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**SUBSTITUTE SENATE BILL 5600**

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**State of Washington**

**67th Legislature**

**2022 Regular Session**

**By** Senate Labor, Commerce & Tribal Affairs (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 C. Wilson)

READ FIRST TIME 01/25/22.

1 AN ACT Relating to the sustainability and expansion of state  
2 registered apprenticeship programs; amending RCW 49.04.050; adding  
3 new sections to chapter 49.04 RCW; creating new sections; providing  
4 an effective date; and providing expiration dates.

5 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

6 NEW SECTION. **Sec. 1.** Washington state has maintained a robust  
7 registered apprenticeship system that has created tens of thousands  
8 of high-skill, high-wage careers in traditional apprenticeship  
9 programs that are financially stable and jointly managed to ensure  
10 future generations of apprentices for high demand occupations. The  
11 earn while you learn apprenticeship model opens opportunities to  
12 diverse groups and communities that have not been able to access  
13 traditional higher education and traditional apprenticeship programs  
14 in the past. The legislature recognizes that the COVID-19 pandemic  
15 has also created a significant dislocation and disruption of our  
16 workforce that can be repaired in part by reconnecting workers with  
17 innovative apprenticeships that lead to new career pathways. The  
18 legislature intends to encourage and foster new apprenticeship  
19 opportunities through programs sponsored by public and private  
20 entities. It is the intent of the legislature that apprenticeship  
21 programs seeking state registration receive prompt consideration with

1 minimum delay. To achieve the goals of rebuilding a robust  
2 postpandemic workforce and undertaking active efforts to provide  
3 equity, diversity, and inclusion in apprenticeship programs will take  
4 sustained effort and support.

5 NEW SECTION. **Sec. 2.** A new section is added to chapter 49.04  
6 RCW to read as follows:

7 (1) For any existing active registered apprenticeship programs,  
8 or when a new program gains approval, the apprenticeship council must  
9 establish an economic or industry sector-based platform.

10 (2) The economic or industry sector-based platforms may be in the  
11 following areas: Building trades, manufacturing and engineering,  
12 health care and behavioral health, education and early learning,  
13 information and communications technology, biotechnology and life  
14 sciences, hospitality, and maritime. All platforms established under  
15 this section must:

16 (a) Promote collaboration within their economic or industry  
17 sector;

18 (b) Periodically review the required classroom and on-the-job  
19 training standards for apprenticeship programs within their economic  
20 or industry sector; and

21 (c) Collaborate with any relevant centers of excellence in RCW  
22 28B.50.902.

23 (3) The department of labor and industries must assign an  
24 industry liaison to support each platform.

25 (4) The platform must report at least annually to the  
26 apprenticeship council on the following within their economic or  
27 industry sector:

28 (a) Participation in existing approved apprenticeship programs;

29 (b) Progress in developing new apprenticeship programs; and

30 (c) Any review of required classroom and on-the-job training  
31 standards.

32 (5) The department must consult with the United States department  
33 of labor about opportunities for Washington state employers to  
34 participate in apprenticeship programs, and to pursue federal grants  
35 on behalf of state registered apprentices and apprenticeships  
36 programs.

37 NEW SECTION. **Sec. 3.** A new section is added to chapter 49.04  
38 RCW to read as follows:

1 The governor shall establish a committee of state agency human  
2 resources managers to undertake the development of appropriate  
3 apprenticeship programs for state agencies. The committee will  
4 involve the exclusive collective bargaining representatives as  
5 potential apprenticeship pathways are considered and developed. The  
6 current registered apprenticeship program for industrial insurance at  
7 the department of labor and industries shall be consulted as a model  
8 for other agencies.

9 **Sec. 4.** RCW 49.04.050 and 2011 c 308 s 4 are each amended to  
10 read as follows:

11 (1) To be eligible for registration, apprenticeship program  
12 standards must conform to the rules adopted under this chapter.

13 (2) The apprenticeship council must require new apprenticeship  
14 programs seeking approval to provide an assessment for future  
15 sustainability of the program.

16 (3) When evaluating applications for new apprenticeship programs,  
17 the apprenticeship council must consider whether graduating  
18 apprentices will move toward a living wage, the availability of a  
19 career ladder to graduating apprentices, or the existence of other  
20 nonwage benefits as factors in the approval process.

21 NEW SECTION. **Sec. 5.** A new section is added to chapter 49.04  
22 RCW to read as follows:

23 (1) A grant program for technology and remote learning  
24 infrastructure modernization of state registered apprenticeships is  
25 established.

26 (2) The department of labor and industries must manage and  
27 oversee the grant program and may establish application procedures  
28 and criteria for the receipt of grants. The department of labor and  
29 industries must require grant applications to include a plan to  
30 sustain the technology and remote learning infrastructure over time.

31 (3) Subject to the availability of funds appropriated for this  
32 specific purpose, the department of labor and industries may award  
33 one-time grants to state registered apprenticeship programs for  
34 modernizing technology and remote learning infrastructure.

35 (4) No funds from the accident fund established in RCW 51.44.010  
36 or the medical aid fund established in RCW 51.44.020 may be used in  
37 funding the grant program established under this section.

1        NEW SECTION.    **Sec. 6.**    A new section is added to chapter 49.04  
2    RCW to read as follows:

3        (1) A grant program for wrap-around support services to mitigate  
4    barriers to beginning or participating in state registered  
5    apprenticeship programs is established. Support services shall  
6    include provisions for child care, health care, transportation to job  
7    sites, and other support services necessary to mitigate barriers to  
8    beginning or participating in state registered apprenticeship  
9    programs.

10       (2) The department of labor and industries must manage and  
11    oversee the grant program and may establish application procedures  
12    and criteria for the receipt of grants.

13       (3) Subject to the availability of funds appropriated for this  
14    specific purpose, the department of labor and industries may award  
15    grants to nonprofit organizations and state registered apprenticeship  
16    training committees that support individuals currently in, or seeking  
17    to enter, state registered apprenticeship programs or apprenticeship  
18    council recognized apprenticeship preparation programs by providing,  
19    or connecting apprentices to, wrap-around services, including child  
20    care, professional clothing, required tools, or transportation.

21       (4) No funds from the accident fund established in RCW 51.44.010  
22    or the medical aid fund established in RCW 51.44.020 may be used in  
23    funding the grant program established under this section.

24       NEW SECTION.    **Sec. 7.**    A new section is added to chapter 49.04  
25    RCW to read as follows:

26       (1) A grant program for updating equipment in state registered  
27    apprenticeship programs is established.

28       (2) The department of labor and industries must manage and  
29    oversee the grant program and may establish application procedures  
30    and criteria for the receipt of grants.

31       (3) Subject to the availability of funds appropriated for this  
32    specific purpose, the department of labor and industries may award  
33    grants to state registered apprenticeship programs to upgrade  
34    equipment necessary for the program.

35       (4) No funds from the accident fund established in RCW 51.44.010  
36    or the medical aid fund established in RCW 51.44.020 may be used in  
37    funding the grant program established under this section.

1        NEW SECTION.    **Sec. 8.**    A new section is added to chapter 49.04  
2    RCW to read as follows:

3        (1) Subject to the availability of funds appropriated for this  
4    specific purpose, the department of labor and industries must provide  
5    vouchers to cover the cost of driver's education courses for minors  
6    enrolled in a state registered apprenticeship program.

7        (2) The department of labor and industries may establish  
8    application and award procedures for implementing this section.

9        (3) No funds from the accident fund established in RCW 51.44.010  
10    or the medical aid fund established in RCW 51.44.020 may be used in  
11    funding the voucher program established under this section.

12       NEW SECTION.    **Sec. 9.**    A new section is added to chapter 49.04  
13    RCW to read as follows:

14       (1) The department of labor and industries must conduct an  
15    apprentice retention study of state registered apprentices. The study  
16    must collect data from apprentices that are six months into their  
17    apprenticeships on the barriers and challenges new apprentices  
18    encounter that may prevent them from continuing their  
19    apprenticeships.

20       (2) The department of labor and industries must aggregate the  
21    data collected in subsection (1) of this section by trade and post  
22    the data on a dashboard on its public website annually.

23       (3) The department of labor and industries must use the data  
24    collected under this section to work with apprenticeship coordinators  
25    to implement an early alert response system to connect apprentices  
26    with needed support and wrap-around services.

27       (4) By December 1, 2026, and in compliance with RCW 43.01.036,  
28    the department of labor and industries must submit a report to the  
29    legislature on its key findings on the barriers and challenges in  
30    retaining apprentices and its recommendations.

31       (5) This section expires December 31, 2027.

32       NEW SECTION.    **Sec. 10.**    (1) The department of labor and  
33    industries must develop a list of options for incentivizing  
34    apprenticeship utilization in the private sector, especially in  
35    nontraditional industries or smaller employers that have lower  
36    apprenticeship utilization rates.

37       (2) By September 30, 2023, and in compliance with RCW 43.01.036,  
38    the department of labor and industries must submit a report to the

1 legislature detailing the list of options for incentivizing  
2 apprenticeship utilization developed in subsection (1) of this  
3 section.

4 (3) This section expires December 31, 2023.

5 NEW SECTION. **Sec. 11.** (1) By December 1, 2022, and in  
6 compliance with RCW 43.01.036, the office of the superintendent of  
7 public instruction, in collaboration with career connect Washington,  
8 must submit a report to the legislature detailing the requirements  
9 and options for, and any barriers to, high schools in this state  
10 having a career pathways day once per year for students in their  
11 junior year of high school, including any recommendations on  
12 necessary legislative actions.

13 (2) This section expires December 31, 2023.

14 NEW SECTION. **Sec. 12.** Section 2 of this act takes effect July  
15 1, 2023.

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