



STATE OF WASHINGTON

DEPARTMENT OF LABOR AND INDUSTRIES

Apprenticeship Section - (360) 902-5320

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Web site: <http://www.lni.wa.gov/TradesLicensing/Apprenticeship/>

SUBJECT: **Quarterly Report (July - September, 2014)**

DATE: October 16, 2014

TO: The Director of the Department of Labor & Industries  
Washington State Apprenticeship Training Program Sponsors  
Interested Apprenticeship Stakeholders

FROM: Tim Wilson, Apprenticeship Program Manager

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On behalf of the Washington State Apprenticeship and Training Council (WSATC), Apprenticeship Section staff, regional field consultants and contributing stakeholders, I present the **July - September, 2014** report on registered apprenticeship activity and findings in the state of Washington.

The Department wishes to thank all those who contributed to this report. We commend all stakeholders whose work continues to drive innovations in apprenticeship education, workforce development and outreach.

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## Highlights from the July, 2014 WSATC Meeting

### NEW STANDARDS: (Provisional Registration Approved)

#### Aries Mechanical Inc. Apprenticeship Committee

Plumber SOC: 47-2152.02 10,000 Hours

#### C & H MAYA Trucking Inc.

Tractor-trailer Truck Driver SOC: 53-3032.00 2,000 Hours  
(Non-Construction)

#### Construction Industry Training Council of Washington

Low Energy/Sound Comm Tech SOC: 49-2022.03 4,800 Hours

Residential Wireman SOC: 47-2111.00 4,000 Hours

#### Happy Hour Salon Apprenticeship Program

Manicurist SOC: 39-5092.00 2,000 Hours

#### SWANQ Apprentice Program

Barbering SOC: 39-5011.00 2,000 Hours

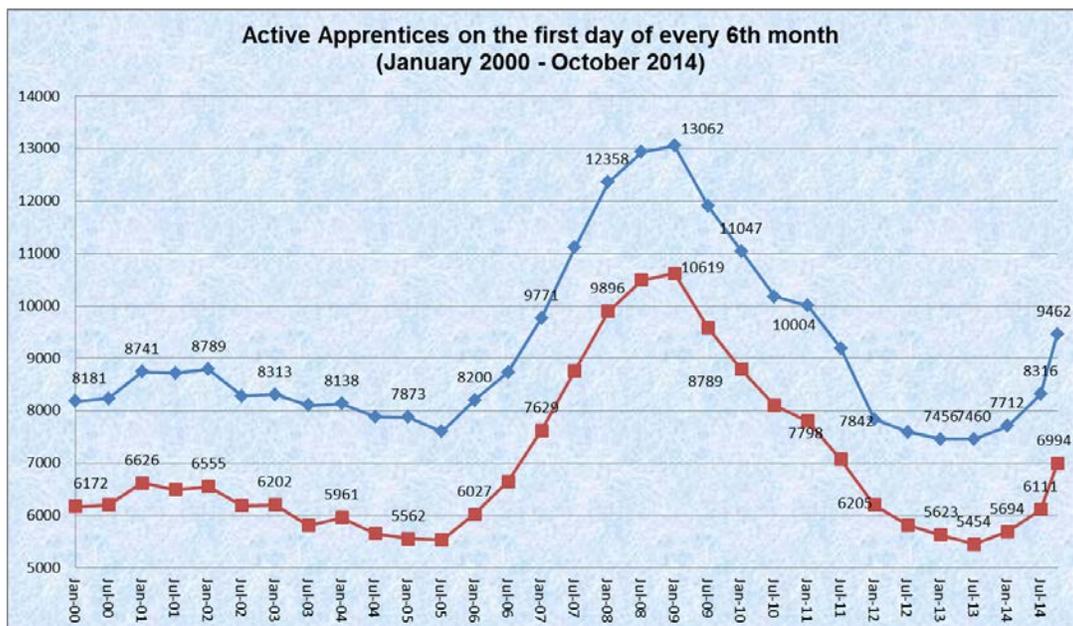
Cosmetology SOC: 39-5012.00 3,000 Hours

Esthetics SOC: 39-5094.00 2,000 Hours

Manicuring SOC: 39-5092.00 2,000 Hours

## Apprenticeship by the Numbers

There were **12,211** active apprentices for the 12-month time period ending September 30, 2014 of which **1,269** were women and **2,936** were minority. Over the last quarter (July 1 - September 30, 2014) there were **9,978** active apprentices. For a complete listing of new registrations by occupation, please contact staff in the Tumwater office. The department tracks the number of active apprentices over time and recent expansion trends appear to be continuing.



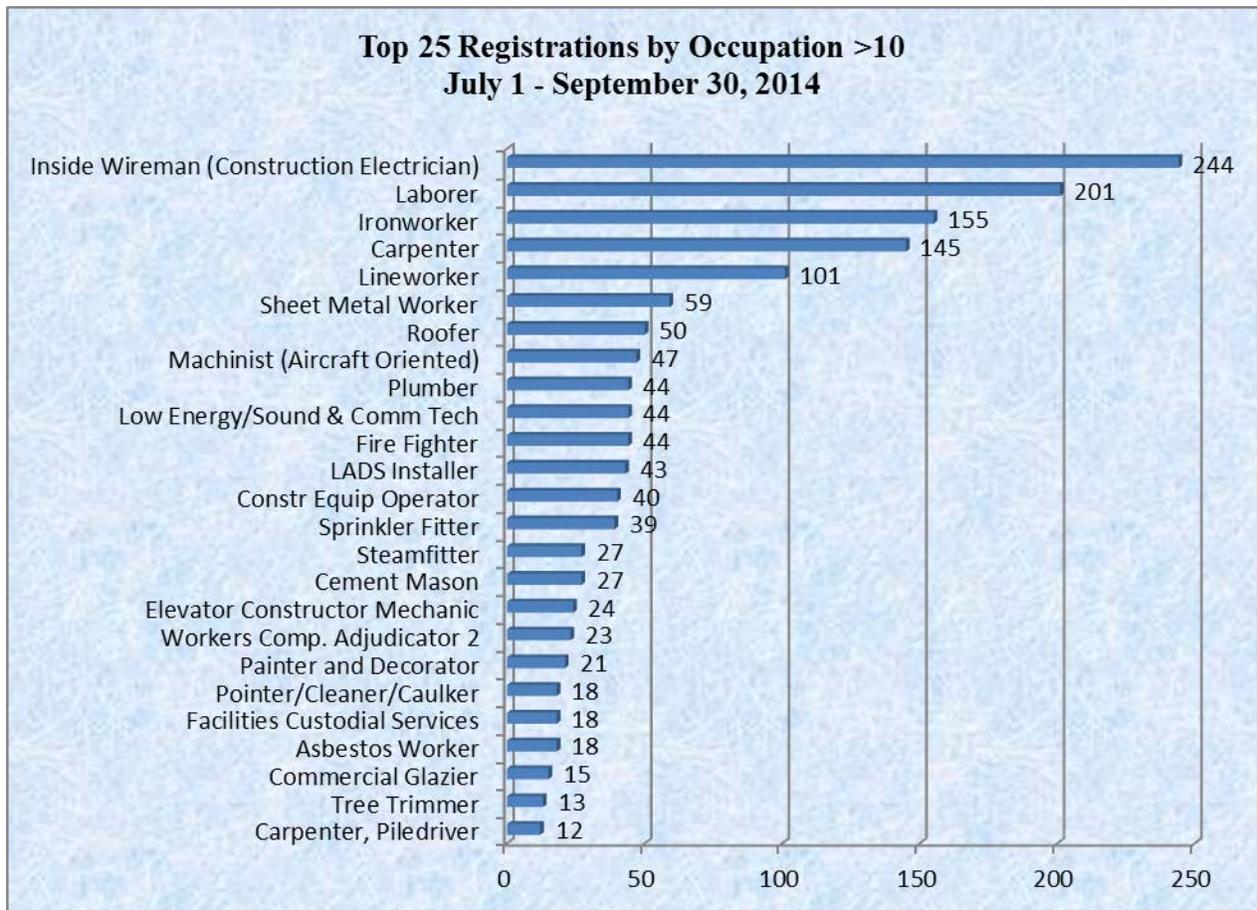
### Apprentice Activity (July - September, 2014):

- **9,978** active apprentices during the time period
- **137** individuals were issued completion certificates
- **356** individuals were cancelled
- **1,664** individuals were registered as apprentices (**1,132** registrations previous quarter)

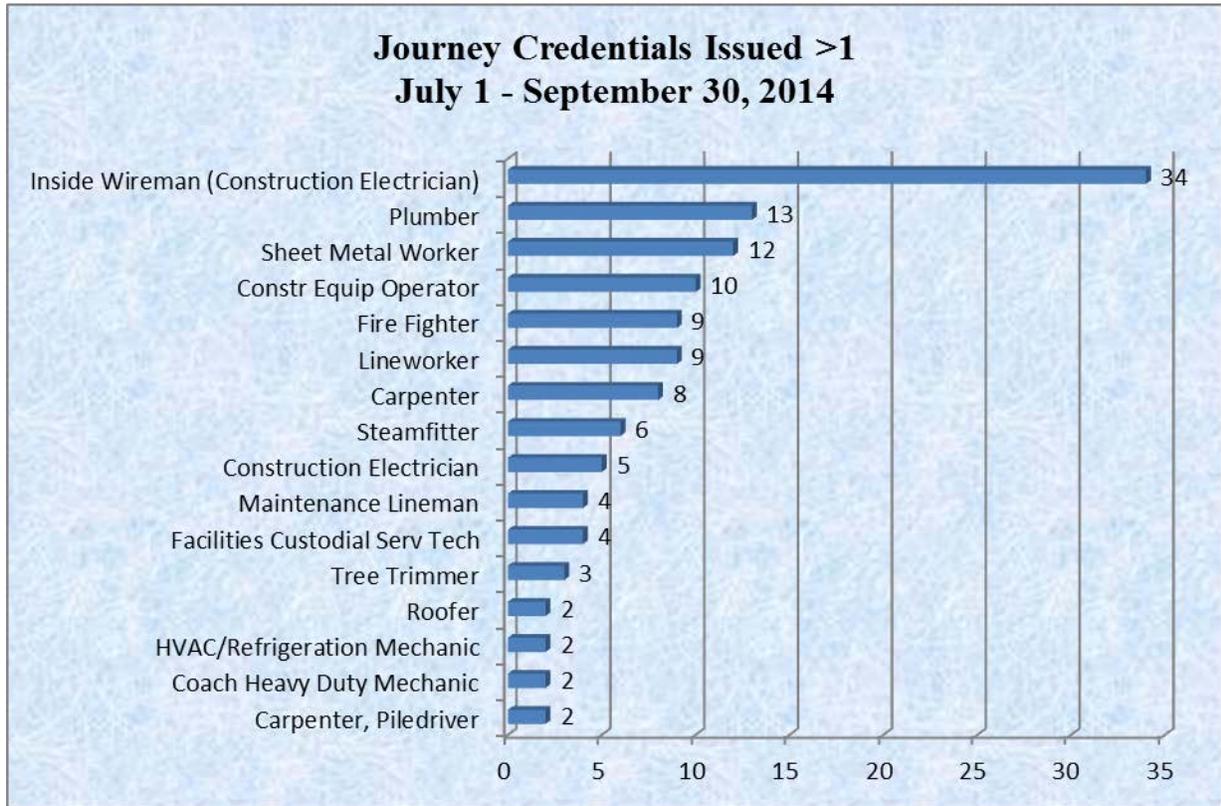
### Minority, Female and Veteran Participation (July - September, 2014):

- **2,374** active minority apprentices (24%)
- **1,020** active female apprentices (10%)
- **997** active veteran apprentices (10%)

The building and construction trade occupations continue to drive numbers in terms of total completions or journeylevel credentials issued, there are some notable, non-building trade occupations, in terms of total new apprentice registrations. Firefighter and Machinist (aircraft oriented) continue to show strong growth maintaining a spot among the top 25 occupations for newly registered apprentices. See the charts below for the most active occupations in terms of registrations and completions for the quarter.



### Journey Credentials Issued >1 July 1 - September 30, 2014



### The First-Ever White House Summit on American Apprenticeship

Secretary Tom Perez, Jeff Zients

July 14, 2014



President Barack Obama, Vice President Joe Biden, and Commerce Secretary Penny Pritzker tour a classroom at the Community College of Allegheny County West Hills Center in Oakdale, Pa., April 16, 2014. Students Zach Kuzma and Stephanie Womack demonstrate equipment that teaches students how to manipulate gears, pulleys, sprockets, etc. to adjust the speed and/or torque of a motor or system. (Official White House Photo by David Lienemann)

To create new opportunities for more hard-working Americans, the President and his team are committed to advancing job-driven training initiatives that help American workers acquire the skills they need to succeed in good jobs that are available now. Expanding quality apprenticeship is a key strategy to make education and training programs more job-driven.

As part of that effort, today, we hosted the first-ever White House Summit on American Apprenticeship to gather the best ideas and to catalyze action to dramatically increase apprenticeship in America. More than 60 attendees presented their ideas — including leading employers, big and small, like IBM, Bank of America, Blue Cross/Blue Shield, and Oberg Industries; labor unions like the IBEW and SEIU; training providers like Ivy Tech and Lone Star Community Colleges; and local workforce leaders from states as diverse as Pennsylvania and South Carolina.

Hands-on apprenticeships, where workers earn and learn at the same time, are a proven path to good, secure middle-class jobs. In fact, 87 percent of apprentices are employed after completing their programs, with an average starting wage above \$50,000. And apprentices earn a significant premium for their skills — as much as \$300,000 more than their peers over a lifetime, according to some studies.

And employers benefit as well. Given a potential shortage of 1.6 million middle-skill workers by 2020, according to the McKinsey Global Institute, we need more apprenticeships that allow companies to develop a skilled workforce that can drive improvements to their bottom lines. Ninety-eight percent of employers with apprenticeship programs today would recommend apprenticeship to other employers. And

the return on investment is impressive — studies from across the globe suggest that for every dollar spent on apprenticeship, employers get an average of \$1.47 back in increased productivity, reduced waste, and greater front-line innovation.



Secretary of Labor Tom Perez visits the San Francisco Electrical Industry Apprenticeship and Training Trust, San Francisco, California. March 4, 2014. (by Department of Labor)

But with only 375,000 apprentices in programs at the beginning of this year, we're falling well short of our potential — especially compared to some of our global competitors. We would need more than six times as many new apprentices to be on the same per capita level as Great Britain. It would take a sixteen-fold increase for us to be in a league with Germany. And with women and African Americans comprising only 6 percent and 10 percent of our apprentices respectively, we are clearly not tapping the full extent and diversity of the nation's talent.

We're committed to turning that around. This fall, the President will make available \$100 million in American Apprenticeship Grants to increase apprenticeship in high-growth fields; align apprenticeships with further learning and career advancement opportunities; and take successful apprenticeship models to scale. And the President continues to call on Congress to create a \$2 billion training fund to help states and regions double the number of apprentices over five years.

And already, we are seeing results — there are now 10,000 more apprenticeships in America since January. Employers and unions ranging from Ford and UPS to the UAW and SEIU have pledged to add tens of thousands more. Community colleges are stepping up to link apprenticeships with college degrees. And across the country, states like South Carolina, which has already increased apprenticeships sevenfold, California, Minnesota, Michigan, and more are using creative state programs to expand their apprenticeships.

Today's White House Summit on American Apprenticeship is a testament to the powerful opportunity before us. Together, we can do more to expand this successful career pathway — helping workers punch their ticket to the middle class and helping business grow and expand.

*Tom Perez is the U.S. Secretary of Labor. Jeff Zients is the Director of the National Economic Council.*

# Women in Trades: An Apprenticeship Success Story

by [Connie Ashbrook](#) on July 17, 2014 ·

*Editor's note: The following guest post is authored by Oregon Tradeswomen Inc. Executive Director Connie Ashbrook, who participated in a panel on STEM and nontraditional jobs at the White House Summit on Working Families in June. View the panel [here](#), and share your apprenticeship success story with us on Twitter by tagging @USDOL.*

Deawendoe “Dee” St. Martin came to Oregon Tradeswomen Inc. a hard worker with a gift for fixing things. She sought out OTI’s state-certified pre-apprenticeship training program because she wanted a lifelong career that would allow her to support her four children.

Over the course of OTI’s seven-week Trades and Apprenticeship Career Class, Dee and the other 22 women in her cohort learned construction basics from experienced tradeswomen. In addition to studying construction math and measurement, practicing how to properly use hand and power tools, and being educated about communication and safety on the job site, they learned some of the most valuable skills necessary for a successful trades

apprenticeship: construction culture and working productively to industry standards.



After completing OTI’s pre-apprenticeship class, Dee applied for and was accepted into the Oregon Laborers Apprenticeship, a Registered Apprenticeship program with rigorous physical requirements. She often practiced late into the night on her own to develop the muscle and technical skills needed to pass such a strenuous and demanding test. As a result of her hard work and determination, she passed the test with flying colors.

Although many people believe it is women’s physical abilities that can keep them from succeeding in a trades career, the most challenging obstacle women have to overcome in becoming an apprentice is a lack of knowledge about these careers and how to successfully apply for apprenticeship.

It is, perhaps, this type of thinking that limits Registered Apprenticeship programs from actively recruiting women. Apprenticeship programs OTI works with report having between 3 and 17 percent female apprentices. However, 70 programs in Oregon – or more than 50 percent of all state programs – do not have even *one* woman enrolled in their program.

With record numbers of skilled trades workers about to retire, Registered Apprenticeship programs and employers can’t afford to ignore half of the potential workforce. According to new research from the [Associated General Contractors of America](#), “Sixty-two percent of the firms surveyed for recent research reported they are having a hard time filling key professional and

craft worker positions ... many firms report having a hard time finding qualified workers to fill project manager or supervisor positions, equipment operators, carpenters, and laborers.”

OTI enrolls more than 100 women in our pre-apprenticeship class every year, who – like Dee – are capable and ready to begin an apprenticeship, but lack some of the basic skills and knowledge to be truly successful. OTI placed 47 of our pre-apprenticeship graduates into Registered Apprenticeship programs last year and another 31 in construction helper, manufacturing or residential construction careers, and they flourish because they have been well prepared for the opportunity and have a clear idea of what to expect in their apprenticeship. Because of our strong partnerships, the apprenticeship programs we work with average 9.3 percent women.

As for Dee, she is now proudly working for an excavation company as a union laborer. Through her hard work and dedication, she is now making a wage that enables her to comfortably support her family. If you ask her what her next goal in life is, she would tell you, “The sky’s the limit.”

### **Aerospace Joint Apprenticeship Committee (AJAC) Announces New Executive Director, Demetria “Lynn” Strickland**

*Source: Lisa Van Dyke, Marketing Communications Manager Aerospace Joint Apprenticeship Committee (AJAC)*

SEATTLE, WA-September 24, 2014 – Washington State’s funded aerospace and advanced manufacturing apprenticeship program, the Aerospace Joint Apprenticeship Committee (AJAC), announces a new Executive Director, Demetria "Lynn" Strickland. Strickland, former AJAC Deputy Director, has served as the Interim Executive Director since April.

"My vision is to grow the AJAC apprenticeship program so that it continues to serve as a valuable part of the solution in creating and sustaining a highly skilled workforce. Apprenticeship serves as a powerful model in addressing the skills gap we are currently facing," said Strickland.

Strickland brings with her 22 years of management experience in the for-profit, military, nonprofit, and state sectors. Strickland is a proud veteran of the U.S. Army where she served nine years domestically and abroad. After receiving an honorable discharge from the service, Strickland started her career in apprenticeship and education in 2004 at Skookum Education Services where she worked as a Human Relations Generalist, Apprenticeship Coordinator and Operations Manager. In 2007, Strickland was hired by Bates Technical College to serve as Associate Dean of Apprenticeship, Continuing Education, and Boiler Certification. Strickland was promoted in 2011 to Dean of Instruction for the Construction and Manufacturing careers.

In February of 2012, Strickland joined AJAC’s team as Aviation Maintenance Program Manager to manage the Part 147 Aviation Maintenance Technician Schools Fighting 147 group, AJAC’s Advanced Inspection and Manufacturing Mobile Training Unit (AIM-MTU), and the Manufacturing Academy. Strickland was promoted to Deputy Director in July 2012.

As the new Executive Director, Strickland is thrilled to assume leadership of AJAC, "I'm excited to have the opportunity to take an organization that was developed as part of a workforce solution for the employers of Washington State to the next level of growth."

## Buyken Metal Products and AJAC Host Successful ‘National Manufacturing Day’ Event for Kent Area High School Students

*Source: Lisa Van Dyke, Marketing Communications Manager Aerospace Joint Apprenticeship Committee (AJAC)*

Buyken Metal Products and the Aerospace Joint Apprenticeship Committee (AJAC) came together on October 3<sup>rd</sup> for National Manufacturing Day – a nationally recognized day dedicated to addressing the misperceptions about manufacturing by giving manufacturers an opportunity to open their doors and show, in a coordinated effort, what manufacturing is — and what it isn’t.



Kentridge and Kentwood High School students participated in a fun-filled morning of tours, manufacturing projects and presentations at Buyken’s facility and on AJAC’s Advanced Inspection and Manufacturing Mobile Training Unit (AIM-MTU). The students were inspired to consider a career in today’s modern manufacturing environment and discover how apprenticeship can serve as a pathway to manufacturing careers including machining, precision metal fabrication and more.

Buyken, a Washington State metal products manufacturer, offered students the opportunity to build a metal airplane while they toured each area of the facility. Students learned first-hand how different machines, including punch presses, press brakes, laser cutters and laser-guided inspections complete a manufacturing process from start to finish.



This year, over 1,600 manufacturing companies celebrated National Manufacturing Day by participating in open houses, public tours, career workshops and other events that 100,000+ people attended across all 50 states. AJAC is dedicated to taking part in National Manufacturing Day each year with the intention of inspiring young people to pursue careers in manufacturing through apprenticeship.

## **South Seattle College and AJAC’s “Industrial Manufacturing Academy” Recipient of 2014 Credit Exemplary Program Award**

*Source: Lisa Van Dyke, Marketing Communications Manager Aerospace Joint Apprenticeship Committee (AJAC)*

South Seattle College and AJAC are thrilled to announce that the Industrial Manufacturing Academy (IMA) has been selected as the recipient of the 2014 Credit Exemplary Program Award. The National Council for Workforce Education selected IMA because of the successful partnership and collaborative efforts of South Seattle College, AJAC and local area employers.



South Seattle College and AJAC collaborated to offer the Industrial Manufacturing Academy to prepare individuals for entry-level positions in the aerospace and advanced manufacturing industries. “The employer driven curriculum and industry expert trainers are the backbone to IMA’s success,” said AJAC’s Executive Director, Demetria “Lynn” Strickland. “The partnership between AJAC, South Seattle College and local area employers is just one example of collaboration that is truly making a positive impact for the local aerospace and manufacturing communities and the Washington State workforce.”

In addition, IMA provides its students with a pathway to either enter an AJAC apprenticeship program or continue their secondary education at one of the state’s community or technical colleges. “This is truly an employer driven program that leads to family wage jobs and apprenticeship for our students, says Dr. Holly Moore, Executive Dean for the Georgetown Campus. South Seattle College and AJAC will receive the award on October 31<sup>st</sup> during the National Council for Workforce Education conference in Pittsburgh, Pennsylvania.

## APPRENTICESHIP & RELATED EVENTS CALENDAR

Check out the [L&I Apprenticeship On-line Calendar](http://www.lni.wa.gov/tradeslicensing/apprenticeship/newsevents/calendar/) of Events for details on upcoming activities.  
<http://www.lni.wa.gov/tradeslicensing/apprenticeship/newsevents/calendar/>

### October 2014

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#### Joint Base Lewis-McChord (JBLM) Education & Transition Summit College & Apprenticeship Fair

##### Washington State Service Member for Life Transition Summittee

Date: October 21-23, 2014

Time: [See Website for details for each day](#) ([www.wamilitaryalliance.org](http://www.wamilitaryalliance.org))

Location: JBLM

Tacoma, Wash.

Please note the attached Save The Date for 21-23 October JBLM Education & Transition Summit that features three days of concentrated focus on Servicemembers, Families, College Presidents, Chancellors, Education providers, apprenticeship organizations, career skills programs, military educators, employers and other partner organizations dedicated to the training, employment and education of our community.

For more information contact Sharon Washington, **253-967-2126**, email

[sharon.a.washington6.civ@mail.mil](mailto:sharon.a.washington6.civ@mail.mil)

### November 2014

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#### Washington Women in Trades - Annual Awards Program

Date: November 1, 2014

Time: 6 p.m.

Location: Ballard Elks Club

6411 Seaview Avenue NW

Ballard, Wash.

For more information, contact Cindy Payne, **206-324-3372**, email [cpollyc@comcast.net](mailto:cpollyc@comcast.net)

Web page: [www.wawomenintrades.com](http://www.wawomenintrades.com)

#### ARTS Training - Monday November 10<sup>th</sup> 2014

The Department is offering ARTS (Apprentice Registration & Tracking System) training. The training will cover tasks used by apprenticeship programs involving ARTS. This free course will be held on *Monday November 10<sup>th</sup> 2014, from 8:30 AM – 12:00 PM*. The class will promptly begin at 8:30 AM, so please arrive 15 minutes early. The training will be offered at the Carpenter's Training Facility located at 20424 72<sup>nd</sup> Avenue South, Kent. Michael Thurman, ARTS Administrator will be the instructor of this course.

If you would like to attend, pre-registration is required for classroom seating requirements. Please reply to this email with the number of attendees your program wishes to participate in this training. If you have any questions, please feel free to send a line or I can be reached at the phone number below.

Gary Peterson

Apprenticeship Consultant

WA. State Labor & Industries

Phone: 253-596-3861

## November 2014 (Continued)

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### **7th Annual Pierce County Annual Career Day - Utilities/Construction/Manufacturing/Transportation**

Date: November 13, 2014

Time: 8:30 a.m. - 1:30 p.m.

Location: Washington State Fairgrounds Showplex  
Puyallup, Wash.

Pierce County Career Day is an innovative workforce development tool designed to provide high school students with hands-on exposure to diverse and growing careers and to provide employers with a pipeline of professionals for tomorrow. Over 2,000 students from all areas of Pierce County attend the event, discovering the technical skills required for occupations in the trades through interactive exhibits and information on internships, registered apprenticeships and training resources.

For more information, go to the website [buildingyourcareer.com](http://buildingyourcareer.com)

Webpage: <https://2014pccd.eventbrite.com>

## December 2014

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### **December 1, 2014**

Last day for "Requests for Revision of Committee/Standards" or "Request for New Committee/Standards" forms to be submitted for the January 2015 Washington State Apprenticeship and Training Council Meeting.

## January 2015

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### **Compliance Review & Retention Subcommittee Meeting — WSATC**

Date: January 14, 2015

Time: 9 a.m. to noon

Location: See below WSATC notice

Additional meetings:(Tentative)

- 1 p.m. — Wash. State Apprenticeship Coordinators Association meeting.
- 2 p.m. — Labor & Industries/WSATC Joint Committee on Recruitment Resources.

### **Washington State Apprenticeship and Training Council Quarterly Meeting**

Date: January 15, 2015

Time: 9 a.m.

Location: Department of Labor & Industries

7273 Linderson Way SW

Tumwater, Wash. 98501

Phone: **360-902-5320**

Fax: 360-902-4248

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