

<b>Title</b>	<b>Apprenticeship Process Overview</b>
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<b>Synopsis:</b>	Tim Wilson, Apprenticeship Program Manager, Washington State Department of Labor and Industries will present on the advantages of apprenticeships, the opportunities and numbers, skill gaps, different occupations, why to choose it, and more.
<b>Guiding questions:</b>	Is there alignment between Apprenticeship Program objectives and Roadmap actions? How might this information guide Roadmap implementation?
<b>Possible council action:</b>	<input checked="" type="checkbox"/> Information Only <input type="checkbox"/> Approve/Adopt <input type="checkbox"/> Other: _____
<b>Documents and attachments:</b>	<input checked="" type="checkbox"/> Brief/Report <input type="checkbox"/> PowerPoint <input type="checkbox"/> Third-party materials <input type="checkbox"/> Other

# **THE APPRENTICESHIP ADVANTAGE**

*Earn While You Learn!*

*January 21, 2014*

*Tim Wilson, Program Manager, Apprenticeship Section*



Washington State Department of  
**Labor & Industries**

# THE APPRENTICESHIP ADVANTAGE

- What is Apprenticeship
- Benefits of Apprenticeship
- Why You Should Chose Apprenticeship
- Get the Apprenticeship Advantage
- Steps to Become an Apprentice
- Questions and Answers



# WHAT IS APPRENTICESHIP

An apprenticeship is two different things, done together for career training.

**It's a job**



&

**It's school**



# WHAT IS APPRENTICESHIP?

- Registered Apprenticeships are paid, college-level training opportunities in highly skilled occupations.
- Most apprenticeships take 1 to 5 years to complete, and require academic success.
- Studies show a high demand for skilled workers through the next decade
- Research demonstrates high wages for apprenticeship graduates
- Most of these jobs have great possibilities for career progression, and are not easily outsourced.

# THE APPRENTICESHIP ADVANTAGE

- Apprenticeships are for highly skilled occupations, those that require focus and guidance to master.
- Apprenticeships include at least 2,000 hours of structured on-the-job experience, supervised by a skilled craftsman.
- PAID training, with Progressively Increasing Wages
- Customized Classroom Training related to your job
- Nationally Recognized Credential



# APPRENTICESHIP TRAINING PROGRAMS INCLUDE

- Bricklayer
- Carpenter
- Cement Mason
- Cosmetologist
- Culinary Arts
- Dispensing Optician
- Educational Assistant (K-12)
- Electrician
- Firefighter/medic
- Healthcare Worker
- Machinist
- Manufacturing technician
- Meat Cutter
- Plumber/Pipefitter
- Tree Trimmer
- Utility Wire Worker

# APPRENTICESHIP IN WA BY THE NUMBERS

- In the US, there are **202,948** registered apprentices.
- Currently, there are **8,586** active apprentices in Washington State.
- There are **233** apprenticeship sponsors in the state that administer **567** different occupational training programs.
- Approximately **7,900** employers in Washington State train their workforce through registered apprenticeship.

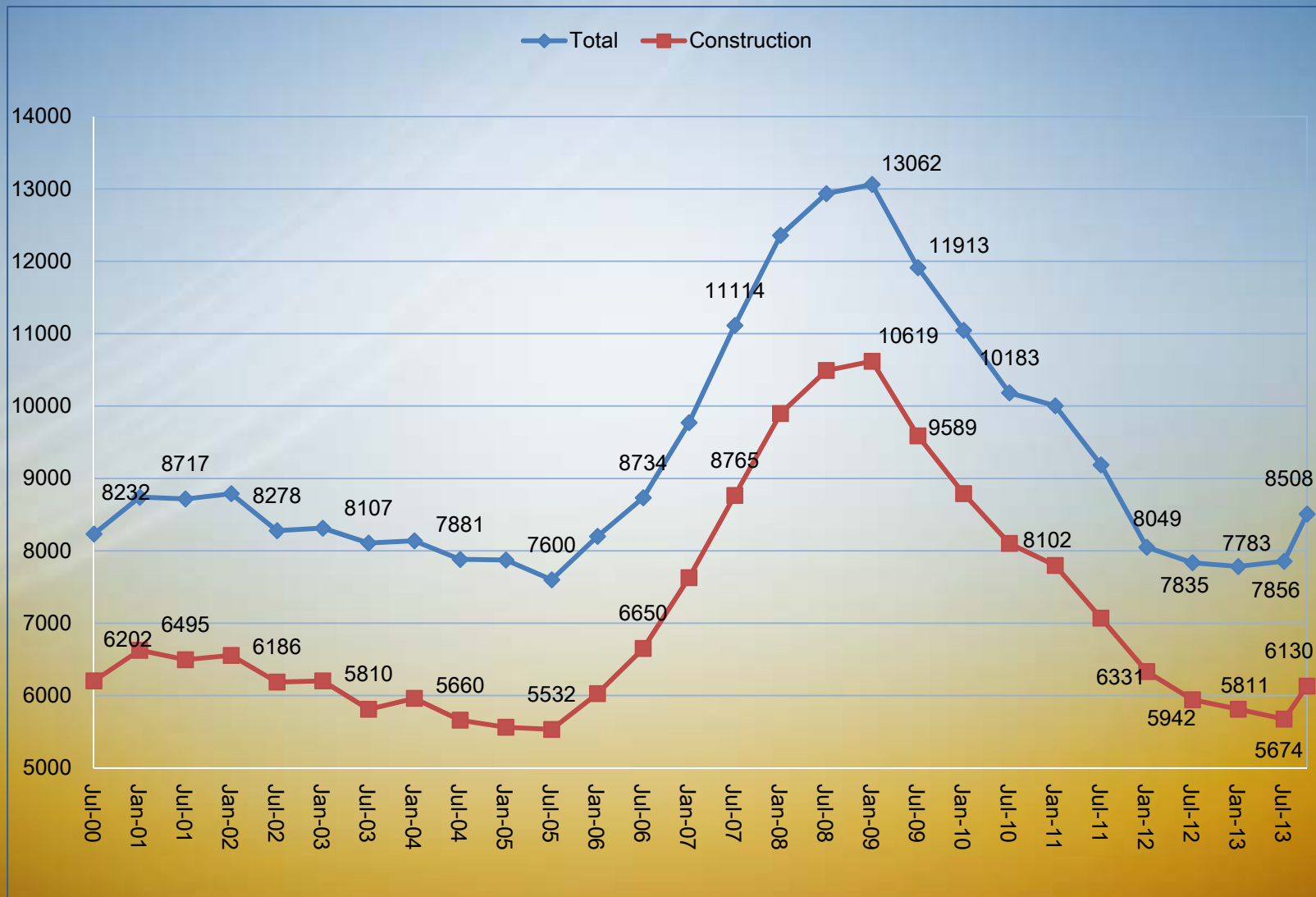
**FACT:** If the apprenticeship system was a university, it would be the 4<sup>th</sup> largest in the state, right behind UW, WSU, and WWU.





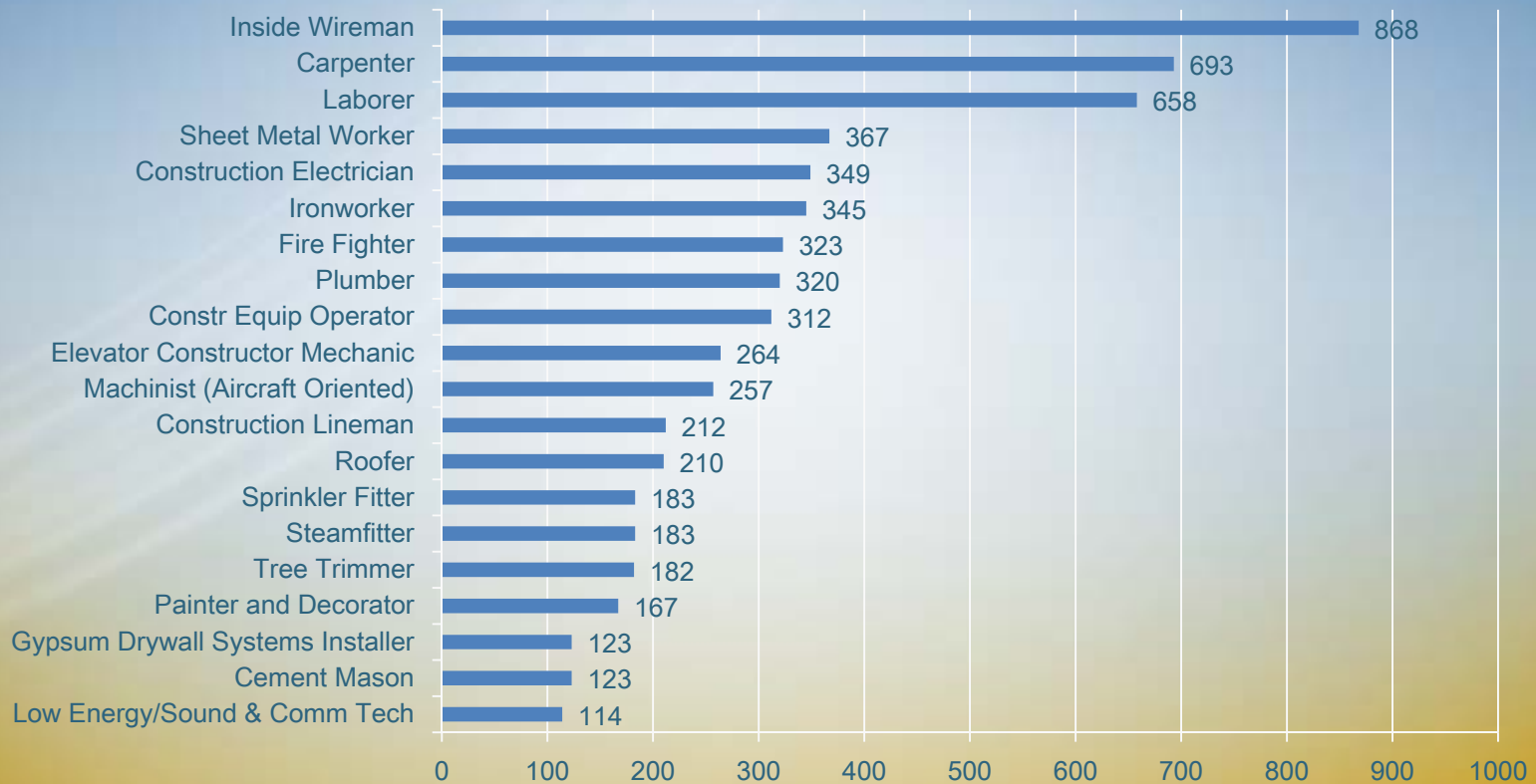
# Apprenticeship Opportunities on the Rise

Active apprentices on the last day of each month, January 2000 – October 2013.



# Top Apprenticeships by Occupation

Top 20 Occupations as of 10/23/2013



# WHY CHOOSE APPRENTICESHIP

- Proven Success
- Proven Methods
- Higher Wages
- Advancement Potential
- Equal Opportunity
- Valuable Skills Credential



# PROVEN SUCCESS

- Today's skilled work force were yesterday's apprentices
- Tomorrow's manufacturing technicians, educational assistants and healthcare coordinators may be apprenticeship "graduates" as well



// Each day, I do  
something new... //

*“...I have the opportunity to build  
something that people are able to use.  
I can see the results of my work, and  
it is very gratifying.”*

**- Kerri Boyko**

27 year old, electrician  
Co-owner, Regal Electric



# PROVEN METHODS

## On-the job Training

- Supervised, structured on-the-job training by sponsor/employer
- The job is the most basic component, comprising 93% of the program
- Supervised by skilled journeyworker
- Length Determined by Occupational Needs (Min. 2000 hrs)
- Average program length for WA apprenticeship completers is 44 months, nearly 4 years.



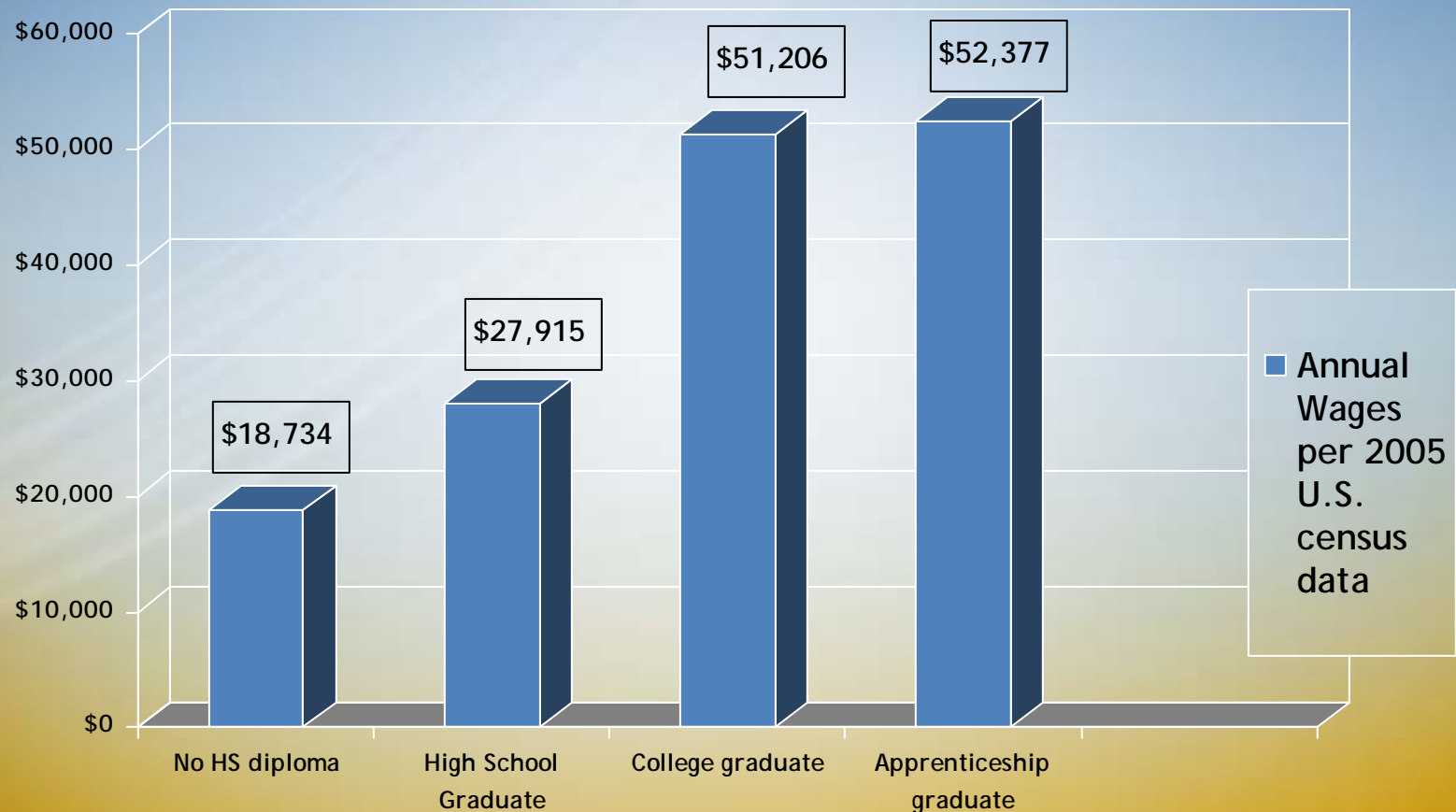
# PROVEN METHODS

## Related Supplemental Instruction

- Most often taught through WA State Community Colleges
- Low Student/Teacher Ratios
- Length Determined Occupational Needs (Min 144 hrs/yr)
- Provides Theoretical and Technical Knowledge
- Taught by experienced journey workers, other skilled persons, or certified Teacher



# Apprentice graduates often earn as much as 4-year college graduates



Source: US census wage data and WA State Workforce Board report "Workforce Training Results 2006"



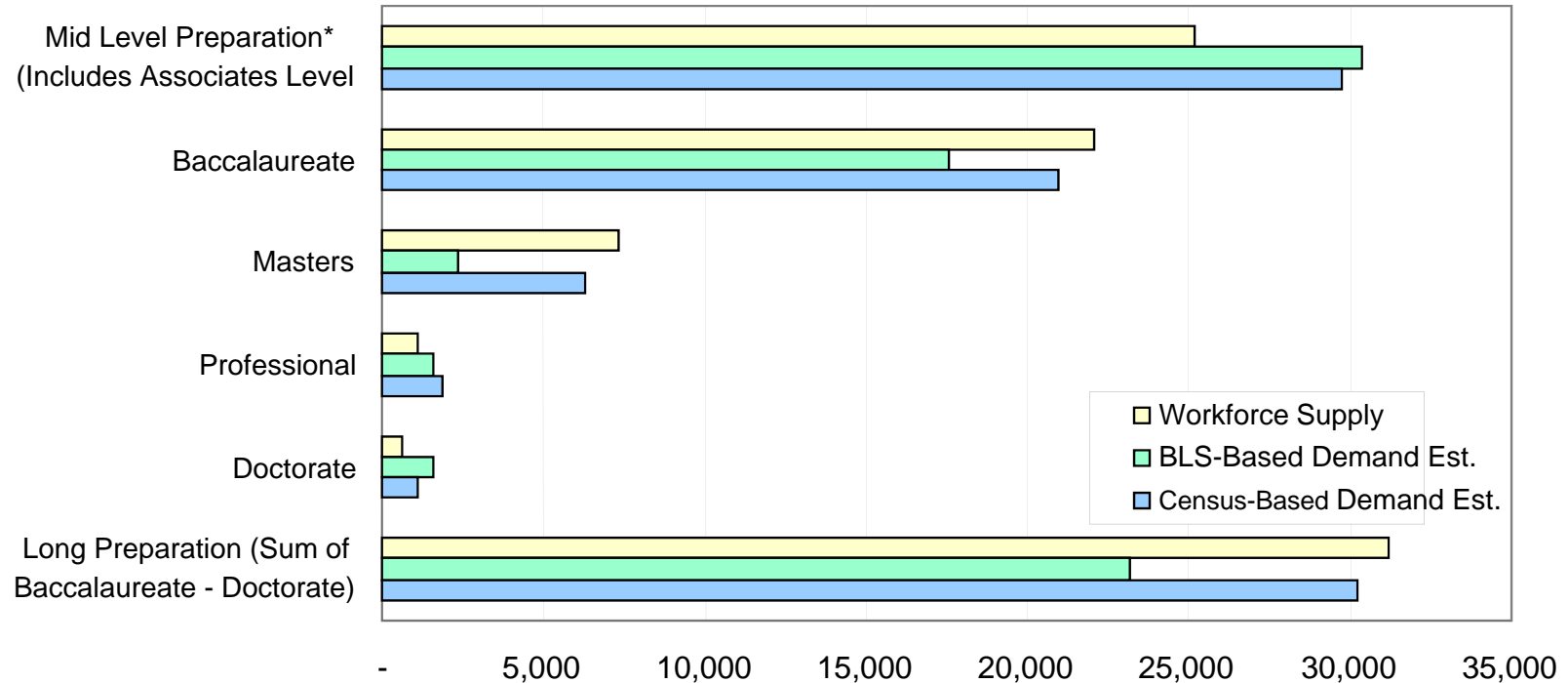
# Median Annual Earnings

(Source WTB)



# Future demand for skilled workers will be high

**Annual Supply and Demand for Prepared Workers in Washington  
by Education Level\***



\* Mid-level supply is based on 2002-2003 data. Other levels 2003-2004. Demand is based on the projected annual average number of job openings 2007-2012

# High Wages in the Building Trades

Current wages for journey-level workers:

- Construction Electrician - \$42.61 per hour
  - Puget Sound Electrical, 5 year program, Friday classes, A.A.T degree at conclusion, national electrical craft certification, 16th year math equivalency levels
- Plumber/Pipefitter - \$40.87 per hour
  - South Sound Pipe Trades, 4 year program, evening classes, AS degree at conclusion, 14<sup>th</sup> year math equivalency levels
- Sound/telecom electrician - \$29.00 per hour
  - Puget Sound Electrical, 3 year program, all day Friday classes

# EQUAL OPPORTUNITY

- Apprenticeship Programs must provide equal opportunity to all who are interested
- Washington Apprenticeship Programs are eager for qualified women and minorities to apply
- In fact, because of federal law, actually, many will bend over backwards to recruit and then keep qualified female and minority apprentices.



# VALUABLE SKILLS CREDENTIALS

Successful completion of a registered apprenticeship leads to a **NATIONALLY** recognized Certificate of Completion attesting to the individual's skills and knowledge of a journeyman.



# Other Benefits for Apprentices

- Associate's Degrees – since most classroom training for apprentices is done through state community colleges, many apprentices graduate their apprenticeship with an Associates Degree as well.
- State licensing exams, where necessary are often a last step before an apprentice graduates. (e.g. electrician, plumber, cosmetologist, dispensing optician)
- Career progression – master journeyperson, foreman/supervisor, business owner, leader in trade/industry groups, trade instructor.

# GENERAL REQUIREMENTS

- Age – Many programs require you be at least 18 years old
- Education – Most programs require a high school diploma or GED certificate
- Physical Ability – Have the necessary strength or stamina to perform the work
- Aptitude – Some programs may require an aptitude test



# Apprenticeship is like Harvard...

Many apply...

...few are accepted,

...and those that are,

**...have really got a chance at something wonderful.**

- **National estimate:** One person is accepted out of every 15 people who apply to an apprenticeship opening.
- To get accepted, you need to prepare.



# How To Get the Apprenticeship Advantage

- First, help raise the awareness about apprenticeship as a college-level career option.
  - When policy makers, teachers and administrators understand the value of these opportunities, students and parents will get good direction.
- Connect 21<sup>st</sup> Century Career/Technical Education in High Skill, High Wage Trades to Apprenticeships.
  - These are excellent preparatory academies for well-paying apprenticeships – create local articulations.

# STEPS TO BECOMING AN APPRENTICE

- Find an Apprenticeship Program you'd like to join
- CONTACT THEM DIRECTLY to find out what they're looking for and how to apply.
- Complete the Application Process
  - Follow the directions closely
- Go through the Selection Process
  - Patience and perseverance!
- Get selected and begin



# How do I find out about programs I can contact directly and apply with?

1. BEST: On the LNI apprenticeship web database (ARTS):

<http://www.lni.wa.gov/TradesLicensing/Apprenticeship/Programs/Standards/ByCounty/default.asp>

2. In the LNI Apprenticeship catalog (also online)

<http://www.lni.wa.gov/TradesLicensing/Apprenticeship/files/pubs/appcat.pdf>

3. LNI Apprenticeship listing by county :

<http://www.lni.wa.gov/TradesLicensing/Apprenticeship/Programs/Standards/ByCounty/default.asp>

# FOR MORE INFORMATION

Contact the L&I Apprenticeship Consultant in your area

Washington State Department  
of Labor & Industries Website

[www.Apprenticeship.wa.gov](http://www.Apprenticeship.wa.gov)

