Today’s Agenda

• WMTC
• Labor Needs
• WA Veteran Apprenticeship STATs
• What is an Apprenticeship
• GI Bill
• Resources
Washington Military Transition Council

- Executive Order 13-01
  - 5% of procurement contracts to certified veteran-owned businesses
  - VERG – Veteran Employee Resource Group
  - Centralized Data Share & Warehouse Agreement
  - **Washington Military Transition Council**
    - Collaboration federal, state, local agencies, private, and non-profit help transitioning assistance

- Soldier Lifecycle

- Four Tracks/Working Groups
  - Higher Education, Entrepreneur, Employment, Career Technical
Labor Needs

- Apprenticeship vs College
- 1/3/7 Model
- Aging workforce
Labor Needs

- Puget Sound Transit
  - 25 year expansion plan
  - 62 miles of new rail
  - $52 billion
- Ports
  - $1.2 billion
  - 665,100 - 1,046,900 labor hours/year
  - 3,700 – 6,000 people
- Corrections Facilities
- EIW – $1.2 billion
- Aerospace
  - 1,350 aerospace-related companies / 35 out of 39 counties
  - > 132,500 aerospace workers
Veterans % of Apprenticeships: Started

Apprenticeships Started by Veterans

Number of Apprenticeships Started

- Veterans
- Veterans Percentage of Total

Percentage of Total Apprenticeships Started

- 2000
- 2001
- 2002
- 2003
- 2004
- 2005
- 2006
- 2007
- 2008
- 2009
- 2010
- 2011
- 2012
- 2013
- 2014
- 2015
- 2016
- 2017
The bar graph represents the number of apprentices who started an apprenticeship each year broken down each year by Veterans and Non Veterans. The lines represent completion percentages of those that started in that specific year. One line represents veterans and the other for non-veterans. It is of note there is no significant difference between completion rates of veterans vs non veterans. Completion rates hover around the 45% range.

Note: Decrease in percentage of completions in recent years is largely due to apprenticeships that are still completing their program.
Wage by Quarter

Average Wage by Quarter
Separated Service Members (by Pay Grade Type)

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Junior Enlisted</th>
<th>Noncommissioned Officers</th>
<th>Warrant Officers</th>
<th>Officers</th>
<th>Roofer Apprenticeship</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q1</td>
<td>$28.67</td>
<td>$29.53</td>
<td>$27.22</td>
<td>$27.22</td>
<td>$24.91</td>
</tr>
<tr>
<td>Q2</td>
<td>$28.67</td>
<td>$29.53</td>
<td>$27.22</td>
<td>$27.22</td>
<td>$24.91</td>
</tr>
<tr>
<td>Q3</td>
<td>$28.67</td>
<td>$29.53</td>
<td>$27.22</td>
<td>$27.22</td>
<td>$24.91</td>
</tr>
<tr>
<td>Q4</td>
<td>$28.67</td>
<td>$29.53</td>
<td>$27.22</td>
<td>$27.22</td>
<td>$24.91</td>
</tr>
<tr>
<td>Q5</td>
<td>$28.67</td>
<td>$29.53</td>
<td>$27.22</td>
<td>$27.22</td>
<td>$24.91</td>
</tr>
<tr>
<td>Q6</td>
<td>$28.67</td>
<td>$29.53</td>
<td>$27.22</td>
<td>$27.22</td>
<td>$24.91</td>
</tr>
<tr>
<td>Q7</td>
<td>$28.67</td>
<td>$29.53</td>
<td>$27.22</td>
<td>$27.22</td>
<td>$24.91</td>
</tr>
<tr>
<td>Q8</td>
<td>$28.67</td>
<td>$29.53</td>
<td>$27.22</td>
<td>$27.22</td>
<td>$24.91</td>
</tr>
<tr>
<td>Q9</td>
<td>$28.67</td>
<td>$29.53</td>
<td>$27.22</td>
<td>$27.22</td>
<td>$24.91</td>
</tr>
</tbody>
</table>
Apprenticeship

Industry Driven Training Model

- Combination school, RSI, typically 144 hours
- OJT learning, typically 3-5 years or 2000-5000 hours

WA STATS

- 12,736 active apprentices in over 600 occupations
- Over 7,500 Employers
- Veteran Apprentices 10%
- Women Apprentices 9%
- Average Age Apprentice: 28
Apprenticeship

- Tactile Learning
- Team Work
- Formalized Structure
- Ability to Take/Give Commands
- Leadership
- Discipline
- Trust
- Purpose
# Apprenticeship vs College

**Apprenticeship**  
Get paid for on-the-job training.

<table>
<thead>
<tr>
<th>EARNINGS</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>$18-$24/ Hour</td>
<td>$37,440</td>
<td>$41,600</td>
<td>$45,760</td>
<td>$49,920</td>
</tr>
<tr>
<td>$18-$24/ Hour</td>
<td>$49,920</td>
<td>$54,080</td>
<td>$58,240</td>
<td>$62,400</td>
</tr>
</tbody>
</table>

**Total Over 4 Years**  
- $174,720 - $224,640 Earnings + Benefits & Pension

**Work Experience**  
- 4 years in the industry

**College**  
Pay for classroom learning.

<table>
<thead>
<tr>
<th>COST</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>$22,500/Year</td>
<td>$22,500</td>
<td>$22,500</td>
<td>$22,500</td>
<td>$22,500</td>
</tr>
</tbody>
</table>

**Total Over 4 Years**  
- $90,000 Debt

**Work Experience**  
- 0 years in the industry
Apprenticeship

- Major Apprenticeship Industries
  - Construction
  - Aerospace
  - IT
  - Maritime
  - Railroads

- Upcoming Industries
  - Healthcare
  - Banking/Insurance
  - Safety
  - Nursing
  - HR
Apprenticeship

- Avenues of Approach
  - Pre-Apprenticeships
    - ANEW, PACE, PACT, Manufacturing Academy, CSP’s
  - Veteran Preference/Direct Entry
    - Labor Market Dependent, Apprenticeship Dependent
    - Helmets2Hardhats
  - College Certificates
  - Apply
Apprenticeship

- **Considerations**
  - Prior Experience – USMAPS
  - Credentialing – COOL
  - College Credits – AA
  - Challenges – Can be seasonal and labor market dependent
  - Health Care Packages
  - Union vs. Non-Union pros/cons
  - Employer First Model
Pay & GI Bill

- Washington Student Achievement Council approval authority
- Apprentices typically 50 to 70% journey worker’s wage with wage increases at regular intervals
- As pay goes up GI Bill goes down – -20% every 6/mo
  - Based on the zip code of the training location

### EXAMPLE APPRENTICESHIP PAY

<table>
<thead>
<tr>
<th>Time</th>
<th>Hourly Rate WITHOUT GI BILL</th>
<th>Hourly Rate WITH GI Bill</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Months</td>
<td>$25.68</td>
<td>$35.90</td>
</tr>
<tr>
<td>12 Months</td>
<td>$27.52</td>
<td>$35.70</td>
</tr>
<tr>
<td>18 Months</td>
<td>$29.35</td>
<td>$35.48</td>
</tr>
<tr>
<td>24 Months</td>
<td>$31.19</td>
<td>$35.27</td>
</tr>
<tr>
<td>30 Months</td>
<td>$33.02</td>
<td>$35.06</td>
</tr>
<tr>
<td>36 Months</td>
<td>$34.86</td>
<td>$36.90</td>
</tr>
</tbody>
</table>

**GI Bill Breakdown:**
- 100% - 1-6 months
- 80% - 6-12 months
- 60% - 12-18 months
- 40% - 18-24 months
- 20% - 24-30 months

*Usage Optional*
Apprenticeship Initiatives

- Helmets2Hardhats
- Career Skills Programs (CSPs)
- Veterans Industry Education (VIE-25)
- Direct2Apprenticeship Job Fairs
- Apprenticeship Workshops
- Brown Bag Lunch Briefings
- Intake Briefings
Apprenticeship Partners

PARTNERS
- Labor and Industry
- ESD – DVOP/LVERS
- Workforce Development Councils
- Center of Excellence
- SBCTC
- Technical Colleges
- Pre-Apprenticeship Programs
- Helmets 2 Hardhats
- Apprenticeship Coordinators
- Local Sector Employers
- Base Leadership
- Base Transition Offices
- ETC

SUPPORT SERVICES
- WSAC
- WIOA
- Camo2Commerce
- ANEW
Employment Support
Training
Education
Funding Workshops
Pre-requisite:
WA State Residents
Transition (Non Retiree)
Medical discharge eligible

18 Week courses:
Welding or HVAC/R
Union funded
Union Placement
Pre-requisite:
Interview w/Union

4 Week courses:
Industrial Coating
Industrial Glazing
C2C / Union funded
Union Placement

8 Week course:
A&P Credentialing
C2C funded / GI Bill
Employer support
Pre-requisite:
FAA 8610-2 form
General Maintenance Test
MOS/ Rate/ AFSC (15 Series)

5 Week course
GI Bill funded
Employment Support
Employment Support: “Pre-hire letter”

16 Week Courses:
Cloud Server / Data Base
GI Bill / C2C funded
Employment Support
Pre-requisite:
College Algebra (passed)
MTA Test 70%+

6 week courses:
1. Customer Service
2. Information Tech
3. Business Management
SM, Veteran & Spouses
Grant funded
Employment Support

12 Week internships:
Corporate internship
C2C / US Chamber funded
Employment support
Pre-requisite:
AA or BA Degree
Record of leadership

12 Week course:
Land Management/ Conservation
GS 05/09 placement
Employment Support: WA & OR
Pre-requisite:
Employer screening

7 Week course:
Elect. Tower maintenance
GI Bill funded
Employment Support
Pre-requisite:
Endurance / heights

4 Week course:
Roofing construction
Grant funded
Employment Support
Pre-requisite:
Endurance / heights
Interview w/provider

5 - 8 Week course
GI Bill funded
* Stackable Certificates
Employment support post graduation
Veterans Industry Education - 25

VIE 25 - Joint project under direction of governor’s office
- State Board of Community and Technical colleges (SBCTC)
- Garrison Command (Army, Navy, Air Force)

Support pathways to employment for transitioning service members.
- Schools within 25 miles of a base
- Complete within 6 months
- Obtain permission from commander
- Apply for an MOA
- Complete classes during duty day in 6 months prior ETS date.

- OLYMPIC COLLEGE
- BATES
- CLOVER PARK
- GREEN RIVER
- HIGHLINE
- PIERCE COLLEGE
- TCC
- SPSCC
<table>
<thead>
<tr>
<th>Veterans Industry Education - 25</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bates College</td>
</tr>
<tr>
<td>Commercial Truck Driving: CDL Class A and Class B</td>
</tr>
<tr>
<td>Nursing Assistant Certified</td>
</tr>
<tr>
<td>Basic Carpentry I/II</td>
</tr>
<tr>
<td>Welder Level I</td>
</tr>
<tr>
<td>Certificate of Training CNC Operator</td>
</tr>
<tr>
<td>Building Care Maintenance I/II</td>
</tr>
</tbody>
</table>
Current Grants

- DOL – AAI - Advanced Manufacturing and Marine Engineering
- DOL – AAI - Information Technology (Apprenti)
- DOL – State Accelerator Grant – Employer Expansion (Rachel McAloon – LNI)
- DOL – WTIA – IT
- DOL – Expansion Grant – RAISE
- DOL – Expansion Grant - Career Connect
Resources

- LNI - [http://www.lni.wa.gov/TradesLicensing/Apprenticeship/](http://www.lni.wa.gov/TradesLicensing/Apprenticeship/)
- Construction Center of Excellence - [https://www.constructioncenterofexcellence.com/apprenticeship/](https://www.constructioncenterofexcellence.com/apprenticeship/)
- Apprenti - [https://apprenticcareers.org/](https://apprenticcareers.org/)
- WASC - [http://www.wsac.wa.gov/veterans](http://www.wsac.wa.gov/veterans)
- GI Bill Comparison Tool - [https://www.vets.gov/gi-bill-comparison-tool/](https://www.vets.gov/gi-bill-comparison-tool/)