

Apprenticeship

Participant Survey 2026

Participant Survey: Registered Apprenticeship

State statute directs the Workforce Training and Education Coordinating Board (Workforce Board) to survey workforce system participants to evaluate their experiences, outcomes and satisfaction with workforce programs within Washington. By capturing the lived experiences of program participants, the Workforce Board can support data-informed decision-making, improve accountability, and help ensure that Washington's workforce system is equitable, effective, and responsive to both workers and the economy.

Registered Apprenticeship training combines classroom instruction with paid, on-the-job training under the supervision of a journey-level craft person or trade professional. Apprenticeships are governed by the Washington State Apprenticeship and Training Council and administered by the Department of Labor and Industries (L&I).

The survey was administered via mail, telephone, and online among a randomly selected sample of Registered Apprenticeship (apprenticeship) participants: For Apprentices the response rate was a solid 19%. See the [methodology report](#) for full details.

Recommendations

Survey responses highlight a couple ways Apprenticeship programs can better support Apprentices.

Improve access to support services

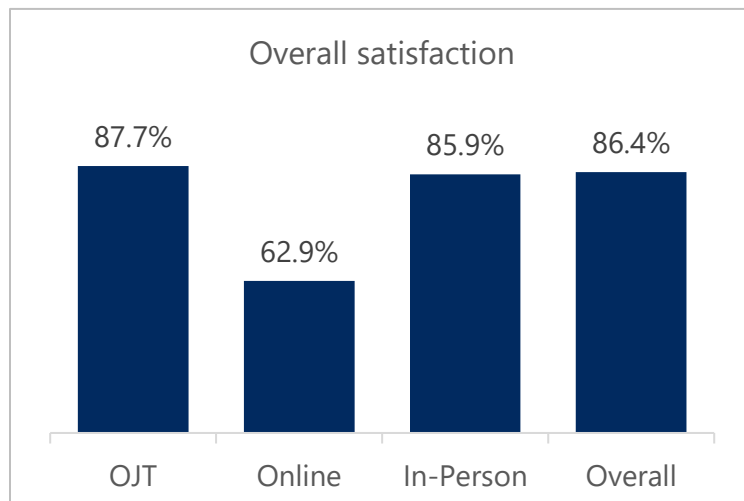
Apprentices who received assistance overwhelmingly reported that these services met their needs. However, on average, less than half of those who needed services got them. Maintaining the quality of these services while expanding access to more apprentices is likely to improve overall outcomes.

Improve online instruction

While more than half of Apprenticeship respondents were satisfied with online instruction, it did receive the lowest satisfaction rate of all instructional formats. Apprenticeship programs should regularly evaluate online course quality and student outcomes, using student feedback to improve instructional practices, technology, accessibility, and student support services.

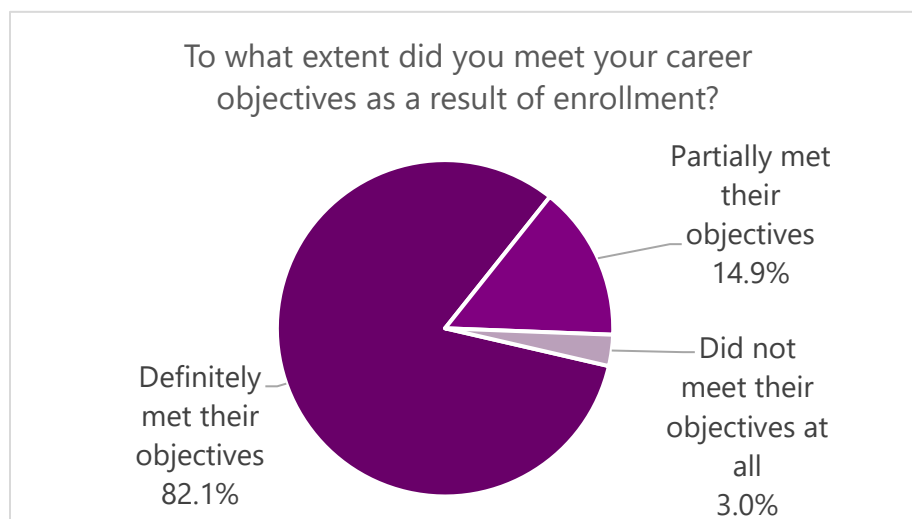
Survey findings

Satisfaction



Apprenticeship respondents reported high levels of satisfaction across nearly every aspect of their program. A high percentage of apprentices were satisfied with the program's on-the-job training (OJT) (88% somewhat or very satisfied), the in-person instruction (86%) and the program overall (86%) They were less satisfied with the online instruction portion of their program (63%).

Career objectives



Participants were asked, "To what extent did you meet your career objectives as a result of enrollment?" Eighty-two percent of respondents said that they definitely met their objectives, 15% partially met their objectives, and only three percent did not meet their objectives at all.

Fifty-four percent of respondents said their participation in the program led them to consider job opportunities that they weren't prepared for or wouldn't have considered before.

Services needed, received, and unmet needs¹

	Services Needed			Total Unmet Need ¹
	Of entire population	Of those who needed services	Of those who received services	Of entire population
		Received Services	Needs Met	
Career or job counseling	15.2%	43.8%	97.7%	8.3%
Assistance with resume writing	11.7%	26.1%	95.2%	7.4%
Learning how to search for a job	10.0%	50.0%	90.0%	5.2%
Job interviewing techniques	12.2%	33.3%	84.6%	7.4%
Information on job openings	19.1%	53.7%	100%	8.3%
Appropriate work attire and work-related tools	26.5%	80.4%	92.6%	6.4%
Childcare assistance	9.9%	4.5%	100%	9.0%
Transportation assistance	7.0%	12.5%	100%	6.1%
Housing assistance	9.1%	14.3%	80.0%	8.3%
Financial assistance	16.7%	43.6%	95.2%	9.8%
Information about government assistance	11.4%	30.8%	100%	7.9%
Disability services	4.8%	45.5%	92.3%	2.6%

Services needed

The services that were needed most by Apprentices were:

- Appropriate work attire and work-related tools – 27%
- Financial assistance – 17%
- Career or job counseling – 15%

Services received

Many apprentices who needed support services did not receive them. The largest gaps were in the following areas:

- Childcare assistance: 5% of apprentices who needed childcare assistance received it.
- Transportation: 13% of apprentices who needed transportation assistance received it.
- Housing assistance: 14% of apprentices who needed housing assistance received it.

¹ To determine unmet need participants were asked if they needed a service, if they received that service, and if that service met their needs. Unmet need is calculated as those who needed the service and did not receive it added to those who did receive the service, and it did not meet their needs; and is represented as a portion of the entire population.

Services met needs

A very high percentage of Apprentices who received the services they needed reported that those services met their needs. Among those who received transportation assistance, information on government assistance, or childcare assistance, 100% reported that their needs were met.

Unmet needs

The top unmet needs² for respondents were financial assistance (10%), childcare assistance (9%), career or job counseling, information on job openings, and housing assistance (8%).

Skills

Participants were asked about the training they received in their program. Apprentices most often received training to improve their skills in:

- The operation of machinery or equipment other than computers – 79% received training
 - 95% said the training improved their operation of machinery or equipment other than computers some or a lot.
- Teamwork skills - 72% received training
 - 92% said the training improved their teamwork skills some or a lot.
- Work habits - 68% received training
 - 86% said the training improved their work habits some or a lot.

A smaller percentage of respondents received training in:

- Writing – 10% received training
 - 76% said the training improved their writing skills some or a lot.
- Reading - 14% received training
 - 83% said the training improved their reading skills some or a lot.

Improving skills

Fifty-six percent of respondents would like to further improve their skills. The skills respondents most want to improve are leadership or management (79%), operation of equipment (68%), and communication (66%).

² To determine unmet need participants were asked if they needed a service, if they received that service, and if that service met their needs. Unmet need is calculated as those who needed the service and did not receive it added to those who did receive the service, and it did not meet their needs; and is represented as a portion of the entire population.

Prior employment

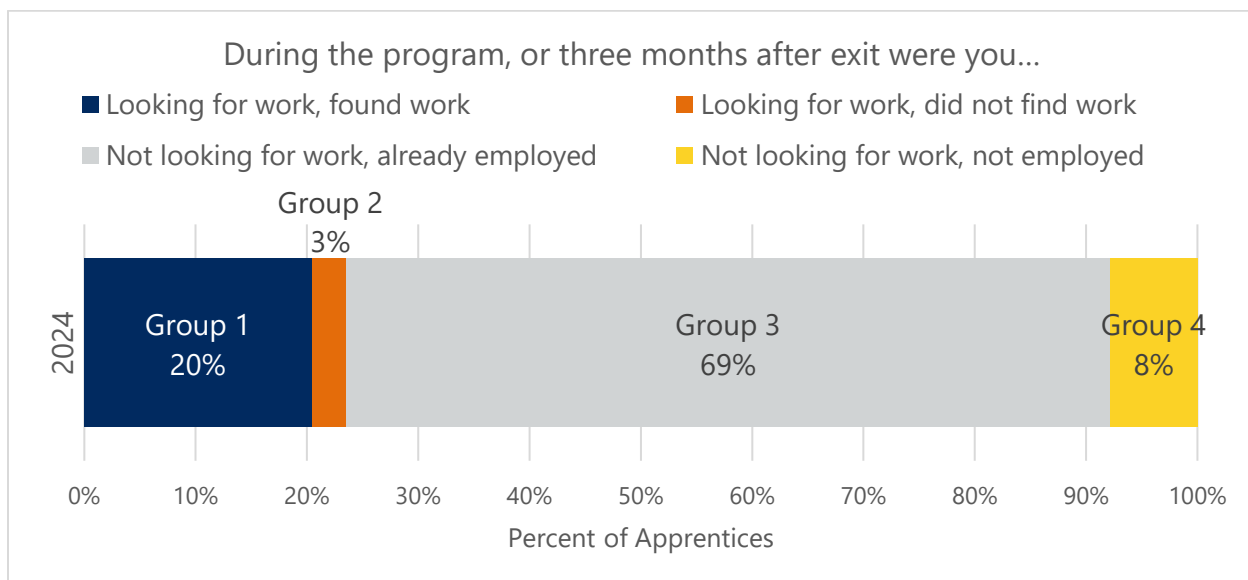
Eighty-two percent of Apprenticeship respondents did any work in the three months prior to enrolling in their Apprenticeship program. Of those who were employed in the three months prior to enrolling in their Apprenticeship program, 49% reported that the training program was very related to that job, 12% said it was somewhat related, 13% said it was a little related, and 26% said it was not related at all.

Of those who did any work in the three months prior to enrolling in a program:

- 98% of Apprentices said it was their primary source of income
- 81% had employer-provided healthcare
- 35% were a member of a union
- 7% said it was with a temporary employment agency
- 14% had worked outside of Washington
- 4% were self employed

Employment post-training

Apprentices were asked a series of questions to determine their post-training employment. These questions allowed participants to be grouped into four categories based on their job search activities during the program or within three months after exiting.



Apprentices fell into four employment groups based on whether they looked for work during their program or within three months after exiting.

- **20% looked for and found work (Group 1)**

- 95% were somewhat or very satisfied with their job responsibilities.
 - Satisfaction was lower with advancement opportunities (84%).
- 72% said their training or work experience was essential to getting hired
- Over 75% said their job was extremely related to their program.
- **3% looked for work, but did not find work (Group 2)**
- **69% were already employed and not looking for work. (Group 3)**
- **8% were not looking for work and not employed. (Group 4)**

Conclusion

The Participant Survey indicates that the apprenticeship program is successfully helping Apprentices develop skills, meet their career goals, and achieve positive employment outcomes. Respondents reported high levels of satisfaction with the program, particularly with on-the-job training and in-person instruction, and most said they met their career objectives through their participation.

This survey also identifies opportunities for improvement. Access to support services remains limited for Apprentices who need them, despite high satisfaction among those who receive these services. Satisfaction with online learning was lower than satisfaction with other aspects of the program, which is an opportunity for improvement and could further strengthen participant success.