Washington State
House of Representatives
Office of Program Research

BILL ANALYSIS

Labor & Workplace Standards Committee

HB 2492

Brief Description: Requiring state registered apprenticeships in the building and construction trades to provide behavioral health and wellness training.

Sponsors: Representatives Nance, Schmidt, Berg, Duerr, Parshley, Salahuddin, Ryu, Zahn, Simmons, Davis, Stuebe, Kloba, Berry, Scott, Reeves, Paul, Santos, Leavitt, Fosse, Ormsby, Hill, Pollet and Reed.

Brief Summary of Bill

- Requires state registered apprenticeship programs in the building and construction trades to provide apprentices with at least two hours of behavioral health and wellness training.

Hearing Date: 1/21/26

Staff: Kelly Leonard (786-7147).

Background:

Apprenticeship programs combine on-the-job training and classroom instruction, typically leading to a certification in a particular trade or occupation. The Washington State Apprenticeship and Training Council (WSATC) is certified by the United States Department of Labor to register apprenticeship programs. The WSATC establishes program standards, approves training programs, issues completion certificates, offers advice and guidance on apprenticeships, and generally governs apprenticeship programs. The Department of Labor and Industries (L&I) implements and enforces the policy set by the WSATC.

Registered apprenticeship programs are typically sponsored by an employer, union, or employer

---

This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not part of the legislation nor does it constitute a statement of legislative intent.

association, among others. The classroom instruction, referred to as related/supplemental instruction, covers theoretical and technical subject matter, and is provided either by the program sponsor or a local community or technical college. Programs must include a minimum number of hours for both on-the-job training and related/supplemental instruction. While requirements vary depending on the trade or occupation, programs typically include at least 2,000 hours of on-the-job training, and at least 144 hours of related/supplemental instruction. Most registered apprenticeship programs take around two to five years to complete, and apprentices earn wages for on-the-job training hours worked in their trade or occupation. When completing a program, an apprentice is certified as a journey-level worker for their trade or occupation.

Summary of Bill:

Beginning July 1, 2027, an apprenticeship program for a building or construction trade occupation approved by the WSATC must provide apprentices with behavioral health and wellness training and must require apprentices to successfully complete the training. The behavioral health and wellness training must include content on destigmatizing behavioral health and supporting wellness, recognizing signs of distress, suicide prevention, substance abuse disorder awareness and prevention, peer support, and connection to resources.

The training must include at least two hours of instruction. These hours are in addition to the minimum related/supplemental instruction hours.

Appropriation: None.

Fiscal Note: Requested on January 17, 2026.

Effective Date: The bill takes effect 90 days after adjournment of the session in which the bill is passed.