



Washington State Department of  
**Labor & Industries**

# **Registered Apprenticeship Application Report**

*2023 Annual Report to the Legislature*

**Dec. 15, 2023**

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# Executive Summary

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*Senate Bill 5600 (passed in 2022) requires the Washington State Apprenticeship and Training Council (WSATC) to report annually to the state Legislature about the status of applications for registered apprenticeships. The report must include what programs have applied, been approved or not approved, and the reasons for any denials. As WSATC’s administrative arm, the Washington State Department of Labor & Industries’ (L&I) staff prepared this report for the WSATC’s review and approval.*

## FINDINGS

### **Most apprenticeship programs are approved**

This report provides information about registered apprenticeship programs that applied to the WSATC during calendar year 2023. The program’s records serve as the data source for this report.

In 2023, 11 programs applied to the WSATC and 4 were approved. There was one program that withdrew its application. Additionally, three programs that had originally applied in 2022 were approved by the WSATC following completion of the objection process. Objections to eight programs were filed. Of those with objections, two were approved, none were denied, five are awaiting a hearing, and one is awaiting action by the WSATC.

Note: The data above reflects programs there were objected to and later approved during the same calendar year.

# Apprenticeship Program

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*The report includes background, application process, WSATC actions, objections, and summary.*

## BACKGROUND

### L&I and WSATC

A registered apprenticeship combines on-the-job training with related classroom instruction, all under the supervision and mentorship of a journey-level professional. Apprentices receive a wage while they learn and develop knowledge, skills, and abilities in a new career field.

After completing a registered apprenticeship program, apprentices receive a professional credential that is recognized nationwide.

The L&I Apprenticeship Program offers assistance and consultation for the development and operational needs of registered apprenticeship programs and acts as a liaison for apprentices in Washington State. Activities include providing assistance to existing apprenticeship programs and prospective sponsors/employers interested in creating new apprenticeship training programs. L&I registers new apprentices and issues credentials to those who successfully complete their training.

L&I Apprenticeship staff support the WSATC, which approves program standards, new programs, and revisions to programs, and enforces regulations to ensure training standards and participation goals are met. L&I Apprenticeship staff review program applications prior to Council consideration to ensure the programs meet not only state law and rule requirements but also industry standards to become registered in Washington State.

For the year 2023 January through October, there are 16,150 active registered apprentices in Washington State. Of that total, 35% are minorities; 13% are women; and 8% are veterans.

Other key numbers for 2023:

- 5,326: Number of new registered apprentices in 2023
- 230: Number of registered apprenticeship programs:
  - 192 Active Programs
  - 38 Inactive Programs
- 44: Number of pre-apprenticeship programs
- 4,461: Participating employers (called “training agents”)
- 206: Occupations in which registered apprentices are trained

Note: The Apprenticeship Program was recently made aware that previously reported data included duplicative information. The above reported data is a true and accurate accounting of apprenticeship numbers for 2023.

## APPLICATION PROCESS

### Steps toward WSATC action

#### Approval process for apprenticeship programs

Every apprenticeship program in Washington goes through the same process for approval. The WSATC meets quarterly to conduct all transactions of official business as prescribed under WAC 296-05-011. It generally takes six to nine months from the time an employer or sponsor formally proposes an apprenticeship with L&I to appearing before the WSATC for approval of a new training program. For programs in high-hazard facilities, the WSATC is required to issue a decision within six months of accepting a completed application. During this reporting period, there were no high-hazard programs among those the WSATC considered.

- **Program Standards.** Standards must be reasonably consistent with existing programs within each trade or occupation, and meet requirements such as number of hours of on-the-job training and instruction, participants and their roles and responsibilities, curriculum requirements, complaint process, rotation schedule for apprentices, and other elements.
- **Review.** An L&I Apprenticeship Program Consultant, along with the sponsor/employer, discusses the employer's needs and apprenticeable occupation. In addition, the consultant: researches industry standards and convenes partners if needed; works with the prospective program to help develop an apprenticeship standards proposal and Related Supplemental Instruction (RSI) plan; and reviews with the sponsor the responsibilities of operating the proposed registered apprenticeship program and associated rules of law.
- **Technical and curriculum examination of proposal.** The Apprenticeship Technical Specialist and Apprenticeship Consultants review the submitted proposed standards. The Washington State Board for Community and Technical Colleges' RSI Review Committee reviews the RSI plan and makes recommendations for approval or returns it to the sponsor for corrective review.
- **WSATC action.** If there are no objections from competitors, the WSATC will review and vote on whether to approve or deny the request.
- **If there are valid objections.** [Industry competitors, as defined in rule,](#) may file an objection to a proposal prior to WSATC action. Objections may be resolved through mediation. The program would then be considered by the WSATC. Objections that are not resolved through mediation may move to an adjudicative hearing before a presiding officer member of the WSATC or administrative law judge. The record of the hearing is then presented to the WSATC for action. An objection can add between three and 12 months to the length of time for adjudication of a registered apprenticeship program.

# Action Taken in 2023

## LIST OF PROGRAMS

The following is an inventory of the programs that applied for WSATC consideration and action in 2023. Information is by sponsor, occupation, sponsor location, geographic coverage, action, and reason for denial.

### In 2023, 11 programs applied:

- Approved: 7, including 3 programs that required Council action from 2022
- Denied: 0
- Withdrawn: 1
- Industry objectives filed: 8 (Two were approved, five are awaiting an adjudicative hearing, and one is awaiting action from the WSATC.)

Note: The data above reflects programs there were objected to and later approved during the same calendar year.

### 2023

| Sponsor   | Occupation               | Sponsor Location | Geographic Coverage   | Action Taken  |
|---|--------------------------|------------------|---|---|
| <b>ABC of Washington Electrical Apprenticeship</b>                    | General Electrician (01) | Bellevue         | All Washington Counties   | Objection, awaiting hearing.  |
| <b>All Phase U Apprenticeship &amp; Training</b>                      | General Electrician (01) | Union Gap        | Benton, Chelan, Douglas, Grant, Kittitas, Klickitat, Walla Walla, Yakima  | Objection, awaiting hearing.  |
| <b>Construction Industry Training Council of Washington – Glazier</b> | Glazier                  | Bellevue         | Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Adams, Whitman, Columbia, Garfield, Asotin, Franklin, Walla Walla, Okanogan, Chelan, Douglas, Kittitas, Grant, Yakima, Benton | Objection, hearing concluded. Approved on 10-19-2023.                           |
| <b>Express Electric Apprenticeship Academy</b>                        | General Electrician (01) | Ferndale         | Whatcom, Island, Skagit, Snohomish, King  | Objection, hearing concluded and council will make final decision January 2024. |
| <b>F.H. Electric Apprenticeship &amp; Training</b>                    | General Electrician (01) | Friday Harbor    | San Juan  | Objection, awaiting hearing.  |

Source: L&I

2023 Continued

| Sponsor   | Occupation               | Sponsor Location | Geographic Coverage  | Action Taken   |
|---|--------------------------|------------------|--|--|
| <b>*Greater Spokane Electrical Training Apprenticeship</b>    | General Electrician (01) | Post Falls Idaho | Spokane, Pend Oreille, Whitman, Asotin, Garfield, Columbia, Franklin, Adams, Lincoln, Stevens, Ferry. Idaho: Benewah, Bonner, Boundary, Clearwater, Idaho, Kootenai, Latah, Lewis, Nez Perce, Shoshone | Objection, hearing concluded and council approved on 8-7-2023 with conditions. |
| <b>Kimberly Irene Academy</b>                                 | Cosmetologist            | Kirkland         | King, Pierce, Skagit, Snohomish  | Sponsor withdrew application.  |
| <b>Lewis Clark Electrical Training Sponsorship</b>            | General Electrician (01) | Clarkston        | Walla Walla, Franklin, Benton, Grant, Adams, Lincoln, Stevens, Ferry. Idaho: Benewah, Clearwater, Idaho, Latah, Lewis, Nez Perce, Shoshone, Valley, Adams  | Objection, awaiting hearing.   |
| <b>Okanogan County Electric Cooperative Meter Electrician</b> | Meter Electrician        | Winthrop         | Okanogan   | Approved   |
| <b>Parkland Light and Water Company JATC</b>                  | Lineman                  | Tacoma           | Pierce   | Approved   |
| <b>R&amp;S Electric Apprenticeship Training Cooperative</b>   | General Electrician (01) | Arlington        | King, Pierce, Skagit, Snohomish  | Objection, awaiting hearing.   |
| <b>*Rob's Electric Inc. Apprenticeship and Training</b>       | General Electrician (01) | Lake Stevens     | King, Pierce, Skagit, Snohomish  | Approved as amended.   |
| <b>Rockwell Electric, Inc. Apprenticeship &amp; Training</b>  | General Electrician (01) | Bellingham       | Whatcom, island, Skagit  | Approved as amended, successfully mediated.                                    |
| <b>*Woodcreek Provider Services</b>                           | Medical Assistant        | Puyallup         | Pierce   | Approved as amended, successfully mediated.                                    |

Source: L&I

\*Denotes a program that has carried over from the previous year.

# Conclusion

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During calendar year 2023:

- Most programs that apply to become a registered apprenticeship receive WSATC approval. Of the 11 programs that applied in 2023, four were approved. There was one program that withdrew its application. Additionally, three programs that had originally applied in 2022 were approved by the WSATC following completion of the objection process. Objections to eight programs were filed, which increased the amount of time required for the WSATC to reach a final decision. Of those with objections, two were approved, none were denied, five are awaiting a hearing, and one is awaiting action by the WSATC.
- Under rule, industry competitors may file an objection prior to WSATC action. Valid objections can increase the time it takes for the council to reach a final decision by three to 12 months.