



Apprenticeship

it's good business!

Jody Robbins, Technical Specialist

Apprenticeship Section



Washington State Department of
Labor & Industries

In this presentation

- Registered Apprenticeship Overview
- 2009 by the Numbers
- Apprentice Utilization Requirements
- Getting Started
- Regional Resources



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ARE YOU READY FOR THE FUTURE?

Graying of the Workforce:

- § One-half of the 76 million Baby Boomers will be eligible to retire in the next decade.
- § The number of workers between the prime working ages of 25 and 54 will shrink, causing a shortage of skilled workers.
- § Have you thought of how you will fulfill your workforce needs?

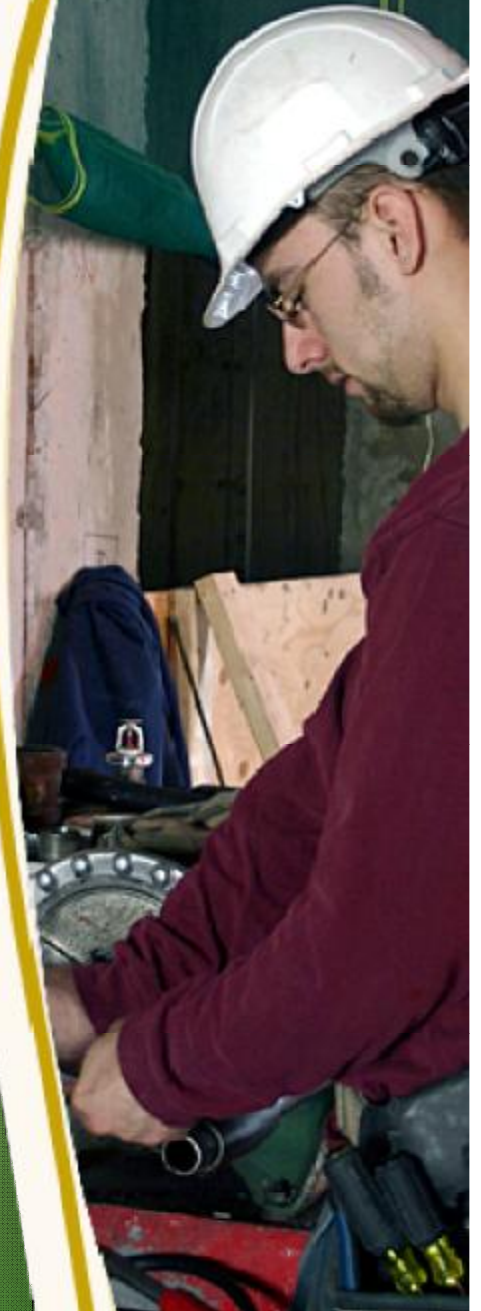
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HOW DO EMPLOYERS BENEFIT?

- § Greater knowledge Transfer
- § More productive team
- § Less turnover
- § Fewer mistakes
- § Fewer accidents
- § Less absenteeism
- § Greater morale

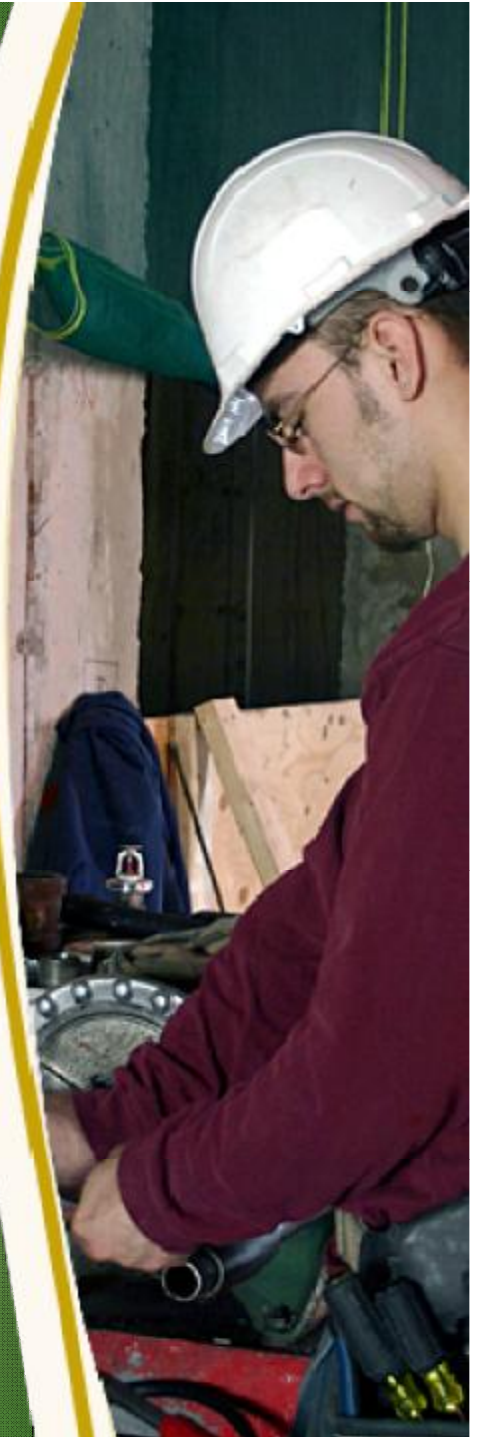
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SOUND RETURN ON YOUR BUSINESS INVESTMENT

- § Creates the opportunity to formally train your employees, in your facility, on your equipment, in your environment, to fit your needs
- § Allows you to effectively train new employees, or promote your currently unskilled or less skilled incumbent workers
- § On average, for each dollar invested, private employers receive a benefit of \$1.38—a net return of \$0.38.

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A Partnership That Works

Employers and industries get a reliable source of skilled labor

Employees get valuable training opportunity and a portable credential without leaving the workforce



Local workforce entities have an avenue to promote training opportunities in key industries

Educational partners can help provide industry training in a way that doesn't stretch capacity

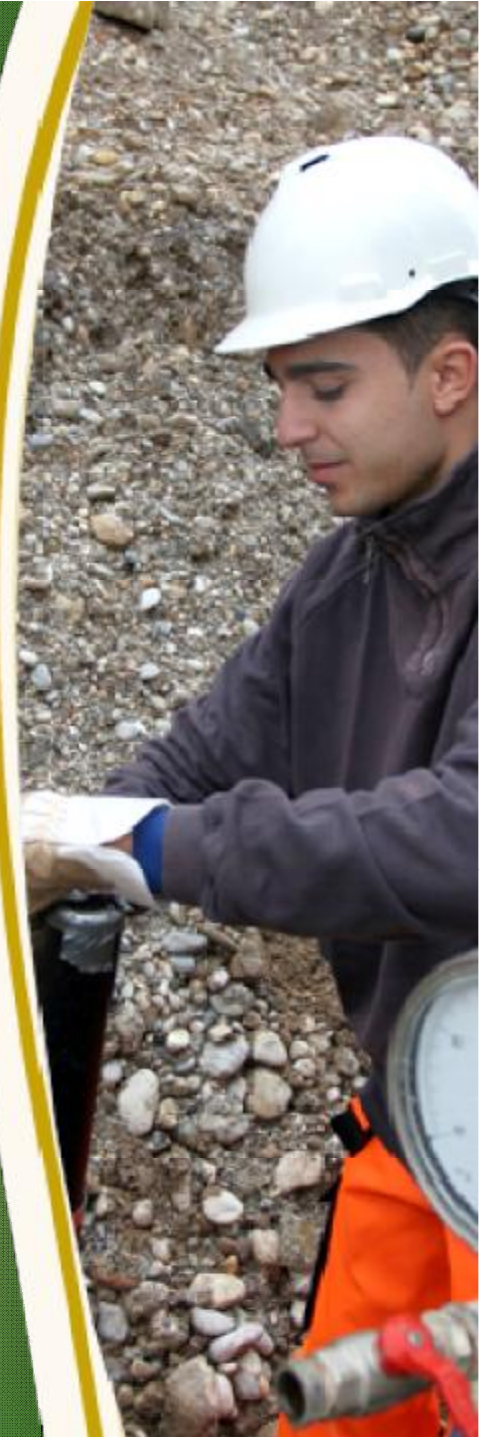
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WHO SPONSORS APPRENTICESHIP?

§ Sponsors can be:

- ▶ Joint (Employer/Labor) apprenticeship committees
- ▶ Individual employers
- ▶ Employer associations

§ Washington has approximately 250 apprenticeship sponsors, which involve over 7,000 employers training in over 600 different occupations



REPRESENTING BUSINESS:

Dave D'Hondt (Vice-Chair),

Executive Vice president, AGC of Washington

Tim Wilson, *Manager (Appointed 10-15-09)*

The Boeing Company

Vacancy, *Open Until Filled*

REPRESENTING LABOR:

Al Link, *Executive Secretary*

WA State Labor Council, AFL-CIO

Lee Newgent, *Executive Secretary*

Seattle/King County Building & Construction Trades Council, AFL-CIO

Nancy Mason, *Retired*

International Brotherhood of Electrical Workers (IBEW), LU46

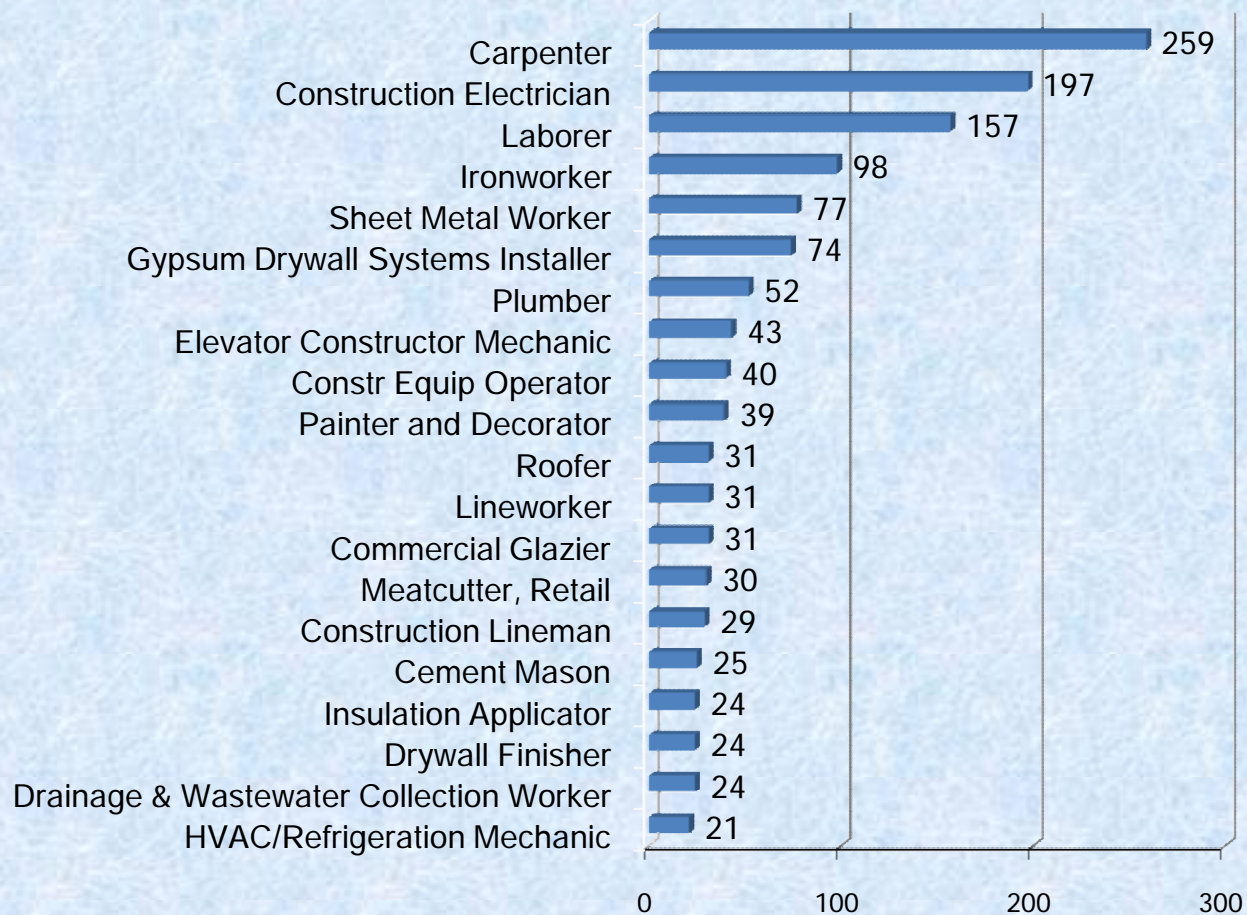
REPRESENTING THE GENERAL PUBLIC:

Susan W. Crane, *Executive Director*

SkillUp Washington

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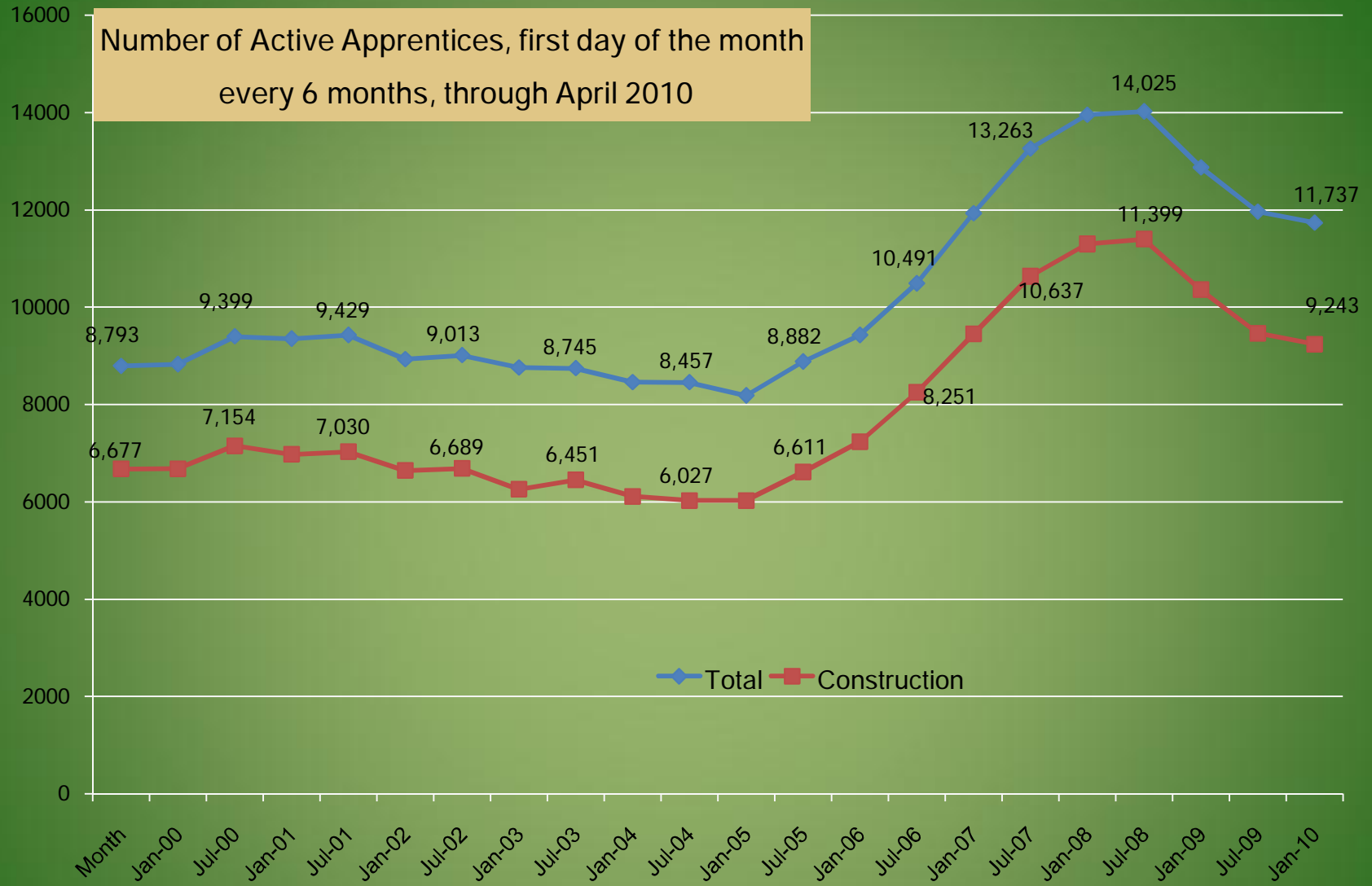
Journey Credentials Issued by Occupation 2009- Top 20



Top 20 Occupations by Registrations in 2009



Number of Active Apprentices, first day of the month every 6 months, through April 2010



APPRENTICE UTILIZATION IN WASHINGTON

§ Definition:

§ Apprenticeship Utilization Requirements (AURs) require a certain percentage of labor hours for a given construction project be performed by Washington State registered and/or approved apprentices.

APPRENTICE UTILIZATION IN WASHINGTON

- Agencies under the authority of the Governor, excluding the WSDOT, 15 percent of the total labor hours be performed by state approved apprentices for projects estimated to cost \$1 million or more.
- WSDOT must require 15 percent of the total labor hours be performed by state-approved apprentices for projects estimated to cost \$2 million or more.
- Public works by a school district estimated to cost \$1 million or more must contain specifications requiring that no less than 15 percent of the labor hours be performed by registered apprentices.
- Four-year institutions of higher education begin a three-year graduated implementation requirement January 1, 2010 culminating January 1, 2012 with a 15 percent utilization provision for all projects estimated to cost \$1 million or more.

ADDITIONAL SPONSORS OF AURS:

- Vulcan Construction
- Immunix/Hajum
- Harbor Properties
- Pine Street Associates
- City of Seattle
- Sound Transit
- King County
- Spokane School District
- Thurston County
- City of Tacoma
- Chelan County
- Port of Seattle
- City of Hoquiam
- Port of Wenatchee

APPRENTICE UTILIZATION IN WASHINGTON AS AN INCENTIVE

Initiative 937 approved by the voters in November 2006

- Applies to Qualifying Renewable Energy projects
- 15 Percent WSATC Approved Apprentice Labor Standard [WAC 194-37-120(1)]
- “WSATC Approved” extends to reciprocally recognized programs
- Apprentice registration number must be provided along with Journey worker hours
- Labor Hours defined in RCW 39.04.310(3)

APPRENTICE UTILIZATION IN WASHINGTON AS A BIDDER OF PUBLIC WORK

ESSB 5873 passed in 2009 amends RCW 39.12.055 by adding apprenticeship violations to bidder debar list for working apprentices:

- Out of Ratio
- Without proper supervision
- Outside their approved work processes

How do I Get Started?

There are two ways to participate:

1. Find an existing state-approved program and join, so your employees would schooling through their arranged classes. This is called becoming a "training agent."
2. Start and sponsor your own registered apprenticeship program.

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Regional Apprenticeship Consultants



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