Apprenticeship
it’s good business!

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In this presentation

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• 2009 by the Numbers
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• Getting Started
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ARE YOU READY FOR THE FUTURE?

Graying of the Workforce:

- One-half of the 76 million Baby Boomers will be eligible to retire in the next decade.
- The number of workers between the prime working ages of 25 and 54 will shrink, causing a shortage of skilled workers.
- Have you thought of how you will fulfill your workforce needs?
HOW DO EMPLOYERS BENEFIT?

- Greater knowledge Transfer
- More productive team
- Less turnover
- Fewer mistakes
- Fewer accidents
- Less absenteeism
- Greater morale
SOUND RETURN ON YOUR BUSINESS INVESTMENT

- Creates the opportunity to formally train your employees, in your facility, on your equipment, in your environment, to fit your needs.
- Allows you to effectively train new employees, or promote your currently unskilled or less skilled incumbent workers.
- On average, for each dollar invested, private employers receive a benefit of $1.38—a net return of $0.38.
A Partnership That Works

Employers and industries get a reliable source of skilled labor

Employees get valuable training opportunity and a portable credential without leaving the workforce

Local workforce entities have an avenue to promote training opportunities in key industries

Educational partners can help provide industry training in a way that doesn’t stretch capacity
WHO SPONSORS APPRENTICESHIP?

Sponsors can be:

- Joint (Employer/Labor) apprenticeship committees
- Individual employers
- Employer associations

Washington has approximately 250 apprenticeship sponsors, which involve over 7,000 employers training in over 600 different occupations.
REPRESENTING BUSINESS:

Dave D'Hondt (Vice-Chair),
Executive Vice president, AGC of Washington
Tim Wilson, Manager (Appointed 10-15-09)
The Boeing Company
Vacancy, Open Until Filled

REPRESENTING LABOR:

Al Link, Executive Secretary
WA State Labor Council, AFL-CIO
Lee Newgent, Executive Secretary
Seattle/King County Building & Construction Trades Council, AFL-CIO
Nancy Mason, Retired
International Brotherhood of Electrical Workers (IBEW), LU46

REPRESENTING THE GENERAL PUBLIC:

Susan W. Crane, Executive Director
SkillUp Washington
Journey Credentials Issued by Occupation 2009 - Top 20

- Carpenter: 259
- Construction Electrician: 197
- Laborer: 157
- Ironworker: 98
- Sheet Metal Worker: 77
- Gypsum Drywall Systems Installer: 74
- Plumber: 52
- Elevator Constructor Mechanic: 43
- Constr Equip Operator: 40
- Painter and Decorator: 39
- Roofer: 31
- Lineworker: 31
- Commercial Glazier: 31
- Meatcutter, Retail: 30
- Construction Lineman: 29
- Cement Mason: 25
- Insulation Applicator: 24
- Drywall Finisher: 24
- Drainage & Wastewater Collection Worker: 24
- HVAC/Refrigeration Mechanic: 21
Top 20 Occupations by Registrations in 2009

- Construction Electrician: 230
- Laborer: 163
- Carpenter: 139
- Painter and Decorator: 101
- Plumber: 83
- Sheet Metal Worker: 73
- Roofer: 70
- Constr Equip Operator: 67
- Gypsum Drywall Systems Installer: 58
- Boilermaker (Field Const/Repair): 44
- Asbestos Worker: 39
- Steamfitter: 38
- Fire Fighter: 38
- Scaffold Erector: 36
- Construction Lineman: 34
- Traffic Control Painter: 33
- Tree Trimmer: 32
- Meatchuter: 30
- Brick Layer: 30
- Carpet, Linoleum & Soft Tile Layer: 28
Number of Active Apprentices, first day of the month every 6 months, through April 2010
APPRENTICE UTILIZATION IN WASHINGTON

Definition:

Apprenticeship Utilization Requirements (AURs) require a certain percentage of labor hours for a given construction project be performed by Washington State registered and/or approved apprentices.
APPRENTICE UTILIZATION IN WASHINGTON

- **Agencies under the authority of the Governor**, excluding the WSDOT, 15 percent of the total labor hours be performed by state approved apprentices for projects estimated to cost $1 million or more.

- **WSDOT** must require 15 percent of the total labor hours be performed by state-approved apprentices for projects estimated to cost $2 million or more.

- **Public works by a school district** estimated to cost $1 million or more must contain specifications requiring that no less than 15 percent of the labor hours be performed by registered apprentices.

- **Four-year institutions of higher education** begin a three-year graduated implementation requirement January 1, 2010 culminating January 1, 2012 with a 15 percent utilization provision for all projects estimated to cost $1 million or more.
ADDITIONAL SPONSORS OF AURS:

- Vulcan Construction
- Immunix/Hajum
- Harbor Properties
- Pine Street Associates
- City of Seattle
- Sound Transit
- King County
- Spokane School District
- Thurston County
- City of Tacoma
- Chelan County
- Port of Seattle
- City of Hoquiam
- Port of Wenatchee
**APPRENTICE UTILIZATION IN WASHINGTON AS AN INCENTIVE**

Initiative 937 approved by the voters in November 2006

- Applies to Qualifying Renewable Energy projects
- 15 Percent WSATC Approved Apprentice Labor Standard [WAC 194-37-120(1)]
- “WSATC Approved” extends to reciprocally recognized programs
- Apprentice registration number must be provided along with Journey worker hours
- Labor Hours defined in RCW 39.04.310(3)
ESSB 5873 passed in 2009 amends RCW 39.12.055 by adding apprenticeship violations to bidder debar list for working apprentices:

- Out of Ratio
- Without proper supervision
- Outside their approved work processes
How do I Get Started?

There are two ways to participate:

1. Find an existing state-approved program and join, so your employees would schooling through their arranged classes. This is called becoming a “training agent.”

2. Start and sponsor your own registered apprenticeship program.
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Contact the L&I Apprenticeship Consultant in your area

Washington State Department of Labor & Industries Website

www.Apprenticeship.LNI.wa.gov