



Washington State Apprenticeship & Training Council

Third Quarter 2019 Report July - September

October 17, 2019

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

www.Lni.wa.gov/Apprenticeship

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Highlights from the July 2019 WSATC Meeting

NEW STANDARDS (PROVISIONAL REGISTRATION):

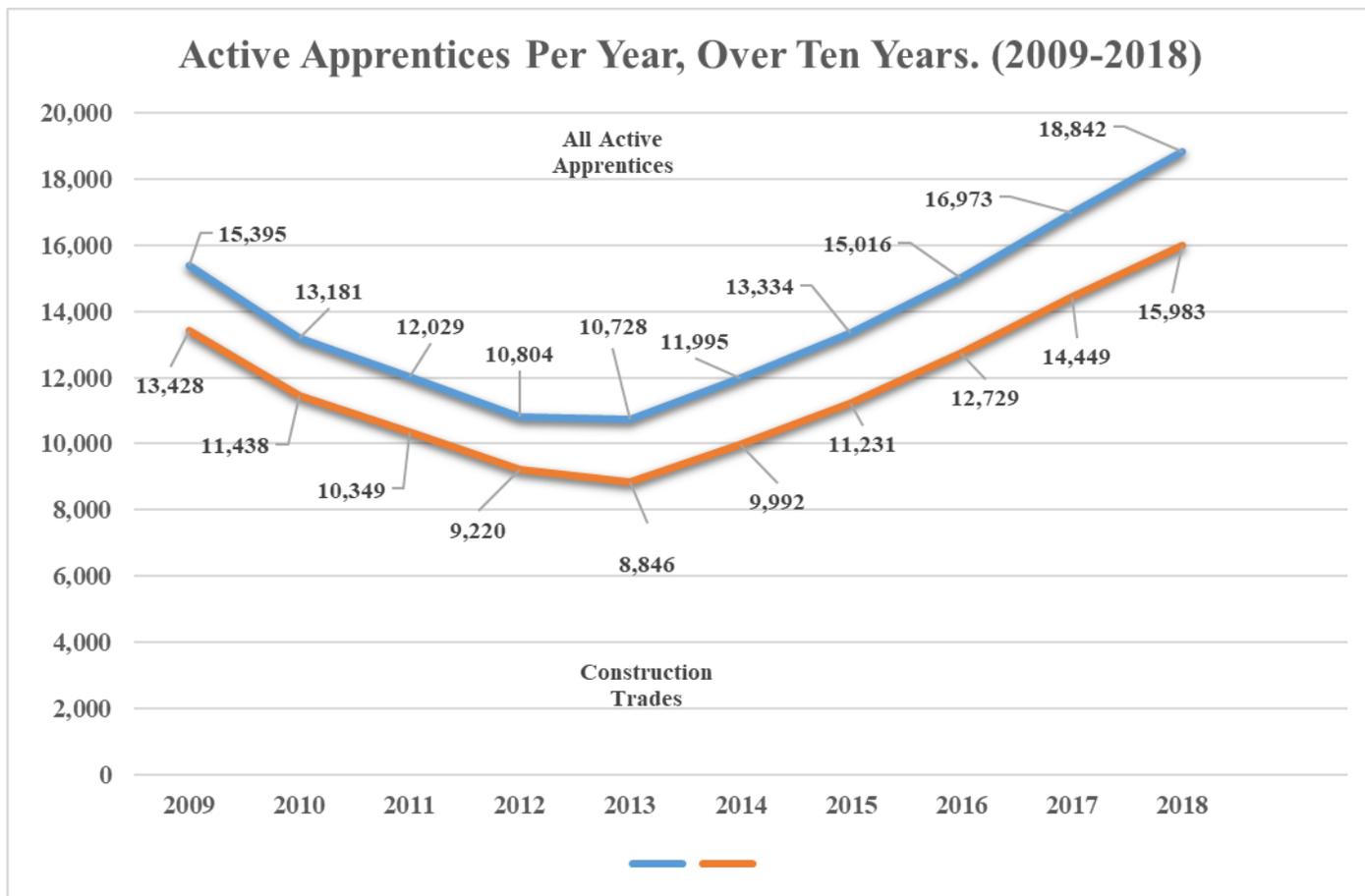
<u>Aviation Technical Services Apprenticeship</u>		
Aircraft Airframe Mechanic	49-3011.00	6,000 Hours

NEW STANDARDS: (PERMANENTLY REGISTERED)

<u>Barber & Beauty Lounge by Consele Apprenticeship</u>		
Barber	39-5011.00	2,000 Hours

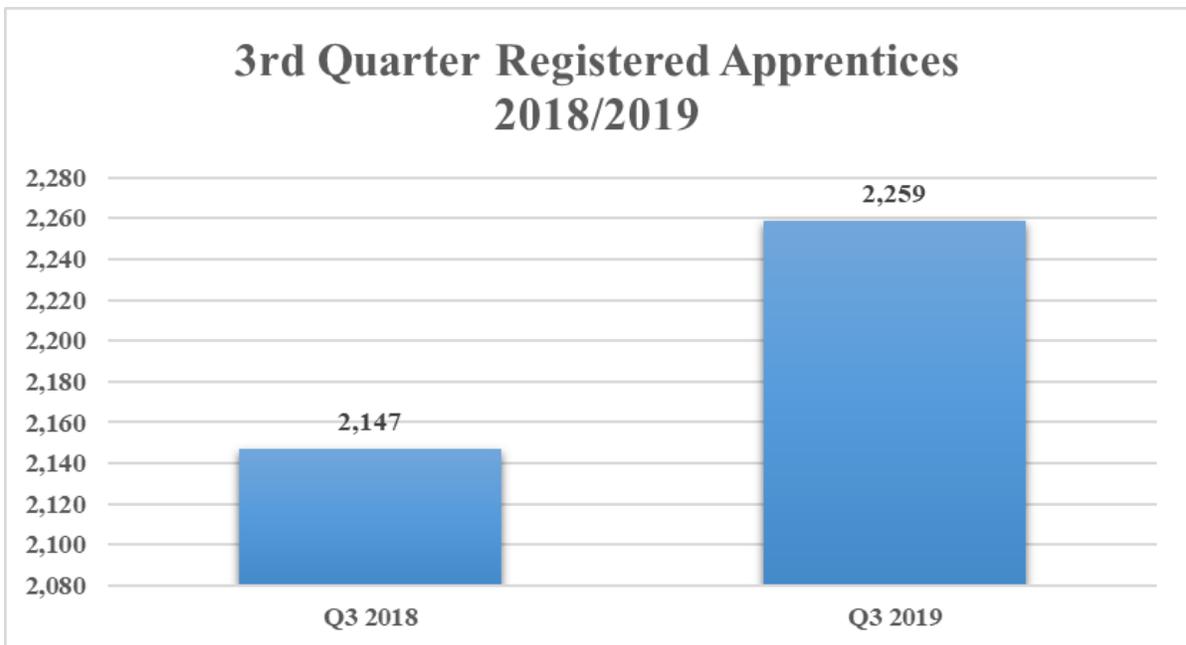
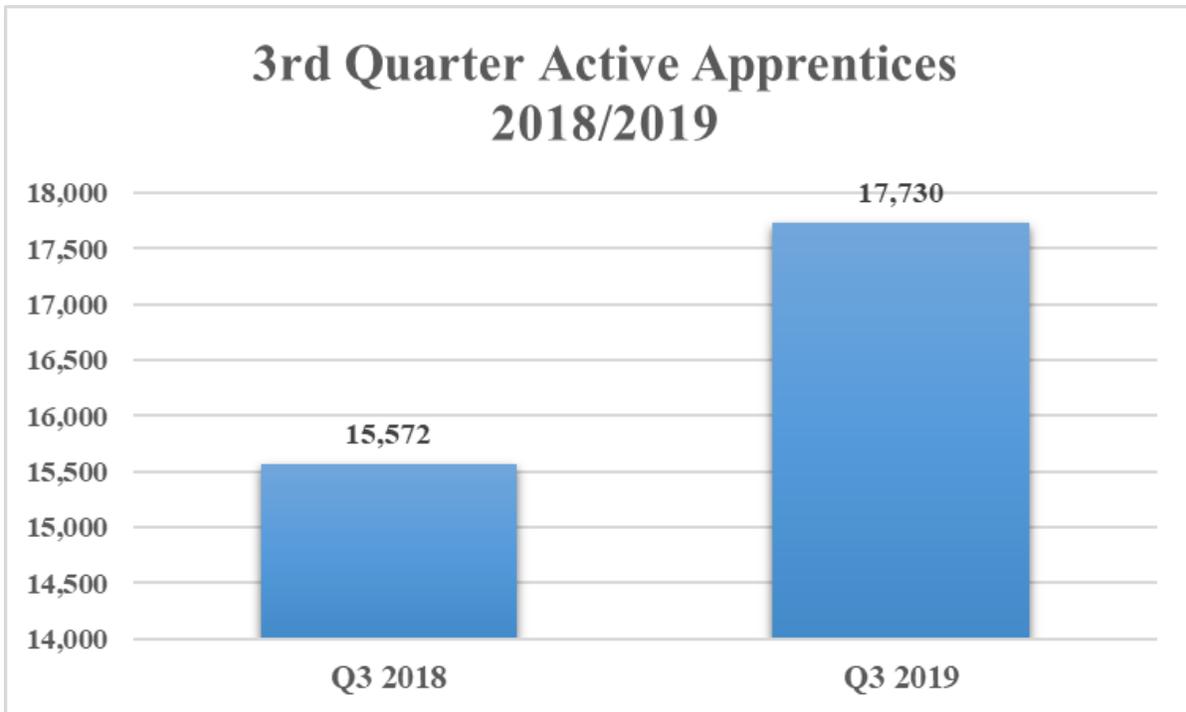
Apprenticeship by the Numbers

There were **21,093** active apprentices for the 12-month time period from 10/01/2018 to 09/30/2019. With **2,225** were female and **6,702** were minority. Over the last quarter (July-September 2019), there were **17,730** active apprentices. All data valid as of 10/10/2019.

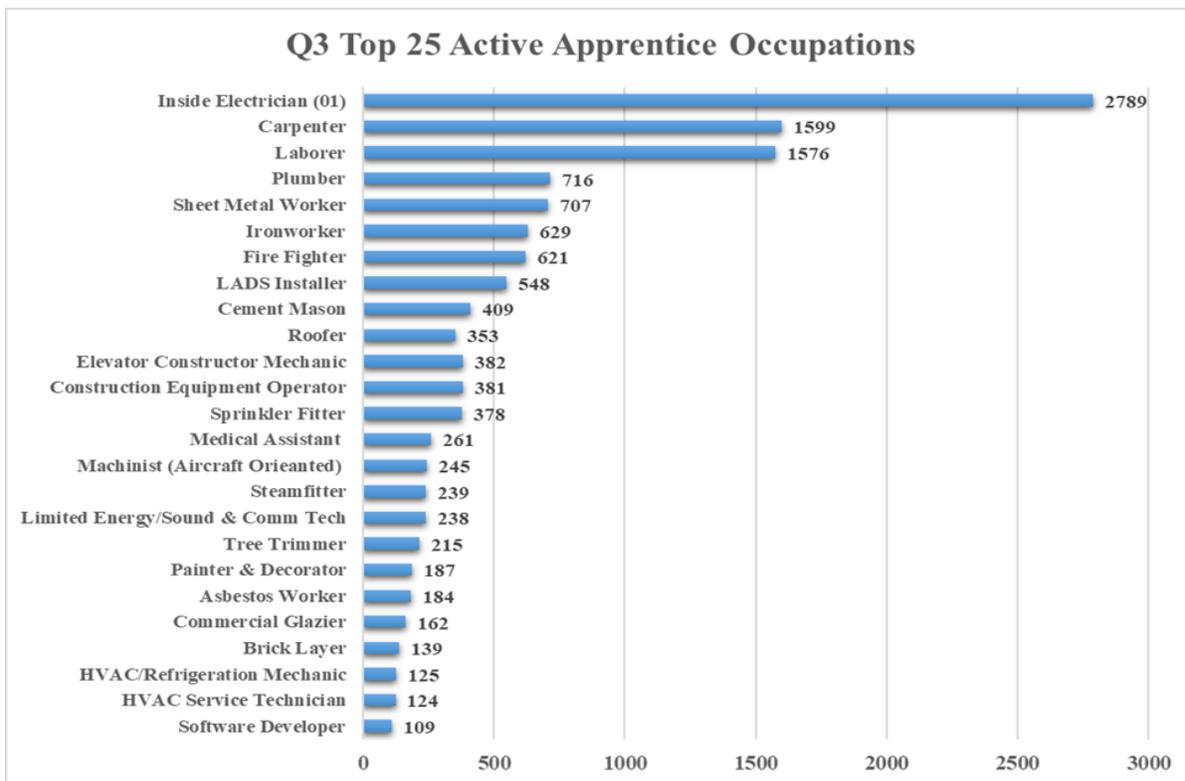
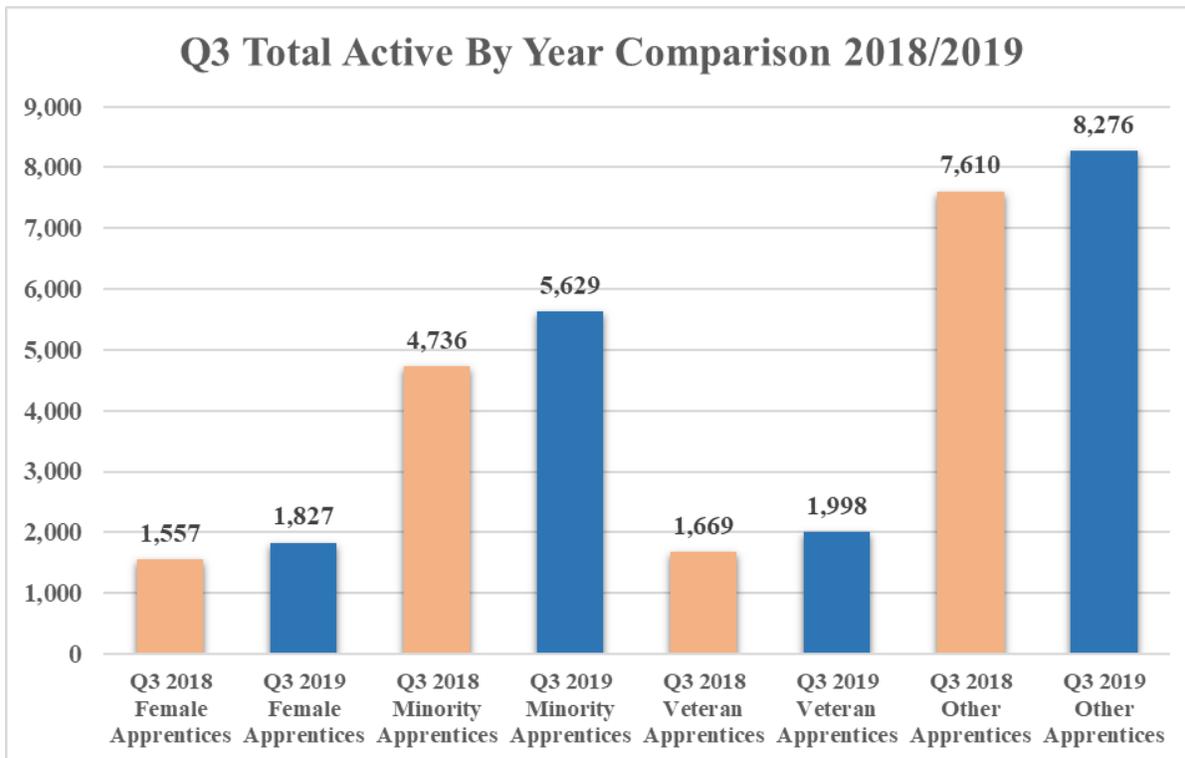


APPRENTICE ACTIVITY (FROM 07/01/2019 – 09/30/2019):

- **17,730** Active apprentices during the time period
- **2,259** Individuals were registered as apprentices
- **524** Individuals were issued completion certificates
- **421** Individuals were cancelled



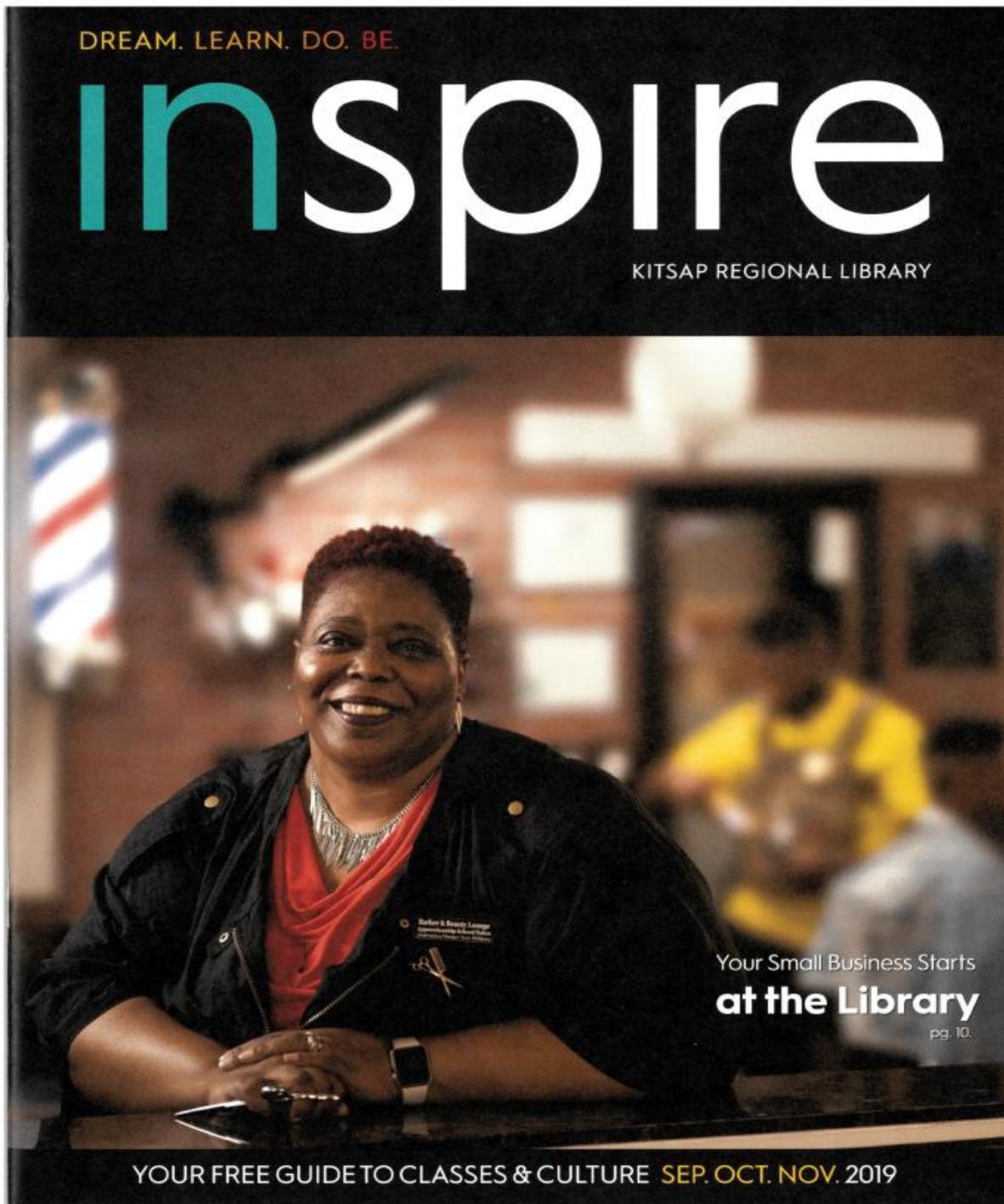
MINORITY, FEMALE AND VETERAN PARTICIPATION &
TOP 25 OCCUPATIONS FOR 3RD QUARTER 2019.



Quarterly News and Events

Contributed by Evan Hamilton, L&I Apprenticeship Consultant

Beauty and Barber Lounge featured in Kitsap Library article.





Dream More to Be More

A small business
success story

The journey towards owning a small business begins with an idea. But what do you do with that idea? How do you proceed?

It turns out, that question has stumped a lot of people. In turn, many small business concepts don't get past the consideration phase before the idea is packed away or simply abandoned.

For the average person, kickstarting a small business is a huge investment of time and money, with many market research resources costing thousands of dollars just to gain access. Within the small business world, there are licenses to apply for, locations to secure, demographics to identify and so much more.

This steep learning curve is often the crux between the small businesses that go to launch and the ideas that end up in the basement. But, for individuals who are undaunted in pursuit of their dream, the Paulsbo Branch offers hope in a Small

Business Development Center (SBDC), with comprehensive resources free to patrons.

Adult Services Librarians, Peggy Branaman and Carina Wood are eager to support you. Their individual appointment sessions open up communication on business opportunities and connections that can support you. They are experts in identifying the resources to help you and can guide you through the process of using them.

Peggy and Carina are involved members of the small business community and have worked side-by-side with other organizations that support the growth of Kitsap County. This includes Vibe Coworks, a coworking space offering connection opportunities with industry leaders in a community-first, supportive setting steps away from the Paulsbo Branch.

Referring to the Library, Alanna Imbach, CEO and Co-Founder of Vibe Coworks said, "We have this resource available that very few people know about or understand how it could apply to what they're doing in the professional world. We think of the Library as a place to go for escapism, you know? But I had never put the two and two together, like, this is something that could actually help me propel my business forward or help with the research I need to be doing. So that converted me," she said with a smile, "and I became a huge advocate for the resources that are there."



Adult Services Librarian, Carina Wood and patron

Now Vibe Coworks and the Library have teamed up to create Data Days, a meeting centered around market research, lead by Peggy and Carina at the Vibe Coworks building. This meeting is open and free to the public, every second Wednesday of the month.

"To have the Library be a hub for connecting people is unique and the SBDC makes Poulsbo a powerhouse for small business," Carina explained. "I like giving people courage to try. I'm a believer in small business. I'm a champion of it."

Another champion of business mentored by Peggy is Tovi Wilkins: a military barber and mother of nine who was encouraged through her church to pursue opening up her own small business.

"It's not just, 'oh, I own a business', there's more to it than that." Tovi explained, "You've got to know all the stuff that goes into it."

With her dream and her faith driving her forward, Tovi took on business classes through Olympic College, went to Full Sail University for Media Communication and involved herself in the BE\$T (Business Education Support Training) program. It was there that her mentor at BE\$T encouraged her to meet with Peggy in Poulsbo.

Tovi originally approached the appointment with the launch of a skincare product called Top to Bottom in mind, but once she met with Peggy, the wheels really began to turn on what she could accomplish.

"She is full of knowledge, she is a Library," as Tovi explained her heartfelt experience. "She inspired me to do

even more because of her belief in me. You don't meet many people like that. You can sit there for hours because it's not phony, it's real genuine knowledge, education, love, compassion, all in one person. I wish I had recorded it. I could have stayed the whole day."



Tovi Wilkins outside her business, Barber Lounge

The appointment paid off. Crediting her faith and learnings along the way, Tovi was able to successfully launch her business, La Boutique in Downtown Bremerton in February, 2016. Shortly after, Tovi and her husband Reuben obtained the Barbershop Lounge next door which opened in October, the same year.

Tovi has since opened up her Barber Lounge to other aspiring barbers who want to learn the ropes. Through hands-on study, Tovi teaches the reigns of the business and hair world through a comprehensive Hair Designers apprenticeship program.

And that's not all! As of June 30, 2019, Tovi has launched her third small business - a new Barber Lounge now open on Bainbridge Island.

As an accomplished small business owner and professional, Tovi's enthusiasm towards the Library's small business services is unmatched.

"What I learned is business for everything I do: buying a house, running a business, going to school, everything is business. You just take little pieces where

you need it. I would always recommend you go there whether you're in business or not, because any resource you can get to understand before you get in it - those things are important to know. Surround yourself with people who are like-minded that can help you. Anybody who's even interested in owning a business should go out there."

For more information on Tovi's businesses, check out her website: theloungebyconsele.com

Start Your Own Success Story

The Kitsap Regional Library offers comprehensive business support and resources for entrepreneurs interested in (or in the process of) building a small business or nonprofit.

All nine branches offer business tools and resources. Make an Appointment at KRL.org/make-appointment or call your local branch to help you get started.

To work directly with an Adult Services Librarian, please visit Peggy Branaman at the Poulsbo branch or Carina Wood at the Silverdale branch.

To work with the newly opened SBDC, please call (360) 447-8788 or email kitsapSBDC@wwu.edu.

For more information on Data Days at Vibe Coworks visit: members1.vibecoworks.com/events

Contributed by: Jane Rockwell, Program Coordinator

Washington State Department of Transportation



Office of Equal Opportunity – On-the-Job Training Program Pre-Apprenticeship & Supportive Services Program 2019-21 Announcement of Awards

The Pre-Apprenticeship & Supportive Services (PASS) Program, established in 2015 and entering its third biennium, exists to provide funding for specific supportive services and pre-apprenticeship training for females, minorities, and socially and economically disadvantaged individuals. After an extensive and competitive acquisition process for the 2019-21 Biennium, the following organizations have been awarded funds to provide outreach, pre-apprenticeship training, and supportive services to females, minorities, and socially and economically disadvantaged individuals across Washington State, in three Service Levels. While eleven proposals were received, requests for funding totaled over three million dollars, well exceeding the available funding for this first acquisition*. Because the Program's intent is to have providers statewide, the top scoring proposals in each region were awarded, and remaining funds were awarded based on a combination of scoring and the evaluating committee's recommendations. The team of evaluators from outside WSDOT's Office of Equal Opportunity were selected to represent the entire state.

The following eight organizations were selected to receive funding through the acquisition process:

SERVICE LEVEL I (Outreach, Support Services, Employment and Pre-Apprenticeship Training Preparation, and placement into Pre-Apprenticeship Training) Urban League of Metropolitan Seattle, \$110,000.15

The Urban League of Metropolitan Seattle prepares women, men, and youth with barriers to employment to be successful contributors in the workplace and society through pre-employment assessments, training, and training placement assistance.

Counties Served: King, Pierce, Snohomish

SERVICE LEVEL II (Outreach, Support Services, and Multi-Trades Pre-Apprenticeship Training)

JM Perry Tech, \$263,280.66

Perry Technical Institute will provide outreach, recruitment, support services, and training for individuals interested in the highway construction trades through three training programs: Agriculture Equipment Technician, Construction and Electrical. The Agriculture Equipment Technician program will prepare students interested in becoming a technician focused on heavy equipment repair, including the mechanical skills identified as in demand for highway construction trades.

Counties Served: Yakima and surrounding counties

Spokane Community College, \$105,834.00

SCC's Skills Trade Preparation Program will be supplemented with support services and training funds to provide equipment, transportation assistance, childcare, and training to individuals enrolled in Spokane Community Colleges' Skills Trade Preparation Program.

Counties Served: Spokane and surrounding counties

Tulalip Tribes TERO Vocational Training, \$263,280.66

TVTC Construction training is a free intensive program offered to all Native Americans, their spouses, and parents. Students earn a certificate from Renton Technical College or South Seattle Community College upon successful completion. Many TVTC students have successfully launched construction careers earning a livable wage. This program consists of in shop training and "try-a-trade" days at a variety of construction training programs. TVTC students also have the opportunity to engage in outreach programs, all while learning and fostering the spirit of the community.

Counties Served: Snohomish, and open to any Native American in Washington State

ANew, \$263,280.66

ANew's pre-apprenticeship programs provide outreach, training, support services, job placement, and retention to women, minorities, and other disadvantaged individuals in pursuing non-traditional highway construction careers that provide livable wages. ANew recently acquired PACE (Pre-Apprenticeship Construction Education), which will increase the capacity of both programs to serve more individuals. ANew's central location is in Renton, with training sites in Kent and Seattle.

Counties Served: King, Pierce, Snohomish

SERVICE LEVEL III (Outreach, Support Services, and Direct Entry Pre-Apprenticeship Trade Specific Training)

The Pacific Northwest Ironworkers, \$192,704.80

The PNWI four-week direct entry pre-apprenticeship training program will continue their outstanding work to offer support services and prepare participants to work as an Ironworker, and provide employment opportunities upon completion of the program. Under the Program, the Ironworkers will continue to expand participation in areas of Southwest and Eastern Washington, connecting with existing Ironworker training programs in those regions.

Counties Served: King, Pierce, Clark and surrounding counties, Spokane and surrounding counties

Northwest Carpenters Institute, \$339,020.00

The Northwest Carpenters Institute's three week program offers a safe environment where students are given the opportunity to learn the skills and tasks of the trade, with the emphasis always on learning the practical skills of an entry level carpenter apprentice. The Pre-Apprenticeship program prepares the student for the rigors and realities of the construction site. The NWCI will provide outreach, support services, direct-entry pre-apprenticeship training, and placement into the Carpenter's Union with the goal of placing apprentices onto WSDOT jobs.

Counties Served: King, Pierce, Snohomish, Whatcom, Island, San Juan, Skagit, Clallam, Jefferson, Kitsap, Thurston, Mason, Spokane, Grant

Cement Masons and Plasters, \$172,600.00

Cement Mason's Direct Entry Pre-Apprenticeship program is designed to get the basic skills needed for men and women who do not come from families with traditional construction experiences. They focus outreach and training into communities who are historically underrepresented and for those coming out of incarceration or juvenile rehabilitation. Counties Served: Spokane and surrounding counties, King and surrounding counties

** Please note, the PASS Program will be advertising the next acquisition soon for one vendor to provide services under a new PASS Program, WSDOT Youth Direct.*

Apprenticeship Section Gets A New Website

By Kaine Cox

We're excited to announce our new website that will be unveiled on November 1, 2019. We've made it easier for prospective apprentices and sponsors to find information. When calling our main number our Customer Service Specialist will be the primary point of contact. He/she will do an initial assessment before sending the caller on to an Apprenticeship Consultant, this will be a more efficient process for our consultants and customers. Since more people are using phones and tablets on the internet now, the new site is mobile-friendly so customers can easily get information in the office or on the jobsite. The website committee has committed a lot of time and effort to make a product that will benefit our customers. Check us out at lni.wa.gov/apprenticeship

APPRENTICESHIP QUARTERLY REPORT

Contributed by Jane Rockwell, Program Coordinator OJTSS, PASS Program

Dept of Transportation - Office of Equal Opportunity Highway Construction/Trades Scholarship/ Tuition Assistance Program



Office of Equal Opportunity HIGHWAY CONSTRUCTION/TRADES SCHOLARSHIP/TUITION ASSISTANCE PROGRAM**

Applications are being accepted NOW for Scholarships! Apply early for best consideration. WHO: Residents of Washington State that are females, minorities, or socially and economically disadvantaged.

YOU MAY QUALIFY IF YOU WANT TO:

1. Enter one of the construction trades

AND

2. Work in the highway construction industry, **and need help paying for the cost of training*.**

ELIGIBLE TRADES

- Carpenter
- Electrician
- Cement Mason
- Painter
- Truck Driver
- Iron Worker
- Heavy Equipment Operator
- Pile Driver
- Laborer
- Heavy Equipment Mechanic



MAXIMUM SCHOLARSHIP IS \$4,000

***Program costs covered can be full or partial assistance.**

Other costs that are considered: books and supplies needed for program completion.

HOW TO APPLY:

1. Be enrolled in, re-enroll in, or find a program that you want to attend, and apply for admission.
2. Complete the application ([located here](#)) and submit to OJTSSinfo@wsdot.wa.gov along with a copy of your valid Washington State photo ID.
3. Make sure you include your letter of acceptance or enrollment into the program of your choice.
4. Fill out the application carefully and completely. **Incomplete applications will be returned to you.**

****The scholarship provides assistance to help pay for approved training.
WSDOT scholarship funds do not assist with training or job placement.**

For WSDOT job information and openings <http://www.wsdot.wa.gov/employment/>

About the Program: The WSDOT OJT/SS Highway Construction Trades Scholarship Program is designed to assist female, minority, and socially/economically disadvantaged individuals that are residents of Washington State who want to pursue training through an approved program** that leads to employment in highway construction. Scholarship application found here <http://www.wsdot.wa.gov/EqualOpportunity/scholarship.htm>

Americans with Disabilities Act (ADA) Information: This material can be made available in an alternate format by emailing the Office of Equal Opportunity at wsdotada@wsdot.wa.gov or by calling toll free, 855-362-4ADA(4232). Persons who are deaf or hard of hearing may make a request by calling the Washington State Relay at 711.

Title VI Notice to Public: It is the Washington State Department of Transportation's (WSDOT) policy to assure that no person shall, on the grounds of race, color, national origin or sex, as provided by Title VI of the Civil Rights Act of 1964, be excluded from participation in, be denied the benefits of, or be otherwise discriminated against under any of its federally funded programs and activities. Any person who believes his/her Title VI protection has been violated, may file a complaint with WSDOT's Office of Equal Opportunity (OEO). For additional information regarding Title VI complaint procedures and/or information regarding our non-discrimination obligations, please contact OEO's Title VI Coordinator at (360) 705-7082.

16-11-0430

Contributed by Jane Rockwell, Program Coordinator OJTSS, PASS Program

Dept of Transportation Pre-Apprenticeship Support Services Program



PRE-APPRENTICESHIP SUPPORT SERVICES PROGRAM

WASHINGTON STATE DEPARTMENT OF TRANSPORTATION OFFICE OF EQUAL OPPORTUNITY



PRE-APPRENTICESHIP TRAINING OPPORTUNITIES, EMPLOYMENT PREPARATION AND SUPPORT SERVICES AVAILABLE THROUGH THESE WSDOT PASS PROGRAM PROVIDERS:

- Urban League of Metropolitan Seattle
- ANEW
- Perry Technical Institute
- Spokane Community College
- Tribal Employment Rights Ordinance Vocational Training Center
- Pacific Northwest Ironworkers
- Northwest Carpenters Training Institute
- Cement Masons and Plasterers

THE PRE-APPRENTICESHIP SUPPORT SERVICES PROGRAM EXISTS TO:

Assist organizations with funding to provide pre-apprenticeship training, employment preparation, and support services to women, minorities, and other disadvantaged individuals looking to receive training to enter the Highway Construction Trades.

WHO CAN APPLY?

- Organizations recognized by the Washington State Apprenticeship Training Council dedicated to providing services and training to women and minorities that desire entry into Highway Construction trades.

WHO IS SERVED BY PASS PROVIDERS?

Women or minorities that are:

- US Citizens or legal residents.
- Washington state residents.
- Must be able to pass industry required physical, drug and marijuana screen.
- Must be able to present a driver's license and insurance.

PROGRAM GOALS:

- Create diversity in the highway construction workforce.
- Create pathways into apprenticeship to the highway construction trades.

WHEN TO APPLY:

The next application cycle for 2021-23 will begin approximately in spring of 2021.

Other opportunities:

Seattle Vocational Institute —
Pre-Apprentice Construction Training
Teamsters Local 174
International Union of
Operating Engineers
Locals 302/612 (bulldozer, backhoes)
International Union of Painters and
Allied Trades Local 188
Renton Technical College

[Worksource](#)

CONTACT:

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OJT/SS Coordinator
360-704-6314
Rockwja@Wsdot.wa.gov
Ojtssinfo@Wsdot.wa.gov

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19-10-0454

Contributed by Matthew Erlich, Dept. of Labor and Industries, Public Affairs

Yakama Herald - New technical education graduation option shows promise, shortcomings among Yakima County school officials

JANELLE RETKA Yakima Herald-Republic



A West Valley High School student threads a depth gauge part on a milling machine in April 2017.

Shawn Gust / Yakima Herald-Republic.

Yakima County school district officials lauded a new option for students to graduate from high school by completing technical education courses, rather than a standardized test, during a State Board of Education community forum Tuesday.

But concerns over its execution remain.

As of the 2020-21 school year, students will no longer be required to pass the state assessment to graduate. Instead, it will be one of several avenues to graduate, including completing Career and Technical Education (CTE) courses, achieving certain ACT or SAT scores, or completing and qualifying for dual credit courses in English and math, for example.

Students who graduate from high school are more likely to earn a higher income, have greater economic mobility across generations and are less likely to be incarcerated, according to the state Office of the Superintendent of Public Instruction.

In 2018, just 73 percent of adults over age 25 in Yakima County had graduated from high school, compared with over 90 percent at the state and national level.

The new options could help address that gap. On Tuesday, a community forum was held in Yakima by the state board to gather community feedback on how the graduation pathway changes might impact student equity.

While several new options followed more traditional education trajectories, such as earning certain Advanced Placement marks, several local district officials voiced optimism that the CTE option could make graduation more accessible to a broader range of students. The option is one of eight new pathways to graduation.

It requires students to complete a sequence of two or more high school CTE courses that align with their High School and Beyond Plan. The courses can be within the same program area, or across programs.

APPRENTICESHIP QUARTERLY REPORT

Technical programs might include manufacturing, business, agriculture, construction and information technology, among others.

“We’re just excited about the opportunity to provide kids with access to post-secondary opportunities other than college,” said Sean Meyers, assistant superintendent for Toppenish School District.

Meyers added that more students with technical backgrounds could help “fill a void with our local businesses and industries as they’re looking for very high-skilled employees,” either by directly entering the industry after high school or going through further technical training. This would also help set students up to graduate and earn a living wage, he said.

Selah Superintendent Shane Backlund echoed him, noting a Selah job announcement for electricians earning \$48 per hour. But Backlund said that in order to get students interested in technical industries, districts needed to start offering technical courses earlier.

“As a district, it’s our job to help them find something that they want to go into,” he said, adding that students often find areas of interest in middle school.

But finding the staff to teach the courses could prove challenging, said East Valley School District CTE director Amanda Barnett.

“We’re trying to expand these programs and our offerings, but there’s a staffing shortage,” she said.

In order to teach a technical course, she said, a teacher has to either specialize in a topic like agriculture while getting their teaching certificate or leave the industry to teach. If they do the latter, they can teach only courses specific to their industry experience unless they return to school for a teaching certificate. Often, she added, they also take a pay cut by switching to teaching.

“How can we ramp this up and get more support within (CTE)?” she asked a group of school officials.

Several local district officials expressed appreciation for the flexibility allowing students to take courses across programs provided. This would allow students to explore industries without being penalized for changing their interests, said Yakima School District Superintendent Trevor Greene.

But Chris Nesmith, director of innovation for West Valley School District, worried that the option might not align with federal technical education standards, creating an option that doesn’t benefit students in the future.

“Are we bringing students up to a different form of rigor?” he asked. “Are we going to bring federal and state requirements in line? That’s what I’m really curious to see as this comes together.”

So far, this will likely be up to individual districts, according to State Board of Education executive director Randy Spaulding.

“The way we drafted the rules, it allows for different programs of study,” he said, pointing to the option for students to take technical courses across programs. “This could be at odds with (federal standards).”

On Thursday, the board will approve the draft rules; board members are expected to adopt the rules in November. Additional feedback may be provided to lawmakers after the rules are finalized for future adjustments to the pathways.

Reach Janelle Retka at jretka@yakimaherald.com or on Twitter: @janelleretka

Upcoming Events

January 2020

Compliance Review & Retention Subcommittee Meeting - WSATC

Date: January 15, 2020

Time: 10:00 a.m.

Location: Labor & Industries

- 11:00 a.m. – Child Care For The Trades Taskforce.
- 1:00 p.m. – Wash. State Apprenticeship Coordinators Association meeting.
- 2:00 p.m. – Labor & Industries/WSATC Joint Committee on Recruitment Resources.
- 3:30 p.m. – Community and Technical College (CTC) Apprenticeship Coordinators Meeting.

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

Washington State Apprenticeship and Training Council Quarterly Meeting

Date: January 16, 2020

Time: 9:00 a.m.

Location: Labor & Industries

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

Third Annual National Apprenticeship Week Celebration

Sno-Isle Tech Skills Center

9001 Airport Rd.

Everett, WA 98204

Thursday, November 7, 2019

3:00pm to 7:00pm

Learn in-demand skills & earn a livable wage with no debt through registered apprenticeship.

Did you know that Veterans have the opportunity to "earn and learn" in a Registered Apprenticeship while receiving their GI Bill benefits?

Veteran Apprenticeship Information Sessions

5:30pm & 6:15pm

Facilitated by Rachel Roberts, Washington State Department of Veterans Affairs

Contact Bill Gable, Apprenticeship Navigator from Workforce Snohomish by email: bill.gable@workforcenohomish.org or phone 425-921-3448 if you have questions.

March 2020

EmPower Women's Leadership Conference 2020

Ilani Casino Resort

Ridgefield, WA Time: 9:00 a.m.

March 8-9, 2020

(International Women's Day)



NATIONAL APPRENTICESHIP *Celebration* 2019

November
07

3-7
p.m.

**Sno-Isle
Skills
Center**

Apprenticeship Panel | Hands-On Activities | Meet Hiring Employers | Free Barbecue

**Learn In-Demand Skills & Earn a Livable Wage
With No Debt Through Registered
Apprenticeship**

RSVP Today: NAW19.eventbrite.com

Workforce Snohomish are equal opportunity employers/programs. Auxiliary aids and services are available upon request to individuals with disabilities.
Washington Roby 711



APPRENTICESHIP OPPORTUNITIES FOR VETERANS

NATIONAL APPRENTICESHIP WEEK CELEBRATION



Did you know that Veterans have the opportunity to "earn and learn" in a Registered Apprenticeship while receiving their GI Bill benefits?

Apprenticeship Panel • Hands-On Activities • Networking Opportunities • Veteran Sessions

NOVEMBER 7, 2019
3:00 PM - 7:00 PM
Sno-Isle Tech Skills Center
9001 Airport Rd. | Everett, WA 98204

Veteran Apprenticeship
Information Sessions
5:30 pm & 6:15 pm
Facilitated by: Rachel Roberts,
Washington State Department
of Veterans Affairs

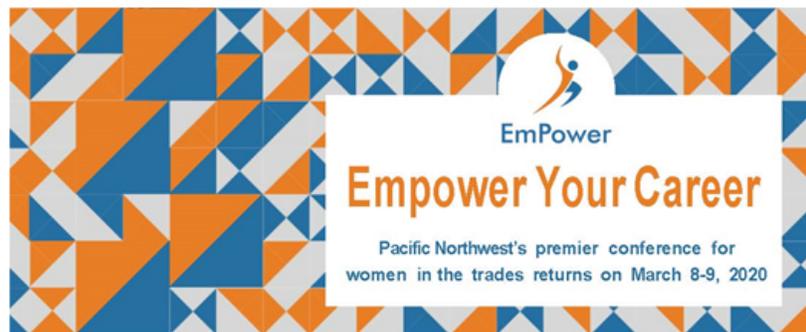
Bill Gable, Apprenticeship Program Manager | 425.921.3448 | bill.gable@workforcesnohomish.org

Workforce
Snohomish



WORKSource
A proud partner of the AmericanJobCenter network

WorkSource and Workforce Snohomish are equal opportunity employers/programs. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Relay 711.



EmPower Women's Leadership Conference 2020

Leadership Conference for Women in the Trades Careers Presented by the Centers of Excellence for Construction and Marine Manufacturing & Technology

March 8th & 9th, 2020

Ilani Casino Resort

Ridgefield, WA

This Premier Event will bring together women in the trades to celebrate their success as leaders in their careers, support and inspire other women to embrace and find their inner leader, and showcase the possibilities when we provide access for women to these great careers and explore ways to recruit more! At the 2018 event we had nearly 300 in attendance, we expect more this year! Don't miss your chance to show your support and sponsor now!

Sponsorship contribution package levels & benefits

Each level of commitment offers promotion before and during the event:

Transformational Leader Sponsor: \$3000 and higher

Transformational Leader Sponsors receive:

Organization name, logo (in acceptable format) and link to their homepage on conference website

THREE complimentary registrations;

Recognition in event program with an organizational description in event program (sponsor must provide written description by program print deadline);

Inclusion in event promotional materials;

One Exhibitor table (Transformation Leader sponsor can opt to give exhibit table to an apprenticeship or pre-apprenticeship program);
Inclusion of organizational literature in event folders and/or on zip drives (sponsor must provide in an acceptable electronic format); and
Signage at networking events (sponsor must provide).

Inspirational Leader Sponsor: \$2000

Inspirational Leader sponsors receive:

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