
Washington State Registered Apprenticeship Program “High Skills, High Wages”

Northwest Construction Consumers Council Workshop
April 28, 2004



What is apprenticeship?

- Formalized workforce training
- On-the-job training
- Classroom training (144 hours of annual “related supplemental instruction” is required)
- Apprenticeships are 1-5 years in duration
- Washington State Apprenticeship and Training Council (established 1941)
- L&I serves as the administrative arm of the Council
- Federal authorization and oversight of United States system



What we do...

- PROMOTE a highly skilled and diverse workforce through the REGISTRATION of more than 13,000 apprentices
- DEVELOP and SUPPORT in excess of 250 apprenticeship training programs
- PROMOTE PARTNERSHIPS with business, labor, and education
- SUPPORT the Washington State Apprenticeship and Training Council
- Ensure COMPLIANCE THROUGH TIMELY REVIEWS of program standards



Why we do it...

- TO BUILD A HIGHLY SKILLED AND SAFE WORKFORCE – Providing individuals with an equal opportunity to participate in training programs that provide them with skills that lead to lifetime careers.



How we're doing...

- EXPANDING APPRENTICESHIP – the program is actively partnering with key stakeholders to expand apprenticeship at three levels: pre-apprenticeship, new programs for in-demand-emerging occupations and growth in traditional trades as well
- PUBLIC OUTREACH through meetings and via the Internet
- PROMOTING TEAMWORK between industry, labor, and community and technical colleges
- EXPANDING school-to-work programs
- IMPROVING RELATIONSHIPS between employers and employees



Where we're going...

- INTO THE FUTURE WITH THE ORIGINAL 4-YEAR DEGREE
- ENHANCED DIVERSITY - Apprenticeship programs need to be as diverse as the communities they serve
- CONTINUE ASSISTING WITH LABOR SHORTAGE CHALLENGES – Programs will move toward teaching new skills to meet the modern demands of evolving industry sectors such as health care and high-tech industries
- ENHANCED PUBLIC\PRIVATE PARTNERSHIPS – Enhanced stakeholder involvement with the Apprenticeship Council and industry representatives will ensure a collaborative policy-making process



Myth #1: Apprenticeship is a small and insignificant program

Fact:

- Over 130,000 apprentices since 1941
- Approximately 12,000 active apprentices today
- 265 registered programs with over 661 occupations



Myth #2: Apprenticeship is only for “Non-College Bound Students”



Fact:

- Apprentices must meet rigorous standards. Some have standards equal to or exceed four-year colleges.
- Can lead to AA/AS degrees
- Many occupations have pre-apprenticeship programs to assist applicants.



Myth #3: Apprenticeship excludes women and minorities



Fact:

- Over 13% of apprentices in Washington State are women (second in nation)
- Over 23% of apprentices in Washington State are minorities

Myth #4: Apprenticeship is only for construction trades and/or union members

Fact:

- There are over 195 non-trade occupations with over 2,000 registered apprentices in the state.
- Occupations range from opticians to child care
- Apprenticeship is open to union and non-union members.



Myth #5: Apprenticeship is only for Union Members

Fact:

- Apprenticeship is open to Union and Non-Union members.
- Passage of SHB 1234 in 2001
- Revisions of WAC Rules to improve access to Apprenticeship Program Sponsors to utilize Apprenticeship Training Model

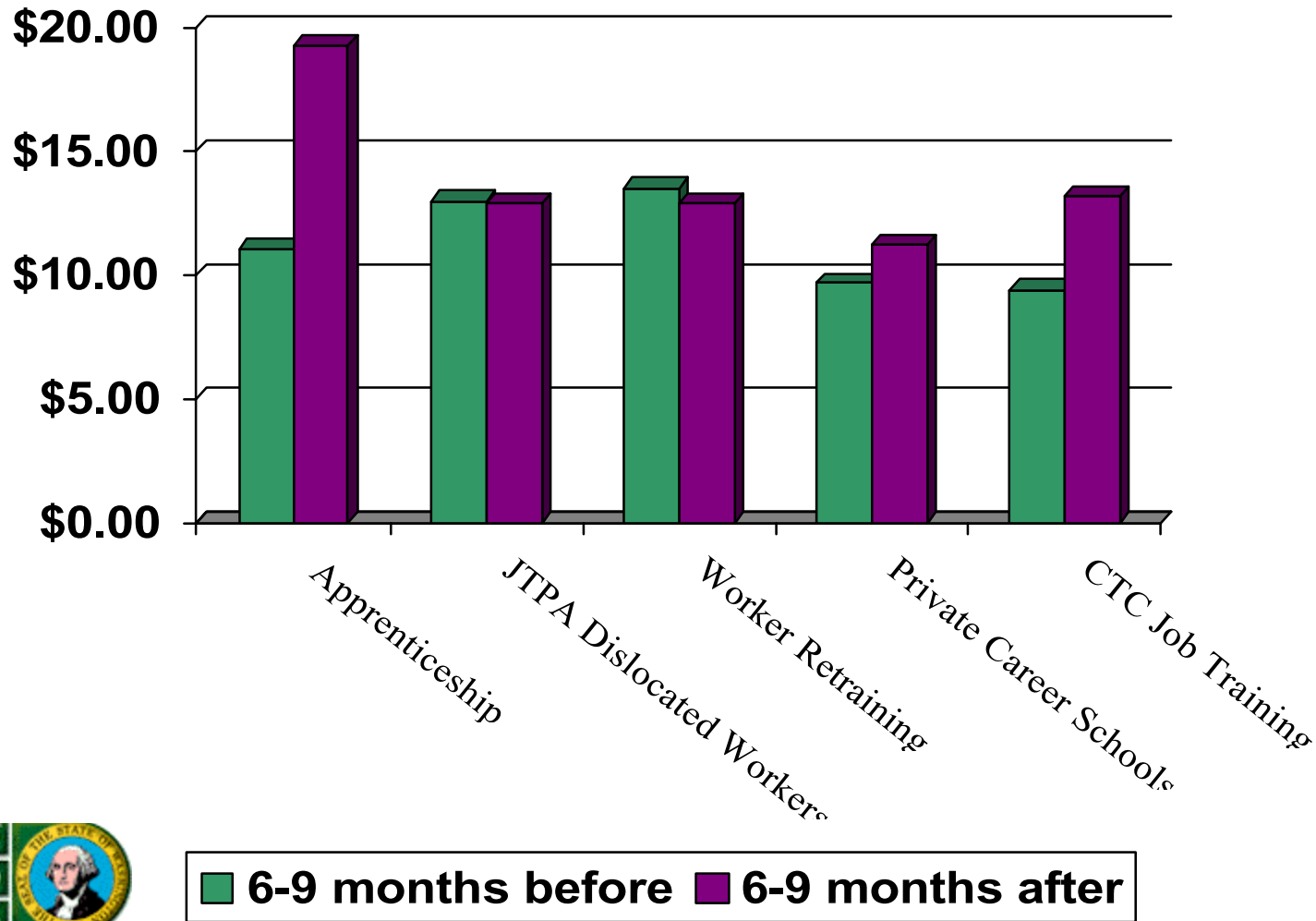


Apprenticeship Performance

- “World’s best training model”
- The greatest return on government investment

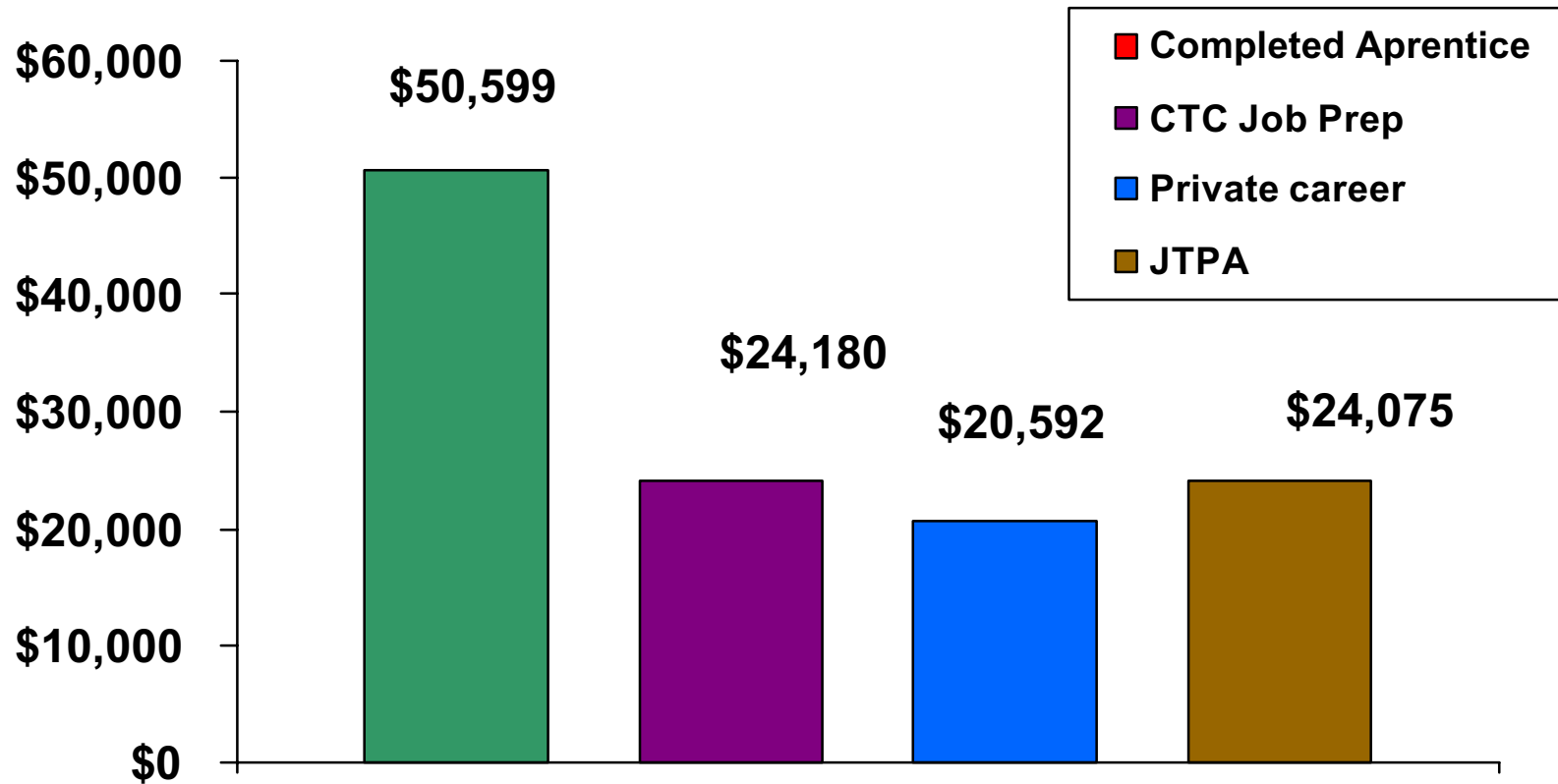


Median Hourly Wages



Source: Workforce Training and Education Coordinating Board

Earnings of program participants in the 3rd quarter after leaving program



Median Annual Wage



Source: Workforce Training and Education Coordinating Board

Apprenticeship's Strategic Opportunities

- Pre-apprenticeship: Skills Centers and Non-Profits.
- Expansion of emerging occupations: medical, technology and childcare.
- Expansion of traditional occupations: transportation etc.

