



July 3, 2014

Report to the Washington State Apprenticeship and Training Council

On behalf of the state's WorkSource system, please accept this report highlighting notable WorkSource-related apprenticeship and pre-apprenticeship activities in King, Snohomish, and Spokane counties for the quarter spanning April 1, 2014 through June 30, 2014.

In King County, the Seattle-King County Workforce Development Council partnered with the Washington State Labor and Education and Research Center to host an Apprenticeship Fair at WorkSource South Seattle Community College-Georgetown on May 21 that featured more than 15 apprenticeship programs. The goal of the event was to enable participants to meet apprenticeship staff/instructors, tour apprenticeship programs, and learn about employers who are hiring apprentices. The event's breakout sessions included Introduction to Apprenticeship (Apprenticeship 101); what you need to enter apprenticeship and how to prepare yourself; and what jobs and career pathways are available to apprentices and job outlook for the trades. WorkSource Renton held a job fair on May 15 at the Kent Armory at which ANEW, Puget Sound Electrical Joint Apprenticeship Training Committee, and International Association of Machinists & Aerospace Workers (IAM) team from Boeing were represented. For youth, WorkSource Renton's Youth Cares/Youth Build program held a Mock Interviewing session on June 18 for 13 participants, many of whom were headed toward apprenticeship. One of the interviewers was from PLC construction in Bellevue. WorkSource North Seattle Community College held a Youth Career Fair on June 30 with apprenticeship programs and ANEW participating. Lastly, the Seattle-King County WDC continues to coordinate the Maritime Manufacturing Cohort funded by WIA DW and implemented through a partnership with South Seattle College and the Aerospace (AJAC) to provide instruction leading to employment or could be considered pre-apprenticeship that lead to apprenticeship placements.

In Snohomish County, Workforce Snohomish held its annual *Build Your Future* event on April 30 at the Evergreen State Fairgrounds in Monroe. The goal of the event is to expose students to careers in construction trades and advanced manufacturing. Toward that end, there were more than 50 exhibitors from construction trades and advanced manufacturing in Snohomish County to provide participants with hands-on activities and information. The event drew more than 500 middle and high school students (a quarter of whom were female and a third of whom were low-income) from 24 schools and 11 school districts. In other news, Workforce Snohomish assisted the Construction Center of Excellence in mapping the knowledge, skills and abilities for the Leadership in the Trades Certificate Program at South Seattle Community College-Georgetown and connected the Snohomish County Electrical Apprenticeship Program

with the Human Resources Manager at Hampton Mill in Darrington to discuss potential apprenticeship positions at the mill. A Workforce Snohomish representative now also sits on the Snohomish County Apprenticeship Committee led by the Snohomish County Government.

In Spokane County, WorkSource Spokane offers the WorkKeys National Career Readiness Certificate (NCRC) Test, which is a portable credential that demonstrates achievement and level of workplace employability skills in applied math, locating information, and reading for information. The NCRC brings even greater accuracy to predictions about an individual's success at work or in training. In April, 3 women took the NCRC test to provide the credential that they can successfully complete their apprenticeship program training. WorkSource Spokane partnered with the Spokane Area Workforce Development Council, ANEW, and the Electrical Training Trust to start a fourth pre-apprenticeship class for women and people of color under a grant from the Washington State Department of Transportation. Eighteen participants (of which 13 were women) in the Spring 2014 class graduated on April 9. Brad Johnson from WorkSource and Kim Waseca-Love from the Spokane Home Builders offered interviewing techniques (which included working on eye contact, 60 second commercials on why they want to be apprentices, work histories, and other key interview questions) to anyone applying for an apprenticeship program. Six candidates took them up on the offer and all were accepted into apprenticeship programs. WorkSource Spokane provided three apprenticeship programs with space to recruit, interview, and test their applicants. In this period, WIA helped 14 out of 16 apprentices go to work by providing support services to the apprentices, help with interviewing, and OJT to help one of the employers reduce costs. In the second quarter, Brad has worked with 11 apprenticeship coordinators to help with their programs.

Lastly, the WorkSource system would like to make the Council aware of a U.S. Department of Labor Employment and Training Administration (DOLETA) grant solicitation scheduled for release in Fall 2014. It is the *American Apprenticeship Grant* and the information provided below is about all that is known at this time about this future funding opportunity. DOLETA has relatively narrow time windows for submitting grant applications, so now is a good time to get the word out to the state's apprenticeship community and stakeholders and gauge interest in pursuing this grant opportunity as per the goals and objectives outlined below. Where there is interest, this summer is also the time to begin organizing consortia that can start to lay the foundations for proposals that meet the objectives below and which would be ready to hit the ground running and fine-tune proposals once the grant specifics are made available. The WorkSource system would like to partner with the apprenticeship community and other stakeholders in pursuing this funding where there is interest and would appreciate WSATC's assistance in getting the word out. Toward that end, the June 3, 2014 announcement from the U.S. Department of Labor's Employment and Training Administration reads as follows:

The Department of Labor is making \$100 million in existing H-1B funds available for American Apprenticeship Grants to reward partnerships that help more workers participate in apprenticeships. This competition will help more Americans access this proven path to employment and the middle class: 87 percent of apprentices are employed after completing their programs and the average starting wage for apprenticeship graduates is over \$50,000.

The new American Apprenticeship Grants competition – which will be launched in the fall – will focus on partnerships between employers, labor organizations, training providers, community colleges, local and state governments, the workforce system, non-profits and faith-based organizations that:

- *Launch apprenticeship models in new, high-growth fields: Many fast-growing occupations and industries with open positions, such as in information technology, high-tech services, healthcare, and advanced manufacturing, have an opportunity to adopt and adapt apprenticeship programs to meet their skilled workforce needs.*
- *Align apprenticeships to pathways for further learning and career advancement: Apprenticeships that embed industry-recognized skills certifications or reward workplace learning with college credit provide an affordable educational pathway for those who need to earn while they learn, and apprenticeships linked to pre-apprenticeship programs can help more Americans access this training and get on an early pathway to a good career.*
- *Scale apprenticeship models that work: Across the country, there are pockets of excellence in apprenticeship, but all too often these successful models are unknown in other regions or to other employers. These grants will build from strength and invest in innovations and strategies to scale apprenticeships – including to market the value of apprenticeships, make them more attractive to women and other Americans who have been underrepresented, increase the return on investment for workers and, or build national and regional partnerships to expand apprenticeships.*

Thank you for the opportunity to provide this report. If you have questions, please contact me at 360-902-9751 or gkamimura@esd.wa.gov.

Respectfully submitted,



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