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L&I Apprenticeship Consultant

Teri Gardner 3-3-23
L&I Admin

Department of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



Request for Approval of Proposed Standards

TO: Washington State Apprenticeship & Training Council
FROM: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP

Check the appropriate box:

Committee

Plant

OJT

Occupation(s)	SOC Code	Hours
General Electrician (01)	47.2111.00	8000

Form must be signed by Committee Chair and Secretary or Program's Authorized Signer

<input type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	2/6/23		
Print Name:	<i>Wendy Novak</i>		
Signature:	<i>Wendy Novak</i>		

Approved By:
Washington State Apprenticeship & Training Council
Signature of the WSATC:
Date:

Received 6/8/2023 Bellingham - GWP

Bruce Koch 3-13-23

Teri Gardner 6-8-23

Teri Gardner 3-13-23



**APPRENTICESHIP PROGRAM STANDARDS
adopted by**

ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP

(sponsor name)

Occupational Objective(s):
GENERAL ELECTRICIAN (01)

SOC#
47-2111.00

Term [WAC 296-05-015]
8000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Fraud Prevention and Labor Standards
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

Provisional Registration

Standards Last Amended

Permanent Registration

By: _____
Chair of Council

By: _____
Secretary of Council

ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP

INTRODUCTION

This document is an apprenticeship program standard. Apprenticeship program standards govern how an apprenticeship works and have specific requirements. This document will explain the requirements.

The director of the Department of Labor and Industries (L&I) appoints the Washington State Apprenticeship and Training Council (WSATC) to regulate apprenticeship program standards. The director appoints and deputizes an assistant director to be known as the supervisor of apprenticeship who oversees administrative functions through the apprenticeship section at the department.

The WSATC is the sole regulatory body for apprenticeship standards in Washington. It approves, administers, and enforces apprenticeship standards, and recognizes apprentices when either registered with L&I's apprenticeship section, or under the terms and conditions of a reciprocal agreement. WSATC also must approve any changes to apprenticeship program standards.

Apprenticeship programs have sponsors. A sponsor operates an apprenticeship program and declares their purpose and policy herein to establish an organized system of registered apprenticeship education and training. The sponsor recognizes WSATC authority to regulate and will submit a revision request to the WSATC when making changes to an apprenticeship program standard.

Apprenticeships are governed by federal law (29 U.S.C 50), federal regulations (29 CFR Part 29 & 30), state law (49.04 RCW) and administrative rules (WAC 296-05). These standards conform to all of the above and are read together with federal and state laws and rules

Standards are changed with WSATC approval. Changes are binding on apprentices, sponsors, training agents, and anyone else working under an agreement governed by the standards. Sponsors may have to maintain additional information as supplemental to these standards. When a standard is changed, sponsors are required to notify apprentices and training agents. If changes in federal or state law make any part of these standards illegal, the remaining parts are still valid and remain in force. Only the part made illegal by changes in law is invalid. L&I and the WSATC may cooperate to make corrections to the standards if necessary to administer the standards.

Sections of these standards identified as bold "**insert text**" fields are specific to the individual program standards and may be modified by a sponsor submitting a revised standard for approval by the WSATC. All other sections of these standards are boilerplate and may only be modified by the WSATC. See WAC 296-05-003 for the definitions necessary for use with these standards.

*All sponsor inserted language must meet or exceed minimum requirements as established by the appropriate occupations outlined in these standards for each occupation. Minimum Guideline requirements have been *emboldened, italicized* and captured in bordering and may not be revised.

ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP

Sponsor Introductory Statement (Required):

ABC of Washington Electrical Apprenticeship Program (“ACE Committee”) was established for the purpose of developing and delivering education to electrical apprentices, contractors and journey level workers within Washington State. Our focus is to educate and train the current and future workforce to be safe, productive, construction professionals.

I. GEOGRAPHIC AREA COVERED:

The sponsor must train inside the area covered by these standards. If the sponsor wants to train outside the area covered by these standards, the sponsor must enter a portability agreement with a sponsor outside the area, and provide evidence of such an agreement for compliance purposes. Portability agreements permit training agents to use apprentices outside the area covered by the standards. Portability agreements are governed by WAC 296-05-009.

The area covered by these Standards shall be the state of Washington.

For the purposes of these standards, Region I (Western Washington), Region II (Northwestern Washington), Region III (Southwestern Washington), and Region IV (Central Washington) Region V (Eastern Washington) contain the following counties:

Region I: Snohomish, King, Pierce, Lewis, Thurston, and Mason.

Region II: Island and San Juan, Whatcom, Skagit, Kitsap, Clallam, Jefferson, Grays Harbor, and Pacific.

Region III: Wahkiakum, Cowlitz, Skamania, Clark, and Klickitat

Region IV: Franklin, Walla Walla, Okanogan, Chelan, Douglas, Kittitas, Grant, Yakima, and Benton.

Region V: Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Adams, Whitman, Columbia, Garfield and Asotin.

II. MINIMUM QUALIFICATIONS:

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner [WAC 296-05-015(17)].

Age: <i>18 Years Old</i>

Education: <i><u>General Electrician (01)</u></i>

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Must be a high school graduate from a school accredited by a State Education Agency; or have a GED; or have completed a High School Equivalency; or have completed an Associate degree or higher from a school accredited by a State Education Agency; and

Show evidence of successful completion of: 1 full year of high school Algebra with a passing grade of “C” or better.

Applicants who have not completed one full year of high school algebra with a passing grade of “C” or better, may qualify under one of the following:

- 1. Equivalent post high school algebra course(s) with a grade of “C” or better.*
- 2. Current math placement results from a community college facility indicating a placement level beyond high school level algebra.*
- 3. Provide certificate of completion from a committee approved online tech math course.*

Physical: *Physically and mentally able to safely perform or learn to safely perform essential functions of the job with or without reasonable accommodations.*

Testing: **Be able to read, write and speak the English language and pass the English as a Second Language (ESL) Accuplacer test with a minimum score of 60%. Costs associated with testing shall be paid by the prospective apprentice applicant.**

Other: **ABC of Washington Electrical Apprenticeship registered- training agents will provide undisputable documentation to verify the prospective apprentice’s legal working status, a condition of employment, per I-9 requirements, which documentation will be retained by the ACE Committee in the prospective apprentice’s file.**

III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedure (chapter 296-05 WAC and 29 CFR Part 30).

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The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex (including pregnancy and gender identity), sexual orientation, color, religion, national origin, age, genetic information, disability or as otherwise specified by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations.

A. Selection Procedures:

1. **As an Employer Select Apprenticeship Program, prospective apprentices applicants must first receive an offer of employment or be employed by an employer that is an ABC of Washington Electrical Apprenticeship registered approved training agent. The applicants are to be selected by individual employers and have satisfied their employment hiring process. These training agents will ensure prospective apprentices meet the minimum standards set forth in Section II for entry into the Program. The Committee does not serve as a referral agency for training agents for prospective apprenticeship applicants.**
2. **Registration forms Applications are available and accepted year-round Monday through Friday from 8:00am to 4:00pm. Applications may be picked up in person at the ABC Western Washington office located at 1621 114th Ave SE, Suite 116 Bellevue, WA 98004 or ABC Inland Pacific Office located at 1760 E Trent Ave, Spokane, WA 99202. Registration forms Application may also be found on <https://www.abcwestwa.org> or can be requested and returned to apprenticeship@abcwestwa.org. Other interested individuals can obtain information regarding ABC of Washington Electrical Apprenticeship Program via <https://www.abcwestwa.org> or by calling 425-646-8000. All apprentice have to be hired by an ABC of Washington registered training agent.**
3. ~~After acceptance as an applicant by completing the application and providing the required information relating to meet the minimum requirements, and proving employment from an approved training agent, an applicant will be scheduled for an interview.~~
3. 4. ~~All in-person candidates will sign the logbook called Record of Apprentice logbook. By emailing a completed application, the electronic candidates, agree to have their names added to the Record of Apprentice logbook. All prospective apprentices candidates will have their names added to the Record of Apprentice logbook and be assigned an Apprentice Applicant Number (AAN) which will correspond with all future documentation throughout their training.~~
5. ~~The Committee will conduct interviews based on approved training agents requests for apprentice enrollment and after training agents ensure sufficient capacity and are able to properly supervise the apprentice. Interviews will not be conducted more than once a month.~~

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- ~~6. Interviews will be scheduled for all applicants that meet the minimum qualifications based upon available work opportunities, but not more often than one time per month.~~
- ~~7. The Committee will determine the number of openings prior to holding interviews.~~
- ~~8. Employers may request women and minority apprentices in order to meet their own contractual affirmative action requirements for public works projects or other projects with affirmative action requirements.~~
- ~~9. Training agents may incorporate their employment practices with applicants and apprentices from the pool.~~

~~10. Interviews:~~

- ~~a. Each applicant shall be interviewed individually.~~
- ~~b. All applicants must be asked the same questions.~~
- ~~c. The interviewers shall have in their possession for each applicant:
Application form, relevant documentation of education, and proof of date of birth.~~
- ~~d. Each applicant shall be interviewed by members or designated representatives of the Committee.~~
- ~~e. After a brief introduction, the Committee members will ask questions to find out as much as possible about applicants' capacity to participate in apprenticeship.~~
- ~~f. Questions will be for evaluation purposes focused on work experience, mechanical/technical abilities, and motivation to complete this program.~~
- ~~g. Evaluations of interviews will be based on a scale of 0-5 with 0 being unacceptable and 5 being excellent on each topic. Evaluations of applicants will be based on a cumulative total from a ranked scale. In the event of a tie, education transcript GPA will be used to rank those tied.~~
- ~~h. Each interviewer will record the questions and the general nature of the applicant's answers and prepare a summary of any interview conclusions.~~
- ~~i. Applicants' interview questions, answers, and rankings will be placed in the applicants' files for record keeping purposes. Adequate records of the interviews must be kept including a brief summary and conclusion and how the specific factors like applicant motivation, ambition, and willingness to~~

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~~accept direction affected the interviewer's final decision.~~

4. ~~j.~~ Upon verification by the ACE Committee that a prospective apprentice meets minimum qualifications ~~acceptance following the interview process,~~ the prospective apprentice applicants will be asked to sign an agreement with their approved training agent, including the Region(s) for which they are applying to work. A revised/updated version of this form will be submitted by the training agent, to the ACE Committee with the prospective apprentice's applicant's signature, when revised. It is the prospective apprentice applicant's responsibility to keep his or her current address and contact information on file with the ACE Committee.

~~11.~~ 5. Credit for Previous Experience:

- a. Prospective apprentices Applicants with previous experience in the electrical trade (military or other) that is supported by undisputable documentary evidence and that is recognized by the Washington State Department of Labor and Industries Electrical Section may request evaluation by the ACE Committee for credit for previous experience. Where such experience warrants it, the ACE Committee will grant credit which will be awarded using consistent, standard, nondiscriminatory means, and registered at the appropriate period of apprenticeship based on previous work experience and related training.

b.-Prospective apprentices (including those prospective apprentices who directly entered into the program under an "Exemption" or "Exception" with previous experience described in Section III.A. 6 or Section X.A.3.(i) below and granted credit by the Committee may challenge individual modules (quarters) of Related/Supplemental Instruction (RSI). The prospective apprentice must submit a written request to challenge RSI modules within 30 days of the first day of the Electrical Industry Orientation. A score of 75% or greater is required to successfully challenge a module of RSI. Each exam will be administered only once and may not be retaken.

~~12.~~ 6. Exceptions:

Direct Entry: A trainee of an approved training agent, registered with ABC of Washington Electrical Apprenticeship, with previous work experience shall be evaluated by the ACE Committee, using consistent, standard, nondiscriminatory means, and registered at the appropriate step of apprenticeship based on previous work experience and related training.

- a. Individuals who are currently employed by an approved training agent registered with ABC of Washington Electrical Apprenticeship under an employment category or classification other than the occupation covered

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by these standards whose position or classification is being revised by the employer to another occupation covered by these standards may receive direct entry into the apprenticeship program provided they also meet the minimum qualifications of this Program. For entry into the program, the ~~applicant~~ prospective apprentice must have been employed by the approved training agent in the original classification a minimum of 6 consecutive months immediately preceding the revision and submit letters of support by their employer.

- b. Individuals relocating from another State Apprenticeship Agency (SAA), or U.S. Department of Labor, Apprenticeship Training and Employer Labor Services (ATELS), approved apprenticeship program; may receive direct entry into the apprenticeship program providing he or she is in good standing with the program from which they are transferring and otherwise meets the minimum qualifications of this Program. The apprentices must formally request by letter that the ACE Committee accept their transfer and provide official documentation pertaining to their apprenticeship program from which they are transferring. The ACE Committee will examine and retain all documentation submitted prior to granting the transfer for registration into the apprenticeship program.
- c. Military veterans who have completed military technical training or who have participated in a registered apprenticeship program or involved with Helmets to Hardhats while in the military, in the trade covered by these standards may be given direct entry provided they meet the minimum qualifications of this Program and ~~submits~~ a DD-214 to verify military training and/or experience if they are a veteran.
- d. Registered Native Americans who have secured work under the Tribal Employment Rights Office (TERO) project may receive direct entry into apprenticeship provided they meet the minimum qualifications of this Program.
- e. Individuals who can verify (by providing undisputable documenting evidence) that he or she has worked a minimum of four-thousand (4000) hours specifically in the electrical construction trade may enter the apprenticeship program ~~will qualify for a normal interview by the Committee will be considered along with other qualified applicants. and~~ Such individuals will not be required to meet the education and testing requirements under Section II Subsection A.

To qualify under this provision, prospective apprentice applicants must provide to the ACE Committee proper, indisputable documentation that defines their experience in the electrical industry. This documentation must be comprised of official documents such as tax/payroll records, notarized letters of experience confirmation and sworn statements. Such

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documentation must remain with the ~~applicant's~~ prospective apprentice's record. The ACE Committee will examine and retain all documentation submitted to determine the qualification of the prospective apprentice applicant. The ACE Committee will schedule an experience evaluation interview with the applicant if it is deemed appropriate. An absolute minimum of four thousand hours of ELECTRICAL CONSTRUCTION WORK EXPERIENCE must be proven to meet this qualification. No other form of electronic or electrical experience or construction experience will be given credit under this provision. ~~(Note: meeting this qualification allows the applicant to be interviewed during the normal selection process –this is NOT a form of direct entry.)~~ If the prospective apprentice selected under meets these ~~this~~ provisions, the ACE Committee will determine, using standard means of evaluation, if OJT and/or related instruction credit will be awarded for previous training and experience.

B. Equal Employment Opportunity Plan:

The ACE Committee strives to increase the number of women and minorities in the electrical trade and encourages employers and training agents to hire women and minorities with the goal of developing their skills through apprenticeship.

1. The Committee will distribute information about the nature of the Apprenticeship program, this program's admission requirements, current Apprenticeship opportunities, sources of Apprenticeship applications, and the equal opportunity policy of this sponsor to each training agent, WSATC, local schools, employment service offices, women's centers, outreach programs and community organizations which effectively reach minorities and women, as well as publish availability on a biannual basis in newspapers which are circulated in the minority community and among women as well as the general areas in which this program is offered.
2. Participate in workshops conducted by employment service agencies, school districts, and other community-based organizations to create awareness about this program's Apprenticeship opportunities, including existing outreach programs whose focus is the recruitment and preparation of minority and female apprenticeship applicants.
3. Use minority and women (minority and non-minority) journeypersons and apprentices to promote the program.
4. Grant to all applicants, without prejudice, advance standing or credit for previously acquired experience, training, skills, or aptitude.
5. Periodically audit this Program's equal employment opportunity plan to see if goals are being met. Develop this Program's self-monitoring procedures to ensure that equal selection opportunities are being granted to applicants (which

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may include self-reporting systems and periodic review of the effectiveness of various out-reach programs, community agencies and publications).

C. Discrimination Complaints:

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint with the supervisor of apprenticeship (WAC 296-05-443).

IV. TERM OF APPRENTICESHIP:

The term of apprenticeship for an individual apprentice may be measured through the completion of the industry standard for on-the-job learning (at least two thousand hours) (time-based approach), the attainment of competency (competency-based approach), or a blend of the time-based and competency-based approaches (hybrid approach) [WAC 296-05-015].

<p>A. <i>General Electrician (01)</i> <i>8000 Hours of reasonably continuous employment</i></p>

V. INITIAL PROBATIONARY PERIOD:

An initial probationary period applies to all apprentices, unless the apprentice has transferred from another program. During an initial probationary period, an apprentice can be discharged without appeal rights. An initial probationary period is stated in hours or competency steps of employment. The initial probationary period is not reduced by advanced credit or standing. During an initial probationary period, apprentices receive full credit for hours and competency steps toward completion of their apprenticeship. Transferred apprentices are not subject to additional initial probationary periods [WAC 296-05-003].

The initial probationary period is [WAC 296-05-015(22)]:

- A. The period following the apprentice's registration into the program. An initial probationary period must not be longer than twenty percent of the term of the entire apprenticeship, or longer than a year from the date the apprenticeship is registered. The WSATC can grant exemptions for longer initial probationary periods if required by law.
- B. The period in which the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The sponsor or the apprentice may terminate the agreement without a hearing or stated cause. An appeal process is not available to apprentices in their initial probationary period.

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C.

1. General Electrician (01)

The first one thousand-six hundred (1,600) hours of employment shall constitute the initial probationary period or one year from date of registration, whichever occurs first.

VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS

Supervision is the necessary education, assistance, and control provided by a journey-level employee on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. Sponsors ensure apprentices are supervised by competent, qualified journey-level employees. Journey level-employees are responsible for the work apprentices perform, in order to promote the safety, health, and education of the apprentice.

- A. The journey-level employee must be of the same apprenticeable occupation as the apprentice they are supervising unless as noted above or otherwise allowed by the Revised Code of Washington (RCW) or the Washington Administrative Code (WAC) and approved by the WSATC.
- B. The numeric ratio of apprentices to journey-level employees may not exceed one apprentice per journey-level worker [WAC 296-05-015(5)].
- C. Apprentices will work the same hours as journey-level workers, except when such hours may interfere with related/supplemental instruction.
- D. Any variance to the rules and/or policies stated in this section must be approved by the WSATC.
- E. The ratio must be described in a specific and clear manner, as to the application in terms of job site, work group, department or plant:

1. General Electrician (01)

The employer is allowed a ratio of one (1) apprentice to one (1) journey-level worker per job site, unless one of the following conditions is met:

No more than two apprentices for every journey level Residential (02) or Limited Energy (06) specialty electrician when working in that electrician's specialty.

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Apprentices with a minimum of 7,000 hours of OJT will be allowed to work without the direct supervision of a journey-level person provided that they have been issued a six-month, nonrenewable, unsupervised electrical training certificate by the Washington State Labor and Industries Electrical Section. Such apprentices will not be counted for the purposes of a ratio calculation nor be allowed to supervise other apprentices.

Supervision and Ratio of apprentices registered in the above occupations shall follow requirements established under RCW 19.28.161.

VII. APPRENTICE WAGES AND WAGE PROGRESSION:

- A. Apprentices must be paid at least Washington's minimum wage, unless a local ordinance or a collective bargaining agreement require a higher wage. Apprentices must be paid according to a progressively increasing wage scale. The wage scale for apprentices is based on the specified journey-level wage for their occupation. Wage increases are based on hours worked or competencies attained. The sponsor determines wage increases. Sponsors must submit the journey-level wage at least annually or whenever changed to the department as an addendum to these standards. Journey-level wage reports may be submitted on a form provided by the department. Apprentices and others should contact the sponsor or the Department for the most recent Journey-level wage rate.
- B. Sponsors can grant advanced standing, and grant a wage increase, when apprentices demonstrate abilities and mastery of their occupation. When advanced standing is granted, the sponsor notifies the employer/training agent of the wage increase the apprenticeship program standard requires.
- C. Wage Progression Schedules

1. General Electrician (01)

Step	Hour Range or competency step	Percentage of journey-level wage rate
1	0000-1000 hours	40%
2	1001-2000 hours	45%
3	2001-3000 hours	50%
4	3001-4000 hours	55%
5	4001-5000 hours	65%
6	5001-6000 hours	75%
7	6001-7000 hours	80%

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8	7001-8000 hours	85%
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General Electrician (01) apprentices shall not be paid less than the progressive scale identified within this section regardless the scope of work being performed.

During their apprenticeship, apprentices will be paid a progressively increasing schedule of wages.

For the purpose of federal work where the wage and fringe benefits are separated, apprentices shall be paid a progressively increasing schedule of wages and fringe benefits per their progression period.

The journeyman rate for electrical will be the average journeyman rate for all of the employers participating in the electrical program in each Region. The differing rates per Region as a result of the survey results are a function of the different journeyman wages between the various Regions, as dictated by the comparative costs of living for each area. Once each year, all participating employers of each Region will be surveyed for the average wage rate of their journeymen performing non-prevailing wage work. These average wage rates will then be averaged to determine the minimum journeyman rate for the electrical program in that Region. The survey forms will be signed by the company owner/officer and will become official records of the Committee. Employers reserve the right to pay apprentices more than the wage determined by this average wage, but they may not pay less.

VIII. WORK PROCESSES:

The apprentice shall receive on the job instruction and work experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit. The following work process descriptions pertain to the occupation being defined.

A. General Electrician (01)

In no case shall:

1. The term of apprenticeship be less than 8000 hours, or
2. Work hours in electrical specialty occupations, such as the residential (02) or limited energy (06) specialties, be more than 4000 cumulative hours for the term of apprenticeship, or

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3. Commercial and industrial work hours be less than 4000 cumulative hours for the term of apprenticeship, or
4. Department credited work experience in electrical specialties with less than a 4000 hour experience requirement be credited toward apprenticeship completion.
Per WAC 296-46B-945 Table 945-1 Note 6.

<u>General Electrician (01)</u>	<u>Approximate Hours/Competency Level</u>
<p>1. COMMERCIAL-wiring of public commercial, school and hospital buildings; the installation and repair of all equipment therein; and necessary pre-fabrication and preparation</p> <p>INDUSTRIAL-wiring of all industrial buildings and equipment; the maintenance, repair, and alteration of the same; and necessary pre-fabrication and preparation</p>	<p>*No less than 4000 Hours*</p>
<p>2. RESIDENTIAL-wiring of residences, duplexes, and small apartment buildings and necessary pre-fabrication and preparation</p> <p>SPECIALIZED SYSTEMS-wiring of systems which include; sound, data transmission, telephone, fire alarm, fiber optics, energy management, closed circuit television programmable controllers, and nurse call systems</p>	<p>*No more than 4000 Hours*</p>
<p>Total Hours/# of Competency Levels:</p>	
<p>8000</p>	

IX. RELATED/SUPPLEMENTAL INSTRUCTION:

The apprentice must attend related/supplemental instruction (RSI). Time spent in RSI shall not be considered as hours of work and the apprentice is not required to be paid.

RSI must be provided in safe and healthy conditions as required by the Washington Industrial Safety and Health Act and applicable federal and state regulations.

Hours spent in RSI are reported to L&I each quarter. Reports must show which hours are unpaid and supervised by a competent instructor versus all other hours (paid and/or unsupervised) for industrial insurance purposes.

For purposes of coverage under the Industrial Insurance Act, the WSATC is an employer and the apprentice is an employee when an unpaid, supervised apprentice is injured while under the direction of a competent instructor and participating in RSI activities.

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If apprentices do not attend required RSI, they may be subject to disciplinary action by the sponsor.

A. The methods of related/supplemental training must be indicated below (check those that apply):

Supervised field trips

Sponsor approved training seminars (specify):

Safety Trainings

OSHA 10

Manufacturer & Vendor, Training Demonstrations

Other Training Seminars, Approved by the Committee

Sponsor approved online or distance learning courses (specify):

~~**Safety Courses**~~

Anti-Harassment Courses (in-person or interactive online training, as allowed by WAC296-05-407(4)(a))

~~**Other Courses, Approved by the Committee**~~

State Community/Technical college

Private Technical/Vocational college

Sponsor Provided (lab/classroom)

~~**Introduction to Laboratory Safety**~~

~~_____ **Hands on Lab Time**~~

~~_____ **Other Labs, Approved by the Committee**~~

Other (specify)

Subject-Matter-Expert Presentations

Leadership Workshops

Other, Approved by the Committee

B. **(182)** Minimum RSI hours per year defined per the following [see WAC 296-05-015(6)]:

Twelve-month period from date of registration.*

Defined twelve-month school year: **(September)** through **(August)**.

Two-thousand hours of on the job training.

If no selection is indicated above, the WSATC will define RSI hours per twelve-month period from date of registration.

C. Additional Information:

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1. General Electrician (01)

The 144 hours identified above shall be 144 hours/year of competent instructor led classroom instruction (“must” include lab or hands-on instruction)

- *This requirement includes a minimum of 720 RSI hours over the term of apprenticeship under the same conditions.*
- *On-line would not be excluded as a delivery method but could only be offered for hours over the 144 annual minimum/720 cumulative total.*

RSI plans shall be updated by the sponsor every five years or as requested by the department to ensure compliance with these standards.

Competent Instructor qualifications shall include the following:

- *Meets requirements of WAC 296-05-003, excluding the Journey Level Experience requirement*
- *Meets requirements of WAC 296-46B-970, excluding the following:*
 - *Manufacturer/Vendor representative when not accompanied by Competent Instructor*
 - *Electrical Administrator with no Journey level trade qualification*

X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

A. Administrative Procedures:

The sponsor may include in this section a summary and explanation of administrative actions performed at the request or on the behalf of the apprentice. Such actions may include but are not limited to:

1. **Voluntary Suspension:** A temporary interruption in progress of an individual's apprenticeship agreement at the request of the apprentice and granted by the sponsor. The program sponsor shall review apprentices in suspended status at least once each year to determine if the suspension is still appropriate.
2. **Advanced Standing or Credit:** The sponsor may provide for advanced standing or credit for demonstrated competency, acquired experience, training or education in or related to the occupation. All sponsors need to ensure a fair and equitable process is applied to all apprentices seeking advanced standing or credit per WAC 296-05-015(11).

3. Sponsor Procedures:

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- a. The Committee shall review all probationary Apprentices no less than three (3) times during the probationary period.
- b. Apprentice work records (OJT) will be reviewed at least every six months. An approved training agent may move an apprentice to a different jobsite to ensure exposure to all work processes. No apprentice will be forced to move outside their Regional area.
- c. Each job posting will identify the Region to which it pertains. That identified Region will serve as the successful job applicant's home employment base, and as the location of the apprenticeship program, including the location of the associated RSI training. If circumstances arise where an apprentice is required to travel to the non-home base region for on the job or RSI training, the Sponsor will pay the associated travel cost (meals, lodging and mileage).

Apprentices can request to work in the other Regions by written request to the Committee. Requests will be approved/denied at the next scheduled committee meeting.

- d. Non-probationary apprentices shall be reviewed at the point of step/wage increase.
- e. The Committee shall meet on a quarterly basis. The Committee shall alternate committee meeting location between Regional areas as is reasonably practical. Skype and video conference meetings are available for regularly scheduled meetings but NEVER for any meetings in which disciplinary actions are on the agenda.
- f. Apprentices shall not generally be expected to travel to a committee meeting outside their Region. If required to do so, all costs of travel will be paid by the Sponsor per the Federal travel rates.
- g. Requirements for advancement are:
 - i. Regular attendance in RSI
 - ii. 70% average minimum grade in RSI
 - iii. Performance reviews from the manager and journey-level workers with at least "meets expectations" for all criteria
 - iv. OJT hours logs turned in by the 5th of the following month for the previous month
- h. Apprentices with verifiable licensed experience in WA State may request to have previous OJT hours counted toward their Apprenticeship:
 - i. The Committee will first verify via L&I Electrical Licensing verified affidavits.

ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP

- ii. Each request shall be reviewed by the ACE Committee during the next regularly scheduled quarterly meeting.
- i. Apprentices with verifiable previous experience working in the trades may request to have RSI hours counted toward their Apprenticeship:
 - i. Apprentices are required to submit verifiable previous work experience to the ACE Committee within 90 days of their registration as an apprentice with the ACE Committee. Examples of verifiable previous experience are, but not limited to, wage statements, industry recommendations, industry evaluations, transcripts, certifications.
 - ii. Each request shall be reviewed by the ACE Committee during the next regularly scheduled quarterly meeting.
- ~~j. Selected Prospective apprentices applicants (including those prospective apprentices applicants who directly entered into the program under an "Exemption" or "Exception" with previous experience described in (i.) above and granted credit by the Committee may challenge individual modules (quarters) of Related/Supplemental Instruction (RSI). The prospective apprentice applicant must submit a written request to challenge RSI modules within 30 days of the first day of the Electrical Industry Orientation. A score of 75% or greater is required to successfully challenge a module of RSI. Each exam will be administered only once and may not be retaken.~~
- ~~k.~~ j. Apprentices are responsible for the payment of their books. Although the Committee pays for a large majority of the RSI, Apprentices are responsible to pay for RSI lab fees. These amounts can be provided prior to acceptance into the program at the request of the applicant.
- ~~l.~~ k. OJT hours logs are due by the 5th of the following month for the previous month.
- ~~m.~~ l. Laid off Apprentices:
 - iii. i. Apprentices will remain registered while completing RSI training with this program as allowed by section iii.
 - iv. ~~The Sponsor may give priority to out of work apprentices once hiring resumes.~~
 - v. ii. Apprentices will be allowed to continue their RSI training while laid off for up to one (1) quarter, or upon request and approval of the Committee in the case of weather or other circumstances.
 - vi. ~~The Sponsor will provide RSI and OJT documentation to assist with the apprentice's transfer to another approved apprenticeship program.~~

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- m. n.** Prior to becoming an approved training agent for the Committee, employers shall sign an Approved Training Agent Agreement that they will comply with this Program's ~~the State of Washington~~ Equal Employment Opportunity Plan.
- n. o.** Apprentices are responsible for getting to and from work at job sites anywhere within the Region for which they are applying covered by these standards.
- o. p.** Apprentices are responsible for attending all RSI instruction hours and, in the case of missed instruction, shall make-up the missed instruction hours.
- p. q.** The Sponsor will provide RSI and OJT documentation to support any apprentice's transfer to another approved apprenticeship program.

B. Disciplinary Procedures

1. The obligations of the sponsor when taking disciplinary action are as follows:
 - a. The sponsor shall be responsible for enacting reasonable policies and procedures and applying them consistently. The sponsor will inform all apprentices of their rights and responsibilities per these standards.
 - b. The sponsor shall notify the apprentice of intent to take disciplinary action and reasons therefore 20 calendar days prior to taking such action. The reason(s) supporting the sponsor's proposed action(s) must be sent in writing to the apprentice.
 - c. The sponsor must clearly identify the potential outcomes of disciplinary action, which may include but are not limited to discipline, suspension or cancellation of the apprenticeship agreement.
 - d. The decision/action of the sponsor will become effective immediately.
2. The sponsor may include in this section requirements and expectations of the apprentices and an explanation of disciplinary actions imposed for noncompliance. The sponsor has the following disciplinary procedures to adopt:
 - a. Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further disciplinary action. A disciplinary probation may only be assessed after the initial probation is complete.
 - b. Disciplinary Suspension: A temporary interruption in the progress of an individual's apprenticeship agreement. Conditions will include not being allowed to participate in On-the-Job Training (OJT), go to Related Supplemental

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Instruction (RSI) classes or take part in any activity related to the Apprenticeship Program until such time as the sponsor takes further action. The program sponsor shall review apprentices in such status at least once each year.

- c. Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. [WAC 296-05-003].
3. Sponsor Disciplinary Procedures:
- a. **Apprentices are allowed (2) two excused absences per quarter. Unexcused absences or (3) three or more excused absences may result in disciplinary action.**
 - b. **Excused absences:**
 - i. **Illness of apprentice.**
 - ii. **Trips and/or vacations. (By prior approval of the Committee.)**
 - iii. **Death in immediate family.**
 - iv. **Any other reasons deemed appropriate by the Committee.**
 - c. **Apprentices are allowed to makeup (2) two missed classes per quarter to be scheduled at the discretion of the instructor.**
 - d. **Two (2) events of tardiness to class is equal to one (1) unexcused absence. Tardy is defined as fifteen minutes late.**
 - e. **Failure to report OJT hours by the deadline specified may result in disciplinary action.**
 - f. **Disciplinary action, which may include cancellation of the Apprenticeship Agreement, will be taken by the Committee for infractions including:**
 - i. **Absenteeism or tardiness, including failure to make-up any missed instruction hours.**
 - ii. **Failing 3 tests in a given school year.**
 - iii. **Not maintaining a 70% GPA.**
 - iv. **Misconduct in school (horseplay, cheating, aggressive/violent behavior, harassment, destruction of property.)**
 - v. **Failure to turn in monthly progress reports by the 5th of the month.**
 - vi. **Failing to maintain employment with an approved training agent. (Quitting or being terminated for any reason.)**
 - vii. **Use or possession of alcohol, drugs, weapons or firearms during work or school.**
 - viii. **Receiving two (2) below expectations work evaluations in a one-year period.**
 - ix. **Failure to appear before the Committee when requested.**

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C. Apprentice Complaint Procedures:

1. The apprentice must complete his/her initial probationary period in order to be eligible to file a complaint (WAC 296-05-105).
2. Complaints involving matters covered by a collective bargaining agreement are not subject to the complaint procedures in this section.
3. Complaints regarding non-disciplinary matters must be filed with the program sponsor within 30 calendar days from the date of the last occurrence. Complaints must be in writing.
4. If the apprentice disagrees with the resolution of the complaint or wishes to contest the outcome of a disciplinary action by the program sponsor, the apprentice must file a written request for reconsideration with the program sponsor within 30 calendar days from the date the apprentice received written notice of action by the program sponsor.
5. The program sponsor must reply, in writing, to the request for reconsideration within 30 calendar days from the date the program sponsor receives the request. The program sponsor must send a copy of the written reply to the apprentice within the 30 calendar days.
6. If the apprentice disagrees with the program sponsor's decision, the apprentice may file an appeal with the Apprenticeship Program, (WAC 296-05-105). If the apprentice does not timely file an appeal, the decision of the program sponsor is final after 30 calendar days from the date the program sponsor mails the decision to the apprentice. See section "D" below.

D. Apprentice Complaint Review/Appeals Procedures:

1. If the apprentice disagrees with the program sponsor's decision, the apprentice must submit a written appeal to L&I's apprenticeship section within 30 calendar days from the date the decision is mailed by the program sponsor. Appeals must describe the subject matter in detail and include a copy of the program sponsor's decision.
2. The L&I apprenticeship section will complete its investigation within 30 business days from the date the appeal is received and attempt to resolve the matter.
3. If the Apprenticeship section is unable to resolve the matter within 30 business days, the Apprenticeship section issues a written decision resolving the appeal.
4. If the apprentice or sponsor is dissatisfied with L&I's decision, either party may request the WSATC review the decision. Requests for review to the WSATC must be in writing. Requests for review must be filed within 30 calendar days from the date the decision is mailed to the parties.

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5. The WSATC will conduct an informal hearing to consider the request for review.
6. The WSATC will issue a written decision resolving the request for review. All parties will receive a copy of the WSATC's written decision.

XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE

The following is an overview of the requirements associated with administering an apprenticeship program. These provisions are to be used with the corresponding RCW and/or WAC. The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. The sponsor may assign an administrator or a committee to be responsible for day-to-day operations of the apprenticeship program. Administrators and/or committee members must be knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards. If applicable, sponsors must develop procedures for:

A. Committee Operations (WAC 296-05-009): (Not applicable for Plant Programs)
Apprenticeship committees must be composed of an equal number of management and non-management representatives from a minimum of four to a maximum of twelve members. Committees must convene meetings at least three times per year attended by a quorum of committee members as defined in these approved standards.

B. Program Operations

The sponsor will record and maintain records pertaining to the administration of the apprenticeship program and make them available to the WSATC or Department upon request. Records required by WAC 296-05-100 will be maintained for five (5) years; all other records will be maintained for three (3) years. Apprenticeship sponsors will submit required forms/reports to the Department of Labor and Industries through one of the two prescribed methods below:

Sponsors shall submit required reports through assigned state apprenticeship consultant.

Sponsors shall submit required forms/reports through the Apprentice Registration and Tracking System (ARTS).

1. The following is a listing of forms/reports for the administration of apprenticeship programs and the time-frames in which they must be submitted:
 - a. Apprenticeship Agreements – within first 30 days of employment
 - b. Authorization of Signature forms - as necessary
 - c. Approved Training Agent Agreements– within 30 days of sponsor action
 - d. Minutes of Apprenticeship Committee Meetings – within 30 days of sponsor approval (not required for Plant program)

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- e. Request for Change of Status - Apprenticeship/Training Agreement and Training Agents forms – within 30 days of action by sponsor.
 - f. Journey Level Wage Rate – annually, or whenever changed as an addendum to section VII. Apprentice Wages and Wage Progression.
 - g. Related Supplemental Instruction (RSI) Hours Reports (Quarterly):
 - 1st quarter: January through March, due by April 10
 - 2nd quarter: April through June, due by July 10
 - 3rd quarter: July through September, due by October 10
 - 4th quarter: October through December, due by January 10
 - h. On-the-Job Work Hours Reports (bi-annual)
 - 1st half: January through June, by July 30
 - 2nd half: July through December, by January 31
2. The program sponsor will adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these standards. Requests for revision to these standards of apprenticeship must be submitted 45 calendar days prior to a quarterly WSATC meeting. The Department of Labor and Industries, Apprenticeship Section’s manager may administratively approve requests for revisions in the following areas of the standards:
- a. Program name
 - b. Sponsor’s introductory statement
 - c. Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
 - d. Section VII: Apprentice Wages and Wage Progression
 - e. Section IX: Related/Supplemental Instruction
 - f. Section XI: Sponsor – Responsibilities and Governing Structure
 - g. Section XII: Subcommittees
 - h. Section XIII: Training Director/Coordinator
3. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for RSI. Furthermore, the sponsor will ensure each instructor has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide instruction.

C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement with the Department before the apprentice attends RSI classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by the Department.
2. The sponsor must notify the Department within 30 days of all requests for disposition or modification to apprentice agreements, which may include:

ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP

- a) Certificate of completion
 - b) Additional credit
 - c) Suspension (i.e. military service or other)
 - d) Reinstatement
 - e) Cancellation
 - f) Corrections
 - g) Step Upgrades
 - h) Probation Completion date
 - i) Other (i.e., name changes, address)
 - j) Training Agent Cancellation
3. The sponsor commits to rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
 4. The sponsor shall periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.
 5. The sponsor has the obligation and responsibility to provide, insofar as possible, reasonably continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another or to another program when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in these standards. The new training agent will assume all the terms and conditions of these standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.
 6. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor written requested document/s for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
 7. The sponsor shall hear and decide all complaints of violations of apprenticeship agreements.
 8. Upon successful completion of apprenticeship, as provided in these standards, and passing the examination that the sponsor may require, the sponsor will recommend the WSATC award a Certificate of Completion of Apprenticeship. The sponsor will make an official presentation to the apprentice who has successfully completed his/her term of apprenticeship.

D. Training Agent Management:

ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP

1. The sponsor shall offer training opportunities for apprentices by ensuring reasonable and equal working and training conditions are applied uniformly to all apprentices. The sponsor shall provide training at an equivalent cost to that paid by other employers and apprentices participating in the program. The sponsor shall not require an employer to sign a collective bargaining agreement as a condition of participation.
2. The sponsor must determine whether an employer can adequately furnish proper on the job training to an apprentice in accordance with these standards. The sponsor must also require any employer requesting approved training status to complete an approved training agent agreement and to comply with all federal and state apprenticeship laws, and these standards.
3. The sponsor will submit training agent agreements to the Department with a copy of the agreement and/or the list of approved training agents within thirty calendar days from the effective date. Additionally, the sponsor must submit rescinded training agent agreements to the Department within thirty calendar days of said action.

E. Committee governance (if applicable): (see WAC 296-05-009)

1. Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or vice versa. If the committee does not indicate its definition of quorum, the interpretation will be “50% plus 1” of the approved committee members. The sponsor must also provide the following information:
 - a. Quorum: **50% plus 1**
 - b. Program type administered by the committee: **Group Non-Joint**
 - c. The employer representatives shall be:

Kyle Belton, Chairman
2715 Griffin Ave
Enumclaw, WA 98022

Jeff Olsen
PO Box 77120
Seattle, WA 98177-0120

Justin Richardson
12912 Beverly Park Rd
Mukilteo, WA 98275

Malcolm Macdonald

ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP

**12912 Beverly Park Rd
Mukilteo, WA 98275**

d. The employee representatives shall be:

**Brandon Fishel, Secretary
827 S Director
Seattle, WA 98108**

**Thomas Linnan
827 S Director
Seattle, WA 98108**

**Stephen DiMascio
18820 Smokey Point Blvd Suite B
Arlington, WA 98223**

**John Studioso, Jr
2715 Griffin Ave
Enumclaw, WA 98022**

F. Plant programs

For plant programs the WSATC or the Department designee will act as the apprentice representative. Plant programs shall designate an administrator(s) knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards.

The designated administrator(s) for this program is/are as follows:

N/A

XII. SUBCOMMITTEE:

Subcommittee(s) approved by the Department, represented equally from management and non-management, may also be established under these standards, and are subject to the main committee. All actions of the subcommittee(s) must be reviewed by the main committee. Subcommittees authorized to upgrade apprentices and/or conduct disciplinary actions must be structured according to the same requirements for main committees.

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The following subcommittees may be appointed on an as needed basis. All subcommittee appointments will be reviewed and approved by the Committee. All subcommittees will have a minimum of four (4) and a maximum of twelve (12) members equally represented by employers and employees. All subcommittees must have a minimum of one (1) employer member and one (1) employee member from the Apprenticeship Committee. All actions of appointed subcommittees will be reported to the Committee for approval.

Region 1+2+3 Apprenticeship Subcommittee

Region 4 Apprenticeship Subcommittee

Region 5 Apprenticeship Subcommittee

Additional Subcommittees may be appointed at the discretion of the Committee.

XIII. TRAINING DIRECTOR/COORDINATOR:

The sponsor may employ a person(s) as a full or part-time training coordinator(s)/ training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

**Wendy Novak, Training Director
1621 114th Ave. SE, Suite 116
Bellevue, WA 98004**

**Justin Flores, Training Coordinator
1621 114th Ave. SE, Suite 116
Bellevue, WA 98004**

****Must be designated by the sponsor for electrical training programs***

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L&I Apprenticeship Consultant

Teri Gardner 3-3-23
L&I Admin

Department of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



Journey Level Wage Rate

From which apprentices' wage rates are computed

TO: Washington State Apprenticeship & Training Council
FROM: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP

Occupation:	County(ies):	Journey Level Wage Rate:	Effective Date:
General Electrician (01)	Region I: Snohomish, King, Pierce, Lewis, Thurston, and Mason.	\$ 46.12	
General Electrician (01)	Region II: Island and San Juan , Whatcom, Skagit, Kitsap, Clallam, Jefferson, Grays Harbor, and Pacific.	\$ 49.19	
General Electrician (01)	Region III: Wahkiakum, Cowlitz, Skamania, Clark, and Klickitat	\$ 41.59	
General Electrician (01)	Region IV: Franklin, Walla Walla, Okanogan, Chelan, Douglas, Kittitas, Grant, Yakima, and Benton.	\$ 42.87	
General Electrician (01)	Region V: Ferry, Stevens, Pend Oreille, Lincoln, Spokane, Adams, Whitman, Colum	\$ 40.18	

Sponsors must submit the journey-level wage at least annually or whenever changed to the Department.

Form must be signed by Committee Chair and Secretary or Program's Authorized Signer

<input type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	<i>2/27/23</i>		
Print Name: <i>Wendy Novale</i>	Print Name:		
Signature: <i>Wendy Novale</i>	Signature:		



Teri Gardner 3-10-23

March 8, 2023

The committee members for the ABC Apprenticeship Committee were selected through communications to all of ABC's electrical contractor members.

We communicated through our monthly Electrical Contractors Council, which are meetings focused on the needs of electrical contractor members.

We communicated through emails to all of our members requesting the need for committee members to assist ABC in creating standards for the electrical apprenticeship program.

All members' employees were notified and those who were interested in participating were asked to contact me directly for information about the committee expectations and time commitment. A flyer was created and provided in the communication. We had a sufficient number of responses and there was no need for a runoff or election, so no vote necessary.

Thank you,

Wendy Novak
President / CEO
Associated Builders and Contractors of Western Washington

Calling Licensed 01 Electricians!

ABC Volunteers Needed

ABC is looking for volunteers for the employee representation on our Electrical Apprenticeship Committee.

Duties include:

- Attending meetings about the ABC program
- Assist with administration of the program
- Provide input on the standards for ABC's program

If interested, please contact Wendy Novak,
President at wendy@abcwestwa.org or cell

425-418-4212



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Teri Gardner 3-3-23
L&I Admin

Department of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program
ABC of Washington Electrical Apprenticeship

Committee Representative Name
Kyle Belton

Committee Representative Signature
Kyle Belton

Employer Representative Employee Representative (Does not have the authority to hire or fire)

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
CFO/CEO	Independent Electrical Contractors, Inc.	1/2013	present
General Mgr/01	Independent Electrical Contractors, Inc.	6/2005	12/2012
02 Electrician	Independent Electrical Contractors, Inc.	4/2000	5/2005
01 Apprentice	Independent Electrical Contractors, Inc.	4/2000	5/2005
02 Apprentice	Independent Electrical Contractors, Inc.	7/1997	3/2000
01 Apprentice	Independent Electrical Contractors, Inc.	7/1997	3/2000

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Enumclaw High School	6/1997	All required	Diploma

Other Technical Certifications or Licenses Held

WA Electrical/administrator #BELTOKJ950KD
WA Electrical / 01 Journeyman #BELTOKJ889JQ
Idaho Electrical / 01 Journeyman #051914
Idaho Electrical/Master Electrician #052378

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Teri Gardner 3-3-23
L&I Admin

Department of Labor and Industries
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PO Box 44530
Olympia WA 98504-4530



Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program ABC of Washington Electrical Apprenticeship
--

Committee Representative Name Brandon Fishel	Committee Representative Signature <i>Brandon Fishel</i>
<input type="checkbox"/> Employer Representative <input checked="" type="checkbox"/> Employee Representative (Does not have the authority to hire or fire)	

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
01 Electrician	Keithly Electric Company	08/2020	current
Apprentice Elec	Keithly Electric Company	03/2016	08/2020

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Industrial First Aid	2022	First Aid & CPR	Certificate
NFPA 70e Arc Flash Training	2022	Safety Training	Certificate
OSHA-10 Hour	2017	Safety Training	Certificate
Aerial/Manlift Training	2019	Equipment Training	Certificate

Other Technical Certifications or Licenses Held

EL01 Washington State FISHEB*808L9

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Teri Gardner 3-3-23
L&I Admin

Department of Labor and Industries
Apprenticeship Section
PO Box 44530
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**Apprenticeship Committee
Representative Qualifications**

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program ABC of Washington Electrical Apprenticeship
--

Committee Representative Name Thomas Dalton Linnan	Committee Representative Signature <i>[Signature]</i>
---	--

Employer Representative Employee Representative (Does not have the authority to hire or fire)

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
01 Electrician	Keithly Electric Company	09/2017	current
Apprentice Elec	Amped Electric (WY)	05/2017	09/2017
Apprentice Elec	Tradesman International	03/2016	05/2017
Apprentice Elec	Tarpon Energy (CO)	03/2014	03/2015
Apprentice Elec	Intermountain Electric (WY)	03/2013	05/2015

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Industrial First Aid	2022	First Aid & CPR	Certificate
NFPA 70e Arc Flash Training	2022	Safety Training	Certificate
OSHA-30 Hour	2019	Safety Training	Certificate
Aerial/Manlift Training	2019	Equipment Training	Certificate

Other Technical Certifications or Licenses Held

EL01 Washington State LINNATD823OL

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L&I Apprenticeship Consultant

Teri Gardner 3-3-23
L&I Admin

Department of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program ABC of Washington Electrical Apprenticeship
--

Committee Representative Name Malcolm Macdonald	Committee Representative Signature <i>M Macdonald</i>
<input checked="" type="checkbox"/> Employer Representative <input type="checkbox"/> Employee Representative (Does not have the authority to hire or fire)	

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Estimator	Electri-City	6/1999	present
Project Manage	Electri-City	6/1999	present
Service Mgr	Electri-City	6/1995	6/1999
Journeyman	Electri-City	11/1991	6/1995

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Construction Electrician Training School	10/1972	Electrical theory and training	
Los Altos High School	6/1969	High School	Diploma
Football Junior College	12/1969		

Other Technical Certifications or Licenses Held

Master Electrician - WA - MACDOM*953DA Electrical Administrator - WA - MACDOMA092RG Electrician - WA - MACDOMA216PZ

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L&I Apprenticeship Consultant

Teri Gardner 3-3-23
L&I Admin

Department of Labor and Industries
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Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program ABC of Washington Electrical Apprenticeship
--

Committee Representative Name Stephen DiMascio	Committee Representative Signature
---	--

Employer Representative Employee Representative (*Does not have the authority to hire or fire*)

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Electrician	R & S Electric	9/17	present
Habilitation	AZ Masquerade	1/2014	7/17
Courtesy Clerk	Safeway	6/12	8/12

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
University of Arizona	8/15	Ecology & Evolutionary Biology	
Desert Mountain High School	6/11	High School	

Other Technical Certifications or Licenses Held

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R'CVD 20230227 TUK/bk
L&I Apprenticeship Consultant

Teri Gardner 3-3-23
L&I Admin

Department of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



**Apprenticeship Committee
Representative Qualifications**

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program ABC of Washington Electrical Apprenticeship
--

Committee Representative Name Jeff Olsen	Committee Representative Signature
---	--

Employer Representative Employee Representative (*Does not have the authority to hire or fire*)

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
President	Preferred Electric, Inc.	10/2008	current
Chief Estimator	IES / Rodgers Electric	9/1996	9/2008
Project Manage	IES / Rodgers Electric	9/1996	9/2008
Chief Estimator	Dahl's Valley Electric	11/1992	8/1996
Project Manage	Dahl's Valley Electric	11/1992	8/1996
Mgr/Lead Journ	Dahl's Valley Electric	5/1990	11/1992

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Western Washington University	1990	Visual Communications	BS
Skagit Valley Community College	1987	Associate Arts	AA
Anacortes High School	1985	High School	HS Diploma

Other Technical Certifications or Licenses Held

Master Electrician ME-O1 General - OLSENJE953LA Electrical Administrator OLSENJE066NL Electrician OLSENJE099CB Electrical Trainee OLSENJE151MN

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Teri Gardner 3-3-23
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**Apprenticeship Committee
Representative Qualifications**

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program
ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP

Committee Representative Name Justin Richardson	Committee Representative Signature <i>Justin Richardson</i>
<input checked="" type="checkbox"/> Employer Representative <input type="checkbox"/> Employee Representative (Does not have the authority to hire or fire)	

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Vice President	Electri-City Inc.	01/21	present
General Manag	Electri-City Inc.	06/19	01/21
Service Managr	Electri-City Inc.	04/15	06/19
Account Manag	Top Gear Productions	06/14	03/15
Business Dev	Apptango / Unsocial	01/09	02/14
Elec Apprentice	Electri-City Inc.	06/00	01/09

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
CITC - Electrical 4 yr apprentice program	2004-2007	Commercial Wireman Program	
Franklin College Switzerland	2003	International Business	
Cascadia Community College	2002-2003	Business	
Jackson High School	06/02	High School	H.S. Diploma

Other Technical Certifications or Licenses Held

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L&I Apprenticeship Consultant

Teri Gardner 3-3-23
L&I Admin

Department of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program ABC of Washington Electrical Apprenticeship
--

Committee Representative Name John R Studioso Jr	Committee Representative Signature <i>John Studioso Jr</i>
<input type="checkbox"/> Employer Representative <input checked="" type="checkbox"/> Employee Representative (<i>Does not have the authority to hire or fire</i>)	

Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Operations Mgr	Independent Electrical Contractors	1/2021	current
Project Mgr	Independent Electrical Contractors	12/2007	1/2021
Job Foreman	Electric Electric Inc.	7/1990	12/2007

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Edmonds High School	06/87		HS Diploma

Other Technical Certifications or Licenses Held

WA Electrician STUDIJR099RG Electrical Trainee STUDIJR121NW
--

IEC **INDEPENDENT
ELECTRICAL CONTRACTORS, Inc.**

Phone: (253) 872-8600
Fax: (253) 872-3344

2715 Griffin Avenue
Enumclaw, WA 98022

Teri Gardner 3-10-23

3/8/23

Erik,

John Studioso is an Independent Electrical Contractors, Inc. (IEC) employee. John is a great ambassador for the employees at my company as he interacts with all of them daily. He is a great representative for the employee side of the ABC Apprenticeship Committee. All hiring, disciplinary action, and termination of employees will always be done by me. If you have any more questions or concerns, please call me at the number above. Thank you for your time.

Sincerely,



Kyle J. Belton
C.E.O
Independent Electrical Contractors, Inc.

Received 6/7/2023 Bellingham - GWP

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R'CD 20230302 TUK/bk	Teri Gardner 6-8-23
R'CD 20230310 TUK/bk	Teri Gardner 3-10-23
<i>GWP</i>	Teri Gardner 3-3-23
L&I Apprenticeship Consultant	L&I Admin

Department of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



Apprenticeship Related/Supplemental Instruction (RSI) Plan Review

Program Name ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Occupation General Electrician (01)	
Term/OJT Hours 8000	Total RSI Hours 728
Training Provider ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	

By the signature placed below, the **program sponsor** agrees to provide the prescribed RSI for each registered apprentice and assures that:

1. The RSI content and delivery method is and remains reasonably consistent with the latest occupational practices, improvements, and technical advances.
2. The RSI is coordinated with the on-the-job work experience.
3. The RSI is provided in safe and healthful work practices in compliances with WISHA and applicable federal and state regulations.
4. The RSI Plan is maintained, updated and submitted to the Department a minimum of once every 5 years (WSATC Policy 2015-01; rev, 10-21-21).
5. The RSI will be conducted by instructors who meet the qualification of the "competent instructor" as described in WAC 296-05-003:
 - a. Has demonstrated a satisfactory employment performance in her/her occupation for a minimum of three years beyond the customary learning period for that occupation; and
 - b. Meets the State Board for Community and Technical Colleges requirements for a professional technical instructor (see WAC 131-16-080 through -094), or be a subject matter expert, which is an individual, such as a journey worker, who is recognized within the industry as having expertise in a specific occupation; and
 - c. Has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide the related technical instruction.
6. If using alternative forms of instruction, such as correspondence, electronic media, or other self-study, instruction shall be clearly defined.

Signatures on next page

Form must be signed by Committee Chair *and* Secretary or Program's Authorized Signer

<input type="checkbox"/> Chair	Date	<input type="checkbox"/> Secretary	Date
<input checked="" type="checkbox"/> Authorized Signer	6/07/2023		
Print Name: Wendy Novak		Print Name:	
Signature: <i>Wendy Novak</i>		Signature:	

Training Provider Signature

Approved By (Print Name): Wendy Novak	Title: President / CEO
Signature of the Training Provider: <i>Wendy Novak</i>	
Date: 6/07/2023	

If additional training providers are needed, go to page 4.

SBCTC

Print Name: Genevieve Howard	Title: Policy Associate
Signature of the Program Administrator: <i>[Signature]</i>	
Date: 6/30/2023	
<input checked="" type="checkbox"/> SBCTC recommends approval	<input type="checkbox"/> SBCTC recommends return to sponsor

Program Name ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	Occupational Objective General Electrician (01)
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Note: The description of each element must be in sufficient detail to provide adequate information for review by the SBCTC and Review Committee. To add more elements, click on the plus sign that appears below the "Description of Element/Course" field.

Describe minimum hours of study per year in terms of (check one):

- 12-month period from date of registration.
 Defined 12-month school year.
 2,000 hours of on-the-job training.

Element/Course: Safety and Introduction to Tools - Year 1	Planned Hours: 10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: OSHA-10 Construction Safety – Personal Protective Equipment (PPE), Falls, Ladders, Scaffolding, Tool Introduction, and proper use	

Element/Course: Introduction to Lab Safety	Planned Hours: 5
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Orientation to lab and safety for the environment	

Element/Course: Ohms/Power laws DC fundamentals - Year 1	Planned Hours: 48
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Introduction to Physics / Matter, Electron Theory, Magnetism, Electromagnetism, Math, Series Circuits, Parallel Circuits, Combination Circuits, DC Circuits	

Element/Course: Ohms / Power Laws-AC Fundamentals -Year 1	Planned Hours: 36
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Overcurrent protection devices, Electrical systems, Alternating Current. Capacitance, Inductance, Power Factor, Efficiency, Inductive reactance, Capacitive reactance, Generators, Transformers	

Element/Course: Digital / Analog Multimeter Use and Operation - Year 1	Planned Hours: 6
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Proper Use and Safety, Measuring Units, Voltage / Amperage / Ohm Measurements, Peak vs RMS vs Average Measurements, Introduction to Diodes	

Element/Course: Introduction to laboratory safety and environment - Year 1	Planned Hours: 3
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Proper Attire, Emergency Stations Use and Locations, Lock-out Tag-out of Energized Equipment, Working Spaces. Housekeeping in regards to Safe Working Spaces Lab: 60%	

Element/Course: Digital / Analog Multimeter Use and Operation Lab - Year 1	Planned Hours: 12
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Review Use and Safety of Measuring Devices, Measuring Units, Voltage / Amperage / Ohm Measurements, Hands - on Use of Measuring Devices	

Element/Course: National Electrical Code - Year 1	Planned Hours: 24
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Introduction to the National Electric Code (NEC), Article 90, How to Navigate the NEC, Article 100 Definitions, Article 110 Requirement for Electrical Installations, Workspace Clearances, Article 250 Grounding and Bonding	

Element/Course: RCW / WAC - Year 1	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Introduction to the Washington Administrative Code (WAC), Introduction to the Revised Code of Washington (RCW), Table of Contents RCW / WAC, RCW Definitions, WAC Definitions, State Authority, Titles, State Enforcement, Licensing Requirements, Renewals, Examinations, Training Certificates, Apprentice Certificates, 75% Supervision, 100% Supervision, 0% Supervision, Logging Hours, Reporting Hours, Display of Training Certificate	

Element/Course: Hands on Lab Time - Year 1	Planned Hours: 24
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: AC / DC Circuits, Digital / Analog Measuring Device Practice, Branch-Circuits, 3-Way / 4-Way Switching Circuits, Ohms Law Applications, Splice/ Device/ Junction Boxes - Terminating, Electrical Panel Termination and Make-up. Good Practices, Workmanship, Be Proud of your Work	

Element/Course: Anti-Harassment - Year 1	Planned Hours: 2
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: The training will fulfill the requirements of WAC 296-05-407 and include communication of the following at a minimum: (i) Harassing conduct will not be tolerated; (ii) The definition of harassment and the types of conduct that constitute unlawful harassment; and (iii) The right to file a harassment complaint and how to do so.	

Element/Course: Safety and Introduction to Tools - Year 2	Planned Hours: 10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: OSHA Construction Safety- Electrical Safety, PPE, Confined Space, Emergency Response, Lockout-Tagout- Electrical, Lockout-Tagout-All Other, Stored Energy in Tools	

Element/Course: Introduction to Lab Safety – Year 2	Planned Hours: 5
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Orientation to Lab and Safety for the Environment Lab: 60%	

Element/Course: Electrical Theory – Year 2	Planned Hours: 21
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Branch Circuits, Multi-Wire Branch Circuits, Feeders, Service Conductors, Overcurrent Protection, Grounded vs Ungrounded Conductors, Grounded vs Grounding Conductors, Branch Circuit Sizing, Continuous Loads, Voltage Drop Calculations	

Element/Course: National Electrical Code – Year 2	Planned Hours: 90
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: General Requirements, Grounded Conductor Identification, Wiring and Protection Branch / Feeders, Service Conductors, Overcurrent Protection, Grounding, Bonding, Conductors, Box Fill, Box Sizing, Raceway Sizing, Ampacity Adjustments for Conductors, Grounding Electrode Conductor Sizing, Equipment Grounding. Conductor sizing, main/supply side/system/ grounded conductor sizing, panel-boards, lighting panels, switchboards.	

Element/Course: National Electrical Code – Wiring Methods - Year 2	Planned Hours: 27
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: NEC Chapter 3, Article 300, 320 - 399, Wiring Methods	

Element/Course: Introduction to Laboratory Safety and Environment - Year 2	Planned Hours: 3
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Proper Attire, Emergency Stations Use and Locations, Lock-out Tag-out of Energized Equipment, Working Spaces. Housekeeping in regards to Safe Working Spaces Lab: 60%	

Element/Course: Hands on Lab Time - Year 2	Planned Hours: 24
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP Click or tap here to enter text.	
Description of element/course: EMT, MC / AC Cable, Multi-Wire Branch Circuits - Pitfalls, Digital Meter Usage, Ground Fault Protection, Arc Fault Protection, Voltage Drop, Raceway Sizing Review, Power Tools Use and Safety	

Element/Course: Anti-Harassment - Year 2	Planned Hours: 2
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: The training will fulfill the requirements of WAC 296-05-407 and include communication of the following at a minimum: (i) Harassing conduct will not be tolerated; (ii) The definition of harassment and the types of conduct that constitute unlawful harassment; and (iii) The right to file a harassment complaint and how to do so.	

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Total Planned Hours - Year 2 182

Element/Course: Safety and Tools - Year 3	Planned Hours: 24
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: OSHA Construction Safety - Electrical Safety, PPE, Excavation/ Motor Vehicles/ Tool Safety, Grounding and Bonding, Basic Fire Protection	

Element/Course: Electrical Theory - Year 3	Planned Hours: 21
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Power Quality, Power Factor, Inductive loads, Capacitors for Correction of Power Factor, Neutral Currents, Harmonics, Electrical Noise, Troubleshooting Techniques, Workmanship	

Element/Course: National Electrical Code - Year 3	Planned Hours: 75
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Equipment for General Use, Switches, Receptacles, Flexible Cords, Switchboards, Switchgear, Panel-boards, Appliances, Fixed Electrical Space Heating, Motors, Motor Circuits, Special Occupancies, Special Equipment, Special Conditions	

Element/Course: Motor Controls - Year 3	Planned Hours: 33
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Introduction to Motor Controls and Circuits, Schematics, Wiring Diagrams, Ladder Diagram Logic, 2-Wire Control, 3-Wire Control, Input Devices, Motor Circuits	

Element/Course: Introduction to Laboratory Safety and Environment - Year 3	Planned Hours: 3
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Proper Attire, Emergency Stations Use and Locations, Lock-out Tag-out of Energized Equipment, Working Spaces. Housekeeping in Regards to Safe Working Spaces <div style="text-align: right;">Lab: 60%</div>	

Element/Course: Hands on Lab Time - Year 3	Planned Hours: 24
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Ballasts, Low Voltage Transformers, Low Voltage Lighting, Crest Factor, Motor Controls, Methods of Grounding and Bonding, Relays, Fire Alarms Systems	

Element/Course: Anti-Harassment - Year 3	Planned Hours: 2
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: The training will fulfill the requirements of WAC 296-05-407 and include communication of the following at a minimum: (i) Harassing conduct will not be tolerated; (ii) The definition of harassment and the types of conduct that constitute unlawful harassment; and (iii) The right to file a harassment complaint and how to do so.	

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Total Planned Hours - Year 3 182

Element/Course: Safety and Tool Review - Year 4	Planned Hours: 15
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: OSHA Construction Safety, Electrical Safety, PPE OSHA Construction Safety Handbook Review	

Element/Course: Construction Administrative/ Leadership Skills - Year 4	Planned Hours: 27
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Electrical estimating, labor units, bidding process, leadership training and project management	

Element/Course: Electrical Theory - Year 4	Planned Hours: 27
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Electrician's Math Review, Formulas, Circuits, Transformers, Motors	

Element/Course: National Electrical Code - Year 4	Planned Hours: 63
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Review Code Articles 90, 100, 110, 200 - 240, 250, 300 - 399, 400 - 480, Basic and Advanced Load Calculations	

Element/Course: RCW / WAC - Year 4	Planned Hours: 9
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Review RCW / WAC, Scope of Work, License Types, Trainee / Apprenticeship Certificates, Violations, Renewal, Master Electrician / Administrator Roles, and Responsibilities	

Element/Course: System Programming, Controllers, Automation - Year 4	Planned Hours: 12
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Introduction / Basics of Programming Logic Controllers, Programmable Automation Controllers, Integrating to limited Energy / Low Voltage Systems	

Element/Course: Introduction to Laboratory Safety and Environment - Year 4	Planned Hours: 3
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Proper Attire, Emergency Stations Use and Locations, Lock-out Tag-out of Energized Equipment, Working Spaces. Housekeeping in regards to Safe Working Spaces	

Element/Course: Hands on Labor Time - Year 4	Planned Hours: 24
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: Description of element/course. Motor Controllers, Low Voltage Terminations, Programmable Logic Controllers (PLC), Transformers, Light Emitting Diodes, Low Voltage Lighting, CAT-5 / CAT-6 Terminations, Coax Terminations	

Element/Course: Anti-Harassment - Year 4	Planned Hours: 2
Mode of Instruction (check all that apply) <input type="checkbox"/> Classroom <input type="checkbox"/> Lab <input checked="" type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP	
Description of element/course: The training will fulfill the requirements of WAC 296-05-407 and include communication of the following at a minimum: (i) Harassing conduct will not be tolerated; (ii) The definition of harassment and the types of conduct that constitute unlawful harassment; and (iii) The right to file a harassment complaint and how to do so.	

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Total Planned Hours - Year 4	182
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Additional Training Providers (if necessary)

[Click or tap here to enter text.](#)

Print Name Training Provider

[Click or tap here to enter text.](#)

Title of Training Provider

[Click or tap here to enter text.](#)

Print Name Training Provider

[Click or tap here to enter text.](#)

Title of Training Provider

[Click or tap here to enter text.](#)

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Title of Training Provider

Signature of Training Provider

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Organization of Training Provider

Signature of Training Provider

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Signature of Training Provider

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Organization of Training Provider

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Approved Training Agent

Apprenticeship
PO Box 44530
Olympia WA 98504-4530

For Labor and Industries Staff Only	
<i>GWP</i> Apprenticeship Consultant	<i>Teri Gardner 5-31-23</i> L&I Admin

Effective Date 5/30/2023	Termination Date
-----------------------------	------------------

Employer Name Kemly Electric Inc.		
Address 1148 NW 50th St		
City Seattle	State WA	Zip Code 98107
Contact Person Name Adam Kemly	Contact Phone Number 206-782-1670	
Contact Email adam@kemlyelectric.com		
Contractor ID Number (if applicable) KEMLYEI038DR	UBI Number 601 640 069	
Name of Registered Apprenticeship Program & ID ABC of Washington Electrical Apprenticeship		
Occupation(s) <input type="checkbox"/> check box for all occupations list on Standards of Apprenticeship		

The Employer understands and agrees that participation is voluntary. Failure to adhere to the requirements for apprenticeship established under RCW 49.04, Chapter 296-05 WAC, and 29 CFR Parts 29 and 29 CFR Part 30 could result in the cancelation of the employer's agreement and its ability to participate in the apprentice program.

By signing below, the program sponsor certifies they have reviewed the requirements with the employer and the employer agrees to provide Anti-Harassment training and education to all employees who work with apprentices per WAC 296-05-407.

For the Employer

Signature:	
Print Name: Adam Kemly	
Title: Operations	Date signed: 03/13/2023

For the Apprenticeship Program:

Signature: <i>Wendy Novak</i>	Signature:
Print Name: Wendy Novak	Print Name:
<input type="checkbox"/> Chair <input checked="" type="checkbox"/> Authorized Signer	Date signed: 5/30/2023
<input type="checkbox"/> Chair <input type="checkbox"/> Authorized Signer	Date Signed:

RESET

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For Labor and Industries Staff Only	
<i>GWP</i>	<i>Teri Gardner 5-31-23</i>
Apprenticeship Consultant	L&I Admin

Effective Date 5/30/2023	Termination Date
-----------------------------	------------------

Employer Name R&S Electric		
Address 18820 Smokey Point Blvd - Suite B		
City Arlington	State WA	Zip Code 98223
Contact Person Name Daniel DiMascio	Contact Phone Number 360-659-1361	
Contact Email ddimascio@r-selectric.com		
Contractor ID Number (if applicable) RSELE**022QZ	UBI Number 601908614	
Name of Registered Apprenticeship Program & ID ABC of Washington Electrical Apprenticeship		
Occupation(s) <input checked="" type="checkbox"/> check box for all occupations list on Standards of Apprenticeship 01 General Electrician		

The Employer understands and agrees that participation is voluntary. Failure to adhere to the requirements for apprenticeship established under [RCW 49.04](#), Chapter [296-05 WAC](#), and [29 CFR Parts 29](#) and [29 CFR Part 30](#) could result in the cancelation of the employer's agreement and its ability to participate in the apprentice program.

By signing below, the program sponsor certifies they have reviewed the requirements with the employer and the employer agrees to provide Anti-Harassment training and education to all employees who work with apprentices per [WAC 296-05-407](#).

For the Employer	
Signature:	<i>Daniel M DiMascio</i>
Print Name:	Daniel DiMascio
Title: President	Date signed: 05/30/2023

For the Apprenticeship Program:			
Signature: <i>Wendy Novak</i>	Signature:		
Print Name: Wendy Novak	Print Name:		
<input type="checkbox"/> Chair <input checked="" type="checkbox"/> Authorized Signer	Date signed: 5/30/2023	<input type="checkbox"/> Chair <input type="checkbox"/> Authorized Signer	Date Signed:

RESET

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Washington State Department of
Labor & Industries

Approved Training Agent

Apprenticeship
PO Box 44530
Olympia WA 98504-4530

For Labor and Industries Staff Only	
<i>GWP</i> Apprenticeship Consultant	<i>Teri Gardner 5-31-23</i> L&I Admin

Effective Date 5/30/2023	Termination Date
-----------------------------	------------------

Employer Name Ahearn Electric, Inc.		
Address PO Box 4058		
City Bremerton	State WA	Zip Code 98312
Contact Person Name Sarah Steele	Contact Phone Number 360-373-1900 ext 102	
Contact Email sarah@ahearnelectric.net		
Contractor ID Number (if applicable) AHEAREI008PA	UBI Number 602034000	
Name of Registered Apprenticeship Program & I ABC of Washington Electrical Apprenticeship		
Occupation(s) <input checked="" type="checkbox"/> check box for all occupations list on Standards of Apprenticeship 01 General Electrician		

The Employer understands and agrees that participation is voluntary. Failure to adhere to the requirements for apprenticeship established under RCW 49.04, Chapter 296-05 WAC, and 29 CFR Parts 29 and 29 CFR Part 30 could result in the cancelation of the employer's agreement and its ability to participate in the apprentice program.

By signing below, the program sponsor certifies they have reviewed the requirements with the employer and the employer agrees to provide Anti-Harassment training and education to all employees who work with apprentices per WAC 296-05-407.

For the Employer

Signature: <i>Sarah Steele</i>	
Print Name: Sarah Steele	
Title: President	Date signed: 03/14/2023

For the Apprenticeship Program:

Signature: <i>Wendy Novak</i>	Signature:
Print Name: Wendy Novak	Print Name:
<input type="checkbox"/> Chair <input checked="" type="checkbox"/> Authorized Signer	Date signed: 5/30/2023
<input type="checkbox"/> Chair <input type="checkbox"/> Authorized Signer	Date Signed:

RESET

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Apprenticeship
PO Box 44530
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<i>GWP</i>	<i>Teri Gardner 5-31-23</i>
Apprenticeship Consultant	L&I Admin

Effective Date 5/30/2023	Termination Date
-----------------------------	------------------

Employer Name Olsen Electric Inc		
Address 325 Washington Ave S #91		
City Kent	State WA	Zip Code 98032
Contact Person Name Eric Olsen	Contact Phone Number 253-872-1905	
Contact Email eric@olsenelectric.net		
Contractor ID Number (if applicable) olsenei931pe	UBI Number 602-696-333	
Name of Registered Apprenticeship Program & ID ABC of Washington Electrical Apprenticeship		
Occupation(s) <input checked="" type="checkbox"/> check box for all occupations list on Standards of Apprenticeship 01 General Electrician		

The Employer understands and agrees that participation is voluntary. Failure to adhere to the requirements for apprenticeship established under [RCW 49.04](#), Chapter [296-05 WAC](#), and [29 CFR Parts 29](#) and [29 CFR Part 30](#) could result in the cancelation of the employer's agreement and its ability to participate in the apprentice program.

By signing below, the program sponsor certifies they have reviewed the requirements with the employer and the employer agrees to provide Anti-Harassment training and education to all employees who work with apprentices per [WAC 296-05-407](#).

For the Employer

Signature: 	
Print Name: Eric Olsen	
Title: President	Date signed: 05/24/2023

For the Apprenticeship Program:

Signature: <i>Wendy Novak</i>	Signature:
Print Name: Wendy Novak	Print Name:
<input type="checkbox"/> Chair <input checked="" type="checkbox"/> Authorized Signer	Date signed: 5/30/2023
<input type="checkbox"/> Chair <input type="checkbox"/> Authorized Signer	Date Signed:

RESET



Washington State Department of
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<i>GWP</i>	<i>Teri Gardner 5-31-23</i>
Apprenticeship Consultant	L&I Admin

Effective Date 5/30/2023	Termination Date
-----------------------------	------------------

Employer Name Rockwell Electric, Inc.		
Address 4100 Marblemount Lane STE 201		
City Bellingham	State WA	Zip Code 98226
Contact Person Name Tim Rockwell	Contact Phone Number 360 510 9213	
Contact Email tim@rockwell-electric.com		
Contractor ID Number (if applicable) rockwei929km	UBI Number 602 828 851	
Name of Registered Apprenticeship Program & ID ABC of Washington Electrical Apprenticeship		
Occupation(s) <input checked="" type="checkbox"/> check box for all occupations list on Standards of Apprenticeship 01 General Electrician		

The Employer understands and agrees that participation is voluntary. Failure to adhere to the requirements for apprenticeship established under [RCW 49.04](#), Chapter [296-05 WAC](#), and [29 CFR Parts 29](#) and [29 CFR Part 30](#) could result in the cancelation of the employer's agreement and its ability to participate in the apprentice program.

By signing below, the program sponsor certifies they have reviewed the requirements with the employer and the employer agrees to provide Anti-Harassment training and education to all employees who work with apprentices per [WAC 296-05-407](#).

For the Employer

Signature: 	
Print Name: Tim Rockwell	
Title: Owner	Date signed: 05/15/2023

For the Apprenticeship Program:

Signature: <i>Wendy Novak</i>	Signature:
Print Name: Wendy Novak	Print Name:
<input type="checkbox"/> Chair <input checked="" type="checkbox"/> Authorized Signer	<input type="checkbox"/> Chair <input type="checkbox"/> Authorized Signer
Date signed: 5/30/2023	Date Signed:



Apprenticeship
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<i>GWP</i>	<i>Teri Gardner 5-31-23</i>
Apprenticeship Consultant	L&I Admin

Effective Date 5/30/2023	Termination Date
------------------------------------	------------------

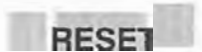
Employer Name Exact Electric LLC		
Address 11300 25th Ave NE		
City Seattle	State WA	Zip Code 98125
Contact Person Name Zach Euse	Contact Phone Number 206.552.6939	
Contact Email zach@exactelectric.com		
Contractor ID Number (if applicable) EXACTEL927RK	UBI Number 602.872.261	
Name of Registered Apprenticeship Program & ID ABC of Washington Electrical Apprenticeship		
Occupation(s) <input checked="" type="checkbox"/> check box for all occupations list on Standards of Apprenticeship 01 General Electrician		

The Employer understands and agrees that participation is voluntary. Failure to adhere to the requirements for apprenticeship established under RCW 49.04, Chapter 296-05 WAC, and 29 CFR Parts 29 and 29 CFR Part 30 could result in the cancelation of the employer's agreement and its ability to participate in the apprentice program.

By signing below, the program sponsor certifies they have reviewed the requirements with the employer and the employer agrees to provide Anti-Harassment training and education to all employees who work with apprentices per WAC 296-05-407.

For the Employer	
Signature: 	
Print Name: Zach Euse	
Title: Manager	Date signed: 05/15/2023

For the Apprenticeship Program:			
Signature: <i>Wendy Novak</i>		Signature:	
Print Name: Wendy Novak		Print Name:	
<input type="checkbox"/> Chair	<input checked="" type="checkbox"/> Authorized Signer	<input type="checkbox"/> Chair	<input type="checkbox"/> Authorized Signer
Date signed: 5/30/2023		Date Signed:	





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For Labor and Industries Staff Only	
<i>GWP</i>	<i>Teri Gardner 5-31-23</i>
Apprenticeship Consultant	L&I Admin

Effective Date 5/30/2023	Termination Date
-----------------------------	------------------

Employer Name Unity Electric, LP		
Address 20306 15th Ave NE		
City Shoreline	State WA	Zip Code 98155
Contact Person Name Madison McConahay	Contact Phone Number 206 575 0837	
Contact Email madisonm@unityelectric.com		
Contractor ID Number (if applicable) UNITYEL919L9	UBI Number 602929298	
Name of Registered Apprenticeship Program & ID ABC of Washington Electrical Apprenticeshp		
Occupation(s) <input checked="" type="checkbox"/> check box for all occupations list on Standards of Apprenticeship 01 - General Electrician		

The Employer understands and agrees that participation is voluntary. Failure to adhere to the requirements for apprenticeship established under [RCW 49.04](#), Chapter [296-05 WAC](#), and [29 CFR Parts 29](#) and [29 CFR Part 30](#) could result in the cancelation of the employer's agreement and its ability to participate in the apprentice program.

By signing below, the program sponsor certifies they have reviewed the requirements with the employer and the employer agrees to provide Anti-Harassment training and education to all employees who work with apprentices per [WAC 296-05-407](#).

For the Employer

Signature: 	
Print Name: Wayne Warner	
Title: President	Date signed: 05/17/2023

For the Apprenticeship Program:

Signature: <i>Wendy Novak</i>		Signature:	
Print Name: Wendy Novak		Print Name:	
<input type="checkbox"/> Chair	<input checked="" type="checkbox"/> Authorized Signer	Date signed: 5/30/2023	<input type="checkbox"/> Chair <input type="checkbox"/> Authorized Signer
		Date Signed:	

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PO Box 44530
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For Labor and Industries Staff Only	
<i>GWP</i>	<i>Teri Gardner 5-31-23</i>
Apprenticeship Consultant	L&I Admin

Effective Date 5/30/2023	Termination Date
-----------------------------	------------------

Employer Name Haggard Electrical Contractors		
Address 415 Maple Ave		
City Snohomish	State WA	Zip Code 98290
Contact Person Name America George	Contact Phone Number 3609959281	
Contact Email americag@haggardelectric.com		
Contractor ID Number (if applicable) HAGGAEC8610J	UBI Number 603418023	
Name of Registered Apprenticeship Program & ID ABC of Washiington Electrical Apprenticeship		
Occupation(s) <input checked="" type="checkbox"/> check box for all occupations list on Standards of Apprenticeship 01 General Electrician		

The Employer understands and agrees that participation is voluntary. Failure to adhere to the requirements for apprenticeship established under RCW 49.04, Chapter 296-05 WAC, and 29 CFR Parts 29 and 29 CFR Part 30 could result in the cancelation of the employer's agreement and its ability to participate in the apprentice program.

By signing below, the program sponsor certifies they have reviewed the requirements with the employer and the employer agrees to provide Anti-Harassment training and education to all employees who work with apprentices per WAC 296-05-407.

For the Employer

Signature 	
Print Name: America George	
Title: Safety Director	Date signed: 05/24/2023

For the Apprenticeship Program:

Signature: <i>Wendy Novak</i>	Signature:		
Print Name: Wendy Novak	Print Name:		
<input type="checkbox"/> Chair <input checked="" type="checkbox"/> Authorized Signer	Date signed: 5/30/2023	<input type="checkbox"/> Chair <input type="checkbox"/> Authorized Signer	Date Signed:

RESET

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Teri Gardner 5-31-23

Department of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



**TRAINING AGENT AGREEMENT AND
UNDERSTANDING OF EQUAL EMPLOYMENT
OPPORTUNITY (EEO) REQUIREMENTS OF
THE APPRENTICESHIP COMMITTEE
ALTERNATE SELECTION PROCESS**

The following training agent subscribes and agrees to comply with the requirements in the apprenticeship program standards registered as ABC of Washington Electrical Apprenticeship with the Washington State Apprenticeship and Training Council (WSATC), hereby agrees, in consideration of their participation in the registered program:

1. To comply with the Equal Employment Opportunity (EEO) requirements of the WSATC; the U.S. Department of Labor's Equal Opportunity regulation 29 CFR Part 30; and the pledge, EEO plan and selection method filed by the name Apprenticeship Committee and approved by the WSATC and the Office of Apprenticeship, Training, Employer and Labor Services (OATELS), as being in conformity with the requirements of the EEO Plan of the WSATC, WAC 296-05, RCW 49.04, and 29 CFR Part 30; and
2. To have their name removed as a training agent from the above named program after a WSATC and/or OATELS finding of failure to adhere to the above EEO requirements, and
3. Notification of removal of as a training agent from participation in the above named apprenticeship program to be furnished to the Apprenticeship Section, Department of Labor and Industries, by the Apprenticeship Committee.

Kemly Electric, Inc.

Company Name

05/24/2023

Date

Wendy Novak President / CEO

Program Representative Name/Title

5/23/23

Date

COO

Company Representative Name/Title

Adam Kemly

Signature

Wendy Novak

Signature

Digitally signed by Adam Kemly
DN: C=US, E=adam@kemlyelectric.com, O="Kemly Electric, Inc.",
CN=Adam Kemly
Date: 2023.05.24 10:48:49-0700

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Teri Gardner 5-31-23

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Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



**TRAINING AGENT AGREEMENT AND
UNDERSTANDING OF EQUAL EMPLOYMENT
OPPORTUNITY (EEO) REQUIREMENTS OF
THE APPRENTICESHIP COMMITTEE
ALTERNATE SELECTION PROCESS**

The following training agent subscribes and agrees to comply with the requirements in the apprenticeship program standards registered as ABC of Washington Electrical Apprenticeship with the Washington State Apprenticeship and Training Council (WSATC), hereby agrees, in consideration of their participation in the registered program:

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3. Notification of removal of as a training agent from participation in the above named apprenticeship program to be furnished to the Apprenticeship Section, Department of Labor and Industries, by the Apprenticeship Committee.

RFS Electric
Company Name
5/23/23
Date
Wendy Novak President / CEO
Program Representative Name/Title
5/23/23
Date

Daniel DiMascio / Pres.
Company Representative Name/Title
[Signature]
Signature
Wendy Novak
Signature

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Teri Gardner 5-31-23

Department of Labor and Industries
Apprenticeship Section
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Olympia WA 98504-4530



**TRAINING AGENT AGREEMENT AND
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3. Notification of removal of as a training agent from participation in the above named apprenticeship program to be furnished to the Apprenticeship Section, Department of Labor and Industries, by the Apprenticeship Committee.

Ahearn Electric, Inc.
Company Name

5/23/2023
Date

Wendy Novak President / CEO
Program Representative Name/Title

5/23/23
Date

Sarah Steele, President
Company Representative Name/Title

[Signature]
Signature

[Signature]
Signature

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Teri Gardner 5-31-23

Department of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



**TRAINING AGENT AGREEMENT AND
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THE APPRENTICESHIP COMMITTEE
ALTERNATE SELECTION PROCESS**

The following training agent subscribes and agrees to comply with the requirements in the apprenticeship program standards registered as ABC of Washington Electrical Apprenticeship with the Washington State Apprenticeship and Training Council (WSATC), hereby agrees, in consideration of their participation in the registered program:

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2. To have their name removed as a training agent from the above named program after a WSATC and/or OATELS finding of failure to adhere to the above EEO requirements, and
3. Notification of removal of as a training agent from participation in the above named apprenticeship program to be furnished to the Apprenticeship Section, Department of Labor and Industries, by the Apprenticeship Committee.

Olsen Electric Inc
Company Name

5/24/2023
Date

Wendy Novak President / CEO
Program Representative Name/Title

5/23/23
Date

Eric Olsen President
Company Representative Name/Title

[Signature]
Signature

[Signature]
Signature

Received 5/30/2023 Bellingham - GWP
Teri Gardner 5-31-23

Department of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



**TRAINING AGENT AGREEMENT AND
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The following training agent subscribes and agrees to comply with the requirements in the apprenticeship program standards registered as ABC of Washington Electrical Apprenticeship with the Washington State Apprenticeship and Training Council (WSATC), hereby agrees, in consideration of their participation in the registered program:

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3. Notification of removal of as a training agent from participation in the above named apprenticeship program to be furnished to the Apprenticeship Section, Department of Labor and Industries, by the Apprenticeship Committee.

Rockwell Electric Inc

Company Name

5/24/23

Date

Wendy Novak President / CEO

Program Representative Name/Title

5/23/23

Date

Tim Rockwell owner

Company Representative Name/Title

[Signature]

Signature

Wendy Novak

Signature

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Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



**TRAINING AGENT AGREEMENT AND
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OPPORTUNITY (EEO) REQUIREMENTS OF
THE APPRENTICESHIP COMMITTEE
ALTERNATE SELECTION PROCESS**

Teri Gardner 5-31-23

The following training agent subscribes and agrees to comply with the requirements in the apprenticeship program standards registered as ABC of Washington Electrical Apprenticeship with the Washington State Apprenticeship and Training Council (WSATC), hereby agrees, in consideration of their participation in the registered program:

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3. Notification of removal of as a training agent from participation in the above named apprenticeship program to be furnished to the Apprenticeship Section, Department of Labor and Industries, by the Apprenticeship Committee.

Exact Electric LLC
Company Name

Zach Euse/Manager
Company Representative Name/Title

5.30.23
Date

[Signature]
Signature

Wendy Novak President / CEO
Program Representative Name/Title

Wendy Novak
Signature

5/23/23
Date

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Teri Gardner 5-31-23

Department of Labor and Industries
Apprenticeship Section
PO Box 44530
Olympia WA 98504-4530



**TRAINING AGENT AGREEMENT AND
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OPPORTUNITY (EEO) REQUIREMENTS OF
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2. To have their name removed as a training agent from the above named program after a WSATC and/or OATELS finding of failure to adhere to the above EEO requirements, and
3. Notification of removal of as a training agent from participation in the above named apprenticeship program to be furnished to the Apprenticeship Section, Department of Labor and Industries, by the Apprenticeship Committee.

Unity Electric, LP

Company Name

5/24/23

Date

Wendy Novak President / CEO

Program Representative Name/Title

5/23/23

Date

Wayne Warner - President

Company Representative Name/Title

G. Wayne Warner

Digitally signed by G. Wayne Warner
DN: C=US, E=wayne@unityelectric.com,
O="Unity Electric, LP", OU=President,
CN=G. Wayne Warner
Date: 2023.05.24 10:29:18-0700

Signature

Signature

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Teri Gardner 5-31-23

Department of Labor and Industries
Apprenticeship Section
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**TRAINING AGENT AGREEMENT AND
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2. To have their name removed as a training agent from the above named program after a WSATC and/or OATELS finding of failure to adhere to the above EEO requirements, and
3. Notification of removal of as a training agent from participation in the above named apprenticeship program to be furnished to the Apprenticeship Section, Department of Labor and Industries, by the Apprenticeship Committee.

Haggard Electrical Contractors
Company Name

America George - Safety Director
Company Representative Name/Title

5/23/23
Date

America George
Signature

Wendy Novak President / CEO
Program Representative Name/Title

Wendy Novak
Signature

5/23/23
Date

	Training Agent Name	# of 01 Electricians employed	Female	Minority
1	Ahearn Electric Inc.	13	1	1
2	Exact Electric LLC	18	0	4
3	Haggard Electrical Contractors	44	14	35
4	Kemly Electric, Inc.	14	0	1
5	Olsen Electric Inc.	71	4	9
6	R & S Electric	7	0	2
7	Rockwell Electric Inc.	5	0	1
8	Unity Electric, LP	30	1	13
	Total	202	20	66

Teri Gardner 5-31-23

Received 5/30/23 Bellingham - GWP

01 electricians: 7 in field , 7 in office

a Federal and State minority certified contractor.

Received 5/30/2023 Bellingham - GWP
Teri Gardner 5-31-23

From: [Carolyn Lake](#)
To: [Carolyn Lake](#)
Subject: FW: Information request
Date: Wednesday, May 24, 2023 12:30:00 PM
Attachments: [image001.png](#)
[image004.png](#)
[image005.png](#)
[Enrollment data analysis for ABC.pdf](#)
[ABC Training Agent Workforce report.xlsx](#)
[Approved Training Agent.pdf](#)
[Training Agent Agreement & Understanding of EEO Requirements F100-523-000.doc](#)

From: Craighead, Brittany (LNI) <cras235@LNI.WA.GOV>
Sent: Tuesday, May 9, 2023 3:08 PM
To: Wendy Novak <wendy@abcwestwa.org>; Guzman, Peter (LNI) <GUZP235@LNI.WA.GOV>
Cc: Gardner, Teri (LNI) <gate235@LNI.WA.GOV>; Shepherd, Jordan (LNI) <shjp235@LNI.WA.GOV>; Whitaker, Justin (LNI) <whju235@LNI.WA.GOV>; Koch, Bruce (LNI) <KOCB235@LNI.WA.GOV>; Arter, Elmer (LNI) <arth235@LNI.WA.GOV>
Subject: RE: Information request

Good Afternoon Ms. Novak

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 - (c) The percentage of the minority and female apprentices participating in a particular occupation compared to the percentage of minorities and women in the labor force in the program sponsor's labor market area;
 - (d) The percentage of minorities and women participating as journey-level employee(s) employed by the employer(s) participating in the program as compared with the percentage of minorities and women in the sponsor's labor market area and the extent to which the sponsor should be expected to correct any deficiencies through the achievement of goals and timetables for the selection of apprentices; and

(e) The general availability of minorities and women in the sponsor's labor market that have present or potential capacity for apprenticeship in the program sponsor's labor market area.

(2) To calculate the above percentage(s) or any other percentages for the analysis, the sponsor must use the following formula: Divide the number of minority individuals or females in a particular classification in the labor force or population by the total labor force or population.

The department is able to provide data to address 1b & 1c. ABC will need to provide the data for 1a, 1d, & 1e as this is data the department does not maintain and instead is owned by the employment security department.

Jeffery Robinson, ESD, can help provide this. His contact information is below;

Jeff Robinson
| Current Labor Force Statistics Manager |
| Data Architecture, Transformation, and Analytics |
| Mobile 360.485.8442 |
| jrobinson@esd.wa.gov |

I have included a table for your use in collecting the data for 1d from your prospective Training Agents regarding their current workforce.

Any Training agent listed on this document will need to have a filled out and signed Training Agent agreement form to show that they have indeed committed to becoming a training agent of the ABC Program.

These forms can be submitted with the final enrollment deficiency analysis paperwork. All documents will need to be submitted by June 5th for technical review.

Thank you,

Brittany Craighead

Brittany Craighead
Apprenticeship Compliance Specialist
Labor and Industries, Washington State
360.770.9016-Mobile
Brittany.Craighead@Lni.wa.gov

Apprenticeship Website: <http://www.lni.wa.gov/apprenticeship>

ARTS Public Website: <http://lni.wa.gov/arts>

From: Wendy Novak <wendy@abcwestwa.org>

Sent: Monday, May 8, 2023 10:01 AM

To: Guzman, Peter (LNI) <GUZP235@LNI.WA.GOV>

Cc: Gardner, Teri (LNI) <gate235@LNI.WA.GOV>; Craighead, Brittany (LNI) <cras235@LNI.WA.GOV>; Shepherd, Jordan (LNI) <shjp235@LNI.WA.GOV>; Whitaker, Justin (LNI) <whju235@LNI.WA.GOV>

Subject: RE: Information request

External Email

Hi Peter,

I wanted to check in on the data request and potential timeline for requested information.

Thank you,

Wendy Novak

President/CEO

1621 114th Ave. SE, Suite 116

Bellevue, WA 98004

O: 425.646.8000 | **C:** 425.418.4212

www.abcwestwa.org



From: Guzman, Peter (LNI) <GUZP235@LNI.WA.GOV>

Sent: Friday, April 21, 2023 8:52 AM

To: Wendy Novak <wendy@abcwestwa.org>

Cc: Gardner, Teri (LNI) <gate235@LNI.WA.GOV>; Craighead, Brittany (LNI) <cras235@LNI.WA.GOV>; Shepherd, Jordan (LNI) <shjp235@LNI.WA.GOV>; Whitaker, Justin (LNI) <whju235@LNI.WA.GOV>

Subject: RE: Information request

Good Morning Wendy,

Now that the Quarterly WA State Apprenticeship & Training Council meeting has concluded we are able to respond to your Information request. We are working on the data requested for your use in conducting ABC's Deficiency Analysis. We need to speak with our IT folks to determine a timeline for furnishing you the requested information.

Respectively,
Peter

Peter Guzman
Apprenticeship Program Manager
Washington State Department of Labor and Industries
Cell (360) 584-3706
GUZP235@lni.wa.gov

From: Wendy Novak <wendy@abcwestwa.org>
Sent: Monday, April 17, 2023 11:12 AM
To: Guzman, Peter (LNI) <GUZP235@LNI.WA.GOV>
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Additionally, I would like to request information on how to acquire the following data, and who at LNI would track this information. This request is made pursuant to WAC 296—05—435, which provides that a sponsor must base the deficiency analysis on information obtained from the apprenticeship committee:

- (1) The apprenticeship supervisor must provide program sponsors with data and information on minorities and women labor force characteristics generated by the employment security department or the office of financial management. This information is available for standard metropolitan statistical areas as well as special statistical areas.
- (2) The specific data used to calculate the percentages in WAC 296-05-433 must be obtained from records maintained by apprenticeship committees.

Therefore, we request:

- The percentage of the working age minority and female population in the program sponsor's labor market area.
- (b) The percentage of the minority and female labor force in the program sponsor's labor

market area.

- (c) The percentage of the minority and female apprentices participating in a particular occupation compared to the percentage of minorities and women in the labor force in the program sponsor's labor market area.
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- (e) The general availability of minorities and women in the sponsor's labor market that have present or potential capacity for apprenticeship in the program sponsor's labor market area.

Finally, I would like to request the need for a timely response as we are currently working on this.

Thank you very much.

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Received 5/30/2023 Bellingham - JWP

Teri Gardner 5-31-23

From: [Carolyn Lake](#)
To: [Carolyn Lake](#)
Subject: FW: Information request
Date: Wednesday, May 24, 2023 12:30:14 PM
Attachments: [image002.png](#)
[image003.png](#)
[image004.png](#)
[image005.png](#)
[OFM_PopulationEstimates_2022.xlsx](#)
[2022_UnemployedEstimates.xlsx](#)

From: Robinson, Jeff (ESD) <jeffrey.robinson@esd.wa.gov>
Sent: Wednesday, May 10, 2023 9:54 AM
To: Wendy Novak <wendy@abcwestwa.org>
Subject: RE: Information request

Wendy, I am attaching data for 1a (OFM_PopulationEstimates_2022), which includes the percentage of the working age (15-64) population information for females and minorities for CY 2022 from OFM's population estimates.

This data should also help in giving you part of the information for 1d, for the number and percentage of minorities and women in the labor market area (Washington). ESD doesn't have access to data that contains information on if an employee is a journey-level employee(s) employed by the employer participating in the program, only the aggregate employment estimates for all the minority and women employed.

As for information for 1e, I am attaching data the includes the number of unemployed in CY 2022 for females and minorities. This information may help in looking at the numbers of females and minorities in the coverage area to assist with looking at the present or potential capacity for apprenticeship in the program sponsor's labor market area.

Hope this helps and let me know if you have any questions.
Jeff

From: Wendy Novak <wendy@abcwestwa.org>
Sent: Tuesday, May 09, 2023 4:25 PM
To: Robinson, Jeff (ESD) <jeffrey.robinson@esd.wa.gov>
Subject: FW: Information request
Importance: High

External Email

Hi Jeff,

I would like to request the departments assistance in providing data for data for 1a, 1d, & 1e below. I do need this information ASAP due to the June 5 submittal deadline.

EXHIBIT B

WAC 296-05-433 Enrollment deficiency analysis.

(1) In analyzing a program to determine whether a deficiency exists, the sponsor must consider at least the following factors:

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Please advise, thank you.

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www.abctestwa.org



Received 5/30/2023 Bellingham - GWP

Teri Gardner 5-31-23

**ENROLLMENT DEFICIENCY ANALYSIS FOR
ABC OF WASHINGTON ELECTRICAL APPRENTICESHIP PROGRAM**

This analysis is submitted by ABC of Washington in compliance with Washington Administrative (“WAC”) 296-05-433, as requested by WSATC. That WAC provision provides as follows:

WAC 296-05-433- Enrollment deficiency analysis.

(1) In analyzing a program to determine whether a deficiency exists, the sponsor must consider at least the following factors:

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(2) To calculate the above percentage(s) or any other percentages for the analysis, the sponsor must use the following formula: Divide the number of minority individuals or females in a particular classification in the labor force or population by the total labor force or population.

Further, WAC 296-05-435, “Data and information” instructs that the data upon which the analysis is made must be from records maintained by L&I apprenticeship committees¹.

ABC duly requested information from the Department OF Labor and Industries (“L&I”) on April 17, 2023. On May 9, 2023, ABC received a portion of the requested data from L&I, with direction to obtain further information from the Department of Employment Security “E.S.”. See **Exhibit A**, attached. ABC submitted its request to E.S. and received E.S.’s date on May 10, 2023. See **Exhibit B**, attached. ABC also

¹ WAC 296-05-435, “Data and information:” (1) The apprenticeship supervisor must provide program sponsors with data and information on minorities and women labor force characteristics generated by the employment security department or the office of financial management. This information is available for standard metropolitan statistical areas as well as special statistical areas.

(2) The specific data used to calculate the percentages in WAC 296-05-433 must be obtained from records maintained by apprenticeship committees.

obtained from its Training Agents the real numbers and percentage of minorities and women participating as journey-level employee(s) employed by the ABC's participating in the program.

Applying the data from these sources to the criteria specified in WAC 296-05-433, ABC presents the following Calculations and Analysis:

CALCULATIONS

<u>Source</u>	<u>Calculation</u>		
E.S. –	A. Total Available population		
	Minority – 1,143,383	22.8 %	
	Women- 2,479,943	49.4 %	
L&I -	B. Percentage of labor force		<u>Total Labor force</u>
	Minority – 1,113,065	29.43 %	3781,609
	Women- 1748619	46.24 %	
L&I	C. Current Apprenticeship vs		<u>Total work force (B)</u>
	Minority- 852	26%	3279
	Women- 203	6.2%	
Training Agents /L&I	D. % of journeyman in Training Agents		vs. Labor Force (B)
	Minority (66 of 202)	32.67%	29.43%
	Women (20 of 202)	9.9%	46.24%
E.S.	E. Available (unemployed)		
	Minority- 63000	35.6%	
	Women- 77,000	44.3%	

ANALYSIS:

- The **ABC Training Agents cumulatively exceed the percentages of current 01 electrical Apprentices for both** of the measured categories of **Minority (32.67% vs 26%)** and **women (9.9% vs 6.2 %)** participation.
- The **ABC Training Agents cumulatively exceed the percentage of Total available population for the measured categories of Minority (32.67% vs 22.8 %)**; for women, those percentages are (9.9% vs 49.4%).
- The **ABC Training Agents cumulatively exceed the percentage of labor force for the measured categories of Minority (32.67% vs 29.43%)**; for women, those percentages are (9.9% vs 46.24%).
- The ABC Training Agents cumulatively are very close to the percentage of available (unemployed) population for the measured categories of Minority (32.67% vs 35.6%); for women, those percentages are (9.9 vs 44.3%).

GOALS

WAC 296-05-437 (1) directs that a Program should develop goals and timetables based upon the sponsor's enrollment analysis of its underutilization of minorities and women and its entire affirmative action program.

WAC 296-05-437 (2) states that in establishing the enrollment goals and timetables, the sponsor should establish reasonable goals that can be achieved through a good faith effort. Per its Program Standards at Section III. B, "Equal Employment Opportunity Plan", ABC will carry out the following steps to increase participation by minorities and women as follows:

The Committee strives to increase the number of minorities and women in the electrical trade and will encourage its Training Agent employers to hire women and minorities with the goal of developing their skills through apprenticeship.

1. The Committee will distribute information about the nature of the Apprenticeship program, this program's admission requirements, current Apprenticeship opportunities, sources of Apprenticeship applications, and the equal opportunity policy of this sponsor to WSATC, local schools, employment service offices, women's centers, outreach programs and community organizations which effectively reach minorities and women, as well as publish availability on a biannual basis in newspapers which are circulated in the minority community and among women as well as the general areas in which this program is offered.
2. The Committee will participate in workshops conducted by employment service agencies, school districts, and other community-based organizations to create awareness about this program's Apprenticeship opportunities, including existing outreach programs whose focus is the recruitment and preparation of minority and female apprenticeship applicants.
3. The Committee will use currently employed minority and women (minority and non-minority) journeypersons and apprentices to promote the program.
4. The Committee will grant to all applicants, without prejudice, advance standing or credit for previously acquired experience, training, skills, or aptitude.

TIMELINE

The Committee will annually audit this Program's equal employment opportunity plan to see if goals are being met. The Committee will develop this Program's self-monitoring procedures to ensure that equal selection opportunities are being granted to applicants (which may include self-reporting systems and periodic review of the effectiveness of various out-reach programs, community agencies and publications).