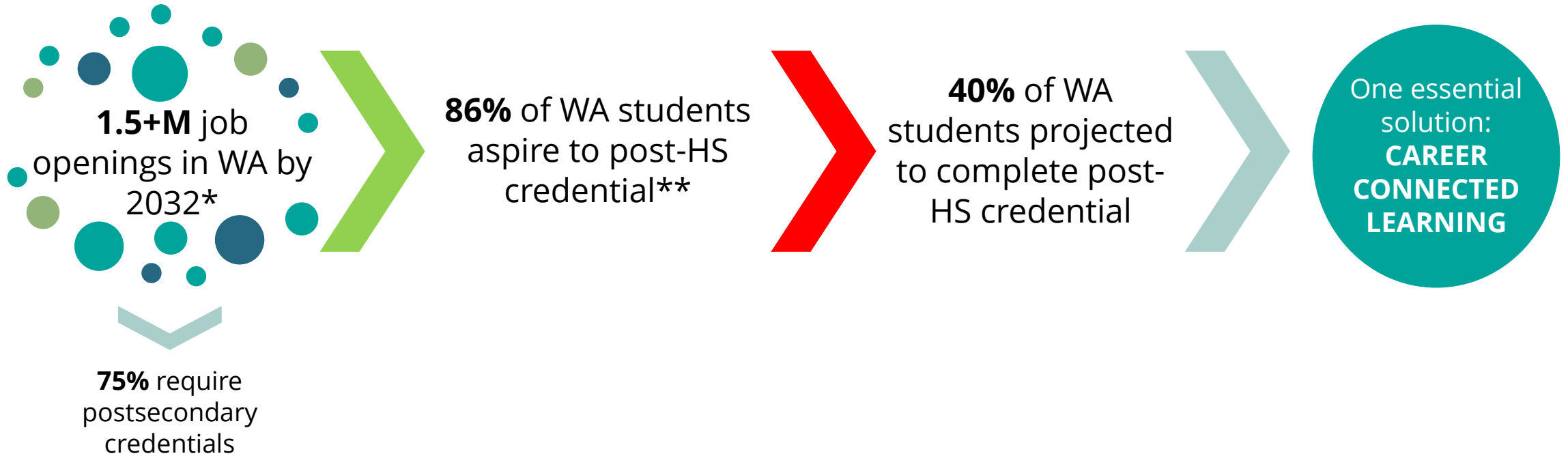




**Industry Associations &
Career Connected Learning
Leadership Showcase Virtual Event**

November 19, 2024

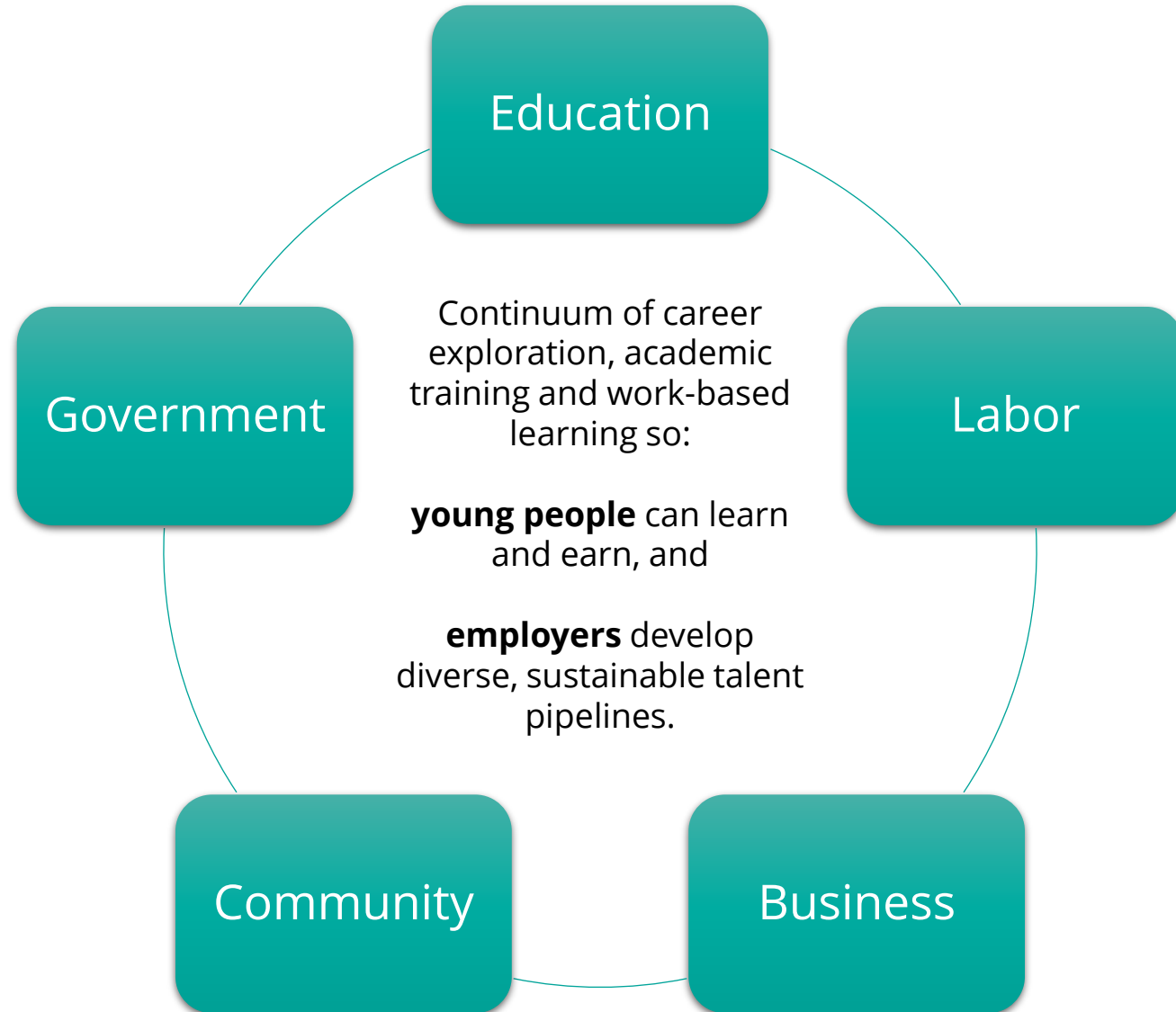
Why career connected learning?



*Washington Roundtable, <https://bit.ly/Skill-Up-WA>

**Washington STEM, <https://washingtonstem.org/schools-are-reimagining-postsecondary-pathways/>

The Career Connect Washington initiative



The Career Connect Washington initiative

Regional Networks

Regional teams drive cross-sector engagement with education and industry to scale career connected learning and meet regional workforce needs.

Find contacts:



Sector Leaders

Industry leaders within high-priority sectors drive collaboration among employers to scale work-based learning that meets employer and student needs.

Find contacts:



At today's virtual event, we will...

1

Celebrate the successes of and learn from two industry organizations. Both are CCW sector leaders.

- **Washington Bankers Association**
- **AGC Education Foundation**

2

Learn more about decades of successful labor/employer partnership through registered apprenticeship + how industry organizations can learn from this model.

In the chat: What brings you to today's webinar?



Apprenticeship 101





What is Registered Apprenticeship?

It's a job and it's an education

- ◇ Training method for employers
- ◇ Combines On-the-Job Training *and* Classroom Instruction
- ◇ Trains to industry
- ◇ Utilized around the world for centuries



Core Components of Apprenticeship

Paid
On-the-Job
Training

1-5 years

Classroom
Instruction
(RSI)

144 hours
minimum per year

Wage
Progression

National
Credential



Registered Apprenticeship Program Types

Single Employer Programs:

- May be sponsored by a committee of employee and employer representatives
- Plant Program, WSATC is committee

Multi-Employer (“Group”) Programs:

- Must be sponsored by a committee of employee and employer representatives
- ◇ ***Employers join as “Training Agents” of Group Programs***
- ◇ Registered Apprenticeship Programs may be Union (“Joint”/JATC) or Non-Union (“Non-Joint”)

Apprenticeship Committees:

- ◇ Operate and approve all committee functions
- ◇ Must be comprised of an equal number of Employee and Employer Members

If the employees in the program are represented by a Union, Employee members are frequently referred to as “Labor”, while Employer members are referred to as “Management”, (Labor/Management Committee)





Who are the Sponsors?

- ◇ Employer Associations
 - ◇ Unions
 - ◇ Industry Associations
 - ◇ Gov't Agencies
 - ◇ Plant program employer
 - ◇ Academic Institutions
 - ◇ Workforce Organizations
 - ◇ Intermediaries
- *Training Agents (employers) are not Sponsors



Union

1. Organized Labor, Local Union (LU)
2. Industry Based
3. Collective Bargaining Agreement (CBA)
4. Worker Rights, Wages, Benefits, Safety,

JATC


1. Non-profit of Union
2. Train workers using Registered Apprenticeship
3. Occupation Based
4. JATC Committee

Registered Apprenticeship is
Industry centered **Training**






What makes an occupation Apprenticeable?

- ❑ Involves the progressive attainment of manual, mechanical, or technical skills and knowledge which, in accordance with the industry standard for the occupation, would require the completion of at least 2,000 hours of on-the-job learning to attain.
 - ❑ Requires a minimum of 144 hours of related instruction per program year to supplement on-the-job work experience.
 - ❑ Involves skills customarily learned in a practical way through a structured, systematic program of on-the-job supervised learning.
 - ❑ Is not a "carve out" of an existing occupation
 - ❑ Involves sufficient skill to establish career sustaining employment.
(middle and high skill jobs and wages)
- 



Apprenticeship Standards

Boilerplate language covers the following in ALL standards:

- ◇ The geographic region in which the program will operate (counties in Washington)
 - ◇ Required minimum qualifications for all applicants (minimum qualifications)
 - ◇ The mechanism(s) by which apprentices will be selected (how to apply)
 - ◇ The program's Equal Employment Opportunity Plan (recruitment of women/BIPOC)
 - ◇ The term of Apprenticeship to include the probationary period (2000 hours= 1-year Full-time employment)
 - ◇ The ratio of apprentices to journey-level (fully qualified) workers (1 to 1)
 - ◇ Apprentice wage rates and wage progression throughout the apprenticeship (Journey-Level Wage Rate)
 - ◇ The tasks the apprentice will be trained in during their apprenticeship (On-the-Job Training)
 - ◇ The curriculum associated with the program (Related Supplemental Instruction/RSI)
 - ◇ Provisions for the granting of credit, expectations of the apprentice, code of conduct,
 - ◇ Disciplinary procedures
 - ◇ Identification of the Apprenticeship committee members and individual(s) authorized to act on their behalf
- 

A decorative graphic in the top-left corner consisting of several overlapping hexagons in shades of blue and green.

Program Sustainability

An assessment of future sustainability of a program will contain the following elements:

Description of program funding:

◇ A description of program funding source and mechanisms, such as grants, trust, apprentice fees, employer fees, public funds, or other;


If a program is relying on public funds to start up, a description of how the program will be funded after public start up funds expire.

◇ Description of how program funding will be used to maintain the operational and administrative capacity of the program over time including, but not limited to, how the program will meet administrative, staffing, books and materials, rent, equipment, and insurance needs.

◇ Description of how resources will be used to maintain capacity to deliver related/supplemental instruction over time.

◇ For group programs as defined in WAC 296-05-009 (1)(a), a description of the structure and mechanisms the program will have in place to ensure it remains adequately funded, in compliance with its financial and legal requirements, and in a manner that promotes the best interests of the apprentice. A program must detail how its contracts, memoranda of understandings, collective bargaining agreements, or other legally binding agreements will be used to ensure program sustainability.

◇ Industry Platforms may develop and request additional sustainability criteria specific to their Industry.

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The National Apprenticeship Act of 1937

“enforced the Department of Labor's role to safeguard the welfare of apprentices, ensure equality of access to apprenticeship programs, and provide integrated employment and training information to sponsors and the local employment and training community”.

- All states participate in Dept. Of Labor (Federal) Registered Apprenticeships; some states also have Registered Apprenticeship Councils
- **WSATC (Washington State Apprenticeship & Training Committee) Labor & Management Committee**
 - Approve expansion efforts quarterly
 - L&I ARTS Database to search for local programs
 - *“Registered Apprenticeship starts with a job”*




Washington State Apprenticeship by the Numbers

Apprenticeship Outcomes as of Q1 2024:

- ◇ Median Annual Earnings for Registered Apprenticeship Completers in Washington State: **\$94,900**
- ◇ Employment rate for Registered Apprenticeship completers = **93%**
- ◇ Tax Payer Return on Investment = **\$7.80 for every \$1.00** invested in Registered Apprenticeship

Apprenticeship System (Fiscal year 2021)

- ◇ More than **5000** participating employers (Training Agents)
 - ◇ **193 Active** Registered Apprenticeship Programs, serving more than **250** different occupations
 - ◇ **15,896** Active Apprentices, 81% in the Building and Construction Trades
 - ◇ Female Apprentices = 13%
 - ◇ Minority Apprentices = 34%
 - ◇ Veteran Apprentices = 9%
- 



“The Apprenticeship Council” = WSATC

Washington State Apprenticeship Training & Council

(WSATC) has 7 members:

- 3 Members Representing Business
 - 3 Members Representing Organized Labor
 - 1 Public Member
- ◇ Registered Apprenticeship Program updates are approved quarterly by the Washington State Apprenticeship and Training Council (WSATC)
 - ◇ Labor and Industries (L&I) acts as the “Administrative Arm” of WSATC
 - ◇ The L&I Apprenticeship section currently has 30+ members of staff, regional “Apprenticeship Consultants” who play an integral role in new program development.





Roles & Responsibilities

Apprentices:

- ◇ Learn from mentor/journey-level worker
- ◇ Report work and classroom hours
- ◇ Attend classes
- ◇ Maintain employment


Employers (Training Agents):

- ◇ Employer pays wages
- ◇ Provide mentor/journey-level worker
- ◇ Evaluate apprentices' progress
- ◇ Report OJT/RSI hours to Sponsor
- ◇ Maintain Standards compliance





Apprentice Benefit

- ◇ “Earn while you Learn”
 - ◇ Apprenticeship is a form of post-secondary education
 - ◇ Career pathway to higher wages
 - ◇ Earn a nationally recognized credential
 - ◇ Veterans can utilize G.I. Bill benefits
- 

Pre-Apprenticeship




Prepares individuals to successfully compete for Registered Apprenticeships

- Apprenticeship preparation programs are education-based programs endorsed by one or more registered apprenticeship Sponsor
- Requires an articulation agreement with an existing Sponsor/Program. Articulation agreements provide “preferred consideration” in the application process (direct entry, preferred entry).
- <https://lni.wa.gov/licensing-permits/apprenticeship/apprenticeship-preparation>






Apprenticeship Prep Requirements

- Articulation Agreement with at least one Registered Apprenticeship Program providing a defined benefit to completers
 - If a program is training in multiple occupations, it must have multiple articulation agreements
 - Minimum articulation goal of 15% for completers, into Registered Apprenticeship
 - Must be a minimum of 80 hours in duration
 - At least 50% of the program curriculum must be focused on occupationally specific skills
 - Curriculum must also include employability skills and safety skills and knowledge
 - Programs must report participant information through the ARTS system, allowing L&I to track articulation rates into Registered Apprenticeship
- 



Apprenticeship Preparation Application Process

1. Program representatives review the WSATC Recognized Apprenticeship Preparation Policy (RAPP).
 2. Contact Rio Frame (rio.frame@lni.wa.gov) for an initial meeting to:
 - Discuss and evaluate program status (readiness and fit)
 - Clarify questions regarding the RAPP
 - Review the application and supporting documents
 3. The program seeking recognition completes the application and submits it to L&I.
 4. L&I staff review the submission for completeness and compliance with the RAPP.
 5. Additional meetings may be scheduled with the program to make any necessary adjustments prior to submission to the WSATC for recognition.
 6. Applications must be accepted by L&I at least 45 days prior to the next WSATC meeting.
 7. The WSATC will consider the application at a regularly scheduled WSATC meeting.
- 



How do I learn more about Registered Apprenticeships in my area?

ARTS = Apprentice Registration & Tracking System



Washington State Department of Labor & Industries

Contact My L&I Sign In Search L&I

Safety & Health Claims Patient Care Insurance Workers' Rights **Licensing & Permits**

Home > Licensing & Permits > APPRENTICESHIP >

Apprenticeship Registration & Tracking System (ARTS)

APPRENTICESHIP

- Apprenticeship Retention Survey
- Industry and Economic Sector Platform
- Apprenticeship Preparation

(ARTS) Apprenticeship Registration & Tracking

Find an Apprenticeship Program in Washington State

Use our lookup tool to:

- [Search for apprenticeship programs](#) registered in Washington State by county and occupation.
- Learn general information about programs and occupations.
- Get contact information.
- View requirements.
- [Search for apprentices](#) to learn their current apprenticeship status.

SHARE





Helpful Links:

[Offer a Program/L&I Contact](#)

[WSATC Agenda](#)

[WSATC Calendar](#)

[ARTS](#)

[Industry Sector Platforms](#)

