



Washington State Department of  
Labor & Industries

# **Registered Apprenticeship Application Report**

*2022 Annual Report to the Legislature*

**December 15, 2022**

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# Executive Summary

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*Senate Bill 5600 (passed in 2022) requires the Washington State Apprenticeship and Training Council (WSATC) to annually report to the state Legislature about the status of applications for registered apprenticeships. The report must include what programs have applied, been approved or not approved, and the reasons for any denials. As the administrative arm to the WSATC, Labor & Industries' staff prepared this report for the WSATC's review and approval.*

## FINDINGS

### **Most apprenticeship programs are approved**

This report provides information about registered apprenticeship programs that applied to the Washington State Apprenticeship and Training Council (WSATC) during calendar years 2021 and 2022. The program's records serve as the data source for this report.

In calendar year 2021, a total of nine programs applied to the WSATC. They approved eight of nine. Two programs received valid industry objections, which led to adjudicative hearings. One program was denied for failing to meet apprenticeship requirements under RCW 49.04 and WAC 296.05.

In 2022, a total of 16 programs applied to the WSATC. They approved 11 of the 16. One was denied for failing to meet apprenticeship requirements under RCW 49.04 and WAC 296.05. Three programs received valid industry objections, which led to adjudicative hearings that are in progress. One requesting sponsor withdrew their application and resubmitted in October 2022.

# Apprenticeship Program

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*The report includes background, application process, WSATC actions, objections and summary.*

## BACKGROUND

### L&I and the WSATC

A registered apprenticeship combines on-the-job training with related classroom instruction, all under the supervision and mentorship of a journey-level professional. Apprentices receive a wage while they learn and develop knowledge, skills, and abilities in a new career field.

After completing a registered apprenticeship program, apprentices receive a professional credential that is recognized nationwide.

The L&I Apprenticeship Program offers assistance and consultation for the development and operational needs of registered apprenticeship programs and acts as a liaison for apprentices in Washington State. Activities include providing assistance to existing apprenticeship programs, and prospective sponsors/employers interested in creating new apprenticeship training programs. L&I registers new apprentices and issues credentials to those who successfully complete their training.

L&I Apprenticeship staff supports the WSATC. The WSATC approves program standards, new programs, revisions to programs and enforces regulations to ensure training standards and participation goals are met. L&I Apprenticeship staff review programs prior to consideration to ensure the programs meet not only state law and rule requirements but also industry standards to become registered in Washington State.

For calendar year 2022, there are 21,252 registered apprentices in Washington State. The total would make registered apprenticeship programs the third largest “school” in the state, behind only the University of Washington and Washington State University. Of that total, fully a third are people of color; 12.7 percent are women, and 8.81 percent veterans. Other key numbers for 2022:

- 222: Number of registered apprenticeship programs (44 of them are pre-apprenticeship)
- 4,489: Participating employers (called “training agents”)
- 201: Occupations in which registered apprentices are trained

## APPLICATION PROCESS

### Steps toward WSATC action

#### Approval process for apprenticeship programs

The WSATC meets quarterly to conduct all transactions of official business as prescribed under WAC 296-05-011. It generally takes six to nine months from the time an employer or sponsor formally proposes an apprenticeship with L&I to appearing before the WSATC for approval of a new training program. For programs in high hazard facilities, the WSATC is required to issue a decision within six months of the acceptance of a completed application. One high hazard program was among those that the WSATC considered during this reporting period.

- **Program Standards.** Standards must be reasonably consistent with existing programs within each trade or occupation, and meet requirements such as number of hours of on-the-job training and instruction, participants and their roles and responsibilities, curriculum requirements, complaint process, rotation schedule for apprentices, and other elements.
- **Review.** An L&I Apprenticeship Program consultant along with the sponsor/employer will discuss the employer's needs and apprenticeable occupation. The consultant researches industry standards, and convenes partners if needed. The consultant will work with the prospective program to assist them in developing an apprenticeship standards proposal and Related Supplemental Instruction (RSI) plan. The consultant reviews with the sponsor, the responsibilities of operating their proposed registered apprenticeship program and associated rules of law.
- **Technical and curriculum examination of proposal.** The Apprenticeship Technical Specialist and Apprenticeship Consultants review the proposed standards submitted. The State Board for Community and Technical Colleges RSI Review Committee, reviews the RSI plan and makes recommendations for approval or sends back to the sponsor for corrective review.
- **WSATC action.** *If there are no objections from competitors*, the WSATC will review and make a decision by a vote of WSATC members on whether to approve or deny the request.
- **If there are valid objections.** [Industry competitors](#) as defined in rule may file an objection to a proposal prior to WSATC action. Objections may be resolved through mediation. The program would then be considered by the WSATC. Objections that are not resolved through mediation may move to an adjudicative hearing before a presiding officer member of the WSATC or administrative law judge. The record of the hearing is then presented to the WSATC for action. An objection increases the length of time for adjudication of a registered apprenticeship program.

## **Actions in 2021-22**

### **List of programs**

The following is an inventory of the programs that applied for WSATC consideration and action in 2021-2022. Information is by sponsor, occupation, sponsor location, geographic coverage, action and reason for denial.

#### **In 2022, 16 programs applied:**

- Approved: 11
- Denied: 1 (Failed to meet industry standards under RCW 49.04 and WAC 296-05.)
- Withdrawal: 1
- Other: 3 (Industry objection filed. Awaiting adjudicative hearing.)

#### **In 2021, 9 programs applied:**

- Approved: 8
- Denied: 1 (Failed to meet industry standards under RCW 49.04 and WAC 296-05.)

# 2022

Sponsor	Occupation	Sponsor Location	Geographic Coverage	Action	Reason for Denial
<b>AJAC – Logistics and Operations Apprenticeship Committee</b>	Logistics Specialist Operations Specialist	Seattle	All counties in Washington, Oregon, Idaho	Approved	
<b>AJAC – Maintenance Apprenticeship Committee</b>	Aircraft Mechanic Airframe/Industrial Maintenance/Automation Technician and Industrial Manufacturing Technician	Seattle	All counties in Washington, Oregon, Idaho	Approved	
<b>Cascade Veterinary Clinics Apprenticeship Program</b>	Licensed Veterinary Technician, Veterinary Assistant	Wenatchee	Chelan, Douglas	Approved	
<b>CHAS Health Medical Assistant Apprenticeship</b>	Medical Assistant	Spokane	Adams, Asotin, Ferry, Lincoln, Pend Oreille, Latah, Spokane, Stevens, Whitman Idaho: Nez Perce	Approved	
<b>Chehalis Barber Apprenticeship &amp; Company</b>	Barber/ cosmetologist	Chehalis	Lewis	Approved	
<b>Construction Industry Training Council</b>	Mechanical insulator	Bellevue	Washington, Idaho	Objection, WSATC denied.	Failed to meet industry established standards under RCW 49.04 and WAC 296-05.
<b>Fix Network Apprenticeship Program</b>	Automotive Glass Technician	Burlington, Ontario	Washington, Oregon	Approved	
<b>Greater Spokane Electrical Training Apprenticeship</b>	General Electrician (01)	Post Falls, Idaho	Adams, Asotin, Columbia, Ferry, Franklin, Garfield, Lincoln, Pend Oreille, Spokane, Stevens, Whitman. Idaho: Benewah, Bonner, Boundary, Clearwater, Idaho, Kootenai, Latah, Lewis, Nez Perce, Shoshone	Objection, sponsor withdrew.	Withdrew application and reapplied in October 2022.

## 2022 Continued

Sponsor	Occupation	Sponsor Location	Geographic Coverage	Action	Reason for Denial
<b>Greater Spokane Electrical Training Apprenticeship</b>	General Electrician (01)	Post Falls, Idaho	Adams, Asotin, Columbia, Ferry, Franklin, Garfield, Lincoln, Pend Oreille, Spokane, Stevens, Whitman. Idaho: Benewah, Bonner, Boundary, Clearwater, Idaho, Kootenai, Latah, Lewis, Nez Perce, Shoshone	Objection, awaiting hearing.	
<b>Inland Power and Light Co.</b>	Lineman	Spokane	Asotin, Columbia, Franklin, Garfield, Walla Walla Idaho: Benewah, Bonner, Kootenai	Approved	
<b>Kaur Apprenticeship</b>	Cosmetologist/Hair Designer	Bellingham	Bellingham	Approved	
<b>Klickitat PUD No. 1</b>	Lineman	Goldendale	Klickitat	Approved	
<b>Lifepoint Machinist Apprenticeship</b>	Computer Numerically Controlled Machinist (CNC Machinist)	Woodland	Plant program in Woodland only.	Approved	
<b>Rob's Electric Inc. Apprenticeship and Training</b>	General Electrician (01)	Lake Stevens	King, Pierce, Skagit, Snohomish	Objection, awaiting hearing.	
<b>Schweitzer Engineering Laboratories</b>	General Electrician (01)	Pullman	Schweitzer Engineering Laboratories in Whitman & Spokane counties. Idaho: Ada, Latah and Nez Perce counties.	Approved	
<b>Woodcreek Provider Services</b>	Medical Assistant	Puyallup	Pierce	Objection, awaiting hearing.	

Source: L&I

## 2021



Sponsor	Occupation	Sponsor Location	Geographic Coverage	Action	Reason for Denial
<b>CHAS Health</b>	Dental Assistant	Spokane	Adams, Asotin, Ferry, Lincoln, Pend Oreille, Spokane, Stevens, Whitman	Approved	
<b>Construction Industry Training Council</b>	Mechanical Insulator	Bellevue	Washington, Idaho	Objection, WSATC denied	Failed to meet industry established standards under RCW 49.04 and WAC 296-05.
<b>Construction Industry Training Council</b>	Scaffold Erector	Bellevue	Washington, Idaho	Approved	
<b>Ena'Vative Hair Studio Apprenticeship Program</b>	Cosmetologist	Auburn	Plant program in Auburn only.	Approved	
<b>Northwest Maritime Apprenticeship</b>	Marine Service Technician	Bellingham	Skagit, Whatcom	Approved	
<b>Scot Industries Inc. Apprenticeship</b>	Computer Numerically Controlled Machinist (CNC Machinist)	Centralia	Plant program in Centralia only.	Approved	
<b>Skamania PUD No. 1 Apprenticeship Committee</b>	Lineman	Carson	Skamania	Approved	
<b>Texture Apprenticeship Program</b>	Cosmetologist	Seattle	Plant program in Seattle only.	Approved	
<b>Triple B Sprinkler Fitter Apprenticeship</b>	Sprinkler Fitter	Yakima	Baker, Morrow, Umatilla, Union, Wallowa and Washington counties in Oregon.	Objection, WSATC approved	

Source: L&I

# Conclusion

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During calendar years 2021 and 2022:

- Most programs that apply to become a registered apprenticeship receive WSATC approval. In 2021-2022, 19 programs were approved of 25 that applied (76 percent). Objections were filed in 7 programs, which increased the amount of time required for the WSATC to reach a final decision. Of those with objections, 1 was approved, 2 were denied, 3 are awaiting a hearing, and 1 was withdrawn.
- Under rule, industry competitors may file an objection prior to WSATC action. Valid objections increase the amount of time required for the Council to reach a final decision.