

FINAL BILL REPORT

E2SSB 5600

C 156 L 22
Synopsis as Enacted

Brief Description: Concerning the sustainability and expansion of state registered apprenticeship programs.

Sponsors: Senate Committee on Ways & Means (originally sponsored by Senators Keiser, Holy, Conway, Das, Dhingra, Hasegawa, Kuderer, Liias, Lovelett, Lovick, Randall, Rivers, Robinson, Saldaña, Salomon, Stanford, Trudeau, Wagoner, Warnick, Wellman and Wilson, C.).

Senate Committee on Labor, Commerce & Tribal Affairs
Senate Committee on Ways & Means
House Committee on College & Workforce Development
House Committee on Appropriations

Background: The Washington State Apprenticeship and Training Council (Apprenticeship Council), which is part of the Department of Labor and Industries (L&I), establishes apprenticeship program standards, approves apprenticeship training programs, issues completion certificates, and otherwise governs the programs. The Apprenticeship Council currently has several subcommittees, including subcommittees on electrical apprenticeships, childcare in the trades, and compliance review and retention. To be eligible for registration, apprenticeship program standards must conform to the rules established by the Apprenticeship Council.

Summary: Platforms and Work Groups. Beginning July 1, 2023, the Apprenticeship Council is required to establish economic or industry sector-based platforms to promote collaboration within each industry, review the required classroom and on-the-job training standards for apprenticeship programs in each industry, review and recommend applications for new apprenticeship programs, and collaborate with any relevant Centers of Excellence. Each platform must have an equal number of employer and employee organization representatives. The platforms may be established in the following areas:

- the building trades;
- manufacturing and engineering;

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- health care and behavioral health;
- education and early learning;
- information and communications technology;
- biotechnology and life sciences;
- hospitality;
- state agencies;
- maritime; and
- other identified economic or industry growth sectors.

L&I must assign an industry liaison to each platform. Each platform must report to the Apprenticeship Council at least annually on the participation in existing apprenticeship programs, the progress in developing new apprenticeship programs, and any review of required classroom and on-the-job training standards.

The Governor must establish a committee of state agency human resources managers to undertake the development of appropriate apprenticeship programs for state agencies. The committee must involve the exclusive collective bargaining representatives as potential pathways are considered and developed. The committee must consult public sector agencies that conduct work study programs that enable high school graduates to achieve entry-level employment and placement in registered apprenticeship programs. The current registered apprenticeship program for industrial insurance at L&I must be consulted as a model for other agencies.

Apprenticeship Program Eligibility. L&I must require apprenticeship programs seeking approval to provide an assessment for future sustainability of the program.

When evaluating applications for new apprenticeship programs, the Apprenticeship Council must consider whether graduating apprentices will move toward a living wage, the availability of a career ladder to graduating apprentices, or the existence of non-wage benefits as factors in the approval process.

Grant Programs. A grant program is established for technology and remote learning infrastructure modernization. Subject to the availability of appropriated funds, L&I may award one-time grants to state registered apprenticeship programs for modernizing technology and remote learning infrastructure.

A grant program is also established for wrap-around support services to mitigate barriers to beginning or participating in state registered apprenticeship programs. Support services include provisions for child care, health care, transportation to job sites, and other support services necessary to mitigate barriers to starting or participating in apprenticeship programs. Subject to availability of appropriated funds, L&I may award grants to nonprofit organizations and apprenticeship training committees that provide or connect apprentices to wrap-around support services, including child care, professional clothing, required tools, or transportation.

A grant program is established for updating equipment in state registered apprenticeship programs. Subject to the availability of appropriated funds, L&I may award grants to state registered apprenticeship programs or Apprenticeship Council recognized apprenticeship preparation programs to upgrade equipment necessary for the program.

No workers' compensation funds may be used in funding the established grants.

L&I must consult the U.S. Department of Labor about opportunities for employers to participate in apprenticeship programs and to pursue federal grants on behalf of state registered apprentices and apprenticeship programs.

Studies and Reports. L&I must conduct an apprentice retention study by collecting data from apprentices that are six months into their apprenticeships on the barriers and challenges new apprentices encounter that may prevent them from continuing their apprenticeships. L&I must aggregate the data by trade and post it on a dashboard on its public website annually. L&I must use the data to work with apprenticeship coordinators to implement an early alert response system to connect apprentices with support and wrap-around services. By December 1, 2026, L&I must report its findings to the Legislature.

L&I must also develop a list of options for incentivizing apprenticeship utilization in the private sector, especially in nontraditional industries or smaller employers that have lower apprenticeship utilization rates. L&I must also assess the lack of local apprenticeship programs in rural communities and the logistical burdens apprentices in rural communities encounter in participating in approved apprenticeship programs and to develop policy options for alleviating these issues. By September 30, 2023, L&I must submit a report to the Legislature detailing the list of options for incentivizing apprenticeship utilization and the policy option recommendations addressing apprenticeship issues in rural communities.

The Apprenticeship Council must annually report to the Legislature a list of apprenticeship programs that have applied for state approval, whether those programs have been approved or not approved, and the reasons for any denials of approval.

By December 1, 2022, the Office of the Superintendent of Public Instruction (OSPI), in collaboration with Career Connect Washington, must submit a report to the Legislature detailing the requirements and options for, and any barriers to, high schools having a career pathways day once per year for students in their junior year.

By December 1, 2022, OSPI in collaboration with L&I, must submit a report to the Legislature to identify opportunities and challenges for expansion, enhancement, and sustainability of high quality career and technical education. The report must identify existing state registered preapprenticeship programs and existing high school career and technical education programs that could be eligible to become state registered preapprenticeship programs.

Other Provisions. Subject to the availability of appropriated funds, L&I must provide vouchers to cover the cost of driver's education courses for minors enrolled in state registered apprenticeship programs. No workers' compensation funds may be used in funding the voucher program.

Votes on Final Passage:

Senate	39	10	
House	94	4	(House amended)
Senate	36	13	(Senate concurred)

Effective: June 9, 2022
July 1, 2023 (Section 2)