

BUILDING TRADES APPRENTICESHIP PROGRAMS

Workforce Training & Education Coordinating Board Meeting
March 23, 2023

Dept. of Labor &
Industries

Building Trades Apprenticeship Overview

WA State Building
& Construction
Trades Council

Building Trades Apprenticeship Model

Seattle Pipe Trades
JATC

Pipe Trades Apprenticeship

Western WA
Masonry Trades

Masonry Trades Apprenticeship

WA State Building
& Construction
Trades Council

Building Trades Initiatives

Longview/Kelso
Building Trades
Council

In-School Apprenticeship Preparation Model

WA State Building
& Construction
Trades Council

TAP Plan Recommendations

PANEL PRESENTATIONS



STATEWIDE BUILDING TRADES APPRENTICESHIP OVERVIEW

Peter Guzman, Apprenticeship Programs Manager

WA Dept. of Labor and Industries

GENERAL BUILDING TRADES REQUIREMENTS

- **Age** – Majority of programs min. age of 18
- **Education** – Most programs require a high school diploma or equivalent
- **Physical Ability** – Have the necessary strength or stamina to perform the work
- **Aptitude** – Some programs may require an aptitude test
- **Duration** - 2-5 Years
- **Apprenticeship Preparation** – Growing Articulation through WSATC
- **CE** – Continuing Education and Degree Credentials



REGISTERED APPRENTICESHIPS, TODAY (JAN 1, 2022 – DEC 31, 2022)

- ▶ Approximately 2,856 employers in construction trades programs
- ▶ Out of 187 registered apprenticeship programs, roughly 157 are construction trades
- ▶ Approximately 22,200 active apprentices in all training programs
 - Nearly 5,950 new registered building trades apprentices
 - Roughly 85% (18,500) in construction trade occupations
 - About 8% (1,490) active female apprentices

APPRENTICE UTILIZATION REQUIREMENTS

WAC 296-05-217

- **Apprentice Utilization Requirements (AUR)** – RCW 49.04.035 Requirements
 - **15% AUR** – Hours on public works projects
 - \$1 Million Public Project
 - \$2 Million WSDOT
- **L&I Apprenticeship Office** – Verification of Apprentice hours worked
- **WA State Apprenticeship & Training Council (WSATC)** –Quarterly AUR Compliance report

REGISTERED APPRENTICESHIP PROGRAM

TRAINING AGENT DEFINITIONS

WAC 296-05-003

- **Training Agent** – Employer of registered apprentices approved by the program sponsor to furnish on-the-job training. The training agent shall use only registered apprentices to perform work scopes in accordance with approved program standards.
- **Employer (Contractor)** must be a duly registered business legally able to operate a business per WA State requirements including employing workers in Washington State. This, among other things, requires a current and valid Washington State Universal Business Identifier (UBI).
- **Apprenticeship Training Program Standards** - The Employer must only employ registered apprentices per sponsor approved, trade specific training program.

BUILDING TRADES APPRENTICESHIP MODEL

Mark Riker, Executive Secretary

WA State Building & Construction Trades Council

47 Local Unions

17 District and Regional Councils

14 Construction Crafts

- Boilermakers
- Brick Masons
- Concrete Masons and Plasterers
- Electricians
- Iron Workers
- Heavy Equipment Operators
- Painters and Allied Trades
- Laborers
- Roofers
- Sheet Metal Workers
- Plumbers/Pipefitters/Sprinkler fitters



**WASHINGTON STATE
BUILDING & CONSTRUCTION TRADES**

Over **80,000**
Journey Workers

Over **21,200**
State Registered Apprentices

Over **18,500 (85%)**
registered in
Construction Trades

(Source: 2022 Washington
State L&I)



- ▶ JATC Composition
- ▶ Funding Mechanism
- ▶ Training Delivery Methods
- ▶ RSI – Related Supplemental Instruction
- ▶ OJT – On The Job Training
- ▶ Federal Standards Vs. State Standards

BUILDING TRADES APPRENTICESHIP MODEL

WASHINGTON STATE BUILDING & CONSTRUCTION TRADES TRAINING DEMOGRAPHICS AT-A-GLANCE

- Laborer
 - 1,027 Apprentices
 - 14.8% Female
 - 47% Minority
- Cement Mason
 - 512 Apprentices
 - 10% Female
 - 53% Minority
- Plasterer
 - 72 Apprentices
 - 6% Female
 - 49% Minority
- Iron Worker – Local 86*
 - 457 Apprentices
 - 7.6% Female
 - 49% Minority
- Brick Mason
 - 287 Apprentices
 - 6% Female
 - 44% Minority
- Electrician – PSEJATC*
 - 1221 Apprentices
 - 8.76% Female
 - 25.8% Minority
- Painters & Allied Trades
 - 310 Apprentices
 - 12.26% Female
 - 63.2% Minority

*All Demographic Data Statewide Unless Specified

SEATTLE AREA PIPE TRADES APPRENTICESHIP

PJ Moss, Training Coordinator

Heather Winfrey, Assistant Training Coordinator



Who We Are

- Jointly managed apprenticeship training center for United Association Local 32 and Mechanical Contractors of Western Washington
- Independent campus located in Renton, Washington with jurisdiction in King, Clallam, Jefferson counties and parts of Chelan and Douglas counties
- Currently serving 585 people registered as pipe trades apprentices
- Additionally training up to 3,312 people in continuing education courses needed to maintain or gain certifications





How and What We Train

- Block Training modality for apprenticeship content
 - Minimum 250 hours per year
 - Theoretical, practical and leadership curricula across programming
 - Instructors certified through UA International Training Program
- In-person, online, clinic and boot camp modalities for continuing education





Our Workforce

- Certified and licensed craftspeople earning over \$200,000 annually in wages and benefits
- Professionals positioned to use skills and expertise with clean energy infrastructure and evolving technologies
 - Gas Distribution to Hydrogen
 - Variable Refrigerant Flow and Heat Pumps
 - Technology integration in field and design positions





What Does Access Look Like?

- Analyzing recruitment and application processes
- Finding entry points to foster equity
- Developing intentional relationships with candidates
- Collaborating with organizations that have proven results





Ongoing Results and Efforts

- Multiplied # of women in program since 2016:
 - 19% of current first year plumber cohort are women
- Increased apprentices of diverse heritages since 2016:
 - 35% of current Helpers & Tradesmen are people of color
- NOT AND NEVER DONE





It's All About the Retention

- Train apprentices to be recruiters
- Cultivate an apprentice-led community of inclusion
- Maintain relationships with apprentices after they graduate
- 95% Retention Rate
 - Defining as those who advance in program, complete, and remain in UA Local 32 membership employed by a MCAWW company
 - Successful apprenticeship shouldn't have an "exit" measure as other workforce programs do





2023 1st Year Plumber Apprentices



2019 Mock Interview Volunteers

MASONRY TRADES

Lowell Glodowski, Business Manager

(Former Training Coordinator)

Western Washington Masonry Trades

- Apprenticeship Highlights
- Masonry Trades Programs
- Program Differences
- Demographics
- Female/BIPOC Outreach Strategy



WESTERN WASHINGTON MASONRY TRADES



BUILDING TRADES INITIATIVES

Erin Frasier, Assistant Executive Secretary

WA State Building & Construction Trades Council



Building Trades apprenticeship programs are a model for **equitable** access to training that result in **equal** career outcomes –

- ▶ Standardized and prevailing wages
- ▶ Health care
- ▶ Retirement
- ▶ Continuous job placement within a career
- ▶ Continuing education

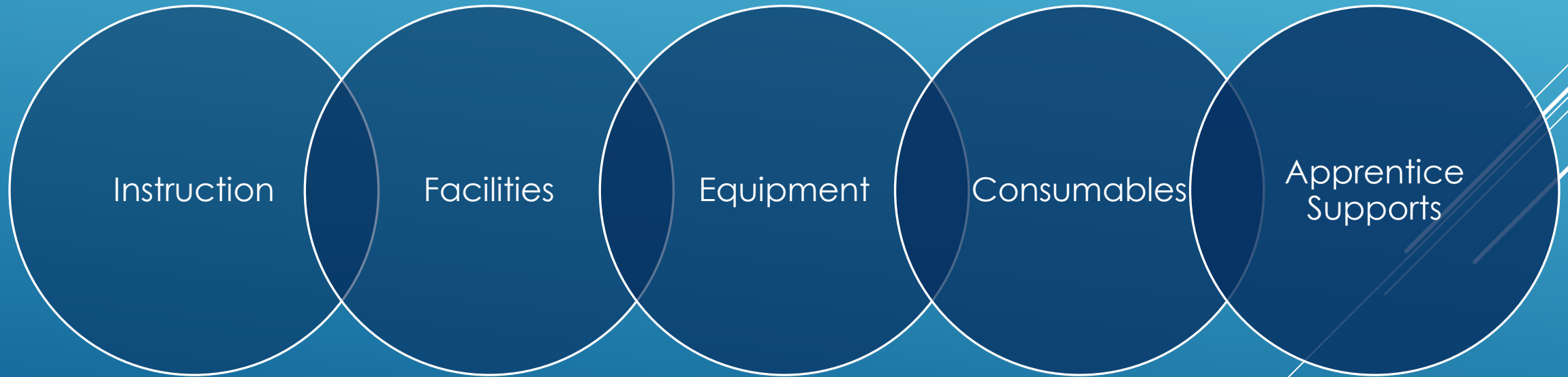
DIVERSITY, EQUITY & INCLUSION

Programming

- ▶ Lack of direct access to state and federal funding
- ▶ Job Skills Program
- ▶ Career Connect WA
- ▶ SB 5600 Equipment & Technology

Apprentice Support

- ▶ Barriers created by financial eligibility requirements
- ▶ Variable access to existing system
- ▶ Washington College Grant
- ▶ SB 5600 Apprentice Supports



ACCESS TO SUPPLEMENTAL FUNDING

- ▶ Building & Construction Career Pathways for Youth
 - ▶ Consortium Participation
 - ▶ Apprenticeship Preparation Summits
 - ▶ Targeted Informational Materials
 - ▶ Career Prep Plans
 - ▶ Construct a Career



- ▶ Next Steps:
 - ▶ Building Trades Apprenticeship Navigators
 - ▶ State Recognized Apprenticeship Preparation in K-12
 - ▶ Increased Engagement with Construct a Career

AWARENESS & EXPLORATION



Your New Career Starts Here

*Think you need to go to a four-year college to have a successful career?
Apprenticeships are a great way to build a solid life for you, and your family - and you EARN while you LEARN!*

Questions about apprenticeship? [Ask us now!](#)



Apprenticeship in the building and construction trades is a training program where you earn wages while you learn a skilled profession in a specific industry, such as construction. Apprenticeship combines classroom studies with on-the-job training supervised by a Journey level trade professional. Much like a college education, it takes several years to become fully trained in the occupation you choose. Unlike college, though, as an apprentice you'll earn while you learn.

Career Exploration

Do you think you have what it takes?

[Find out more...](#)



Apprenticeship Preparation

Are you ready to take the first step?

[Find out more...](#)



Apprenticeship Programs

Ready to discover your new career?

[Find out more...](#)



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Build Your Future!

www.constructacareer.org

- ▶ Exploration
- ▶ Preparation
- ▶ Programs
- ▶ Resources
- ▶ Contact Us

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AWARENESS & EXPLORATION

IN-SCHOOL APPRENTICESHIP PREPARATION MODEL

Mike Bridges, President

Longview/Kelso Building Trades Council

- Program Inception
- Cohorts since Inception
- Graduates to Registered Apprenticeship
- Demographics
- Female & BIPOC Outreach Strategy



MARK MORRIS HIGH SCHOOL APPRENTICESHIP PREPARATION



TAP PLAN RECOMMENDATIONS

By providing for apprentice utilization on public works projects, state government can create opportunities for training and experience that will help assure a trained workforce will be available...

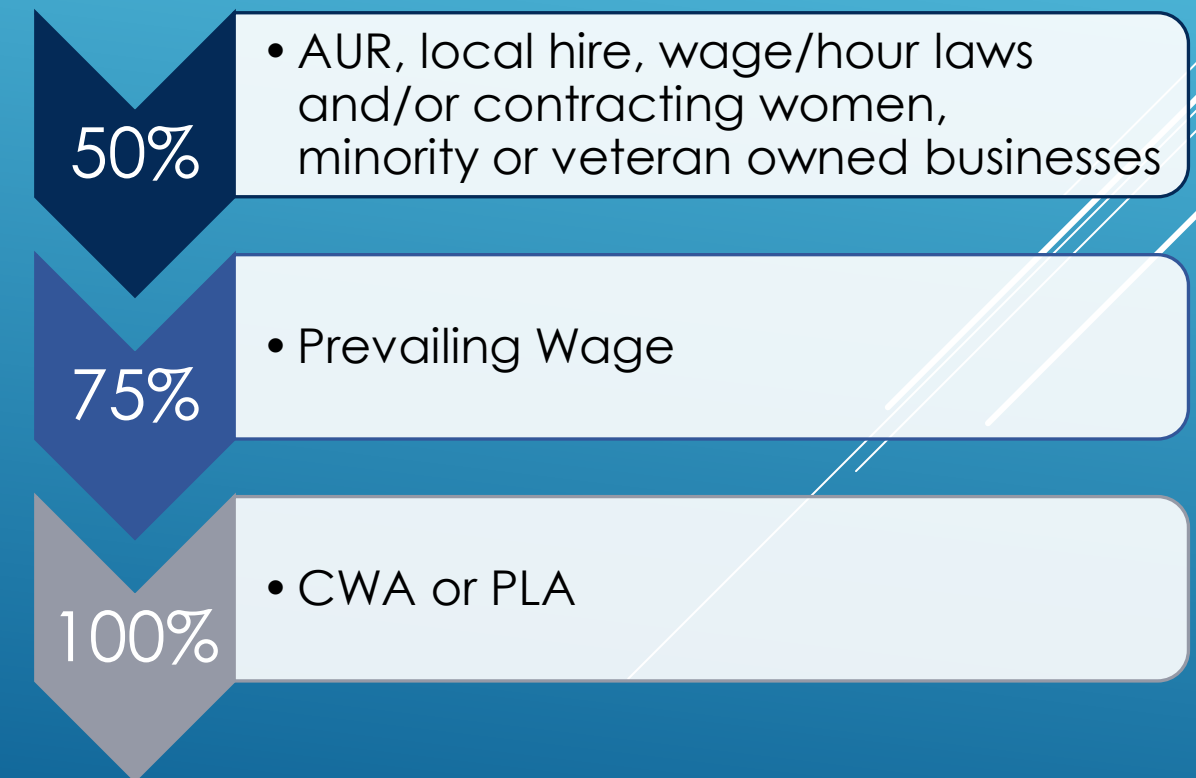
AUR = Apprentice Utilization Requirements

- ▶ Public Works AUR (RCW 39.04.330)
- ▶ Responsible Bidder (RCW 39.04.350)

Public Works Investments

- ▶ Transportation Infrastructure
- ▶ Capital Projects
- ▶ Water Infrastructure
- ▶ Electrical Infrastructure

Labor Standards on Tax Deferrals



APPRENTICE UTILIZATION

- ❑ Acknowledge apprenticeship is postsecondary education and apprentices have the same basic needs as other students
- ❑ Prioritize access to existing workforce development system resources for apprentices
- ❑ Expand resources for apprentices regardless of financial eligibility in year one
- ❑ Support Direct Supplemental Funding to State Registered Apprenticeship Programs for RSI



APPRENTICE RETENTION & SUCCESS



- ▶ Acknowledge apprenticeship is postsecondary education and apprentices have the same basic needs as other students
- ▶ Prioritize access to existing workforce development system resources for apprentices
- ▶ Expand resources for apprentices regardless of financial eligibility in year one
- ▶ Support direct supplemental funding to state registered apprenticeship programs for RSI

APPRENTICESHIP RETENTION & SUCCESS

- ▶ Apprenticeship Preparation
 - ▶ Only support State Recognized programs
- ▶ CORE+ Construction
 - ▶ Attain State Recognition as Apprenticeship Preparation
- ▶ Building Trades Awareness & Exploration
 - ▶ Advocate for Construction Apprenticeship Navigators
 - ▶ Connect Construct A Career to system resources

APPRENTICESHIP PATHWAYS

"I know firsthand the electrical trade is very competitive to get into. Having an apprenticeship preparation class under your belt puts you one step ahead of everyone else."
- Noah Mejia, Electrical Apprentice





QUESTIONS & DISCUSSION

www.wabuildingtrades.org