a result of the fire, the bodies were burned beyond recognition and their bodies were loaded on an open railroad flatcar for transport to the mortuary.

1911 also marks an important year for Labor and Industries in that the first Washington State Workers compensation laws were passed and enacted. This case of the “The Girls” was the first major test of the way that the new laws would be enforced.

Labor and Industries Director Judy Schurke presented the main talk of the dedication and focused on the history of how L&I dealt with this tragedy. She pointed out that since the legislation was new, a pool of funds for paying claims had not been built up yet. It was determined that the families of each of the girls would receive 20 dollars per month, until the girls would have reached the age of 20 years old. Many months the families would be issued a check stamped with the words insufficient funds, meaning that the family could not cash the check. This was finally rectified and all obligations were paid to the families of these girls.



Locally, after a half hour coroner’s inquest, Imperial Powder works was found to be blameless, but the department did find some culpability so a fine was levied on the company.

This story came to light through research by the current property owner, John Panesko. While doing historical research on the cemetery, he found reference to “the Girls”. While they were working on cleaning and restoring the cemetery, they discovered the location of “The Girls” gravesite. Most of the families were poor and they could not afford to put a headstone on the grave. Six of the girls were buried in a common grave and the families placed a border of concrete around the graves. One other girl is buried at the foot of this site and does have a headstone. The location of the 8th girl is unknown.

There was a decision that “The Girls” should have a proper headstone and funds were solicited for this project. Bob Guenther, President of the Thurston Lewis Mason Central Labor Council brought this story to the Labor Council Board and they voted to help with the funding. Peter Lahmann, Secretary of the TLMCLC and Chair of the Washington State Apprenticeship

Coordinators Association enlisted the aid of Melinda Nichols, Apprenticeship Program Manager, and Michael Thurman, AC for the department to get the word out to the Apprenticeship Community, which they did in outstanding fashion.

The local community, Apprenticeship, and Labor community support was generous, with contributions coming from individuals, local unions, and Labor organizations.

There was work to be done to build the base for the monument and the Laborers Union Local 252 volunteered with Jared Ross, Organizer and Peter Lahmann, Apprenticeship Coordinator doing the grading, forming, and concrete placement. The Northwest Laborers Apprenticeship Program volunteered the use of their apprenticeship outreach van with its tools and equipment to complete the job.

The initial project has been completed, but if you would like to contribute to this project, there is a fund set up at Security State Bank in Chehalis and you would make your check to:

“The Girls”
Security State Bank
PO Box 900
Chehalis, WA 98532

Future additions, depending on funding would include landscape improvements, a bench, and signs to direct people to the monument location. Thank you to the Apprenticeship community and their help in making this project a reality.

AJAC Supports Expo to Help Teachers and Students Learn About Advanced Green Manufacturing Careers

Source: Lisa Van Dyke, Communications Specialist, AJAC

On October 14 and 15, the Aerospace Joint Apprenticeship Committee (AJAC) supported the Manufacturing Industrial Council's (MIC) [2011 Green Industrial Business and Career Expo - highlighting the development of aviation bio-fuels](#). The expo took place at the Puget Sound Industrial Excellence Center on the South Seattle Community College Georgetown campus. This event helped teachers and students learn about the career opportunities created by the transition to more efficient energy resources, processes and products, and the skills required to fill those positions. The expo was open to teachers and students. Clock hours were offered to K-12 teachers.

AJAC also participated in the expo. On October 14, it hosted an informational booth that educated teachers and students on the career opportunities available in the aerospace and advanced green manufacturing industries and how apprenticeship can help them realize those opportunities. On October 15, AJAC featured a hands-on workshop on its [Advanced Inspection and Manufacturing Mobile Training Unit](#).

"AJAC is committed to supporting Washington State's High School instructors, so they have access to the latest technologies in the industry and can prepare their students for career pathways in the manufacturing trades, giving them an exciting career and living wage jobs," said [Laura Hopkins, Executive Director of AJAC](#).

Through the Green Expo, AJAC and the MIC spearheaded a partnership among education, business and labor to develop and implement a statewide green industrial technology curriculum that will revitalize and systematically integrate K-16 education. During this expo, Career and Technical Education (CTE) instructors were educated on the advanced manufacturing career pathways that include apprenticeship programs.

"Our partnership with AJAC has allowed us to interact with several hundred teachers and education program managers over the last several years, helping them to better understand the career opportunities available to their students," said Dave Gering, Executive Director of MIC.

Through this and other funding, the MIC planned two full days of activities. On October 14, attendees were given the opportunity to:

- Visit Clean Tech, Advanced "Green" Manufacturing and award-winning student learning exhibits
- Attend teacher presentations
- Take tours of unique industrial sites

On October 15, teachers for the first time had the opportunity to brush up on metal fabricating and construction skills in hands-on workshops taught by apprenticeship instructors.

In October, November and December, the Aerospace Joint Apprenticeship Committee (AJAC) hit the road to educate veterans, women and students about the many career opportunities available within the trades in the aerospace and manufacturing industries and how apprenticeship can help them realize those opportunities, leading to a very rewarding, long and lucrative career.

AJAC spoke to Veterans at:

- **Veteran Job and Resource Fairs in Centralia and Marysville, WA.** In early November, AJAC spoke to veterans about AJAC's Veterans in Aerospace apprenticeship program and recruited veterans for an accelerated apprenticeship program, called Manufacturing Academy. Between the two events, a total 350 people attended.



of

AJAC spoke to students at:

- **Scoops on Cool Careers at the Microsoft Center in Bellevue, WA.** On October 1, AJAC hosted an informational booth with a live demonstration of Newton's Law through the use of toy airplane propellers. The purpose of the event was to educate children in middle school and high school about careers that emphasize a need for math and science.
- **Pierce County Career Day at the Western Washington Fair Grounds in Puyallup, WA.** On November 16, 2011, AJAC educated students on career opportunities in the aerospace and manufacturing trades and how apprenticeship can help them on their path. About 1,300 students and their teachers attended this event.



- **Clover Park High School, Graham Kapowsin High School, Spanaway Lake High School, Mount Tahoma High School, Snohomish High School, Glacier Peak High School, and Lincoln High School Career Fairs:** AJAC visited high school career fairs in Lakewood, Covington, Graham, Puyallup, Snohomish, Spanaway and Tacoma to educate students and their parents on aerospace and advanced manufacturing careers and apprenticeship.

ANew News: Presented by Apprenticeship & Non-Traditional Employment for Women (ANew)

Source: Heather Winfrey, Director, ANew

ANew has received positive feedback from its registered apprenticeship partners since working with many programs to redesign its curriculum package, training methodology and assessments. Approximately 85% of our summer 2011 Trades Rotation Program graduates have been accepted into apprenticeships and are waiting to be dispatched. Our winter cohort started January 9, 2012 and we will begin visits to registered apprenticeships on January 31.

A huge THANK YOU to everyone who participates as training partners with ANew:

- Construction Industry Training Committee
- WW Masonry Trades
- Seattle Roofers
- Seattle City Light
- Ironworkers 86
- Operating Engineers
- Aerospace Joint Apprenticeship Committee
- Western WA Sheet Metal
- IUPAT - Painters
- NW WA Laborers
- Cement Masons & Plasterers
- Puget Sound Electricians
- Seattle Pipe Trades
- United Brotherhood of Carpenters

We estimate that their in-kind contribution to each training cohort for a full day of rotation is about \$1200 (staff, facility, and materials). This means that each trades rotation program (twelve week program) has an in-kind total value of more than \$15,600.

ANew could not run our pre-apprenticeship without the generosity and expertise of our partners. This is a huge savings for a non-profit that has had, like everyone else, to weather a rough economy. These partners have all shown a commitment to inclusion.

Please enjoy a few pictures from our fall cohort in action!





*Weatherization Apprentices from left to right: George Palfi, Martin Olesen and Kenneth Top
Not pictured: Duke Folley, Casey Richart, Jason Brockway, Tony Armijo and James Fuqua*

A New Green Apprenticeship Begins

Source: Ashley A. Giese, Office & Payroll Manager, Richart Family, Inc.

On October 5th, 2011, Richart Family, Inc., a Home Performance Weatherization Contractor headquartered in Vancouver, Washington, registered the nation's first eight Weatherization Technician Apprentices into its Residential Weatherization Technician Apprenticeship Training Program. This 4000 hour program was approved by the WSATC in April, 2011, and is the first of its kind in the country. It was designed to develop residential weatherization workers through apprenticeships to apply the latest in energy conservation technology into residential housing structures. Following guidelines developed by the Department of Energy's Weatherization Assistance Program, Richart Family has developed an apprenticeship training curriculum that combines the best practices of various residential construction trades into an assembly of knowledge, skills, and abilities to create a "House as a System" approach. This approach is based around the building sciences developed by the Building Performance Institute. This approach trains workers to test, modify, and verify that all elements of a home are cohesively working together for optimum energy conservation results. Weatherization can include improvements to insulation, air leakage, air quality, appliances, lighting, heating systems, occupant safety, etc. By interfacing and adjusting all energy elements of a home to work efficiently together, Weatherization Technicians will be able to reduce a structure's overall energy use, and not just a single element.

Richart Family, Inc. currently employs about forty-five Weatherization workers state wide. They have been performing weatherization services for various private, utility, government, and CAP agencies across Washington and Oregon since 1984.



“There will be a huge number of job openings in so-called blue-collar fields like construction, manufacturing, and natural resources, though many will simply replace retiring baby boomers. These fields will provide nearly 8 million job openings, 2.7 million of which will require a post-secondary credential. In commercial construction, manufacturing, mining and installation, and repair, this kind of post-secondary education—as opposed to a B.A.—is often the ticket to a well-paying and rewarding career.”

- Harvard Pathways to Prosperity Study, February 2011

“The 1,500 students in attendance will be the future workers Washington state soon will depend on to replenish its aging work force. This year’s career day, now in its fourth year, helps by steering students toward appropriate career paths.”

- Mark Martinez, Executive Secretary at the Pierce County Building & Construction Trades Council, and Chair of the Career Day Planning Committee

QUICK FACTS

- 1,500 High School Students from 38 Puget Sound High Schools
- Over 200 volunteers representing construction, utilities, manufacturing and transportation
- Over 76 exhibitors
- Over 25 pieces of equipment



“It was AWESOME! My students enjoyed the opportunity very much and thought it was well worth getting up at 5 a.m. and the six hours in the bus to attend. They were excited to talk with people in their trades and have a chance to try out and learn about other things (especially the heavy equipment) they wouldn’t ordinarily have an opportunity to try. Thank you to everyone.”

- Sharon Haller, Tongue Point Job Corps Center

TOP SPONSORS



Sixth 6th Annual Construction Career Day, October 4, 2011 – Tri Cities

Source: Julie Lindstrom, Apprenticeship Consultant, WA Dept. of Labor & Industries



The Tri-Cities held their sixth annual Construction Career Day on Tuesday, October 4th at the Benton Franklin Fair & Rodeo grounds in Kennewick, WA. This year's event featured several exhibitors and hands-on activities to engage students and educate them about the opportunities within the construction industry today. This year over 500 students from over nine school districts attended. The event was sponsored by the Washington State Department of Transportation (WSDOT), Associated General Contractors (AGC), National Association of Women in Construction (NAWIC), WorkSource, Washington State Department of Labor & Industries (L&I), Eastern Washington Apprenticeship Coordinators Council (EWACC), Tri-Tech Skills Center and local education and industry partners. Pictured above, Ben Robie, right, a lineman for the City of Richland, shows Alan Aragon, 15, of Prosser, how to climb a pole as lineman Tony Brickley takes another student in an aerial man lift and Rick Tyrrell, heavy equipment operator, shows Coral Merlo, 15, of Columbia (Burbank) how to switch a cutout.

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.
<http://www.lni.wa.gov/tradeslicensing/apprenticeship/newsevents/calendar/>

March 5, 2012

Last day for "Requests for Revision of Committee/Standards" or "Request for New Committee/Standards" forms to be submitted for the April 2012 Washington State Apprenticeship and Training Council Meeting.

April 2012

Pacific Northwest Apprenticeship Education Conference 2012

Date: April 17 and 18, 2012

Time: TBD

Location: Bellingham, WA

Sequel to PNWAEC 2010, with a focus on employment.

The second [Pacific Northwest Apprenticeship Education Conference](#) will be held at the Port of Bellingham the two days before the spring Washington State Apprenticeship Training Council quarterly meeting.

Over 450 people from 6 states and 2 countries attended the 2010 premiere event. This next conference promises to deliver as much useful information and networking as the first event, but will concentrate on these strands:

- Increasing diverse talent in programs and in the pipeline.
- Making apprenticeship the attractive choice to business.
- Envisioning shared futures between the United States and Canada.

Registration for PNWAEC is [NOW OPEN](#) and the cost of \$100 per person covers materials and lunches. Your organization can help sponsor PNWAEC by contacting Heather Winfrey at 206-381-1384.

Visit [apprenticeship conference](#) website as we update it with registration and agenda details.

Compliance Review & Retention Subcommittee Meeting - WSATC

Date: April 18, 2012

Time: 9 a.m. to Noon

Location: See below WSATC notice

Additional meetings: (Tentative)

- 1 p.m. - WA State Apprenticeship Coordinators Association meeting.
- 2 p.m. - Labor & Industries/WSATC Joint Committee on Recruitment Resources.
- 3:30 p.m. - State Board for Community and Technical Colleges.

Washington State Apprenticeship and Training Council Quarterly Meeting

Date: April 19, 2012

Time: 9 a.m.

Location: Bellingham, Washington

For additional information and copies of the agendas, please contact the [Apprenticeship Section](#) at 360-902-5320, email thum235@Lni.wa.gov or go to our [Agenda/Minutes page](#).

National Transportation Worksource Summit

Date: April 24-26, 2012

Time: [See website](#)

Location: Washington D.C.

The **National Transportation Summit** is a joint Department of Labor / [Council of University Transportation Centers](#) event being held to draw attention to the growing number of career opportunities within the transportation industry.

For more information see the website [National Transportation Workforce Summit](#).

Summit objectives include:

- To foster a national dialog on the needs and solutions for and development of the transportation workforce in the U.S.
- To promote greater visibility for transportation careers in industry, government, and academia.
- To address key workforce challenges: recruit and retain qualified personnel; fill current and future workforce shortages; define competencies for a high-performing workforce now and for the future; identify and close gaps in workforce training and education.
- To identify administrative and legislative actions required at Federal and State levels to institutionalize effective workforce policies and programs.