Construct a Career

Strengthening Training Pathways Through Collaborative and Complementary Programming

Construct a Career Timeline:

2022

Created website as central resource hub for apprentice seekers (CCW funded)

2023

Applied for funding to expand program

2024

Funds granted by Washington Jobs Initiative (GJC)

- January – Began building out program
- February – Hired Apprenticeship Navigators
- April – Began onboarding CCI participants

2025

Program continues

- May – granted one year no-cost extension (WA state)
- October – Expanded from 29 JATCs to 40

2026

Program Final Phase

- April – Program expanded to include advanced apprentice support
- Final phase of outreach and education
- Sharing lessons learned, gathering feedback, looking at sustainability

Washington State Apprenticeship by the Numbers

Workforce Training & Education Coordinating Board, Workforce Training Results:

- Employment rate 4 quarters after leaving program= **84%**
- Taxpayer Return on Investment = **$7.80 for every $1.00** invested in Registered Apprenticeship
- Median Annual Earnings for Registered Apprenticeship Completers in Washington State: $**101,000**

Washington State Labor and Industries Apprenticeship System (Fiscal year 2024)

- More than **5000** participating employers (Training Agents)
- **200+ Active** Registered Apprenticeship Programs, serving more than **400+** different occupations, **60+** pre-apprenticeship programs
- **17,000+** Active Apprentices served, approx. 80% in the Building and Construction Trades
- **Female Apprentices = 13%**
- **Minority Apprentices = 36%**
- **Veteran Apprentices = 8%**

WA State Building & Construction Trades

205 State-Registered Apprenticeship Programs

- **80%** Construction Trades

Over **16,000** Apprentices

- **12,000+** Construction Trades
  - **9,500+** Union Building Trades

- **Boilermakers**
- **Brick Masons**
- **Concrete Masons and Plasterers**
- **Electricians**
- **Elevator Constructors**
- **Insulators**
- **Iron Workers**
- **Heavy Equipment Operators**
- **Laborers**
- **Painters and Allied Trades**
- **Plumbers/Pipefitters/Sprinkler Fitters**
- **Roofers**
- **Sheet Metal Workers**
- **Teamsters**

Building Trades Apprenticeship Model

- JATC Composition
- Funding Mechanism
- General Eligibility
- Recruitment & Retention Efforts
- Training Delivery Methods
  - 3-5 yrs of RSI + OJT
- Minimum Eligibility Requirements

Challenges for Apprentice Seekers

1. Understanding how apprenticeship works
2. Finding suitable programs
3. Applying to programs
4. Start-up costs for on-the-job training (commuting, clothes, tools, etc.)
5. Dealing with life events or barriers to success, while trying to work and do classroom training (RSI)
6. Navigating lay-offs, being out of work, or reduction of hours

Challenges for Apprenticeship Programs, Educators, and Workforce Groups

1. Each program and occupation varies widely; Educators and WorkSource Staff aren't trained to know all aspects of apprenticeship
2. Awareness of other/all programs in the area
3. Ability to stack or connect more resources
4. Reaching underserved populations
5. Funding for apprentices is limited S
6. Support cliff between completing a credentialing program (or high school) and acceptance into apprenticeship

Piloting Construct a Career:

The Concept: Provide case-management-level services by industry-knowledgeable navigators to support apprentice pathways in the union building trades, such as how post-secondary and workforce systems serve their respective populations.

The need for apprentices and JATCs:

- Challenges to understand and access apprenticeship
- Apprenticeship demographics and ways to improve
- Primary resource needs
- More data is needed – piloting to gather information and lessons learned

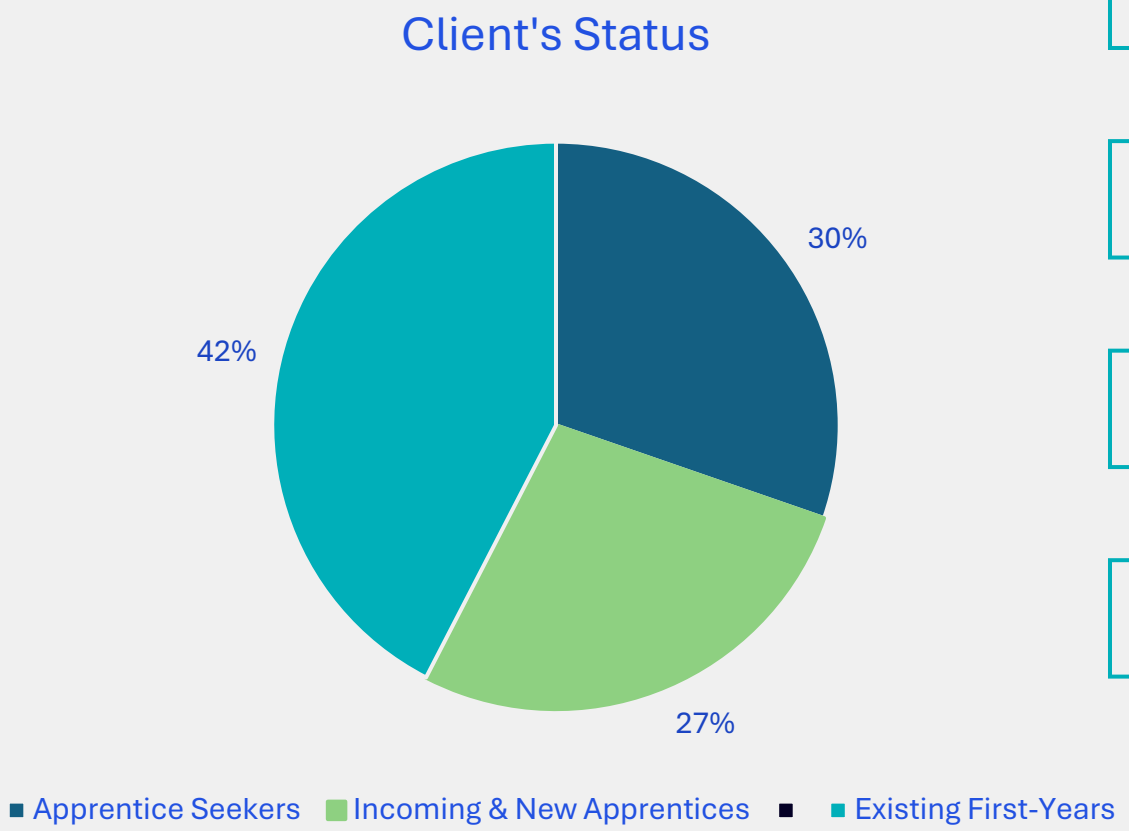
TARGETED OUTREACH

- Reduces confusion and misconceptions
- Uses accepted language that the trades support
- Connecting with difficult-to-reach or under-represented populations

Navigation and Case Management

- Braiding Resources
- Client Coordination
- Creative Solutions and Sharing Resource Knowledge
- Considerations for participants in re-entry and Department of Corrections

Program Participants: April 2024 – Sept 2026



- 4,000+ Interest Forms
- 2,350+ Active Clients
- 1,300+ Funded Wrap-Around
- 1,600+ Enrolled in Apprenticeship

Gender and Racial Outcomes

Gender	CCI Clients	WA Average
Female	17%	13%
Male	82%	87%
Transgender / Nonbinary / Self-Describing	1%	Not reported
Race & Ethnicity	**CCI Clients**	**WA Average**
Minority (BIPOC)	51%	36%

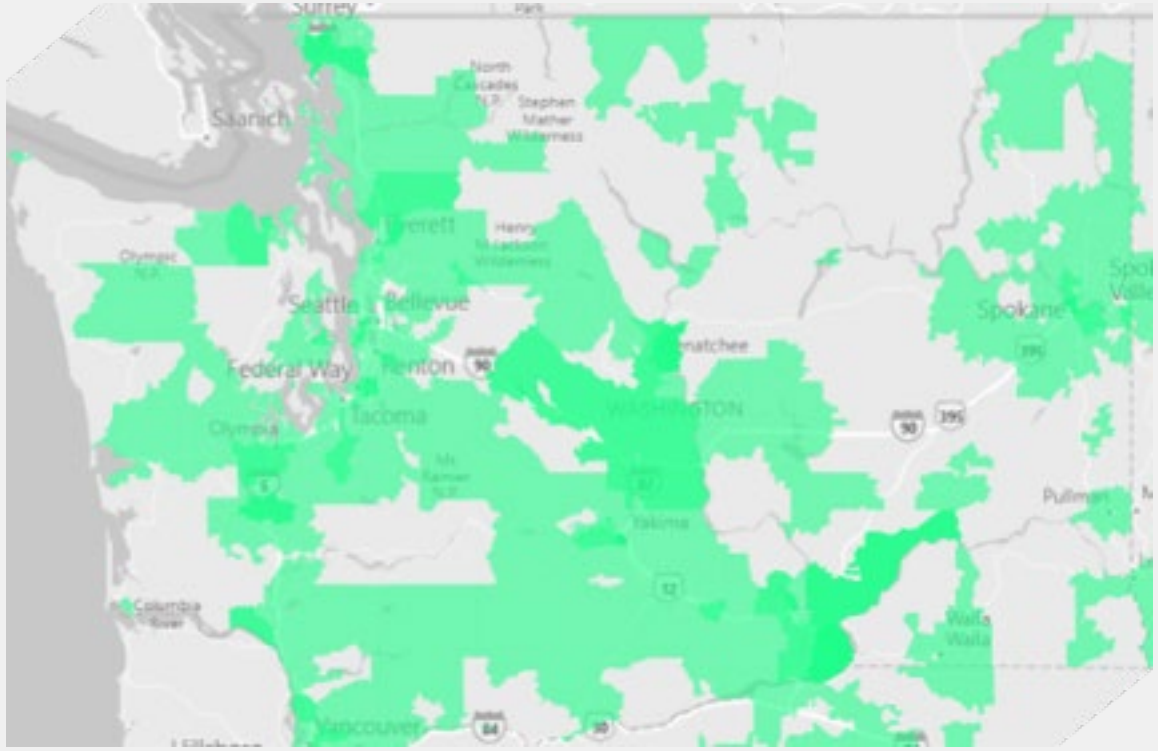
Women vs. Men — Key Outcomes

Outcome	Women	Men
Apprenticeship enrollment rate	66.4%	63.5%
Apprenticeship cancellation rate	1.9%	14.3%
Participants with dependents	41%	35%
Average age	31	28

Gender estimated via pronoun selection and background survey. Cancellation among apprentices only.

Geographic Makeup

- 58% of clients are from King, Pierce, Snohomish, Spokane, and Clark Counties
- 42% of clients are from the remaining, “non-urban” counties
- Apprentices in rural counties have slightly higher retention outcomes



Outcomes: Apprenticeship Retention

Average 5-Year Retention of JATC Partners

64%

CCI Retention to Date – Navigation Services & No Wrap-Around

84%

CCI Retention to Date – Navigation Services AND Wrap-Around Funds

92%

Looking Forward

- Policy
- Expanding apprenticeship within existing systems and programs
- Funding Priorities
- Partner Collaboration
- Need for more data

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