Washington State Apprenticeship & Training Council

Fourth Quarter 2019 Report

October - December

January 16, 2020

Apprenticeship Section - (360) 902-5320
PO Box 44530, Olympia, Washington 98504-4530

www.Lni.wa.gov/Apprenticeship

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Highlights from the October 2019 WSATC Meeting

NEW STANDARDS (PROVISIONAL REGISTRATION):

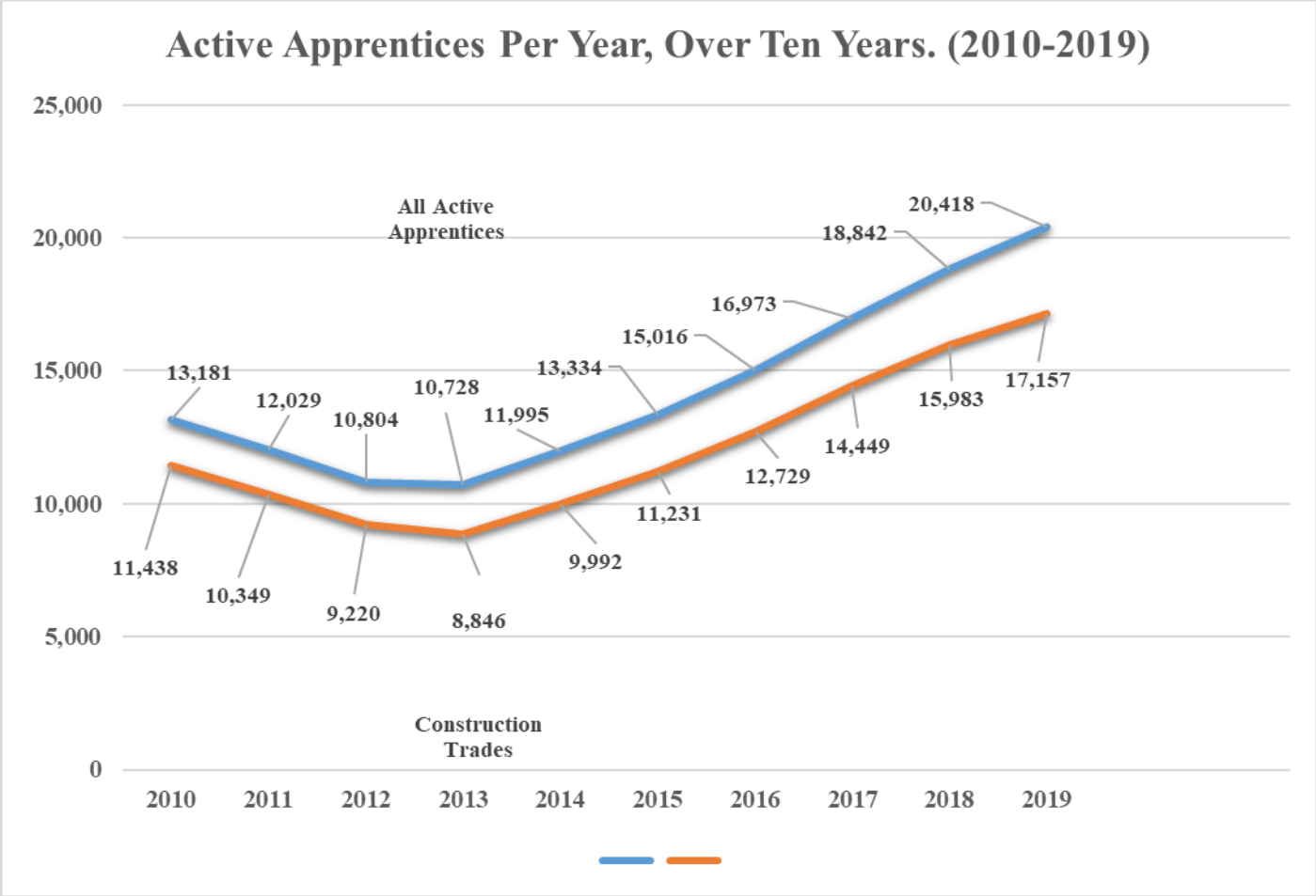
Uyeta Landscape and Maintenance, Inc. Apprenticeship Program		
Landscape Technician	37-3011.00	4,000 Hours

NEW STANDARDS: (PERMANENTLY REGISTERED)

None

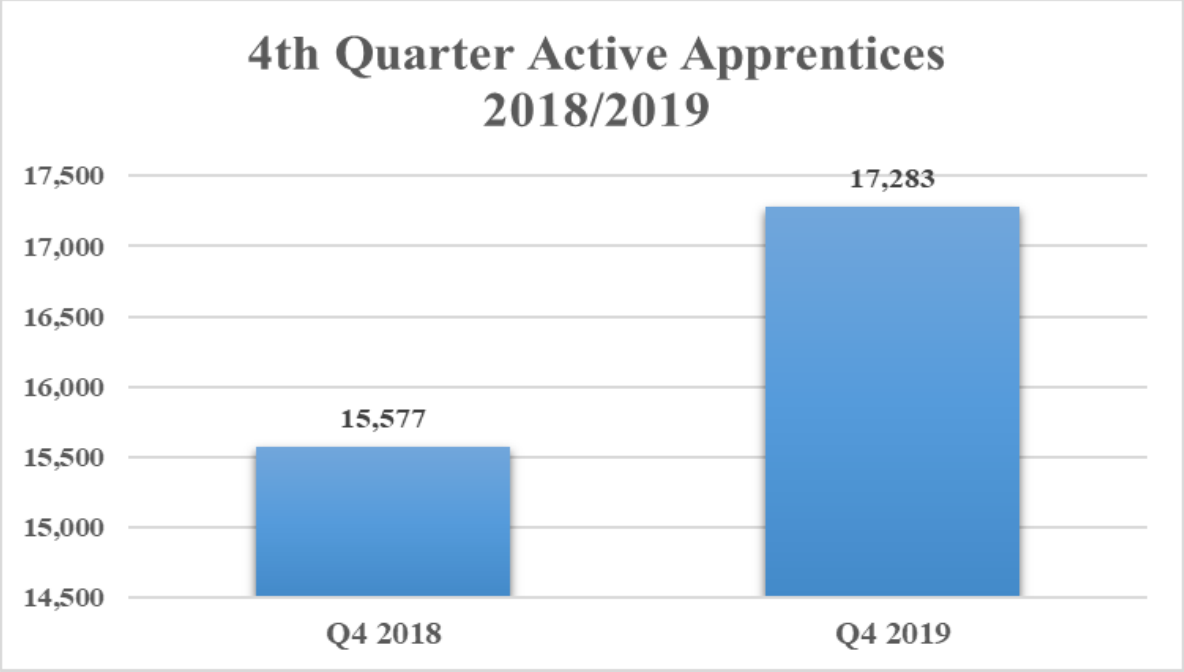
Apprenticeship by the Numbers

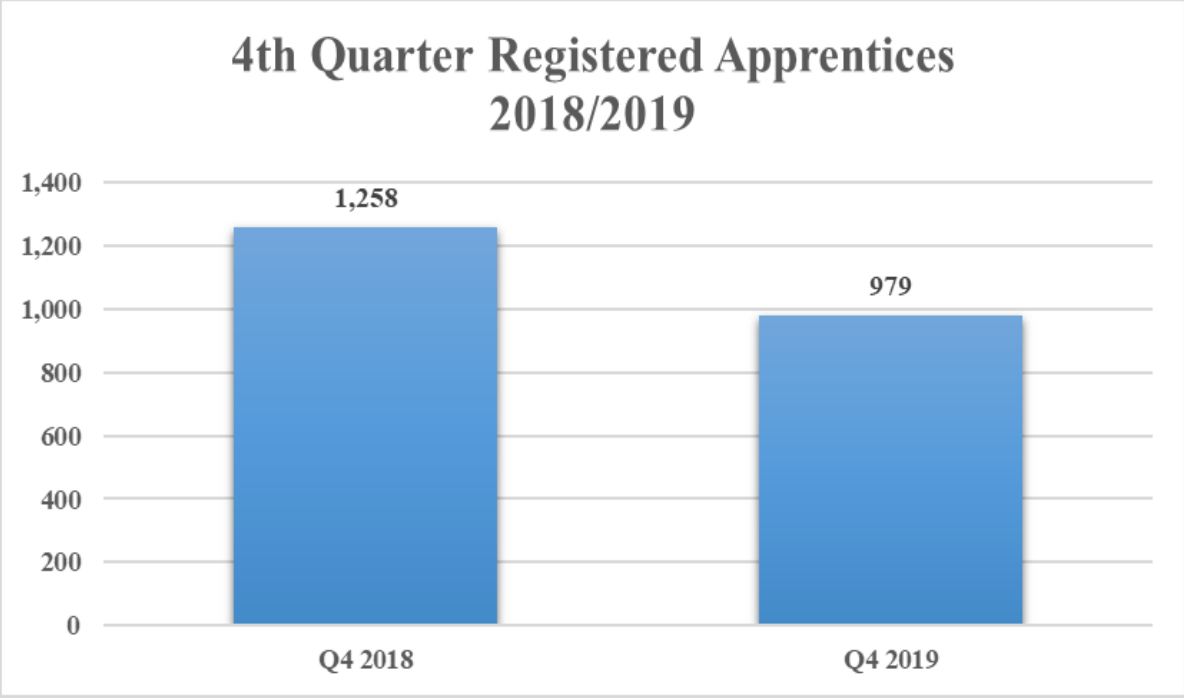
There were **20,839** active apprentices for the 12-month time period from 01/01/2019 to 12/31/2019. With **2,227** were female and **6,637** were minority. Over the last quarter (October-December 2019), there were **17,281** active apprentices. All data valid as of 01/09/2020.



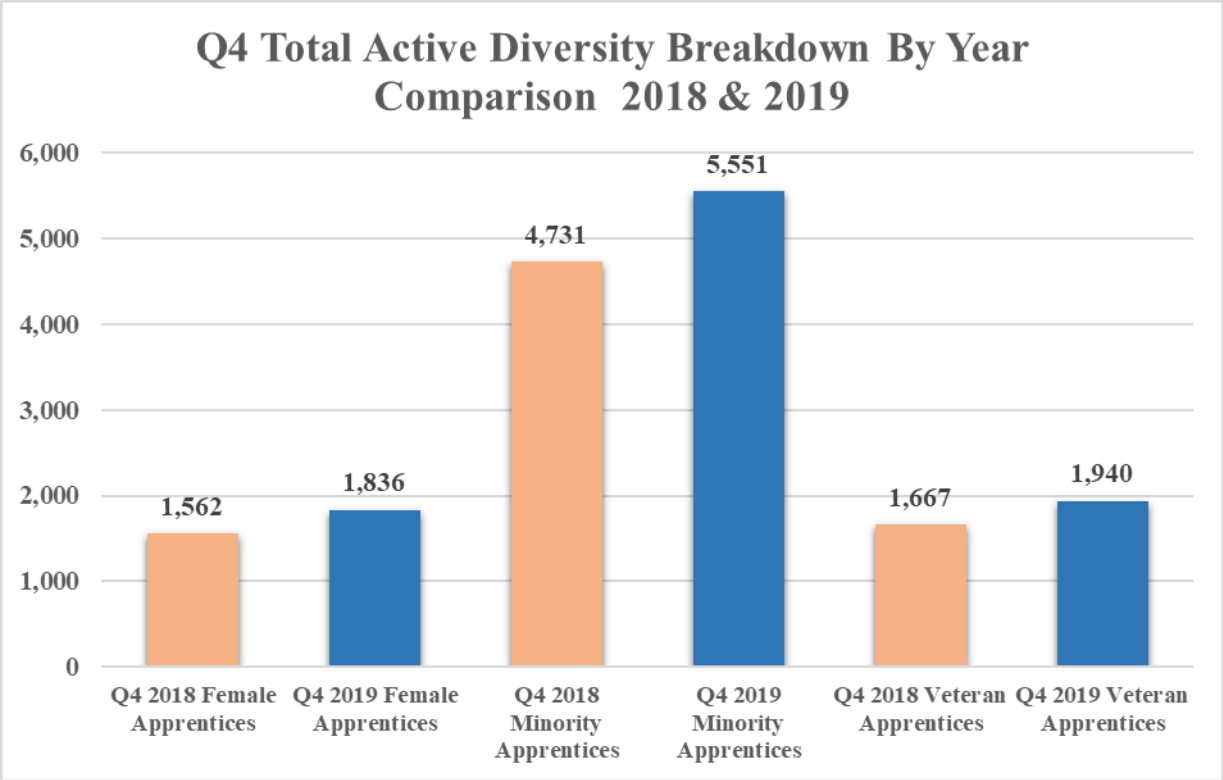
APPRENTICE ACTIVITY (FROM 10/01/2019 – 12/31/2019):

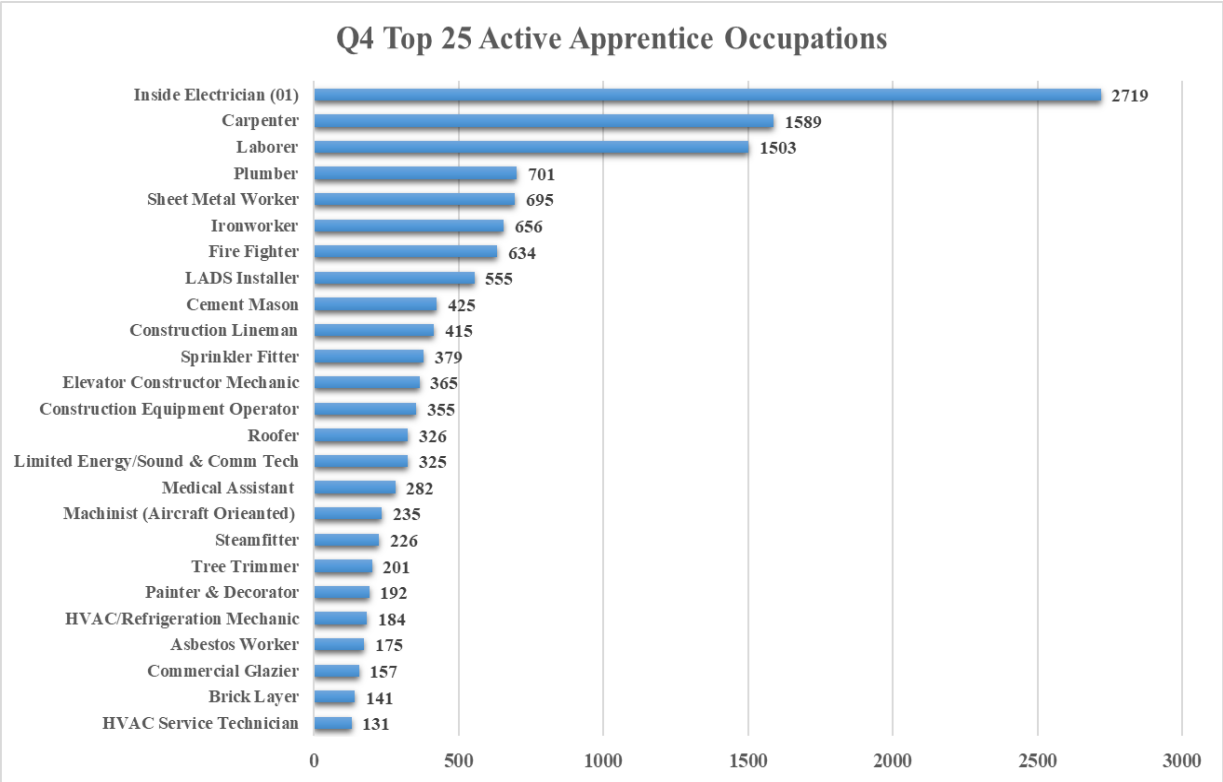
- **17,283** Active apprentices during the time period
- **979** Individuals were registered as apprentices
- **385** Individuals were issued completion certificates
- **518** Individuals were cancelled



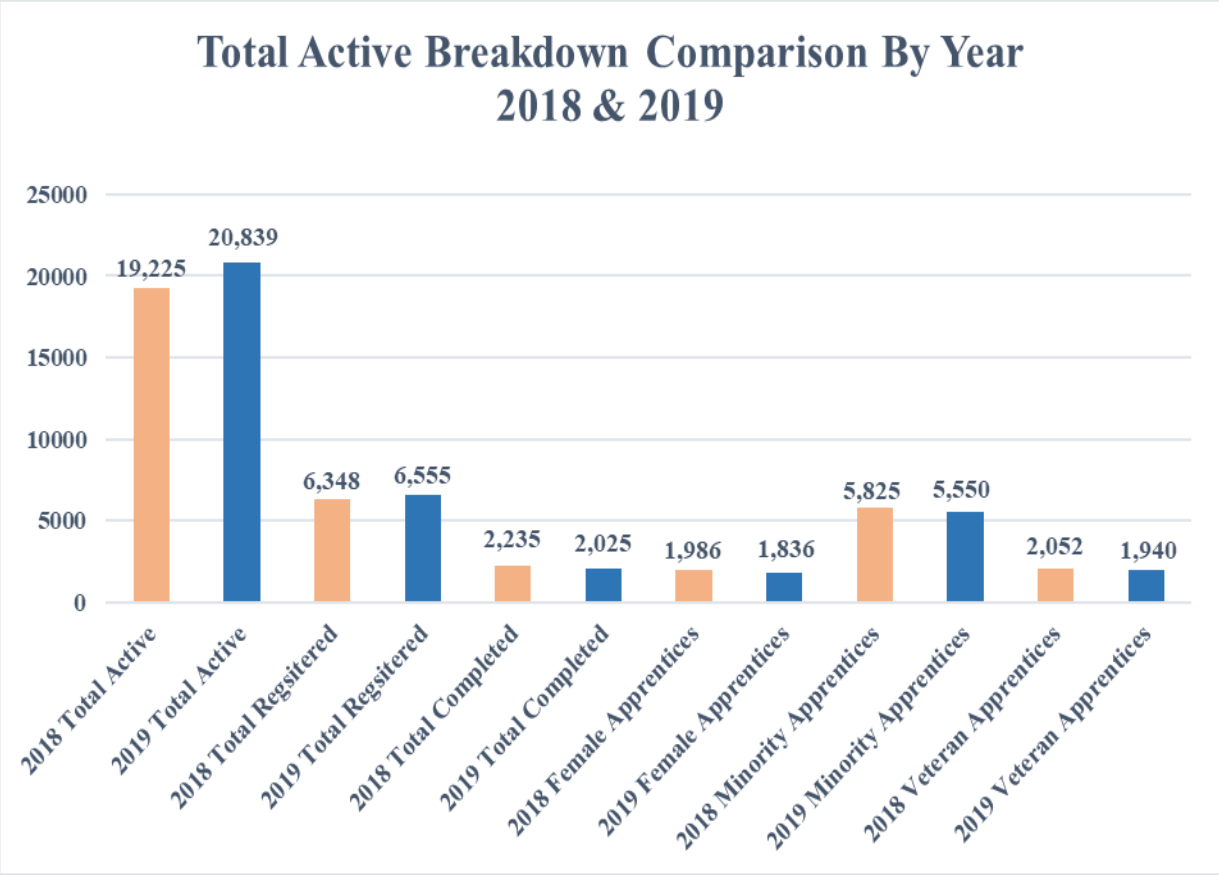


MINORITY, FEMALE AND VETERAN PARTICIPATION & TOP 25 OCCUPATIONS FOR 4TH QUARTER 2019.





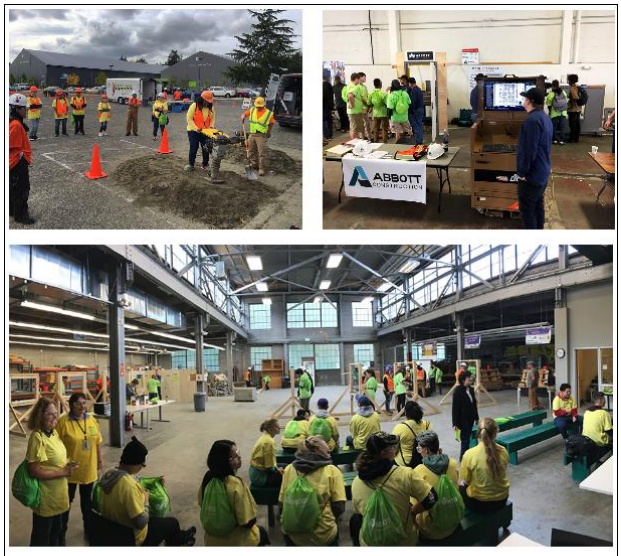
TOTAL ACTIVE APPRENTICE COMPARISON FOR 2018 & 2019



Quarterly News and Events

King County Construction Career Day

Contributed by Sandra Husband and Bruce Koch



Interactive High School Career Event for the Construction Industry

Labor & Industries, Apprenticeship Section was one of many groups that supported this year's **King County Construction Career Day**, held Thursday, October 10, 2019 from 9:00 am – 2:00 pm at Magnuson Park in Seattle.

King County Construction Career Day is an Annual event that has run for 10+ years, promoting careers in the Construction Industry.

According to **Event Sponsors AGC of Washington** and the **Construction Center of Excellence**, 1300 students attended and 35 exhibitors provided resources such as indoor hands-on construction activities and outdoor heavy equipment exhibits, providing a chance to operate rigs and equipment under the guidance of operators and apprentices.

King County Construction Career Day is unique because the event introduces students to all post-secondary high school pathways, trades/apprenticeships, 2-year program, and 4 year options at UW. This year's attendees included the Office of Superintendent of Public Instruction.

As one of our country's largest industries, the construction trades are facing a shortage of skilled workers. If not addressed, this shortage will increase. It will affect quality, safety, and the industry's overall ability to compete in building the infrastructure needed by an ever-growing population. This event addresses the need to educate young people about the tremendous opportunities available in the construction industry.

For more information, please visit [Construction Career Day 2019] on the AGC website.

The Annual Pierce County Career Day

Contributed by Evan Hamilton, L&I Apprenticeship Consultant

Every November the Washington State Fairgrounds hosts the state's largest high school career fair. And every year the Department of Labor and Industries Apprenticeship Section is present in support of such a great event the 2019 event was no different.

This year was bigger than the last. This year had record attendance from not only students, nearly 3,000, but also employers and recruiters as well. This event is a one-stop shop for awkward Highs School students to ask employers any questions that come to mind. Questions like; "what is trucking? Are there different color hard hats? How much will I get paid? And the most common, do I have to go to college?"

Students can shake hands with potential employers from all over the state, but more importantly, employer's right here in Pierce County. Employers range from Union Apprenticeship Programs to small mom and pop Plumbing companies. Even the City and County Utilities attend looking for the best and the brightest. Also, if you want to work at Home Depot, they are present as well.

This year the Career fair saw more schools from outside the county than ever before. Every High school in the North Thurston and Olympia School districts were in attendance.

As I talked to Career Counselors from all over the Puget Sound area, one topic was consistent; students do not want student debt. "They are literally terrified of debt," one Counselor said. The Counselors have their backs against the wall and are looking for options. These are people that have dedicated their careers to helping students be successful and their tools to do so are being cut away year by year.

The Pierce County Career day will not get every student into a career. However, it will provide options for some students and tools for the Counselors. The councilors, just like the students, get to make connections and build relationships with local employers. These local employers are looking for new employees to train on the job as their aging work force is leaving in mass. No student loan is required. These are employees that will live, work and spend money here in the Puget Sound area. This supports our schools, our parks and our economy and lifts up everyone in our community.

The Apprenticeship Section of L&I has dedicated many hours to this event in years past. Some of those employees are no longer with L&I, but the work they put into this event is everlasting. I am fortunate enough to take the torch. I am grateful I have an employer that supports this event and events like it. Sometimes all you need to do to build a community is show up and genuinely care. The rest will happen naturally.

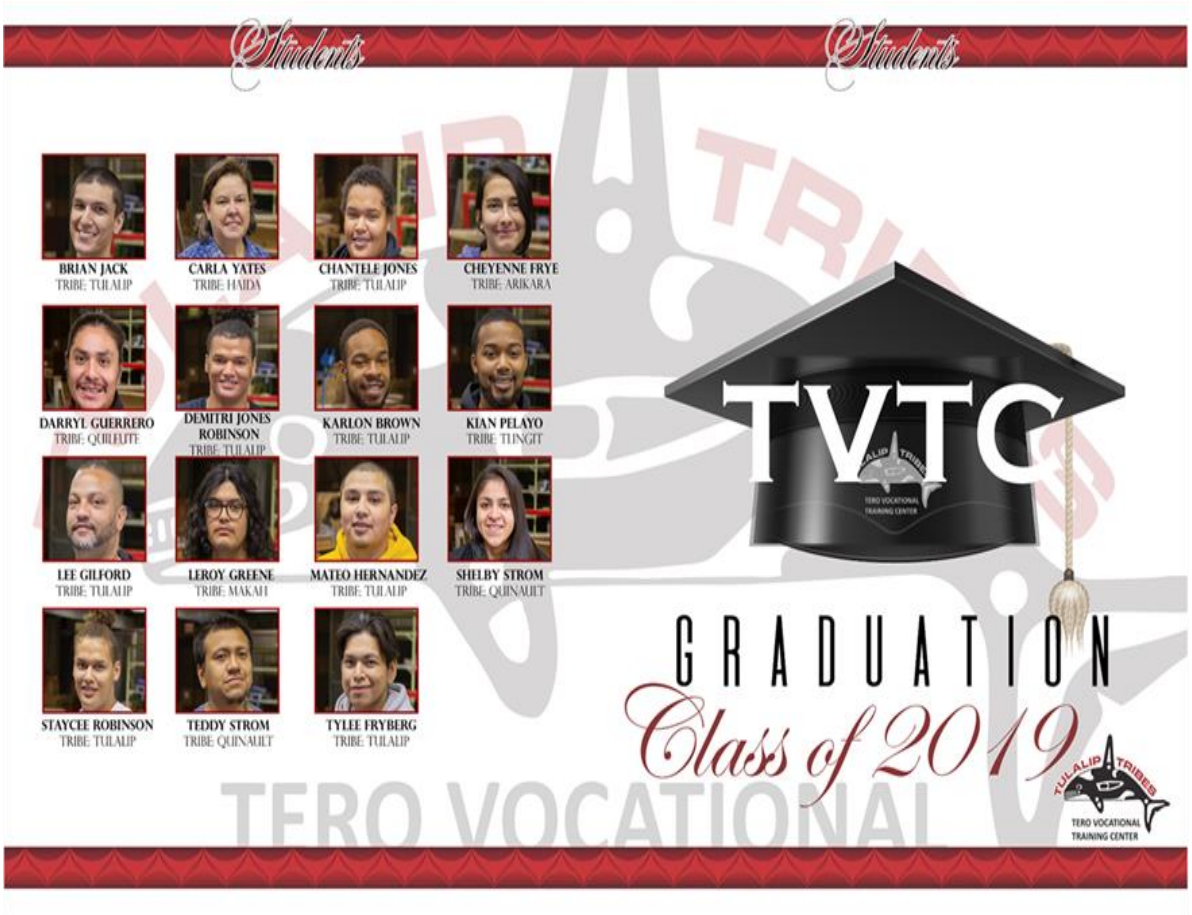
Tulalip TERO Vocational Training Center graduated 15 Native Americans

Contributed by Summer Hammons, TERO Director

On Friday, December 13th, 2019 Tulalip TERO Vocational Training Center graduated 15 Native Americans in our Native American State Recognized Construction Pre-Apprentice Program in which during the 16 weeks they gained certifications and 24 college credits.

Seven of the students received their High School Diploma thru our partnership with Renton Technical College.

Our event was hosted at Tulalip Resort and Casino “Red Carpet” event. Our “Meet and Greet” in which we had several union representatives, contractors and tribal representation at the event gave the students the opportunity to match up to those in the trades in which they are most passionate about.



Here is a little history about our class:

Through the intense 16-week program, our students gain certifications in:

- First Aid/CPR
- Forklift
- Boom lift
- Scissor lift
- 40-hour Hazwoper
- OSHA 10
- Asbestos Awareness
- 24 College Credits

Seven graduates have earned their High School Diploma through Renton Technical College 21 & up.

Each student worked on their own personal projects such as bookshelves, tables, etc.

Our main project:
Tiny Home Cottage Project in partnership with LIHI (Low Income Housing Institute)

The Low Income Housing Institute (LIHI) is developing a Sand Point Cottage Community projected to open in the spring of 2020 in Magnuson Park. This project will provide 22-25 studio and one-bedroom cottages of affordable workforce housing for families and individuals employed at low wages. The cottages will have living and sleeping areas, lofts, kitchens and bathrooms. The community will include a common building, community garden, outdoor recreation space and walking paths.

We are looking forward to our next class coming up. Watch out for even more students to enter the workforce in 2020!

Our students are paving the path for their career and we just love it! Thank you for supporting our program! Please check out our link to Tulalip TERO and TVTC below.

https://www.tulaliptero.com/AboutUs

https://tvtc.tulaliptero.com/

Apprentice Stories - Aerospace Joint Apprenticeship Committee (AJAC)

Contributed by Eytan Raphaely, Communication & Outreach Intern

Selene's Redemption Song

Selene Castro is no stranger to adversity. She has been fighting an uphill battle for years and while some would crumble under the pressure, it is has left her strong and more determined than ever.

Castro grew up in the Seattle area; she moved from the Central District to Rainer Valley and attended Franklin High School. "Manufacturing wasn't something I ever thought about. After high school, I worked in health care for a long time." However, Castro would fall victim to an all too common narrative and became addicted to prescription drugs.

"I had fibroids, (which is a non-cancerous tumor that grows inside your uterus) which were extremely painful. I bled a lot and ended up being anemic. So, the doctors ended up giving me painkillers," Castro added, "At first, I took the medication for what it was prescribed for. I would go get the prescription twice a year but then it got to the point where I would keep needing it more. Because of my addiction, I ended up getting fired from my job."

Castro was let go from a job that she had for almost 15 years, which would be a tough position for anyone, but she was an addict, she needed to numb her pain. She explains, "Once I lost my job, my addiction got worse. It went from taking those pills here and there, to needing them to wake up, I needed them to function throughout the day—it was a 24-hour commitment."

Castro needed money to fuel her addiction and wound up getting in trouble with the law. Instead of spending a year in prison, she enrolled in The Drug Offender Sentencing

Alternative (DOSA). DOSA involves a 3-month rehabilitation, which Selene says played a huge factor in her recovery.

When Castro went home, she continued her DOSA program with outpatient care; however, she was scared of falling back into her old habits. “I was scared to get a job and meet people that were in the closet addicts, I didn’t want my routines to be normal or get into anything that could be a trigger.”

Pursuing a career in healthcare was no longer an option, but Castro needed a job to help support her family. She reached out to a local social enterprise company, Pioneer Services, in Seattle, whose mission is to provide individuals with criminal histories the opportunity to lead healthy, productive lives.

After speaking with the manager at the Pioneer Manufacturing Facility in Seattle, Castro was encouraged by what she heard, “The manager said he was in prison since he was a teenager, for 25-years, and when he got out, he couldn’t get a job. He said he didn’t know how to work on anything in the plant [when he started]. So, he took me around and showed me all the different machines and it was like, ‘Oh, I like these things, something to keep my mind busy. I like working with my hands and trying to figure things out, maybe I’ll try this.’”

Castro learned about AJAC’s Manufacturing Academy through her case manager and decided to start her journey towards her new career. She got a part-time job to supplement her income and started the program in October 2019.

She came into the program with little background knowledge, “I know so much more then I knew when I came here, I learned so much. I knew how to read blueprints but I had no clue about the math behind it all.”

She pushed herself in class and learned about CNC and manual machines, how to operate a forklift and understand lean manufacturing. Her instructor Aleksandr Derlyuk had high-praise of Selene from the first day, “I was amazed at the perseverance and growth that Selene has shown throughout the program.”

Derlyuk hopes that other people can be inspired by Selene’s story, “Someone like Selene proves that the Manufacturing Academy has the ability to change someone’s life trajectory in a major way.”

Now that she graduated from the Manufacturing Academy, Selene is looking to further her education at South Seattle College where she will pursue CNC Programming. She hopes this step will lead her to an apprenticeship opportunity with AJAC and is excited to start a less tumultuous next chapter in her life.

The Full Journey: From High School Apprentice to Adult Apprenticeship

Christian Gray was never a person who enjoys wasting his time. Christian has always felt mature. He thrived at homeschooling because his mom would focus more on the subjects he found interesting. He took this lesson with him, so when he had the opportunity to learn about machining at Sno-Isle Tech, in Everett, he jumped at the chance.

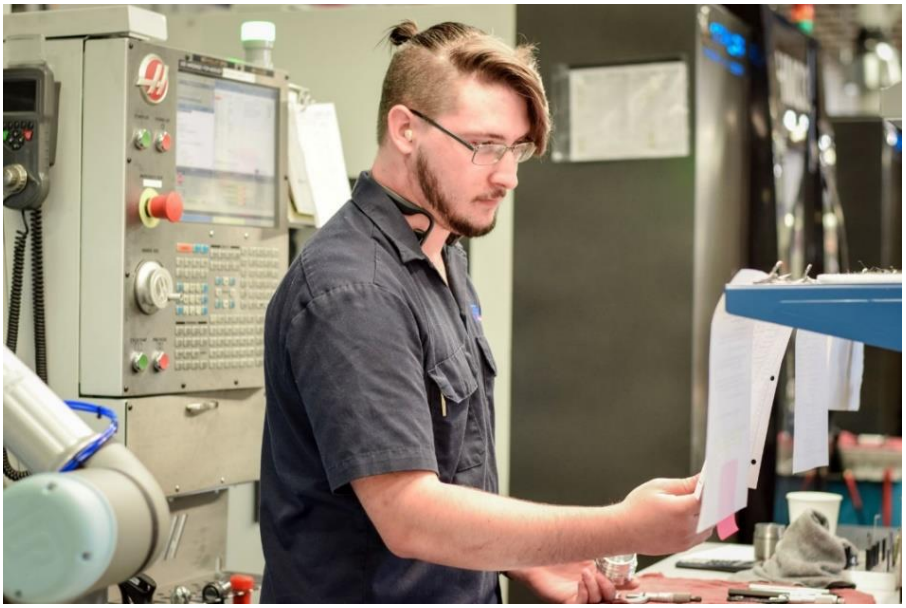
"My entire life I was obsessed with learning about blacksmithing and metalworking and I was excited to go see what it was all about," explains Christian.

At Sno-Isle Tech, Christian continued to flourish and develop a real passion for machining, making things, and helping his fellow students with projects. When Christian was a junior, he stumbled upon a flyer for the Aerospace Joint Apprenticeship Committee (AJAC) and was interested in the program. "At the end of my second year, I heard about Youth Apprenticeship and it was an opportunity to start a career out of what I found was a really fun activity for me."

Through AJAC, Christian started his Production Technician Youth Apprenticeship at Toolcraft, Inc. in Monroe. The 2,000-hour program allowed Christian to work part-time during the school year and full time during the summer, maximizing his time and allowing him to be paid while he learned from his mentors. He explains, "I had jumped into the Youth Apprenticeship with the idea of turning machining into a lifetime career. I stepped into work here at Toolcraft, Inc., telling them I wanted to ultimately move into the Tool and Die apprenticeship."

Christian was put under the supervision of Operations Manager, Steve Wittenberg. Steve gushed about his employee, “Christian came in, he didn’t have a lot of experience, but he was so passionate about the work. With AJAC it gave him more of a direction with the classes and with mentors checking in on him. We have seen so much growth from him.”

Christian managed to complete his Youth Apprenticeship with Toolcraft, Inc. but decided he was not done growing. He started his first adult apprenticeship class in September and has already found them invigorating, “At adult apprenticeship, everyone is attentive and engaged with our instructor. It’s interesting to go from a situation where I’m constantly being asked for help with things, to now, where there were times where I would have an answer but three other people would chime up before me.”



Christian serves as a model for kids who want to turn their passions into a fulfilling career that can last a lifetime. Steve thinks his passion has made him a successful employee, “I always tell our employees, you follow what you’re passionate about, not everyone we hire is passionate about manufacturing. But it’s the guys who love what they do that stay on.”

When asked what advice he would give to the next generation of students who want to become apprentices, Christian preached stick-to-itiveness, “Even if it doesn’t initially seem enjoyable or if shop math or blueprint reading seems too hard, just keep at it and it’ll come to you slowly, even if you don’t pick it up immediately. If it’s a career path you’re choosing to go down, there is plenty of time for you to master it.”

In the future, Christian hopes to continue to gain knowledge regarding his work, “I feel as though I've only scratched the surface of the material, but now I get to delve deep and get more of a mastery of the craft and pick up as much information as I can.”
Christian looks to finish his adult apprenticeship and become a Tool & Die Maker by 2023.

New Training Partners in Medical Apprenticeships

Contributed by Mark Beaufait

On December 19, 2019, the Healthcare Apprenticeship Consortium Washington (HCAC-Wa) signed with Clover Park Technical College adding Clover Park as an additional classroom and lab Related Supplemental Instruction provider for Medical Assistant and Sterile Processing Technician apprenticeship occupations. Looking on are staff from cooperating partners Workforce Central and Multicare. Cohorts are being finalized for April and June 2020. Virtual classrooms are planned for Sterile Processing to provide statewide access to training for this essential yet geographically dispersed medical occupation.

Contact Information:
Laura Hopkins, Executive Director, HCAC-Wa – lhopkins@healthcareerfund.org
Mark Beaufait, Director of Apprenticeship, HCAC-Wa – mbeaufait@healthcareerfund.org
www.healthcareerfund.org/apprenticeship

Healthcare Apprenticeship Consortium
Creating the future of healthcare together

Upcoming Events

March 2020

EmPower Women's Leadership Conference 2020

Ilani Casino Resort
Ridgefield, WA Time: 9:00 a.m.
March 8-9, 2020
(International Women's Day)

April 2020

Compliance Review & Retention Subcommittee Meeting - WSATC
Date: April 15, 2020
Time: 10 a.m. to Noon
Location: The Heathman
7801 NE Greenwood Drive
Vancouver, WA 98662
Phone: 360-816-0507

1 p.m. - Wash. State Apprenticeship Coordinators Association meeting
2 p.m. - Labor & Industries/WSATC Joint Committee on Recruitment Resources
3:30 p.m. – Community and Technical College (CTC) Apprenticeship Coordinators Meeting

Washington State Apprenticeship and Training Council Quarterly Meeting
Date: April 16, 2020
Time: 9 a.m.
Location: The Heathman
7801 NE Greenwood Drive
Vancouver, WA 98662
Phone: 360-816-0507

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