



October 6, 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, namely in Spokane and King counties, for the quarter covering July 1, 2014 to September 30, 2014.

In Spokane County, WorkSource Spokane reports that as the construction sector improved, all of apprenticeship programs were able to put apprentices to work. The Northwest Laborers and Spokane Homebuilders ran out of apprentices and approached WorkSource Spokane for help with recruitment. To that end, Brad Johnson posted apprenticeship openings and staffed a table in the lobby to recruit apprentices. He also provided a list of apprenticeship programs to Inland Northwest Hiring Heroes for a hiring event for veterans, military, and dependent job seekers. Over 350 people attended the event with nearly half learning of the event through WorkSource Spokane. Apprenticeship programs with information tables at the event included Inland Empire Roofers Joint Apprenticeship Training Committee, Pacific Northwest Ironworkers and Employers Trust Joint Apprenticeship Training Committee #14, Spokane Homebuilders and Teamsters/Associated General Contractors Training Center. Brad Johnson further plans to contact Apprenticeship Coordinators to find out how WorkSource can help recruit and use Workforce Investment Act (WIA) funds to help retain apprentices as well as use on-the-job training (OJT) funds to help employers that hire apprentices reduce training costs and support registered apprenticeship programs.

In King County, the Seattle-King County Workforce Development Council partnered with the Department of Labor and Industries and Washington Association of Community and Migrant Health Centers (WACMHC) through a federal U.S. Department of Health and Human Services (HHS) grant to develop a medical assistant (MA) apprenticeship program that was approved by the State and is being piloted with 19 apprentices in six community health centers. The program is comprised of a set of Patient Centered Medical Home (PCMH) modules that teach the skills and competencies needed by MAs (in addition to MA core technical skills modules) to meet the requirements of the PCMH service delivery model. The PCMH modules were beta-tested in a train-the-trainer format in fall/winter using incumbent MAs and are now being refined based on student feedback and subject matter expert consultation. The pilot of the full apprenticeship (technical skills plus PCMH modules) began in late February and all 19 apprentices are still participating and on track to finish the technical skills modules by late September/early October before moving into the PCMH modules. The apprenticeship is comprised of on-line coursework, work-based learning, and labs; the technical skills curriculum includes three in-person lab days with the instructor delivering on-line coursework, all of which was completed by the end of September. Apprentices will complete the PCMH modules in April and will also prepare to take the CCMA certification test in spring 2015. During fall and winter, while apprentices complete the PCMH modules, WACMHC will revise the technical skills modules as needed based on regular survey input from students and a log of comments and

suggested revisions maintained throughout the pilot. WACMHC will engage a third-party evaluator to conduct a program evaluation in addition to lessons learned documented by WACMHC staff, the L&I Apprenticeship consultant, and the Apprenticeship Committee. WACMHC is currently developing a sustainability plan to continue the apprenticeship program within a fee-based structure and is actively applying for additional grant funding to support this work beyond the end of the HHS grant.

As an aside, you are by now aware that President Obama signed the Workforce Innovation and Opportunity Act (WIOA) into law on July 22. That same day, the U.S. Department of Labor's Employment and Training Administration (ETA) issued Training and Employment Notice 5-14, which included a WIOA fact sheet, implementation timeline, and Q&A and announced creation of a WIOA resource page (www.doleta.gov/wioa). The Q&A included the following question: *How does WIOA promote collaboration between the public workforce system and Registered Apprenticeship?* The response: *Registered Apprenticeship is a proven model for meeting employers' workforce needs while allowing workers to earn while they learn new skills and acquire credentials. Thus, WIOA promotes collaboration between Registered Apprenticeship and Adult, Dislocated Worker and Youth formula programs in several ways. Under WIOA, representatives of Registered Apprenticeship programs are required members of both State and Local boards. Registered Apprenticeship programs with the Department or a State Apprenticeship Agency recognized by the Department are included as eligible training providers for the Adult and Dislocated Worker formula programs as long as they remain registered, and the Registered Apprenticeship completion certificate is recognized as a post-secondary credential. Registered Apprenticeship is recognized as a career pathway to good jobs for Job Corps students. Pre-apprenticeship training is an authorized Youth program activity to help participants meet entrance requirements for Registered Apprenticeship programs. YouthBuild also authorizes pre-apprenticeship training as well as Registered Apprenticeship.*

That same day, in response to a directive from the President to undertake a comprehensive review of the country's job training system, the Vice President issued the report, *Ready to Work: Job-Driven Training and American Opportunity*. The report, which will serve as the yardstick against which the Administration assesses competitive federal workforce grants, frequently mentions apprenticeship. The report can be found at http://www.whitehouse.gov/sites/default/files/docs/skills_report.pdf. Also noteworthy was the issuance of a multi-agency report titled, *What Works in Job Training: A Synthesis of Evidence*, which identifies evidence-based best practices from across the country, including apprenticeship, that effectively prepare adult and youth for the U.S. workforce. This report can be found at <http://www.dol.gov/asp/evaluation/jdt/jdt.pdf>.

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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