

October 17, 2013

Agency report to the Washington State Apprenticeship and Training Council

This report for the quarter spanning July 1 to September 30 highlights on WorkSource-related apprenticeship activities three regions – Spokane in eastern Washington and Pacific Mountain and Seattle-King County in western Washington – that have been actively engaged.

WorkSource Spokane has a strong partnership with Inland Northwest Apprenticeship Coordinators. At WorkSource Spokane, a WorkSource Specialist (Brad Johnson) is available to speak to anyone interested in apprenticeship (how it works, the kind of work, program requirements, where to apply) and averages at least two job seekers a week desiring information. Brad also talks to registered apprentices about how to apply for unemployment insurance when in registered apprenticeship. For retention of apprentices, Brad refers participants to the Workforce Investment Act (WIA) program.

In the third quarter of 2013, WorkSource Spokane was busy, as demand for apprentices was higher than expected and referred many job seekers to registered apprenticeship programs. In August, WorkSource Spokane partnered with the Spokane Area Workforce Development Council, ANEW, and the Electrical Training Trust to recruit for the second annual pre-apprenticeship class for women and people of color through a grant from the Washington State Department of Transportation. To help with recruiting, WorkSource Spokane provided a table in its lobby for an ANEW representative who spoke with more than 300 people about the class. Information on the class and how to apply was also on the WorkSource web site and got more than 800 hits. Fifty women and people of color attended orientations with 27 interviewed and 21 (17 women, 4 men) accepted into the class. The class started September 24 and each person will have an OSHA 10, CPR and first aid card, and flagger and forklift certification by the time it ends. The class also teaches fitness, budgeting, basic hand tool and safety, and construction math. WorkSource will help the graduates apply for apprenticeship programs.

WorkSource Spokane also helped advertise the Inland Northwest Apprenticeship Coordinators Craft Day for women and minorities to experience the trades. Coordinators also invited high school students from the Skills Center (Spokane District 81 training center). In September, Brad Johnson spoke at the Plumbers' and Pipefitters' Apprenticeship class orientation about the benefits of using WorkSource. He also had contacts with carpenter, electrician, cement mason, roofer, ironworker, plumber and pipefitter apprentice coordinators.

In Pacific Mountain Workforce Development Area (Grays Harbor, Lewis, Mason, Pacific, and Thurston counties), the workforce development council (WDC) and its WorkSource partners sponsored the Try-A-Trade Fair at the Regional Education and Training Center located at

Satsop Business Park. At Joint Base Lewis McChord (JBLM), Pacific Mountain WDC sits on the Military Apprenticeship Committee, which coordinates apprenticeship fairs, recruits participants for apprenticeship programs, and coordinates apprenticeship activities on post. Also on post is the Stone Education Center, which sponsors apprenticeships through the Veterans in Piping (VIP) program and is planning additional events in the coming months. The Stone Education Center's leadership has brought together partners including the Washington State Department of Veterans Affairs, Pacific Mountain WDC's *Camo2Commerce* program, and the United Association of Plumbers, Pipefitters, Steamfitters and Welders.

Pacific Mountain WDC built significant resources for the Military Apprenticeship Council into its *Camo2Commerce* grant to enhance the Apprenticeship Fairs conducted at JBLM. Pacific Mountain also partners with the Army Continuing Education System (ACES), United Association of Union Plumbers and Pipefitters, and the International Brotherhood of Electrical Workers. In addition, through its *Camo2Commerce* Rapid Response Additional Assistance program, it is recruiting, enrolling and supporting transitioning service members through programs including Veterans in Piping (VIP), Veterans in Construction Electrical (VICE), Software Engineering Academy and HVAC apprenticeship programs.

Pacific Mountain WDC is also supporting the State Apprenticeship Coordinator presentation at the Tribal Employment Rights Organization Conference next quarter and is contributing financially as a sponsor of the Pierce County TRY-A-TRADE event, also next quarter.

In Seattle-King County, the workforce development council (WDC) has a grant from the U.S. Department of Health and Human Services called *Health Careers for All*. One requirement of the grant is to work with the Department of Labor and Industries (L&I) apprenticeship program to explore and support greater apprenticeship opportunities in health care. The first few years of the grant were focused on capacity building (including designation of a health care point person in L&I's apprenticeship section), best practices research, development of a business case for apprenticeship in health care, and development of outreach materials to disseminate that business case to employers. The WDC then supported outreach to employers to explore opportunities for increasing apprenticeship and other work-based learning opportunities in health care through the L&I point person. An opportunity was identified to explore apprenticeship as a training vehicle for medical assistants in community health. Toward that end, in the past year, the L&I point person has been working in collaboration with the Washington State Association for Community and Migrant Health Centers to conduct a feasibility analysis for a medical assistant apprenticeship model, develop learning objectives, draft curriculum, and develop a plan and timeline to pilot the curriculum, which will be piloted over the next year.

Staff at WorkSource Renton work closely with Apprenticeship & Nontraditional Employment for Women (ANEW) and during this past quarter, they made 12 referrals to ANEW, eleven of which were for the Trades Rotation Program. Five individuals were enrolled in the program. ANEW program staff also attend WorkSource all-staff meetings to provide customer opportunity updates.

At WorkSource South Seattle Community College Affiliate, summer quarter resulted in less activity than normal. However, strong partnerships and recruitment efforts continue with

Aerospace Joint Apprenticeship Center (AJAC), IAM/Boeing Joint Apprenticeship, Boiler Makers, CITC - Construction Industry Training Council of Washington, Cement Masons and Plasterers, Construction Linemen, Power Line Clearance, and Tree Trimmers, Drywall Finishers, Electricians, Puget Sound, Electricians, HVAC/Marine, Electricians, Puget Sound Energy, Electricians, Snohomish County PUD #1, Floorcovering, Glaziers, Architectural Metal, and Glass workers, Iron Workers, Masonry Trades (Bricklayers, Caulkers, Marble and Tile Setters), Meat Cutters, Painters, Decorators and Stripers, Seattle City Light Electrical Workers, Sprinkler Fitters. In the coming quarter, the new Georgetown Connection Site will increase apprenticeship and pre-apprenticeship related activities, events, and initiatives including referrals and enrollment.

That concludes the WorkSource regional focus. On a broader note, WorkSource data show that the system has enrolled few participants in apprenticeship training over the past several years through the Workforce Investment Act, Trade Adjustment Assistance, and WorkFirst programs, mostly due to the recession and sluggish recovery. Over the next five years, though, the state forecast is for steady, if modest, non-farm employment growth of 1.5% to 2.0% per year. Construction, residential and non-residential alike, is rebounding, so apprenticeship activity and opportunity can reasonably be expected to pick up as well.

That presents opportunities for the WorkSource system to help build apprenticeship. For example, the system currently has on-the-job training (OJT) funds through two National Emergency Grants. How might we work with each other and with employers to develop those OJT into full-blown apprenticeships, which would align well with our system's strategic focus on multiple career pathways, career ladders, and continuous learning? For starters, the system needs a "blueprint" for how that might work that is developed in collaboration with subject matter experts, which is where apprenticeship coordinators enter the picture. The WorkSource system looks to pursue those discussions going forward.

In summary, the WorkSource system continues to promote Registered Apprenticeship as a viable career pathway in its centers across the state and through collaboration with apprenticeship coordinators regionally. As data reveal, however, we can do a better job and will look to do so not only as the state's economy recovers but as we become more purposeful in exploring ways to leverage the WorkSource system in the area of apprenticeship.

Thank you for the opportunity to provide this report. If you have questions, please do not hesitate to contact me by phone at 360-902-9751 or by e-mail at gkamimura@esd.wa.gov.

Respectfully submitted,



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