

THE APPRENTICESHIP ADVANTAGE

Earn While You Learn!

May 19, 2014

Tim Wilson, Program Manager, Apprenticeship Section



Washington State Department of
Labor & Industries

WHAT IS APPRENTICESHIP?

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

It's a job



It's school



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“America's got a choice to make. We can do nothing, which is the strategy that some folks in Washington seem to have or we can do what we've always done best. We pull together, we fight back, and we win,” the President said.

The funding will come in two parts: \$500 million toward a new job training competition that pairs community colleges with businesses, and \$100 million for new apprenticeship programs to train workers.”

President Obama

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Results Washington

 GOAL 1: WORLD-CLASS EDUCATION <i>Expecting every child to receive a world-class education that prepares him or her for a healthy and productive life, including success in a job or career, in the community and as a lifelong learner</i>						
GOAL TOPIC	ACCESS			SUCCESS		
	<i>All Washingtonians have access to education that prepares them to transition to elementary, middle, high school, postsecondary, career and lifelong learning opportunities</i>					
SUB TOPIC	EARLY LEARNING	K-12	POSTSECONDARY	EARLY LEARNING	K-12	POSTSECONDARY
OUTCOME MEASURE	1.1. Increase the percentage of children enrolled in high-quality early learning programs from 2013 baseline to targets per program	1.2. Increase the percentage of schools rated exemplary or very good on the Washington School Achievement Index from X to Y by 20XX. (TBD with federal approval by March 2014)	1.3. Increase the percentage of population enrolled in certificate, credential, apprenticeship and degree programs from 13% in 2012 to 24.8% in 2023.	2.1. Increase the percentage of children entering kindergarten who demonstrate they are ready by 2% by 2015	2.2. Increase the percentage of K-12 students who score proficient or better on statewide exams and standards college- and career-ready from high school by 2% from 2013 to 2014	2.3. Increase attainment of certificates, credentials, apprenticeships and degrees from 72,000 to 149,000 by 2023
LEADING INDICATORS	<p>1.1.a. Increase state-funded preschool enrollment slots from the 2013 baseline of 8,391 slots to 16,682 slots by 2018-19 school year to serve 100% of eligible children whose families choose to enroll</p> <p>1.1.b. Increase number of children served in licensed child care settings and preschools meeting quality criteria from 2013 baseline of 60,710 children to 87,144 children by December 2015</p> <p>1.1.c. Increase percentage of infants and toddlers, who due to developmental delays receive early intervention services from 2013 baseline of 2.2% to national average of 2.4% by December 2015</p> <p>1.1.d. Increase the STEM math and science training opportunities for early learning professionals by 20% from 2013 baseline by December 2015</p> <p>1.1.e. Increase the number of parents/families who have access to support through voluntary home visiting services by 10% from 2013 baseline by December 2015</p>	<p>1.2.a. Increase percentage of children enrolled in state-funded full-day kindergarten from 22% to 100% by 2017-18 school year</p> <p>1.2.b. Increase number of high school students who access high-quality online learning by 10% per year from 2013 to 2017</p> <p>1.2.c. Increase access to effective dropout prevention programs offered by school districts and available to students from X to Y by 20XX</p> <p>1.2.d. Increase percentage of low-performing students receiving learning assistance intervention from X, Y, Z by 20XX</p> <p>1.2.e. Increase percentage of public schools that provide access to all required subject areas (arts, world languages, career and technical education, fitness, social studies) from X to Y by 20XX</p> <p>1.2.f. Increase project-based, career, workplace, community learning opportunities that provide STEM and 21st century skills from X to Y by 20XX</p> <p>1.2.g. Increase percentage of National Board certified teachers who teach in a high-poverty school by 10% per year from 2013 to 2017</p> <p>1.2.h. Increase percentage of first-year teachers with active, qualified mentor by 10% per year from 2013 to 2017</p> <p>1.2.i. Increase percentage of sign language interpreters meeting newly established state performance standards from 33% in 2012-13 school year to 100% in 2016-17 school year</p> <p>1.2.j. Increase percentage of teachers and principals rated distinguished from X to Y by 20XX</p>	<p>1.3.a. Increase number of students enrolled in STEM and identified high-demand employment programs from X to Y by 20XX</p> <p>1.3.b. Increase percentage of students entering public higher education who access high-quality online learning by X from 20XX to 20XX</p> <p>1.3.c. Increase percentage of eligible students who sign up for College Bound program from 86% to 92% by 2017</p> <p>1.3.d. Increase percentage of eligible students who receive State Need Grant from 70% in 2013 to 85% in 2017</p> <p>1.3.e. Increase number of families saving for postsecondary education and training expenses using the Guaranteed Education Tuition (GET) from 152,000 in 2012 to 182,000 in 2017</p> <p>1.3.f. Increase project-based, career, workplace, community learning opportunities that provide STEM and 21st century skills from X to Y by 20XX</p>	<p>2.1.a. Increase by 2% each year, 2012-13 through 2015, the percentage of children who demonstrate readiness skills for kindergarten in these areas: social-emotional, physical, language, cognitive, literacy, and math</p> <p>2.1.b. Increase number of early learning providers who achieve level 3 or above in Early Achievers (voluntary quality rating and improvement system) from 2013 baseline of 793 programs to 1,471 programs by December 2015</p>	<p>2.2.a. Increase percentage of students proficient in 4th grade reading and writing, 5th grade math and 8th grade science by 2% from 2013 to 2014</p> <p>2.2.b. Increase percentage of students in a cohort who meet standards on all high school exit exams in or by 10th grade by 2% from 2013 to 2014</p> <p>NOTE: Data in boxes above will be recalibrated after Common Core test results are available in 2015</p> <p>2.2.c. Increase percentage of high school students who graduate from high school in 4 years and 5 years by 2 percentage points per year from 2013 to 2018</p> <p>2.2.d. Reduce opportunity gaps for all students through proficiency in reading, math, science (including biology for high school) from X to Y by 20XX</p> <p>2.2.e. Decrease percentage of recent high school graduates enrolled in pre-college or remedial courses in college from 40% to 35% by 2017</p> <p>2.2.f. Increase number of K-12 schools recognized as innovative through meeting criteria listed in statute from 34 to 59 by 2017</p> <p>2.2.g. Increase number of students who take high school courses to prepare them for STEM fields from X to Y by 20XX</p> <p>2.2.h. Increase percentage of high school graduates who during the 4th quarter after graduation are either enrolled in postsecondary education or training or are employed in Washington from X% to Y% by 20XX</p> <p>2.2.i. Increase the percentage of 8th graders who after 5 years are either employed in Washington or enrolled in postsecondary education or training during the third quarter from X% to Y% by 20XX</p>	<p>2.3.a. Increase number of graduates in STEM and identified high-demand employment programs in 4-year colleges from X in 20XX to Y by 20XX</p> <p>2.3.b. Increase number of graduates in STEM and identified high-demand employment programs in community and technical colleges from X in 20XX to Y by 20XX</p> <p>2.3.c. Increase percentage of adult basic education and English-as-a-second language students who transition to postcollege or college level within 2 years from 12% to 15% by 2017</p> <p>2.3.d. Increase percentage of postsecondary graduates who during the 4th quarter after graduation are either enrolled in postsecondary education or training or are employed in Washington from X% to Y% by 20XX</p>
2/7/2014	<p>Governor's Goal Council</p> <ul style="list-style-type: none"> African American Affairs Commission – Ed Prince Arts Commission – Kris Tucker Center for Childhood Deafness & Hearing Loss – Richard Hagan Community & Technical Colleges – Mary Brown Council of Presidents – Paul Francis Early Learning – Bette Hyde Education Ombudsman – Tracy Gilten Office of Financial Management – Paula Moore Policy – Mance Maxwell Results Washington – Ealyne Newell School for the Blind – Dean Steneshelm State Board of Education – Ben Bards Student Achievement Council – Gene Sharatt Superintendent of Public Instruction – Stan Burke Workforce Training & Education Coord. Bd. – Ben Pappalardo 					

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Health Care Skills Gap

Mid-Level Health Care Occupations	Average annual total openings 2016-2021	2012 Completers Entering the Workforce	Estimated Supply Gap 2016-2021**
Dental Hygienists	267	229	-38
Emergency Medical Technicians & Paramedics	193	79	-114
Medical Transcriptionists	98	68	-30
Respiratory Therapists	90	36	-54
Opticians, Dispensing	64	12	-52
Dental Laboratory Technicians	51	10	-41
Cardiovascular Technologists and Technicians	44	21	-23
Ophthalmic Medical Technicians*	34	27	-7
Nuclear Medicine Technologists	16	5	-11
*A new occupation not included previously.			
**Assumes completions will continue at the same rate as they were in 2012.			

Demand estimates are from the 2013 Healthcare Personnel Shortage Task Force. Occupational projections for Washington were developed by the state's Employment Security Department under a contract from the U.S. Department of Labor.

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Current and Past Healthcare Apprenticeship Programs

- **Washington Association of Community & Migrant Health Centers**
 - **Medical Assistant, 2000 hours (Newest)**
- **Multicare Health System – Health Unit Coordinator Apprenticeship & Training Program**
 - **Health Unit Coordinator, 2000 hours**
- **Multicare Health Systems (MHS) CT – MRI**
 - **Computed Tomography (CT)**
 - **Magnetic Resonance Imaging (MRI)**
- **North Cascade Eye Associates**
 - **Dispensing Optician**
- **Columbia Basin Physical Therapy Inc. P.S. (Currently Inactive)**
- **Olympic Memorial Hospital (1988 Inactive)**
 - **Ultrasound Technician**

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Vision for Health Care Apprenticeships in WA

- **State wide program / Committee**
- **Multiple trades**
- **Multiple Employer Sites/Training Agents**
- **Consistent Training Centers**
- **Constantly Growing**

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Scope of Potential Programs

- **Entry level (i.e. Medical Assistant)**
- **Immediate employment needs**
- **Long term attrition needs (retain knowledge)**
- **Specialized jobs**
- **Other programs, i.e. building maintenance**

Not Targeting Professional Occupations

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HOW TO START AN APPRENTICESHIP?

- Starts with a committee of healthcare professionals.
 - We are not experts in the Medical Field
- Select a Committee and occupation and write “Standards of Apprenticeship”
 - OJT – On the Job Training
 - RSI – Related Supplemental Instruction
- Sign up Employers to become “Training Agents”
- Follow process to hire an apprentice
- Train and monitor

Question and Answers


STANDARDS OF APPRENTICESHIP
adopted by

(sponsor name)

Occupational Objective(s): SOC# Term

 

APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

Initial Approval _____ Committee Amended _____

Standards Amended (review) _____ Standards Amended (administrative) _____

By: Chair of Council _____ By: Secretary of Council _____

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