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L&I Apprenticeship Consultant

Teri Gardner 8-14-25

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: Thundergrad 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 checked="" type="checkbox"/> Chair	Date 08/04/2025	<input checked="" type="checkbox"/> Secretary	Date 08/04/2025
<input type="checkbox"/> Authorized Signer			
Print Name: Charlie Brown		Print Name: Monic Hathaway	
Signature: <i>[Signature]</i>		Signature: <i>[Signature]</i>	

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

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Teri Gardner 8-26-25

Teri Gardner 8-14-25

APPRENTICESHIP PROGRAM STANDARDS
adopted by

THUNDERGRAD 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

THUNDERGRAD 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.

THUNDERGRAD APPRENTICESHIP

Sponsor Introductory Statement (Required):

Thundergrad Apprenticeship exists to provide a quality and professional learning environment for electrical trainees seeking a career as a general Journeyman 01 electrician in Washington State. Thundergrad Apprenticeship utilizes a systematic blend of classroom time, lab based time and on the job training to provide the desired learning environment.

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.

These Standards cover the following Washington State counties: Kittitas and Yakima.

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>
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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***

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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: **None**

Other: **Must provide proof and copy of a valid State driver license.**

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).

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:

Exempt per WAC 296-05-405(1)(a), fewer than five (5) apprentices

B. Equal Employment Opportunity Plan:

Exempt per WAC 296-05-405(1)(a), fewer than five (5) apprentices

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:

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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><u>A. General Electrician (01)</u> <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.

C.

<p><u>1. General Electrician (01)</u> <i>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.</i></p>

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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.

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.

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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	60%
2	1001-2000	65%
3	2001-3000	70%
4	3001-4000	75%
5	4001-5000	80%
6	5001-6000	85%
7	6001-7000	90%
8	7001-8000	95%

General Electrician (01) apprentices shall not be paid less than the progressive scale identified within this section regardless the scope of work being performed.

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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
 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>
1. COMMERCIAL-wiring of commercial installations including all phases and all types of electrical installations as referenced in WAC 296-46b, and repair of all equipment therein; and necessary pre-fabrication and preparation.	
INDUSTRIAL-wiring of all industrial buildings and equipment; the maintenance, repair, and alteration of the same; and necessary pre-fabrication and preparation.	*No less than 4000 Hours*
2. RESIDENTIAL-wiring of residences, duplexes, and small apartment buildings and necessary pre-fabrication and preparation.	
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.	*No more than 4000 Hours*

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Total Hours/# of Competency Levels:

8000

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.

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)
- ☐ Sponsor approved online or distance learning courses (specify)
- ☐ State Community/Technical college
- ☐ Private Technical/Vocational college

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☒ Sponsor Provided (lab/classroom)

☐ Other (specify)

B. **(200)** 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: **(Jan)** through **(Dec)**.

☐ 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:

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*

2. In the event an apprentice has completed or completes all of their required RSI, but has less than the required OJT, the apprentice will not be required to attend further classes unless otherwise directed by the committee.

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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:**
 - a. **Enrolled apprentices are responsible for purchasing their own books and consumable items for class, including pencils, calculators, notebooks and lab books. However, lab-specific items such as mockup sets, conduit benders, switches, and other necessary equipment will be provided.**
 - b. **Apprentices will not be compensated for time spent in classes, laboratories, or additional study sessions as required by the courses.**
 - c. **Students are expected to maintain at least 70% passing grade throughout term and must prove at least 80% passing grade on the sectional tests by end of term.**
 - d. **Class will be scheduled weekly in four-hour intervals, during normal business hours, at the commencement of each working Friday. In the event of an approved absence or holiday, classes will continue as normal with an extended term schedule so long as extended term still finishes by end of term period.**
 - e. **Apprentices are to maintain a valid drivers license during the term of the apprenticeship program.**
 - f. **Apprentices will be given a performance review quarterly. During the review the apprentice will be assessed in workplace functionality as well as educational examination pertaining to the RSI classes and labs. Assuming a satisfactory standing is found in both areas, the apprentice will be allowed to advance both according to the pay scale as well as in classroom instruction.**

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g. Individuals bringing in additional education in line with the apprenticeship RSI will be considered before the committee for RSI credit. Classroom hours will be assessed for applicability to the trade and Thundergrad's RSI standards. If appropriate, the committee will authorize the individual to take a placement exam. The results of the placement exam will allow the apprentice to advance to a more appropriate level in the apprenticeship.

h. Individuals bringing in additional OJT hours enrolling in Thundergrad Apprenticeship will be assessed by the committee. The committee will verify reported hours with the Department of Labor and Industries. Additionally the apprentice will be allowed to take a placement exam to determine their appropriate place within the apprenticeship, not to exceed a relative placement beyond actual OJT hours.

i. Apprentices who have successfully completed the program and have been referred for examination, have 12 months from the date of referral to successfully pass the exam. Apprentices who do not meet this requirement will graduate from Thundergrad Apprenticeship without the benefit of a journeyman license.

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

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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 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. **An apprenticeship agreement will be canceled for any apprentice who fails to maintain employment at Thunder Electric Inc.**
 - b. **Apprentices are required to attend all regularly scheduled classes and labs. In the event of a missed class or lab, the apprentice is required to show justification of it as an excused absence. Excused absences will meet the following criteria:**
 - 1. **Jury duty.**
 - 2. **Medical restriction.**
 - 3. **Military service.**
 - 4. **Funeral for immediate family member.**
 - 5. **Anything meeting the requirements of the WA Family Leave Act.**
 - 6. **ER visit for self or immediate family member.**
 - 7. **The committee may consider other scenarios on a case by case basis as an excused absence.**
 - c. **In the event of tardiness or unapproved absence, the apprentice will coordinate with the instructor for deferred class hours to be completed before the commencement of the next regular class. It is the responsibility of the apprentice to ensure that class and lab time is made up.**
 - d. **Accusations of cheating or plagiarism will be addressed by the committee. Apprentices accused of either cheating or plagiarism will be called before the committee to discuss the allegations. The committee may issue disciplinary action that may also include cancellation of the apprenticeship agreement.**
 - e. **Apprentices are required to maintain a passing grade of 70% or better in all classes and labs. Individuals unable to maintain a passing grade of 70% or better may be asked to come before the committee for review. For deficiencies due to lack of effort or academic potential, the committee may**

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pursue disciplinary action up to cancellation of the apprenticeship agreement. If committee is satisfied with apprentice's effort and potential, to include OJT performance, committee may collaborate to find reasonable accommodation for the student to support their success and continuation in the program. Such accommodation may include but is not limited to additional academic help outside of regular scheduled classes and labs.

f. In the event that minimum RSI hours have been completed before end of term but apprentice has not achieved satisfactory passing grade, additional remedial training will continue along normal schedule until competency has been achieved or end of term period.

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

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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.
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.

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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)
 - 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 60 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.

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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:
 - 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.

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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:

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: **(Individual Non-Joint)**
 - c. The employer representatives shall be:

Charlie Brown- Chairman
704 River Rd

Daniel Brown
704 River Rd

THUNDERGRAD APPRENTICESHIP

Yakima WA 98902

Yakima WA 98902

d. The employee representatives shall be:

**Monic Hathaway- Secretary
704 River Rd
Yakima WA 98902**

**Zane Cully
704 River Rd
Yakima WA 98902**

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.

N/A

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.

**Jared Norgren
704 River Rd
Yakima WA 98902**

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

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Teri Gardner 8-14-25

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: Thundergrad Apprenticeship

Occupation:	County(ies):	Journey Level Wage Rate:	Effective Date:
General Electrician (01)	Kittitas and Yakima	\$38	10/01/25
		\$	
		\$	
		\$	

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 checked="" type="checkbox"/> Chair	Date 8/4/2025	<input checked="" type="checkbox"/> Secretary	Date 8/4/2025
<input type="checkbox"/> Authorized Signer			
Print Name: Charlie Brown		Print Name: Monic Hathaway	
Signature: <i>[Signature]</i>		Signature: <i>[Signature]</i>	

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Apprenticeship Related/Supplemental Instruction (RSI) Plan Review



Program Name Thundergrad Apprenticeship	
Occupation General Electrician (01)	
Term/OJT Hours 8000 hours	Total RSI Hours 800
Training Provider Thundergrad Apprenticeship Curriculum Source: Mike Holt Enterprises	

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 checked="" type="checkbox"/> Chair <input type="checkbox"/> Authorized Signer	Date 08/04/2025	<input checked="" type="checkbox"/> Secretary	Date 08/04/2025
Print Name: Charlie Brown		Print Name: Monic Hathaway	
Signature: 		Signature: 	

Training Provider Signature

Approved By (Print Name): Jared Norgren	Title: Apprenticeship Instructor
Signature of the Training Provider: 	
Date: 07/24/2025	

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

SBCTC

Print Name:	Title:
Signature of the Program Administrator:	
Date:	
<input type="checkbox"/> SBCTC recommends approval	<input type="checkbox"/> SBCTC recommends return to sponsor

Program Name Thundergrad Apprenticeship	Occupational Objective General Electrician 01
--------------------------------------------	--------------------------------------------------

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: Year 1 OSHA Construction Safety	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: Thundergrad Apprenticeship	
Description of element/course: Jobsite safety, ppe, ladders, scaffolds, stairs, falls, tool use, RCW laws involving permits and journeymen ratios.	

Element/Course: Year 1 Electrical Theory Unit 1-9	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: Thundergrad Apprenticeship	
Description of element/course: Atomic structure, electron theory, circuits and power sources, uses and dangers of electricity, electromagnetism	

Element/Course: Year 1: Troubleshooting	Planned Hours: 9
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: Thundergrad Apprenticeship	
Description of element/course: General Industry Troubleshooting Techniques	

Element/Course: Year 1: Digital multimeter principles	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: Thundergrad Apprenticeship	
Description of element/course: Industry uses of electrical meters and application.	

Element/Course: Year 1: Exam	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: Thundergrad Apprenticeship	
Description of element/course: Review and Exam of OSHA, Electrical Theory, Troubleshooting, Digital Multimeter.	

Element/Course: Year 1: Electrical Theory Units 10-24	Planned Hours: 35
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: Thundergrad Apprenticeship	
Description of element/course: Math, Trigonometry, Ohms/Watts Law, series and parallel circuits, AC fundamentals, Power, Motors, Generators-Relays, Transformers.	

Element/Course: Year 1: Exam	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: Thundergrad Apprenticeship Description of element/course: Review and Exam of Units 10-24	

Element/Course: Year 1: Electrical Theory Unit 25-29	Planned Hours: 18
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: Thundergrad Apprenticeship Description of element/course: Overcurrent protection, GFCI, AFCI, Surge, Voltage Drop, Multiwire Circuits, Formula Wheel,	

Element/Course: Year 1: Exam	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: Thundergrad Apprenticeship Description of element/course: Review and Exam of Electrical Theory Units 25-29	

Element/Course: Year 1: Lab instruction switching and outlet application	Planned Hours: 90
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: Thundergrad Apprenticeship Description of element/course: Mock up wiring scenarios: switching, outlet representation	

Element/Course: Year 2: NEC Fundamental Requirements	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: Thundergrad Apprenticeship Description of element/course: How to Use the NEC, and Fundamentals of NEC Chapters 90,110, 200,210,250,300,310, 320, 330, 334, 336, 340	

Element/Course: Year 2: Exam	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: Thundergrad Apprenticeship Description of element/course: NEC Fundamentals review and exam	

Element/Course: Year 2: WAC/RCW	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: Thundergrad Apprenticeship Description of element/course: Introduction to the WAC RCW Electrical rules	

Element/Course: Year 2: NEC Curriculum Section 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: Thundergrad Apprenticeship Description of element/course: NEC Articles 90, 100, 110,200, 210,	

Element/Course: Year 2: Exam	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: Thundergrad Apprenticeship Description of element/course: Review and Exam of NEC Curriculum Section 1 and WAC/RCW Test and Review

Element/Course: NEC Curriculum Section 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: Thundergrad Apprenticeship Description of element/course: NEC 215, 220, 225, 230, 240, 250	

Element/Course: Year 2: Exam	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: Thundergrad Apprenticeship Description of element/course: Review and Exam NEC Curriculum Section 2	

Element/Course: Year 2: NEC Curriculum Section 3	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: Thundergrad Apprenticeship Description of element/course: NEC Chapters 242, 300, 310, 312, 314, 320, 330	

Element/Course: Year 2: Exam	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: Thundergrad Apprenticeship Description of element/course: Review and Exam NEC Curriculum Section 3	

Element/Course: Year 2: Lab, conduit bending practice	Planned Hours: 20
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: Thundergrad Apprenticeship Description of element/course: Knowledge of field bending conduit and exposure to various types of conduit.	

Element/Course: Year 2: Lab General Working Practices	Planned Hours: 36
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: Thundergrad Apprenticeship Description of element/course: Conduit fill, burial depths, grounding and bonding practice, service build and replicate, work with cables and conduits in NEC 320-368. Boom lift orientation, traffic Safety, lockout tag out, arc flash, hazardous contents.	

Element/Course: Year 3: NEC Curriculum Section 1	Planned Hours: 18
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: Thundergrad Apprenticeship Description of element/course: NEC Chapters 334, 336, 338, 340, 342, 344, 348, 350, 352, 356, 358, 362, 376, 380, 386, 392	

Element/Course: Year 3: Exam	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: Thundergrad Apprenticeship	
Description of element/course: Review and Exam NEC Curriculum Year Three Section 1.	

Element/Course: Year 3: NEC Curriculum Section 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: Thundergrad Apprenticeship	
Description of element/course: NEC Chapters 400, 402, 404, 406, 408, 410, 411, 422, 430,	

Element/Course: Year 3: Exam	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: Thundergrad Apprenticeship	
Description of element/course: Review and Exam NEC Section 2	

Element/Course: Year 3: NEC Curriculum Section 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: Thundergrad Apprenticeship	
Description of element/course: Bonding and Grounding Fundamentals, Bonding and grounding in 90,100, 110, and 250 NEC Chapters 440, 445, 450, 500-503, 511, 514, 517, 518, 550, 590	

Element/Course: Year 3: Exam	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: Thundergrad Apprenticeship	
Description of element/course: Review and Exam NEC Curriculum Section 3	

Element/Course: Year 3: NEC Curriculum Section 4	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: Thundergrad Apprenticeship	
Description of element/course: NEC Chapters 480, 625, 630, 640, 645, 680, 691, 700, 701, 702, 705, 706, 710 725, 760, 770, 800, 810, 820,	

Element/Course: Year 3: Exam	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: Thundergrad Apprenticeship	
Description of element/course: Review and Exam NEC Curriculum Section 4	

Element/Course: Year 3: Lab Industrial Electrical Control Systems	Planned Hours: 80
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: Thundergrad Apprenticeship	
Description of element/course: Installing control systems circuitry, reading and interpreting ladder diagrams.	

Element/Course: Year 4: Motor Controls Units 1-20	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: Thundergrad Apprenticeship Description of element/course: Motor controls, schematics, reversing controls, multiple motors, misc. requirements.	
Element/Course: Year 4: Exam Sectional 1 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: Thundergrad Apprenticeship Description of element/course: Motor controls review and exam	Planned Hours: 6
Element/Course: Year 4: Code Review, Fundamentals Review 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: Thundergrad Apprenticeship Description of element/course: Articles 90-480 review, review math, formulas, series parallel, multiwire circuits, motor basics, transformers	Planned Hours: 27
Element/Course: Year 4: Exam 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: Thundergrad Apprenticeship Description of element/course: Review and Exam of Code Review and Fundamentals review.	Planned Hours: 6
Element/Course: Year 4: NEC Calculations 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: Thundergrad Apprenticeship Description of element/course: Raceway, box, conductor sizing, protection, motor rated calculations, air conditioning, voltage drop, dwelling unit, multi-family dwelling, commercial calculations.	Planned Hours: 36
Element/Course: Year 4: Exam 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: Thundergrad Apprenticeship Description of element/course: Review of Calculation Material and Examination	Planned Hours: 6
Element/Course: Year 4: 01 Practice Test 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: Thundergrad Apprenticeship Description of element/course: Example test prep. General review, practice examinations	Planned Hours: 12
Element/Course: Year 4: Lab Programmable Control System 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: Thundergrad Apprenticeship Description of element/course: Programable control systems and wiring mock up and exercises.	Planned Hours: 50
Element/Course: Year 4: Additional Labs 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	Planned Hours: 36

Provided by: Jobsite first aid, review workmanship requirements, conductor fill, box fill, panel and load calculation mock up, assorted conduit application, strapping requirements.

Description of element/course:

Description of element/course.

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

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Organization of Training Provider

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June, 20th, 2025

Teri Gardner 8-14-25

Apprenticeship Committee Selection: Thundergrad Apprenticeship

Teri Gardner 8-26-25

Thunder Electric recently conducted a meeting to provide committee members to Thundergrad Apprenticeship. The meeting was held with all Thunder Electric employees present as well as Thunder Electric management and owners. A verbal description and understanding of committee roles was given to all personnel present.

After a consensus of understanding of the various roles, volunteers were taken across the company for fulfillment of committee members. Zane Cully and Monic Hathaway were two individuals who confirmed their desire to serve as committee members as employee representatives. No objections were given to their confirmation.

Charlie Brown, and Daniel Brown, likewise confirmed their desire to serve as committee members for the employer representative roles. No objections were given to their confirmation.

A vote was then held for the main committee on employer and employee side. Vote turnout determined Charlie Brown and Daniel Brown were elected employer committee with Charlie selected as Chairman. Vote turnout also elected Zane Cully and Monic Hathaway employee representative with Monic Hathaway as secretary.

Final turnout for Apprenticeship Committee members is Daniel Brown and Charlie Brown representing employer side of committee with Charlie Brown as committee chairman. Zane Cully and Monic Hathaway representing employee side of committee, with Monic Hathaway as committee secretary.

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RECEIVED 8/25/2025 SNYS	<i>Teri Gardner 8-26-25</i>
L&I Apprenticeship Consultant	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 Thundergrad Apprenticeship	
Committee Representative Name Zane Cully	Committee Representative Signature <i>[Signature]</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)
Electrician	Thunder Electric	06/16	Present

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Goldendale High School	06/16	High School	Diploma

Other Technical Certifications or Licenses Held

01 Journeyman

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L&I Apprenticeship Consultant

Feri Gardner 8-14-25
L&I Admin

Department of Labor and Industries
Apprenticeship Section
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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

Thundergrad Apprenticeship

Committee Representative Name
Charles Brown

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	Thunder Electric, Inc.	01/00	Present
Manager (GM)	Thunder Electric	09/79	12/99
NCO	United States Army	06/77	05/90

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification

Other Technical Certifications or Licenses Held

Master Electrician - Washington State

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L&I Apprenticeship Consultant

Teri Gardner 8-14-25

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

Thundergrad Apprenticeship

Committee Representative Name

Daniel Brown

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)
Governor	Thunder Electric, Inc.	08/17	Present
NCO	United States Navy	08/12	08/17

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
US Naval Hospital Rota - NREMT Course	07/16	Emergency Medical Technician	EMT
1st MARDIV Combat Trauma Mgt.(CTM)	04/14	Tactical Combat Casualty Care	TCCC
Field Medical Training Battalion - West	06/13	Field Medical Service Tech.	8404
Medical Education and Training Campus	04/13	Hospital Corpsman Basic	HM

Other Technical Certifications or Licenses Held

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RECEIVED 7/28/2025 SNYS

L&I Apprenticeship Consultant

Teri Gardner 8-14-25

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
Thundergrad Apprenticeship

Committee Representative Name
Monic Hathaway

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)
Office manager	Thunder Electric Inc	10/2020	Current
Dental asst	Apple Valley Dental	12/2019	09/2020
Medical asst	Astria Hospital	08/2018	12/2019
Medical asst	Northshore Medical Group	07/2017	08/2018
Barista	The Grind	11/2015	07/2016
Grocery clerk	Fredmeyers	12/2014	11/2015

Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Notary Public	10/2023	Washington State	Notary
Charter College	06/2017	Medical assisting	CMA

Other Technical Certifications or Licenses Held

Plan for Sustainability of Thunder Electric's, Electrical Apprenticeship Program:

Teri Gardner 8-14-25

1. Program Funding
 - 1.1. Thunder Electric's Apprenticeship program exists as a line item in Thunder Electric's operational budget.
 - 1.2. Thunder Electric relies on Thunder Electric Apprenticeship for their future electricians and will continue to be funded by normal operating expense within the company's budget.
2. Funding breakdown of the Operational and Administrative capacity of the program over time.
 - 2.1. Administrative: Administrative Duties will be funded by Thunder Electric and performed by the Apprenticeship Manager of Thunder Electric.
 - 2.2. Staffing: Training provider is Apprenticeship Manager and earning an hourly income at Thunder Electric.
 - 2.3. Curriculum: Book and Materials will be paid for by apprentices which includes an initial enrollment fee for class and lab curriculum. All other fees are one-time fees at start-up of program and will be funded by Thunder Electric.
 - 2.4. Rent: Classroom and lab space is part of Thunder Electric's owned building and operations center.
 - 2.5. Equipment: Thunder Electric will provide the necessary lab-based equipment and classroom space, while trainees will be responsible for books. Commitment of additional resources for education and learning within the lab space will be addressed on an as needed basis.
 - 2.6. Insurance: Thunder Electric's existing business insurance will cover this need.
3. RSI delivery and additional expenses over time.
 - 3.1. Any additional resources needed for the apprenticeship program are part of Thunder Electric's operational budget.