



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 (July - September 2008)

DATE: October 16, 2008

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

FROM: Elizabeth E. Smith, Apprenticeship Program Manager

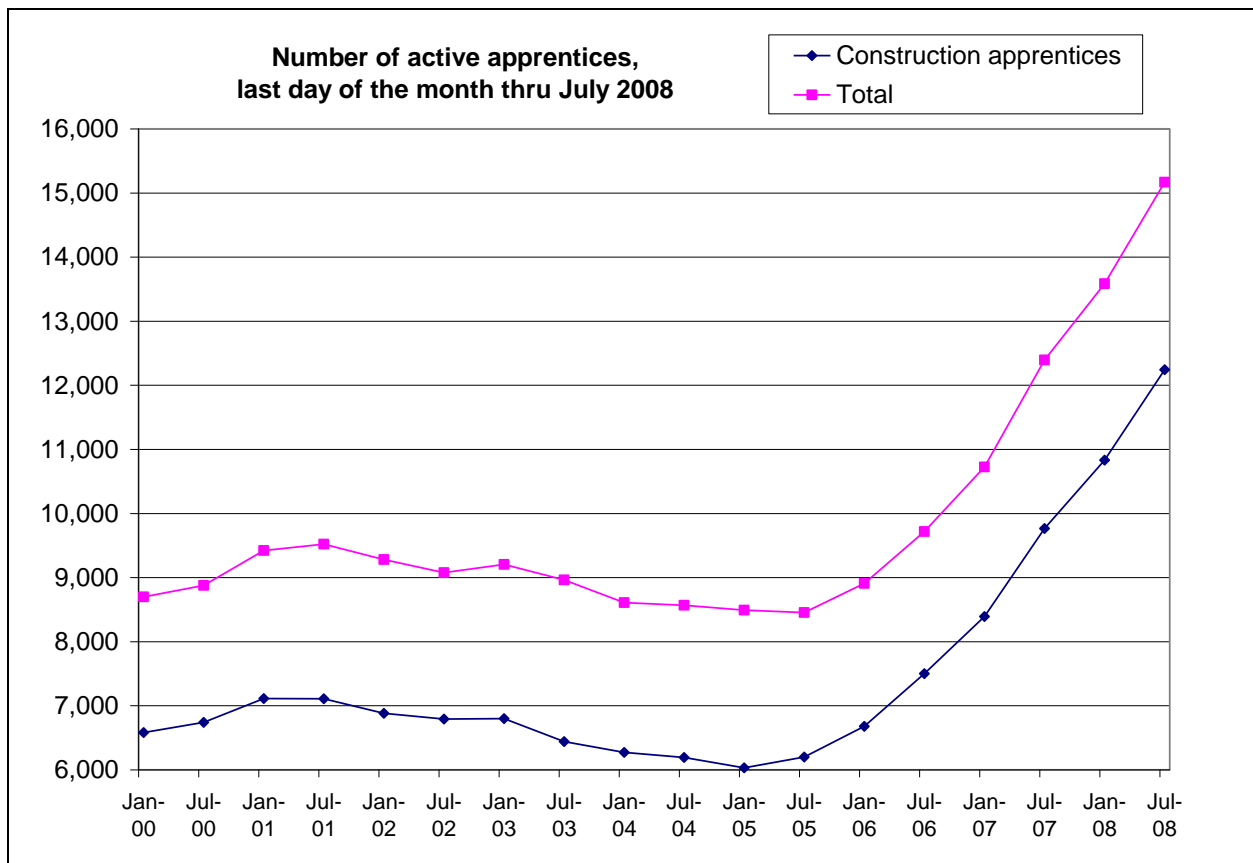
On behalf of Labor and Industries, Office of Apprenticeship staff, regional field consultants and contributing stakeholders, I present the July - September 2008 report on registered apprenticeship activity in the state of Washington.

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, training and outreach.

APPRENTICESHIP BY THE NUMBERS

There were **18,739** active apprentices for the 12-month time period ending September 30, 2008 of which **1,949** were women and **4,550** were minority.

Since the last low point of February 28, 2006 (**8,922**) there has been an **increase of 72 percent** to a total of **15,368** active apprentices as of September 30, 2008. This is an increase of **6,446** active apprentices.



Apprentice Activity (July - September 2008):

- 15,942 active apprentices for the time period
- 155 individuals were issued completion certificates
- 369 individuals were cancelled
- 1,507 individuals were registered as apprentices

Minority, Female and Veteran Participation (July - September 2008):

- 3,739 active minority apprentices (23%)
- 1,607 active female apprentices (10%)
- 1,639 active veteran apprentices (10%)

QUARTERLY NEWS AND EVENTS (July - September 2008)

SW WA Workforce Development Council Sponsors Tours of Apprenticeship Training Centers

Source: Brandy Stewart-Wood, SW Washington Workforce Development Council

"Based on survey feedback from providers and educators who want to learn more (about apprenticeship), we're starting up the tours again." The following is an excerpt from the promotional flyer

Do you work with individuals looking for jobs and/or planning their careers? Did you know that jobs in the construction trades pay good wages and benefits, provide education and training, and in many cases, opportunities for college credit? While construction may be slow at the moment, construction jobs will not be eliminated or outsourced. We still need to build a pipeline of interested and well prepared job seekers. Join us to learn how you can help educate students and job seekers about these rewarding and profitable careers.

What you will learn:

- ✓ Various jobs within a given trade
- ✓ Required skills needed to enter the trade
- ✓ Culture and life style of the trade; what it takes to succeed in the trade
- ✓ Resources you can use to counsel job seekers about the trade
- ✓ Process of apprenticeship application and expectations

(Note: Tours are for service providers and educators only and are not appropriate for job seekers or youth.)

***** RESERVATIONS REQUIRED*****

Space is limited and on a first come first serve basis.

Linemen (Outside Electrical)

When: Wednesday, November 5, 2008

Time: 11/5: 1:00 pm – 3:00 pm Registration:

<https://www.123signup.com/register?id=tkrpc>

Where: 91670 Rilea-Mc-Carter Road , off Highway 101, 10 miles south of Astoria, Oregon

Attire: Jeans/pants and outdoor jackets and shoes.

Website: www.nwlinejatc.org

Notes: Lots of training will be underway; pre-apprentice and apprentices will be on site.

Electricians (Inside)

When: Thursday, November 20, 2008

Time: 9:00 am – 11:00 am Registration:

<https://www.123signup.com/register?id=zgfhq>

Where: 16021 NE Airport Way, Portland Oregon

Attire: Regular work attire okay.

Website: <http://www.nietc.org>

Painters, Drywall Finishers, Highway Stripers

When: Thursday, October 23, 2008 & Tuesday, December 16

Time: 10/23: 9:00 am – 11:00 am Registration:

<https://www.123signup.com/register?id=tkrjq>

12/16: 10:00 am – 12:00 pm Registration:

<https://www.123signup.com/register?id=tkrjz>

Where: 12687 NE Whitaker Way, Portland Oregon

Attire: Regular work attire okay.

Website: <http://www.paintertraining.org>

Running Start to the Trades 2008-09

Source: Jody Robbins, Technical Specialist, WA Department of Labor and Industries

Four Pilot and ten Incentive grant winning schools embarked on year two activities intended to better connect their students with registered apprenticeship opportunities in the building and construction trades industry. Many in the apprenticeship community have already made connections and/or are working actively to promote these efforts. For more information or to get involved in your local area, contacts are provided below for each of the incentive and pilot efforts.

2007-09 Running Start to Trades - INCENTIVE GRANTS

Kelso School District	Cindy	Wardlow	cindy.wardlow@kelso.wednet.edu
Lynden School District	Randy	Anderson	andersonr@lynden.wednet.edu
Marysville School District	Carol	Davis	Carol_Davis@msvl.k12.wa.us
Omak School District	Dennis	Conger	dconger@omaksd.wednet.edu
Seattle Public Schools	Shepherd	Siegel	ssiegel@seattleschools.org
Selkirk School District	Nancy	Lotze	nlotze@selkirk@k12.wa.us
Trout Lake School District	Doug	Dearden	ddearden@esd112.wednet.edu
Evergreen School District (Clark)	Dennis	Kampe	dkampe@egreen.wednet.edu
Mount Adams School District	Dana	Jarnecke	danalj@mtadams.wednet.edu
Sea-Tac Occupational Skills Center	Teresa	Dapiaoen	dapiaotg@hsd401.org

2007-09 Running Start to Trades - PILOT GRANTS

Bellingham Technical College	Linda	Cowan	lcowan@btc.ctc.edu
Edmonds School District	Mark	Madison	madisonm@edmonds.wednet.edu
Kennewick School District	Gerry	Ringwood	gerry.ringwood@ksd.org
New Market Skills Center	Joe	Kinerk	joe.kinerk@newmarketskills.com

Bruce Brennan Memorial Award 2008

Source: Karen White, Washington State Labor Council, AFL-CIO

The Washington State Labor Council, AFL-CIO annually recognizes an individual in the state for outstanding leadership, commitment and dedication to the principles of apprenticeship, education and training. This year's Bruce Brennan Memorial Award was presented to **Tami St. Paul**, training coordinator for the Operating Engineers Regional Training Program and member of Operating Engineers Local 302. Congratulations for the much deserved recognition Tami!

Special Meeting of the Joint Committee on Recruitment and Retention Resources (JRRC)

A special meeting of the JRRC was held in Ellensburg on September 18, 2008. This inaugural half-day planning meeting was held to develop a strategic year-long action plan with specific goals related to building knowledge among Washington State apprenticeship programs on how to recruit and retain diverse and qualified apprentices. Three outcomes identified by the JRRC include the following:

- Create year-long outline of workshops/presentations to be presented at the Quarterly WSATC Wednesday afternoon JRRC meetings, including desired topics and speakers.
- Develop Regional Resource Guides to help local apprenticeship and workforce development communities around the state know how to best target their outreach efforts.
- Plan and host a Washington State Apprenticeship Conference to provide technical assistance and illuminate best practices around recruitment and retention excellence (2009).

A special thanks to the Operating Engineers Regional Training Program and Tami St. Paul and Sandy Winter in particular for hosting the event and providing guided tours of their expansive training facility and grounds.

Underwriters Laboratories Sponsors 20 -\$1,000 Scholarships Each Year For Apprentices From IBEW-NECA Electrical JATCs

Source: Randall Ambuehl, Training Director, Northwest Washington Electrical Industry J.A.T.C.

Underwriters Laboratories sponsors 20 -\$1,000 scholarships each year for apprentices from IBEW-NECA Electrical JATCs. The scholarships go to defray the cost of books for RSI and are awarded at the yearly National Training Institute (NTI) sponsored by the National Joint Apprenticeship and Training Committee for the Electrical Industry (NJATC).

JATCs submit outstanding apprentices to be considered for the scholarships. The NTI, which has been in existence since 1990, offers training for JATC instructors, JATC committee members and training directors, contractors and journeymen from around the United States and Canada.

At this years NTI , which was held from August 2 -8 at the University of Tennessee in Knoxville, three Inside Wireman (Construction Electrician) apprentices from Washington State were awarded 3 of the 20 scholarships: Rachael Kempf – Southwest Washington Electrical JATC, Jeremy Perkins – Cowlitz and Wahkiakum Counties Electrical Workers Apprenticeship Committee and Lorin Lathrop – Northwest Washington Electrical Industry JATC. Congratulations!

Western Masonry Apprenticeship Committee

Source: Alice Curtis, Apprenticeship Consultant, WA Department of Labor & Industries

The 2007-2008 apprenticeship school has been over for a few months and the new year of 2008-2009 is quickly approaching. As I reflect on last year accomplishments, I realize we "did goo...d". We had 5 improvers who completed their 160 hours of related supplemental instruction (class room) and 2000 hours of "On the Job" training to be raised to the esteemed position of Journey level bricklayer. Also, in last years class, we had ten first year apprentices, eight which will be returning this September as second year apprentices, while two will continue in their first year schooling because of late enrollment. The 2008-2009 school year looks very promising with two new apprentices enrolled and possibly three more working with their training agents to become enrolled very soon.

The apprentices hunger for knowledge and training. They embrace masonry as their career choice and are seeking out all avenues in which to improve their skills through home study, class room participation and hands on training. I am looking forward to beginning a new school year with many familiar faces and a few new ones. I expect the 2008-2009 apprenticeship year to be even more exciting and productive than last year.

Sincerely,

Jim Frisch
Secretary/Instructor
Western Masonry Apprenticeship Committee

Seattle Post-Intelligencer



Pre-apprenticeship construction training program participants, including Michael Chancellor, left, build a playhouse in a workshop at Seattle Vocational Institute on July 15. (Mike Kane / P-I)

Vocational program builds opportunity for students with few options

Last updated July 27, 2008 11:41 p.m. PT -- By CLAUDIA ROWE, P-I REPORTER

Few college professors find themselves knocking on a student's front door, asking the parents inside if their son was just killed in a shooting. But Bob Markholt did it just a few weeks ago, after one of his pupils was gunned down in a car on Interstate 5.

And it wasn't the first time.

The vast majority of young men he works with at Seattle Vocational Institute are high school dropouts, many of whom have criminal histories, some with gang involvement. Background checks bar nearly all of them from living-wage jobs.

Yet to date, Markholt, the coordinator of the school's pre-apprenticeship construction training program, has ushered about 250 such students away from their pasts and into lucrative careers in construction – a vast improvement, he believes, over their other likely options: minimum-wage work or a return to life behind bars.

"These kids don't have great expectations," he said. "And they've certainly had plenty of white guys tell them how to fix their lives."

The difference may be the vocational school's small classes, or Markholt's plain-spoken style. But most of his students say it is simply that he offers a type of learning that ends with a tangible reward – a job. Ninety-two percent of those who make it through his six-month course find work, and their salaries start at \$40,000 to \$60,000 a year.

"That's more than the average teacher, more than the average social worker, more than the average college grad," Markholt, 71, tells prospective applicants. "The nice thing about construction is they don't care about your past."

Yet the training program, which is free and also provides tutoring to help students obtain their high school equivalency degrees, is still something of a secret more than a decade after its founding.

New entrants, 90 percent of whom are minorities, learn about it primarily through word of mouth, and Markholt spends much of his time scrambling to raise two-thirds of the \$477,000 needed annually to fund the classes.

Though the school is part of Seattle's sprawling community college system, its budget has not kept pace with inflation, said Executive Dean Norward Brooks. So while more students are entering the construction program, staffers have had to cover costs through private fundraising.

"Not too many people really are willing to give to programs for low-income people," said Brooks. "We talk a lot, but when you get down to it, it's a hard sell. Most people in education want to give the scholarships to the gifted students. It's harder to say, 'I have a high school dropout that's going into construction – would you give this person a scholarship?'"

The two educators make an unlikely pair – Brooks, a longtime Republican, and Markholt, whose office wall is lined with cartoons lampooning the current president. But together, they appear to be on a mission to find gainful employment for as many disenfranchised young men as possible, and a few women, too.

"These are the guys who are costing the taxpayers about \$30,000 a year when they're locked up," Markholt said. "But when they complete our training and go on to apprenticeships, they become taxpayers – and pretty significant ones."

Every Friday for 15 years, he has delivered the same introductory lecture to skeptical, slouching young men – a speech that debunks mainstream notions of success and emphasizes qualities that many of his prospective students have spent their lives ignoring: punctuality, perseverance, responsibility.

At a talk about the need to have a high school diploma or G.E.D., some begin shifting uncomfortably in their seats. Eventually, a few walk out. But Markholt presses on.

"Don't look on construction work as somehow a second-class version of success," he said during a recent session. "There's a lot of prejudice in America about people who sweat and get dirty. You don't have to step behind anybody who wears a suit and tie."

But he brooks no excuses. If applicants arrive late, Markholt regards them with a chilly glare. If they show up after the orientation is over, with a story about how the school was difficult to find or how far they had to travel, he airily suggests they return another day.

During a year, he speaks to about 300 young people, 45 of whom sign up for the training.

In 2004, John Collins was one of them. At 19, he had spent almost as much time incarcerated for drug, weapons and robbery offenses as he had in school. With virtually no prospects and little inclination to change, he ambled into the brightly lit building on Jackson Street on the suggestion of a friend.

"I pretty much had nothing to lose," said Collins, now 23. "It was go to SVI and try to get a career, or go back to the streets."

Now 23 and a laborer with the commercial construction firm Lease Crutcher Lewis, he is on track to buy a home – or build one himself.

The turning point came when he entered Markholt's classroom, found 15 other people just like him and noticed that their teacher – a one-time farm boy from Puyallup – was utterly unfazed by any of his attempts at intimidation.

Indeed, Markholt, who spent 25 years as a meat cutter, trades in a style of blunt-speak unusual in the helping professions, particularly when it comes to race.

"Just because we have programs like this to help you get your foot in the door, does that mean racism and bigotry is gone? Hell, no," he told a recent batch of new applicants. "This is America. That garbage is everywhere."

Christopher Chancie, 21, started the program last spring, after bouncing from Franklin to Chief Sealth high schools, and finally dropping out altogether.

"I was kind of not seeing the point of school," he said.

But on a recent Wednesday, Chancie was wide awake and swinging a hammer at 8 a.m. with seven other young men, practicing for his apprenticeship by building a child's playhouse.

"Just getting used to being here every morning, that was the hardest thing," he said. "But Bob's not really one for excuses."

It Pays To Complete An Apprenticeship, Survey Suggests Workers Who Finish Their Training Earn Significantly Higher Wages

Eric Beauchesne

Canwest News Service,

Wednesday, September 17, 2008

OTTAWA -- It pays to complete an apprenticeship, and most apprentices eventually do.

Apprentices who have completed their programs are more likely to be employed, and in full-time jobs, and earning substantially higher wages than those who don't, according to Statistics Canada survey results released Tuesday.

Those are some of the key -- if not surprising -- findings of a comprehensive Statistics Canada survey last year of why some trainees drop out of their apprenticeship programs and the job market successes of those who complete their training and those who don't.

Nationally, 88 per cent of apprentices who completed their program were employed, compared with 82 per cent of those who did not finish, the report on the findings said.

Among those who were employed, 80 per cent of those who finished their training were likely to have permanent jobs, slightly above the 76 per cent of dropouts. The earnings gap, however, was significant with \$27 an hour being the median wage of those completed their programs and \$20 for those who didn't. "There was not one major factor but rather a multitude of factors that explained why discontinuers left their apprenticeship program," the report on the survey noted.

The most common single reason, cited by 16 per cent, was that there was not enough work in the trade to warrant continuing or insufficient income as an apprentice to meet their requirements.

Another 10 per cent cited a better job offer, eight per cent disliked the work or the working conditions, eight per cent wanted to change jobs or careers, and four per cent said that there were employer or union issues, including the discontinuation of the program.

Women were more likely to cite family issues as their main reason for discontinuing, while men were more likely to cite not enough work or insufficient incomes, the report noted. Aboriginal apprentices were more likely to cite family issues and not enough available work as the main reasons for discontinuing. Statistics Canada doesn't have a national dropout rate for apprenticeship programs, but Marinka Menard, one of the authors of the report, said only eight per cent of those who had been in an apprenticeship program in 2004 had dropped out, while the rest had either completed or were still in the course.

And of those who had dropped out, more than one-third had since resumed their apprenticeships and a quarter had completed theirs, with only a little more than a third not returning, she noted.

Women, at 38 per cent, were more likely to come back and complete their program after dropping out, compared with 24 per cent of men, the report noted.

As well as focusing on those who completed their program and those who dropped out, the survey also looked at "long-term continuers," who had remained in their programs for one and a half times the expected length, to try to understand why some apprentices take longer to complete their apprenticeship programs.

The report does not contain recommendations, and research into apprenticeship programs is ongoing, Menard said.

The findings about why people take apprenticeship programs, how they fare after, and why some drop out will help policy-makers as well as those considering an apprenticeship.

The survey found that not only do those who complete an apprenticeship fare better in the job market than those who don't, but also that finding an employer as a sponsor is not a major barrier to getting into a program, and that most apprentices receive more than the usual training allowances in pay or benefits.

Those are encouraging findings for those seeking an apprenticeship, Menard said.

APPRENTICESHIP & RELATED EVENTS CALENDAR

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

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

Tri-Cities Construction Career Day

Date: October 23, 2008

Time: 8 a.m. - 1 p.m.

Location: Teamsters Training Center

2410 East St. Helens

Pasco, Washington

For additional information contact Wayne Brokaw, 509-535-0391.

 [Information packet](#) (187 KB PDF)

November 2008

Shelton High School 5th Annual Career Expo

Date: November 5, 2008

Time: TBA

Location/Address: Shelton High School

Shelton, WA

For more information, contact: Pat Cusack, e-mail: pcusack@sheltonschools.org, Phone: 360-426-4471

 [Registration form](#) (129 KB PDF)

Construction Career Day - Pierce County's 1st Annual Construction Career Day

Date: November 6, 2008

Time: 8:30 a.m. - 1:30 p.m.

Location: Western Washington Fairgrounds

1109th Avenue SW

Puyallup, WA 98371

An opportunity to expose high school students to rewarding and diverse careers in the industry.

Construction Career Day is designed to educate our youth about a professional industry that offers high wages, excellent benefits, and retirement.

- Hands-on Demonstrations.
- Heavy Equipment.
- Apprenticeship Programs.
- College & Career Booths.

For additional information contact Kristi Grassman, Pierce County Construction Partnership Coordinator, 253-404-3983, e-mail: kgrassman@pic.tacoma.wa.us or go to the [Construction Career Day Web Site](#).

 [Information packet](#) (55 KB PDF)

College-Career Night 2008

Date: November 12, 2008

Time: 4 - 7:30 p.m.

Location: Salishan - Family Investment Center

1724 East 44th Street

Tacoma, Washington 98404

For additional information contact Blake Marzloff, 253-471-1213, e-mail: bmarzloff@tacomahousing.org.

 [Information flyer](#) (90 KB PDF)

"It's Your Future" Fair

Date: November 13, 2008

Time: 5:30 - 8 p.m.

Location: South Kitsap High School Commons and Theatre

425 Mitchell Avenue

Port Orchard WA 98366

For additional information contact Sandy Elton, 360-874-5686, e-mail: eletons@skitsap.wednet.edu.

 [Information flyer](#) (417 KB PDF)

December 2008

December 1, 2008

Last day for "Requests for Revision of Committee/Standards" or "Request for New Committee/Standards" forms to be submitted for the January 2009 Washington State Apprenticeship and Training Council Meeting.

2nd Annual Apprenticeship and Trade Fair - Lindbergh High School

Date: December 4, 2008

Time: 9 a.m. - 1 p.m.

Location: Lindbergh High School

16426 - 128th Ave S.E.

Renton, WA 98058

The purpose of this fair is to focus on the incredible opportunity that the apprenticeship and trade programs offer students. Follow this link for driving directions to Lindbergh

http://www.renton.wednet.edu/directions/lhs_direct.html.

For more information contact [Karalyn Pellegrini](#), LHS Career Center, 425-204-3225.
