



STATE OF WASHINGTON

DEPARTMENT OF LABOR AND INDUSTRIES

Apprenticeship Section - (360) 902-5320

PO Box 44530, Olympia, Washington 98504-4530

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

SUBJECT: **Quarterly Report (July - September 2015)**

DATE: October 15, 2015

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

FROM: Tim Wilson, 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 2015** 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 2015 WSATC Meeting

NEW STANDARDS: (Provisionally Registered)

ABM Onsite Services Clark County Custodial Apprenticeship Committee*

Facilities Custodial Services Technician 1 SOC: 37-2011.00 3,000 Hours

*Provisionally registered pending RSI plan approval from the SBCTC

Lashes & Massage Apprenticeship Program

Esthetician

SOC: 39-5094.00 2,000 Hours

NEW STANDARDS: (Permanently Registered)

Jefferson County PUD Apprenticeship Committee

Lineman

SOC: 49.9051.00 7,000 Hours

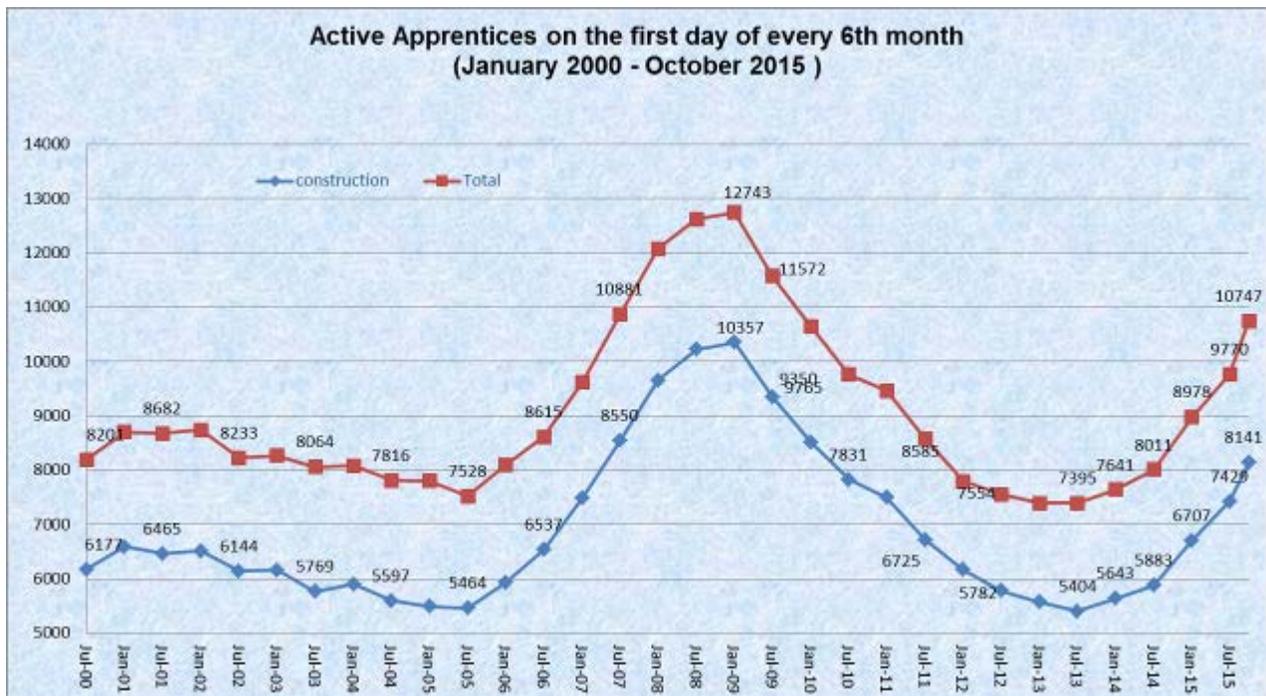
Trendy's Hair Design

Cosmetologist

SOC: 39.5012.00 3,000 Hours

Apprenticeship by the Numbers

There were **13,649** active apprentices for the 12-month time period ending September 30, 2015 of which **1,247** were women and **3,410** were minority. Over the last quarter (July - September 2015) there were **11,223** active apprentices. For a complete listing of new registrations by occupation, please contact staff in the Tumwater office.



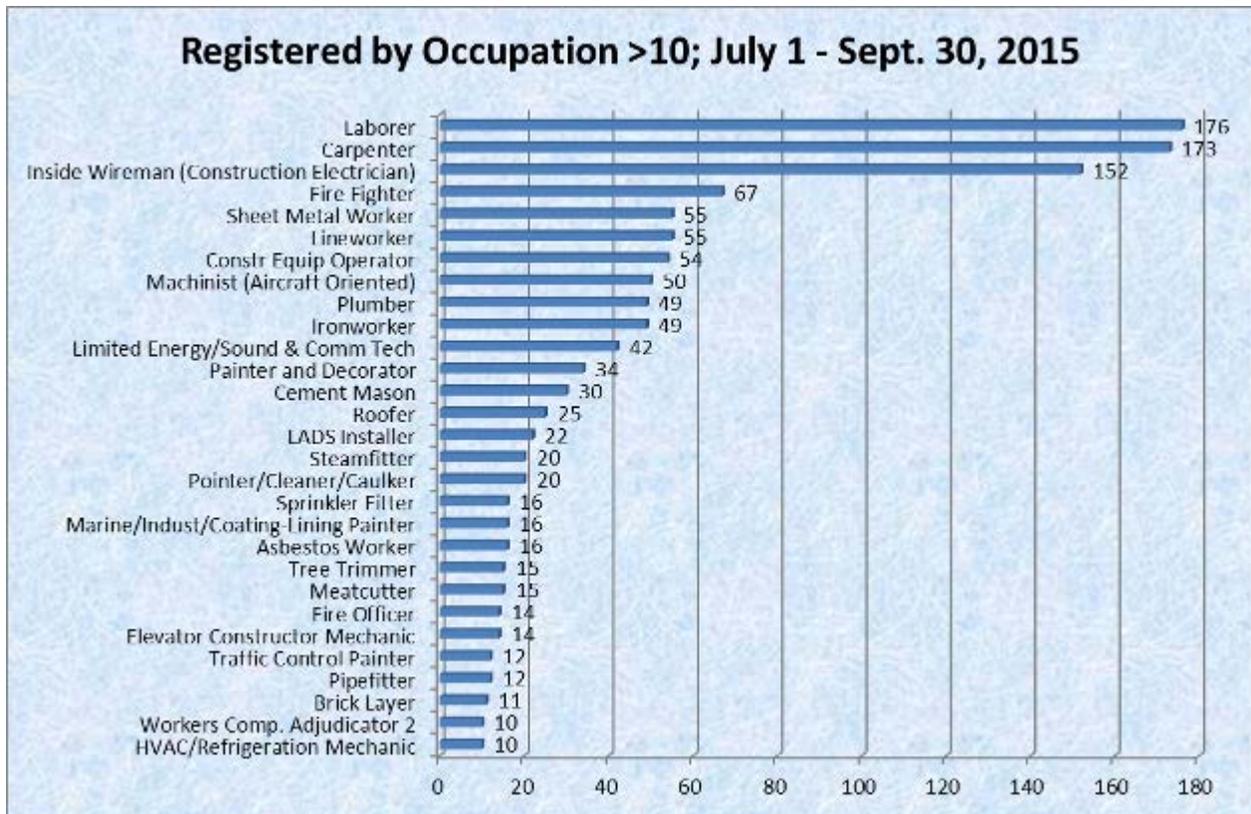
Apprentice Activity (July - September 2015):

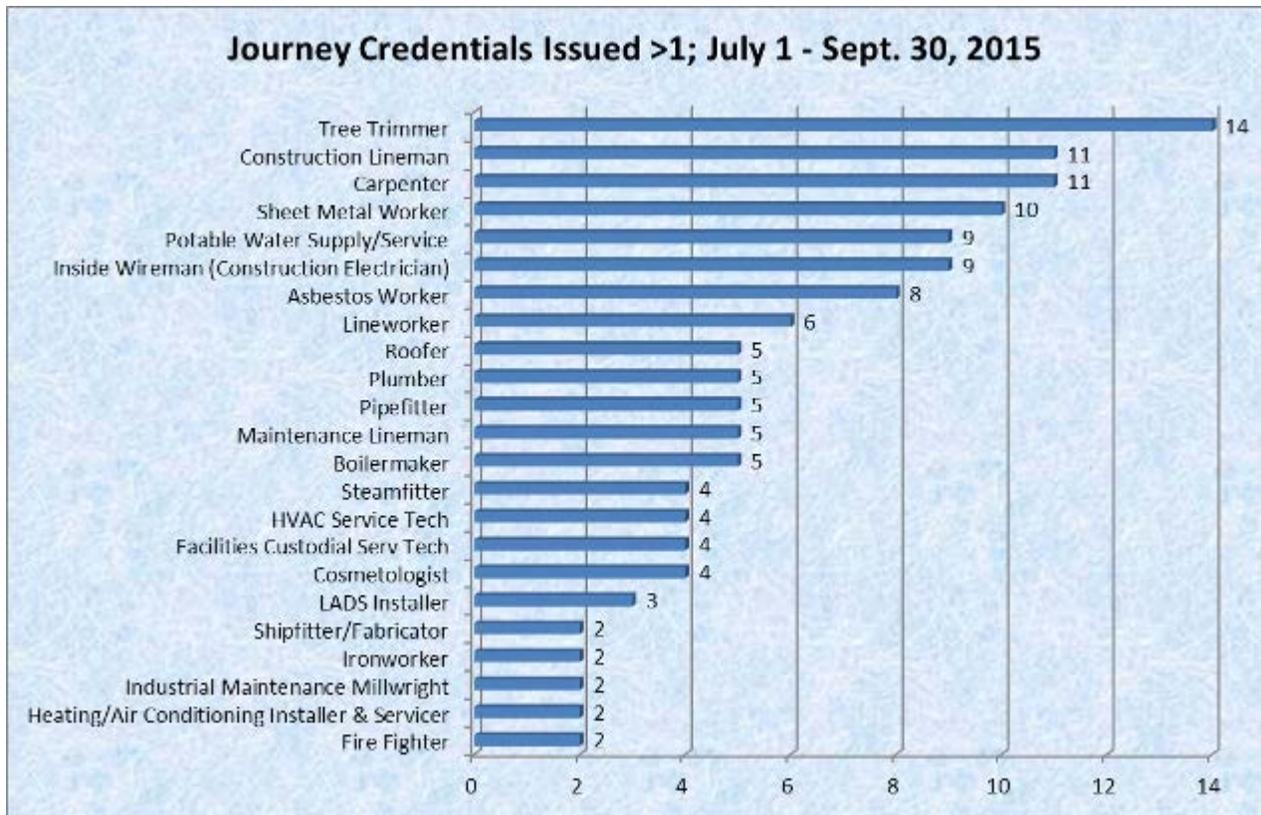
- 11,223 active apprentices during the time period
- 148 individuals were issued completion certificates
- 313 individuals were cancelled
- 1,424 individuals were registered as apprentices (1,170 registrations previous quarter)

Minority, Female and Veteran Participation (July - September 2015):

- 2,795 active minority apprentices (25%)
- 986 active female apprentices (9%)
- 1,134 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 below for the most active occupations in terms of registrations and completions for the quarter.





Quarterly News and Events (July - September 2015)

[Seattle Times](#) Women in the trades: A look into Puget Sound's hardworking women in traditionally male jobs

By Susan Kelleher; Photos by Bettina Hansen; Development by Thomas Wilburn and Paige Collins

Ten years ago, Kalena Firstrider was a young woman without a plan, her days a repetitive cycle of all-night partying followed by work at 7-Eleven. The drill had begun to wear on her when a friend, whose father worked as an iron worker in the construction trades, suggested they try out for an apprenticeship to become iron workers.

Firstrider showed up for the appropriately named “Hell Day” tryout. Her friend was a no-show. “I didn’t realize what I got myself into,” says Firstrider. “It was one of the hardest days of my life.”

It also was the start of a new life, one spent building the schools, bridges and skyscrapers that are springing up in the new Seattle.

“I went from staying with my grandparents to owning a house,” says Firstrider, a 34-year-old “rod-buster” who laces up her worn leather work boots with wire.

Decades after the trades opened their doors to females, women such as Firstrider are still forging new paths and making inroads on the job site.

Attracting more women to those jobs, however, still is a challenge, says Nicole Ferrer, executive director of [Apprenticeship & Nontraditional Employment for Women](#), a not-for-profit agency in Renton that prepares women for apprenticeships in the trades.

More women than ever are working as electricians, iron workers, sheet-metal workers, painters and in other occupations long dominated by men, Ferrer says.

Yet, the percentage of women in construction trades stubbornly remains at about 3 percent.

“One of the most significant barriers is awareness,” Ferrer says. “They’re still not aware of the variety of occupations in the trades,” or that the jobs provide a stable career path that pays well, and offers health care and benefits.

Ferrer says women often think they’re not strong enough or lack the background to work in the trades.

“We try to get them to see how what they’re doing now transfers into jobs in the construction industry,” she says. “A woman who’s working as a waitress is carrying 50-pound trays all day.”

Lately, women in Seattle have found careers as sprinkler fitters, elevator mechanics and as mechanic helpers for King County Metro, Ferrer says. Firstrider is so satisfied with her job that, even after a decade, she still looks forward to Monday mornings.

A male supervisor from another trade stops by as we’re talking.

“That lady’s a hard worker,” he says. “She can outwork any guy out here.”

Firstrider accepts the compliment with a nod.

“You’ve got to earn that,” she says.



Shannon Fitch learned quickly what she was getting into when she sat down in an auditorium with 1,200 other applicants to qualify for a spot as a lineman with Seattle City Light.

“I looked around the whole auditorium and there was only one other woman,” she says. Twelve people from that group were accepted as apprentices; six finished.

“I was the only woman that finished,” says Fitch, 43, a lineman who prefers the gendered term because of its history. When you’re a woman in an occupation dominated by men who identify with 1950s norms, you learn to pick your battles.

Having a thin skin — if you cry when you get yelled at — could get in the way of the work, Fitch says. And she loves the work, whether it’s hanging 60 feet or 300 feet in the air to repair an electrical line. Ultimately, it’s the work that binds everyone, regardless of gender, she says.

Before becoming a journeyman in 2008, Fitch played rugby for the Emerald City Mudhens for 15 years. When she was learning to be a lineman, she played as an outside linebacker for the Seattle Majestics, a women’s football team.

“I was a late bloomer as far as career,” she says.

The trade launched her into a middle-class life, paying her enough to buy a house and experience the freedom to follow the work.



Lou Annie Charles, left, was fresh out of high school in Oklahoma when she joined the war effort with Boeing during World War II, working as a riveter first in Kansas and later in Renton.

Charles, 93, worked 10-hour days, making 60 cents an hour.

“It was a lot of money,” she says.

The hard work of drilling and riveting swelled her fingers, eventually making them arthritic. But she kept at it in Renton for 38 years.

“I didn’t have everything I wanted, so I had to keep working,” Charles says.

She retired in 1988, when she was 65, after putting her two children through college; after buying a car and a house and filling it with beautiful furnishings; after acquiring the tailored clothing she wears with the dignity of a royal.

“I had more money than I ever had before I came here,” she says. “It gave me everything I’ve got — a car, everything. Things I never had before. My own things. Not my husband’s. Mine.”

Work became personal when her daughter, Brenda, became a flight attendant flying in the commercial planes that Charles and her co-workers painstakingly manufactured. She reminded them of the precious humanity that hung in the balance with every rivet.

Her aunt, Josie Dunn, is on the right.



Josie Dunn, Charles’ aunt, holds a framed print of Norman Rockwell’s iconic Rosie the Riveter portrait, changed to show Rosie with a deep tan.

Dunn, 97, initially came west to weld ships at Todd Shipyard in Bremerton through the National Youth Administration program in the 1930s. But the Oklahoma girl, whose widowed mother picked cotton to support Dunn and her six siblings, took one look at the water and asked for a transfer to a land assignment.

Dunn was 18 years old, earning 62.5 cents per hour, when she started at Boeing, working with two older white men.

“At one time, we were doing 30 airplanes a month,” she says.

She worked as many hours as they would give her, using the money to bring her family west. She also tried to recruit as many women as possible to Boeing.

“Coming to Boeing was really a future for me,” Dunn says. She worked there until retiring in 1981.

“Everything’s really beautiful,” she says. “I’ve had a good life thanks to President Roosevelt. He’s the one who got me where I am.”



Jamie Dicey's skin is a patchwork of shadows and light that tell the story of her days working outdoors as a heavy-equipment operator. It's a story made more vivid by her unfortunate allergy to sun block.

When she takes off her black wraparound sunglasses, the glasses appear in negative on her skin, framing a pair of piercing blue eyes that tell you she doesn't countenance fools.

A sticker on Dicey's hard hat gives fair warning: “Caution: Does Not Play Well with Others.” But she does work well, evidenced by the ribbing she takes from the other heavy-equipment operators moving tons of dirt to build the Northgate station for Sound Transit's light rail. She works five 10-hour shifts, plus an eight-hour shift on Saturday. Any less than that, she said, and she feels weird.

“I like working with men,” says Dicey, 32, of Shoreline. “I like to get rough and dirty. We don't play patty-cake. We don't play princess. They treat me like an equal.”

Dicey landed a coveted spot as a journeyman with the International Union of Operating Engineers Local 302 four years ago. Her grandfather, an equipment operator in his day, is proud his granddaughter followed in his footsteps.

“Some day, I'll be able to ride from here to the airport,” she says of the light rail project. “And just like my grandfather, I'll drive around and say, ‘I built that; I built that . . .’ ”





Mari Jane Friel is up to her knees in mud as dark as chocolate cake and smiling broadly. “I love what I do,” she says. “It’s something different every day.”

Friel, 58, a laborer with King County’s Road Services Division 2, previously worked in corrections and as a chef in downtown Seattle. Her first day on the job, she was assigned to dig a ditch.

Today, she’s wielding a shovel and a siphon to clear a drainage ditch of mud and weeds so that salmon can pass through during the rainy season. It doesn’t matter if it’s raining, snowing or hotter than a diesel engine: the crew works in all weather.

“Some days, you’re sore, using different muscles than usual,” she says.

Friel grew up on a farm, and occupied herself with Girl Scouts and riding horses.

There are a few other women on the job, but most of the time, it’s her and “the boys.”

“My husband says, ‘Men are like magazine covers. Women are like “War and Peace.”’ I tell it like it is, and I appreciate the same.”



Liesel Brus was 19, married and working at a nursing home, earning \$1.25 an hour when her daughter was born.

The marriage didn’t last long though, and soon Brus was on welfare, struggling to support herself and her daughter. After five years, she’d had enough.

“I didn’t have an education, and I like to drive, so I thought, ‘I’ll learn to drive,’ ” says Brus, 58. She took a course at South Seattle College and began driving seasonally. In short order, she was solidly middle class.

“There was hardly any women drivers when I started,” Brus says. “A lot of the other guys, some of them resented me. I’ve always been outspoken, so I put them in their place. I got respect for that.”

Now, she gets respect for her steel nerves and fearlessness as she steers a 12-ton dump truck down hills in ice and snow for King County.

In July, she marked 35 years with the county.

“As a woman, I have to be better,” she says. “I always strived to be better and got a lot of respect for that.”



Kate Osborn, right, waited 21 years for another woman to join the team of industrial-maintenance electricians working at [King County's West Point Treatment Plant](#).

"It's been a bit lonely," Osborn, 57, says. "I miss having other women to relate to. Women think differently than men. We bring a lot of analytical ability to the job and different things that are wonderful. I want more of that wonderfulness around me." That wonderfulness, in the form of Stacey Walker, 32, started working in the plant last April.

The job involves monitoring, installing, fixing and problem-solving the critical electrical systems and 900 motors that keep the plant functioning. Or as Osborn says, helping "keep the poop in the pipes" of the plant that treats sewage before it's released into Puget Sound at the base of Magnolia.

The work is high-pressure and intellectually challenging, she says, and no two days are the same. "The feeling, when there's a critical piece of equipment on a critical plant and you have to fix it . . ." A look of bliss settles on her face. "That's what I want other women to feel — that tangible satisfaction."



Molly Milasich takes up her razor-sharp knife and, within about three minutes, cuts her way through a leg of lamb to produce a glistening boneless leg roast for a customer at PCC Natural Markets in Issaquah. "I was never squeamish about meat," says Milasich, 27, who finished a two-year apprenticeship as a meat cutter last year. "I cut it up and make it beautiful. If it's not beautiful, it won't sell and (the animal) died for naught."

Milasich was working as a cheesemonger at a grocery store and dabbling in homemade charcuterie when she began watching a male cutter in the meat department at another grocery chain.

"I thought, 'I can do that. I can do that better. He's really good, but I'm going to be better,'" she recalls. She got the job at that store after applying four times, answering questions about whether

she was strong enough mentally and physically; whether her skin was thick enough; whether she could “work with the boys.”

“As a female, we have to prove ourselves more,” she says. “We have to work harder. Our work has to be more beautiful.”



Milasich, who works with a half-dozen other cutters and wrappers at PCC, is just starting to explore paths within her trade. It’s a journey that could take her anywhere in the world where people eat meat.

“I’m just starting to learn,” she says. “I have a base, and now I can go and build it up.”



Jane Demaris, right, spends more time with her co-workers than she does with her family. That’s just the way it is when you work as a pile driver, a carpentry trade that specializes in construction on the water.

“It’s a very cool job, and I get to build a lot of cool stuff,” she says.

Demaris, 48, was raised in a “landlocked part of Oregon.” Now, she’s a water hound. “I love working on the water,” she says.

“Most of us get pretty grumpy if we have to go inland.”

There are only 650 pile drivers in the state, she says, and only a few of them are women. It’s a tough environment, requiring physical and emotional strength, she says.

“Some women don’t think they can work with the guys ’cuz they’re rough and tumble,” she says. “It’s long hours — and grueling hours, and a lot of people aren’t up for that.”

Demaris travels frequently for work assignments that have included the Hood Canal Bridge, Seattle’s seawall, the Skagit River Bridge after its collapse and the Highway 520 bridge expansion.

“It’s exciting,” she says. “Even on a bad day, you can look across the water and say, ‘This is not bad.’ ”

Liz Dargie, left, of Kent, is a pile buck (pile driving) apprentice. She works with Demaris.



Catherine Zinkl is back at base camp after what she says was a “light” eight-hour day hiking along rocky ridges, up and down timber lines, clearing brush in the mountains outside Spokane to help snuff out a wildfire that had so far defied efforts to control it.

It’s Zinkl’s seventh day on the fire as a member of a 20-person crew. Typically, they work 14- to 16-hour days, mostly for 21 days at a stretch. At night, they collapse on the ground in sleeping bags.

“It’s one of those things where you feel exhausted, and then you get a little wave of energy,” says Zinkl, 24, who previously worked as a firefighter/emergency medical technician in Southern California before joining [PatRick Corporation](#) as a wildland firefighter in June. “It’s a lot of hard work, but I love it. The guys I’m working with make everything so much more bearable.” Aside from being physically fit, the job requires mental toughness and the ability to laugh when it’s the last thing your body wants to do. “Our last fire was 107 degrees just in the air. Then we have our gear on top of that,” she says. “So it’s 110 to 112 degrees in the burn and black. You can complain once or twice, but we’re all doing the same thing.”

Governor Inslee signs [ESHB 5863](#), the Highway Construction Workforce Bill-

Source: Susan Crane & WSDOT EEO Office



Above, left to right: Susan Crane (SkillUp Washington), Samantha Kealoha (ANEW), Governor Jay Inslee, Suchi Sharma (Senior Policy Counsel, House Democratic Caucus), State Senator Pramila Jayapal, 37th District/prime sponsor of EHSB 5863) and Yasmin Christopher (Legislative Assistant to Senator Pramila Jayapal)

The Washington State Legislature passed the Highway Construction Workforce Development bill (ESSB 5863), which made some modification to previous legislation the Department of Transportation has been providing pre-apprenticeship and support services under. The program provides assistance to minorities and women that desire entry into the heavy highway construction trades. The Highway Construction Workforce Development bill did not authorize new funding for the pre-apprenticeship program, but funding was provided for in the form of grants with the passage of the new transportation revenue package (2ESSB 5988). Through 2ESSB 5988 the Legislature provides \$750,000 in new revenue for this important program for the 2015-17 biennium and has identified a total investment level of \$5.25 million over the life of the 16-year package for pre-apprenticeship activities to support minorities and females. Information about the application process will be available in the next few months.

WSDOT Pilots Pre-Apprenticeship Training Program in SW Washington

Source: Amy Palo, WSDOT, Equal Employment Opportunity Coordinator

Washington State Department of Transportation (WSDOT) received funding for facilitating On-the-Job Training (OJT) and Support Services (SS) Programs through the U.S. Department of Transportation Federal Highway Administration. Through the Request for Qualification process, WSDOT awarded a contract to Akana. Akana is experienced in workforce development and over the last 15 years has worked together with many apprenticeship training and pre-apprenticeship training programs, as well as several other types of support programs throughout the Northwest. Akana has partnered with Constructing Hope and the Pacific Northwest Carpenters Training Institute to provide pre-apprenticeship training for minorities, women and socially and economically disadvantaged individuals living in the Vancouver area. Services being provided are outreach/recruitment, screening, case management and pre-apprenticeship training, including hands on training with construction tools and materials. Following the pre-apprenticeship training, individuals receive job development assistance and support services. If you or someone you know lives in SW Washington State and are interested in getting into a heavy highway trade, you may contact Penny Painter at Akana by email penny.painter@akana.us or by phone at (503) 205-4769.

Pacific Northwest Ironworkers LU86 Pre-Apprenticeship Initiative

Source: Greg Christiansen, Coordinator, Pacific NW Ironworkers Apprenticeship #86



The Ironworkers completed their first 4 week Pre-apprenticeship class at Bates on August 28th. Of the 14 that started we had 12 complete and are now in the apprenticeship and working on various jobs. The pre- apprenticeship class is funded through a WIOA grant with Pierce County Work Force that allows for a total of 6 classes over 18 months and a total of a possible 120 students to help fill the need for Ironworker apprentices. The classes are open to Pierce county residents who qualify for WIOA and Veterans are strongly encouraged to apply. I have attached pictures that show 1st day try outs to graduation.

Monroe Manufacturing Academy Forms and Shapes Industry-Ready Job Seekers

Source: Aaron Ferrell, Marketing Communications Coordinator, AJAC

Snohomish County is Washington State's number one county for aerospace and advanced manufacturing supporting an estimated [110,000 direct jobs over 960 companies](#). To further support the region's need for highly-skilled workers, AJAC expanded the Manufacturing Academy (MA) in January to Monroe, Washington offering unemployed individuals the skills, knowledge and abilities for manufacturing positions. WorkSource Monroe (located in Snohomish County) was selected as the third location for the Manufacturing Academy, a 400-hour, 10-week pre-apprenticeship program, due to the robust and dynamic cluster of aerospace and advanced manufacturing companies in the area. The Manufacturing Academy also runs in Pierce King and Skagit Counties with plans to expand across the state as the demand for skilled workers continues to rise.



After the success of the first MA class in Monroe this past winter, the second class graduated in early July with eight well-rounded and job-ready individuals looking to take their certifications and hands-on learning to the next level. Jason Craig, a 33-year-old from Lynnwood, Washington enrolled in the Manufacturing Academy not knowing how much he would learn about manufacturing, “I used to think manufacturing was about people who worked in a factory or assembly, but there is so much more to it... Who would have thought years ago that we could type things into a computer and it will print out a 3D model?” Jason said, “Everything from quality assurance to precision measurement, it really opened my eyes to how little I knew about manufacturing.”

Throughout the 10-week program, students tour several local-area manufacturing companies and receive hours of hands-on classroom training, resulting in valuable certifications recognized and used throughout numerous industries. Michael Stonecastle, a 27-year-old from Arlington, Washington valued the practical learning in addition to the certifications he earned, “I never had

the OSHA-30 certification, nor the LEAN yellow belt, CPR, First Aid or Forklift”, he said. “This gave me a lot of new things to say [to employers].”



Rick Pattison (MA Instructor, left), Michael Stonecastle (MA Graduate, center) and Justin Sherman (AJAC Instructor, right)

Every Manufacturing Academy cohort is designed to create one-on-one interactions between the instructors and students, allowing for higher performance and increased group learning. Math continues to play a key role in manufacturing and with an intimate learning environment, students are able to grasp concepts they couldn't absorb in high school. "...Because of the diverse culture we are able to communicate with each other and I was able to grasp [math] better this time around", Jason Craig added. "These instructors are willing to sit down with you on their lunch break, after class, or work with you in the off time to give you that knowledge. They have such a drive for it, it's awesome! You get to have your voice heard and questions answered. The whole atmosphere is more beneficial because everyone gets the attention they deserve."

As the Monroe Manufacturing Academy graduates were surrounded by family and friends, they received their certificates of completion, signaling a new chapter in their lives as ready-to-work individuals in manufacturing. Whether it was metallurgy or algebra, resume building or interview skills, all eight graduates are now better prepared to enter the workforce with the confidence to begin a new career in manufacturing.

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/>

October 2015

Spokane Construction Career Days

Date: October 20-21, 2015

Time: 8 a.m. to 2 p.m. each day

Location: Spokane County Fair and Expo Center

Spokane, Wash. 98148

For more information, contact Lukas Witkowski, 509-535-0391, email lukew@nwagc.org

 [Information Flyer \(302 KB PDF\)](#)

 [Event Flyer \(146 KB PDF\)](#)

Union Jobs Fair – Sponsored by the ML King County Labor Council

Wednesday, October 28, 2015; 4:00 – 8:00 pm

South Seattle College, Georgetown Campus

6737 Corson Ave. South, Seattle

Building “E”, 3rd Floor

Meet employers and unions hiring NOW in industries including: Aerospace, Bus Driver, Construction, Postal Service, Fire Fighter, Law Enforcement, Meatcutter, Stagehand, Truck Driver and more . . .

For more information contact the MLKCLC office at office@mlkclc.org or 206-441-8510

November 2015

NATIONAL APPRENTICESHIP WEEK

November 2-8, 2015

Visit the following link to learn more . . . <http://doleta.gov/oa/naw/>

Pierce County Career Day

Date: November 19, 2015

Time: 7:30 a.m. - 2 p.m.

Location: Washington State Fairgrounds Showplex

Puyallup, Wash.

For more information go website buildingyourcareer.com

December 2015

December 7, 2015 – Cut Off

Last day for "Requests for Revision of Committee/Standards" or "Request for New Committee/Standards" forms to be submitted for the January 2016 Washington State Apprenticeship and Training Council Meeting.

Oregon Rules & Policy Subcommittee Meeting Standards Review Subcommittee Meeting

Date: December 2, 2015

Time: 9:30 a.m. - Rules & Policy Subcommittee

1 p.m. - Standards Review Subcommittee

Location: Portland State Office Building, Room 1B

800 NE Oregon Street

Portland, OR 97232

Phone: **971-673-0760**

Oregon State Apprenticeship and Training Council Meeting

Date: December 17, 2015

Time: 10 a.m.

Location: NW College of Construction

8111 NE Holman St.

Portland, Wash. 97218

Phone: **503-256-7300**

January 2016

Compliance Review & Retention Subcommittee Meeting - WSATC

Date: January 20, 2016

Time: 10 a.m. to noon

Location: See below WSATC notice

Additional meetings: (Tentative)

- 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 21, 2016

Time: 9 a.m.

Location: Department of Labor & Industries

7273 Linderson Way SW

Tumwater, Wash. 98501

Phone: **360-902-5320**