



Apprenticeship Guide

PATHWAYS FOR SUSTAINABLE LONG-TERM CAREERS



workforce
SOUTHWEST WASHINGTON

2023



Letter from the CEO

Apprenticeship programs are an integral workforce development tool. They act as stepping stones that allow a person to move into a new career, even if that person has little or no work experience in their chosen field.

Apprentices get paid to learn on-the-job as they receive valuable training and mentorship, further their education and develop the deep skills and knowledge that will help them become valued professionals. The trouble is that not enough potential applicants know that these programs exist.

This guide was created to fill a need: residents of Southwest Washington and Oregon often struggle to find apprenticeship programs, and career counselors and other experts do not have one central list of apprenticeship opportunities.

My hope is that the apprenticeship opportunities in this guide can be used as a trusted resource by career counselors, CTE directors, teachers, service providers and apprenticeship applicants. It can also be used as a resource for businesses that are interested in starting their own apprenticeship programs.

We developed this guide with the help of partners and businesses in six counties—Clark, Cowlitz, Wahkiakum, Multnomah, Washington and Clackamas.

At Workforce Southwest Washington, our mission is to invest in human potential, driving the growth and development of the region's economy. We fund programs that help people get training and assistance to find a job or advance in their careers. Since 2003, we've invested more than \$120 million to get people working and help businesses retain a skilled workforce. This guide is another investment toward that end—connecting people with good jobs for a thriving economy. We also help businesses recruit, train and retain a skilled workforce.

I wish you success as you take a step toward advancing your career and realizing your own potential.

Miriam Halliday
CEO, WORKFORCE SOUTHWEST WASHINGTON



WORKFORCE INVESTMENT

**\$120
million**



Why Seek An Apprenticeship?

In today's uncertain employment market, people are looking for more than just a job. They are seeking engaging, fulfilling work that pays well and builds skills that will be needed long into the future. One of the best ways to invest in *your own* future is to apply for an apprenticeship.

An apprenticeship puts you on a clear path toward a long-term, sustainable career. In this guide, you'll find apprenticeship opportunities offered by employers and organizations throughout Southwest Washington and Northwest Oregon. Traditional apprenticeships—in trades such as carpentry, masonry and plumbing—have long been popular, and you'll find many construction and industrial trade apprenticeships listed here. There are many other fields that also offer apprenticeships. Are you interested in working in the manufacturing, technology, healthcare, transportation, food service, hospitality or retail sectors? Even if you currently have little or no experience, there are a wide variety of apprenticeships that can help you build the skills you need to break into your chosen field.



STARTING PAY

**\$15 to
\$17 per
hour**

Apprentices get paid for their work, and often receive a free education.

Paying tuition to attend college is one way to receive an education, but it doesn't make sense for everyone. Apprenticeships offer something different: an earn-and-learn model that pairs paid on-the-job training with part-time classroom instruction. When you begin an apprenticeship, you'll be working full-time and taking classes taught by experienced instructors who are eager to share their deep knowledge with a new generation of aspiring professionals. In many cases, this coursework is entirely free, and participants can receive credit from local community colleges.

As an apprentice, your starting pay will be above minimum wage—often between \$15 and \$17 per hour—and it is common for apprentices to receive a raise every six months as they learn new skills. You'll typically receive close mentorship at work, along with a host of resources that can help you succeed.

After completing your training, you'll be able to command a high-wage job in a high-demand field. As an accredited professional, you will have acquired valuable skills and knowledge and developed close relationships with other professionals and employers in your industry. What's more, the credentials you earn are often transferable if you move to another state, which helps to ensure your long-term career success.

Not all apprenticeships are the same, so choose the path that works for you. Depending on the occupation, some apprenticeships require a five-year commitment, while others can be completed in two. All provide thousands of hours of on-the-job experience and include hundreds of hours of coursework. Though most programs require applicants to have a high school diploma or GED and be 18 years of age, there are also shorter pre-apprenticeship programs that are available to youth. These are typically not paid, but offer participants a chance to build experience and gain a leg-up as they prepare to apply for longer-term apprenticeships.

To learn more or find a program that works for you, explore this book or contact WorkSource Cowlitz/Wahkiakum at 360.577.2250 or WorkSource Vancouver at 360.735.5000 to get started.

A photograph showing three people in a workshop or office setting. A man with a beard and a black cap is on the left, smiling. A woman with glasses and a plaid shirt is in the center, also smiling. A man with short brown hair is in the foreground, looking down at a task. They appear to be working together on a project involving a large screen or display.

Why Offer An Apprenticeship?

More and more employers in a wide variety of fields—including construction, manufacturing, healthcare and technology—are recognizing the advantages of offering apprenticeships. Those who do see a significant return on their investment. According to one study, for each dollar that is invested in an apprenticeship, employers receive a benefit of \$1.38. On top of financial benefits, employers see benefits in how well their employees perform at work and how long they stay in their jobs.

Train employees the way that you want them to be trained. It pays to have an efficient, well-trained workforce, as the skills and abilities of your employees greatly impact the success of your business. When you create an apprenticeship program, you have the opportunity to carefully assess and formalize training practices so that your employees are prepared to face complex challenges, make informed decisions and succeed in the workplace. If there are particular skills or knowledge that are essential for your business,



LONG-TERM
APPRENTICESHIPS

6
years

you can customize the training or educational components of an apprenticeship to match these specific needs. Cultivating a strong skills and knowledge base among a new generation of employees will ensure that your business continues to thrive well into the future, even as older, more experienced workers retire.

Retain a skilled workforce. Apprentices make a significant commitment to an employer in return for a good-paying position, along with comprehensive on-the-job training, mentorship and education. As an employer, you are also making a commitment to the personal growth and development of your apprentice. So it is no surprise that establishing this kind of long-term, trusting relationship means that workers are more engaged, have higher morale and are more productive. An apprenticeship can last as long as six years, and even after successful completion of this training, such workers are more likely to remain loyal to their employers.

Invest in your community. Apprenticeships make economic sense for many employers. And they also make sense for the long-term health of communities. When you invest in our workforce development system, you are investing in the economic growth, education and stability of your entire community—helping to ensure that family-wage jobs remain available to people from a diverse array of backgrounds.

Knowledgeable partners will guide you every step of the way. If your business is interested in offering an apprenticeship, Workforce Southwest Washington (and other workforce development boards) will be your partners. We see the benefits of keeping people in sustainable careers, and work with a network of community colleges, industry and labor groups, government agencies, community organizations and others to help develop apprenticeship programs that benefit both you and your employees.

Whether you are interested in creating your own apprenticeship program, or partnering with an existing program, contact WorkSource Cowlitz/Wahkiakum at 360.577.2250 or WorkSource Vancouver at 360.735.5000 to get started.



INVEST IN COMMUNITY

When you invest in our workforce development system, you are investing in the economic growth, education and stability of your entire community.



Looking for additional apprenticeship opportunities?

Washington's Department of Labor and Industries maintains a statewide [online database of apprenticeship programs](#) that is fully searchable.

Oregon's Bureau of Labor and Industries also offers an [online database of apprenticeship opportunities](#) in that state.

[Career Launch](#) lists state-endorsed programs at Clark College and WSU Vancouver and registered apprenticeships.

These resources offer a wealth of information, including apprenticeship descriptions, requirements and contact information for interested applicants.



Apprenticeship Listings

Manufacturing

Oregon Tradeswomen

COUNTIES SERVED: Multnomah, Clackamas, Washington, Other

ORGANIZATION TYPE: Nonprofit

With a focus on apprenticeship, Oregon Tradeswomen's Pathways to Success program offers the Trades and Apprenticeship Career Class (TACC); a free, 192-hour, pre-apprenticeship training class that helps job seekers prepare for a high-skill, high-wage career in construction. TACC introduces a variety of trades through field trips, guest speakers, hands-on work days and other training opportunities. Oregon Tradeswomen career counselors assist TACC graduates with their job search and application to apprenticeship training programs and employers. Oregon Tradeswomen career counselors also offer individualized employment counseling throughout the entire course of the graduate's trades career.

CONTACT INFO

Kate Hibbs

kate@oregontradeswomen.org

(503) 335-8200

www.tradeswomen.net/pathways-to-success

completion of the related instruction coursework and on-the-job hours, students have the opportunity to take the state licensure test for the journeyman card in their field.

CONTACT INFO

Leslie Donohue

ldonohue@clackamas.edu

(503) 594-3031

www.clackamas.edu/academics/departments-programs/apprenticeship-cc

Clackamas Community College

COUNTIES SERVED: Clackamas

ORGANIZATION TYPE: Nonprofit

Clackamas Community College offers four apprenticeship programs: Limited Energy, Protective Signaling, Plumbing and Painting. Students enrolled in these apprenticeship programs will go to school in the evenings and work at a company in their trade during the day. Apprentices typically start their classroom hours in fall term once accepted in the program. These programs range from two to four years depending on the requirements for that trade. After successful

Construction

Constructing Hope

COUNTIES SERVED: Multnomah

ORGANIZATION TYPE: Nonprofit

The 10-week Constructing Hope Pre-Apprenticeship Training Program helps participants develop an understanding of apprenticeship opportunities available in the construction trades. Each participant will gain entry-level skills, familiarity with trade tools, terminology and basic principles and knowledge of various career opportunities.

CONTACT INFO

Pat Daniels

patd@constructinghope.org

(503) 281-1234

www.constructinghope.org

Frontier Apprenticeship & Training

COUNTIES SERVED: Clark, Cowlitz

ORGANIZATION TYPE: Nonprofit

The Frontier Apprenticeship & Training is an apprenticeship program that will help train individuals seeking a career path as an electrician. It is a four-year program made up of OJT (On the Job Training), RSI (Related Supplemental Instruction) and safety instruction and training. Its purpose is to pass on field experience and knowledge to future generations of skilled trades workers as electricians. The pay scale provides significant increases every year worked, coupled with required RSI. This prepares apprentices to receive journey-level wages in a high-demand field with a limited supply of skilled workers that can't be outsourced overseas.

CONTACT INFO

annie@frontiereow.com

(360) 892-4342

www.frontierat.com

Glazier Training Center (Mount Hood Community College)

COUNTIES SERVED: Clackamas, Clark, Cowlitz,

Multnomah, Wahkiakum, Washington

ORGANIZATION TYPE: Union

This is a four-year Glazier apprenticeship program.

CONTACT INFO

Craig Feely

craig.feely@mhcc.edu

(503) 491-7359

www.glazierslocal740.org

International Union of Elevator Constructors Local 23

COUNTIES SERVED: Multnomah, Other

ORGANIZATION TYPE: Union

These apprentices are responsible for assisting in the installation, maintenance and repair of passenger and freight elevators, escalators, dumbwaiters and moving sidewalks under the direction of a mechanic.

CONTACT INFO

IUECLocal23@comcast.net

(503) 252-5852

www.iuec23.org

International Union of Painters and Allied Trades Local 10

COUNTIES SERVED: Clark, Multnomah, Other

ORGANIZATION TYPE: Union

The Regional Training Center provides training to union members of Painters Local 10 and Drywall Finishers Local 101 in Oregon and SW Washington

Introductory and advanced classes are available at no charge to Painters, Drywall Finishers, and Traffic Control Painters who are enrolled in the apprenticeship or the journeyman programs.

CONTACT INFO

(503) 287-4856

www.rtctraining.org

International Union of Painters and Allied Trades Local 1236

COUNTIES SERVED: Multnomah, Other

ORGANIZATION TYPE: Union

This is a three or four-year floor covering apprenticeship program.

CONTACT INFO

www.iupatdc5.org

NECA-IBEW Electrical Training Center

COUNTIES SERVED: Multnomah

ORGANIZATION TYPE: Union

The NECA-IBEW Electrical Training Center offers three apprenticeship programs. Each program trains apprentices in a licensed craft and registers them through the State of Oregon's Apprenticeship Division. If you are interested in becoming a licensed journeyman in the electrical industry, review what these programs offer to determine which is the right one for you.

CONTACT INFO

Monica Hosler

mhosler@nietc.org

360-607-7044

www.nietc.org

Northwest Carpenter's Institute (NWCi)

COUNTIES SERVED: Other

ORGANIZATION TYPE: Nonprofit

This program offers a path toward becoming a union carpenter. Union carpenters who are ready to work can earn more than \$70,000 a year. The health and retirement benefits they earn travel with them from job to job, so that they can provide for their families and build a secure future. From day one, apprentices in this program start earning—not owing. It is a four-year apprenticeship and participants can journey out with an associate degree.

CONTACT INFO

training@nwci.org

www.nwci.org

Northwest College of Construction

COUNTIES SERVED: Multnomah

ORGANIZATION TYPE: Nonprofit

Northwest College of Construction offers a wide variety of open shop apprenticeships, safety trainings, equipment certifications, leadership trainings and youth programs. Apprentices receive a paycheck, hands-on career training in the craft of their choice, a free education, and upon completion, apprentices receive nationally recognized industry certification as a master craftsperson (Journey Worker).

NW College of Construction provides its students with a practical foundation from which to launch their career or even start their own construction business.

CONTACT INFO

(503) 256-7300

www.nwcoc.com



NW Laborers

COUNTIES SERVED: Clackamas, Clark, Cowlitz, Multnomah, Wahkiakum and Washington
ORGANIZATION TYPE: Union

The NW Laborers Union Apprenticeship program is an extensive apprenticeship. It requires apprentices to go through 6,000 hours of OJT (on-the-job training) and 480 hours of RSI (related supplemental instruction). Apprentices do many different jobs in the construction field as union apprentice laborers.

CONTACT INFO
nwlabor@nwlett.edu
(360) 297-3035
www.nwlett.org

Operating Engineers Local 701

COUNTIES SERVED: Clark, Cowlitz, Wahkiakum, Other
ORGANIZATION TYPE: Union

Local 701 has programs for operating engineers, heavy duty repairers and technical engineers. High quality comprehensive training for Local 701 members is provided by full and part-time instructors who are journey-level operating and stationary engineers themselves. They're the ones charged with making sure that current and future operating and stationary engineers are safe, skilled, productive and respectful of the equipment they use.

CONTACT INFO
Deanna Robles
503-650-7701
deanna@iuoe701.com
www.iuoe701.com

Oregon Construction Craft Laborers Apprenticeship Program

COUNTIES SERVED: Multnomah, Other
ORGANIZATION TYPE: Union

The Oregon Construction Craft Laborers Apprenticeship Program is a partnership between the local laborers union and their partner employers. These organizations work together to train apprentices to be a part of a highly productive team and take pride in their work. The goal of your apprenticeship is to become a skilled construction craft laborer, one who knows many facets of the trade and will be an asset to both the union and the employer.

CONTACT INFO
apprenticeship@osilett.org
(541) 745-5513
www.oregonlaborers.com

Oregon/SW WA Heat & Frost Insulators and Allied Workers Union Local 36

COUNTIES SERVED: Clackamas, Clark, Cowlitz, Multnomah, Wahkiakum and Washington
ORGANIZATION TYPE: Union

The Heat and Frost Insulators and Allied Workers Union is committed to providing an adequate supply of trained insulation mechanics with the competitive skills necessary to meet industry needs now and in the future. The apprenticeship program emphasizes on-the-job training and classroom instruction, as well as the use of textbooks and other course materials that give participants a thorough knowledge of the trade. Apprentices are assigned to work for an insulation contractor, working side by side with experienced journeymen who understand both theory and practical application.

CONTACT INFO
Dreng Espelien
coordinator@insulators36.org
(503) 255-5124
www.insulators36.org

OR & SW WA Roofers Apprenticeship

COUNTIES SERVED: Multnomah

ORGANIZATION TYPE: Union

This is a four-year program. Applicants need to be 18 years of age, have current photo identification and at least one of the following: a high school diploma, GED or NCRC (Bronze level). No experience is needed. Those who are interested can apply in person and then attend an orientation class. Employment can begin soon after the application process is complete.

CONTACT INFO

office@orswroofersapp.com
(503) 546-4235
www.orswroofersapp.com

Pacific Northwest Carpenters Institute

COUNTIES SERVED: Clackamas, Clark, Cowlitz, Multnomah, Wahkiakum and Washington, Other

ORGANIZATION TYPE: Nonprofit

As the premier educational institution for Carpenters in SW Washington and Idaho, PNCI is a nonprofit organization based in Portland, Oregon that provides apprenticeship and journey-level skill advancement training for many construction trades. These include carpenters, drywall finishers (tapers), interior/exterior specialists, millwrights, pile drivers and scaffold erectors. Its apprenticeship programs run between three to four years. The program is industry-funded with no direct cost to participants.

CONTACT INFO

training@pnci.org
(503) 287-3708
www.pnci.org/overview.lasso

Pacific Northwest Ironworkers Local 29 Apprenticeship

COUNTIES SERVED: Clark, Cowlitz, Wahkiakum, Multnomah, Washington, Clackamas, Other

ORGANIZATION TYPE: Union

The Local 29 Apprenticeship is a four-year program that provides on-the-job training in this field, including structural, reinforcing, ornamental, welding and rigging work. The actual length of training for each subject may vary depending on the predominant type of work available in the local area. Apprentices also receive at least 204 hours of classroom and shop instruction during every year of training. Subjects taken in the shop and classroom complement the hands-on training received in the field. These subjects include blueprint reading, care and safe use of tools, mathematics, safety issues, welding and oxy-acetylene flame cutting.

CONTACT INFO

info@iw29appr.org
(503)775-0877
www.iw29appr.org



Portland Opportunities Industrialization Center

COUNTIES SERVED: Multnomah

ORGANIZATION TYPE: Nonprofit

This 12-week program is designed to prepare young adults for careers in construction and the trades.

The program exposes trainees to paid, hands-on learning, classroom instruction, industry-recognized certifications, career exploration and planning.

CONTACT INFO

info@portlandoic.org
(971) 940-6437

www.portlandoic.org

Portland Workforce Alliance

COUNTIES SERVED: Multnomah

ORGANIZATION TYPE: Nonprofit

The Portland Workforce Alliance offers half-day career day field trips for high school students to job sites, and an annual Career Expo for high school students. The organization can help connect students to apprenticeships and pre-apprenticeships to improve students' career readiness.

CONTACT INFO

Susan Nielsen
susan@portlandworkforcealliance.org
(503) 577-6177

www.portlandworkforcealliance.org

Portland Youth Builders

COUNTIES SERVED: Multnomah

ORGANIZATION TYPE: Nonprofit

The Portland Youth Builders' 11-week pre-apprenticeship course for high school graduates ages 18-26 (aka "Bridge") includes OSHA-10, 1st Aid/CPR and HazWOpER certificates. The organization also offers a 12-month pre-apprenticeship course with a GED diploma for youth ages 17-24 (aka "YouthBuild").

CONTACT INFO

Jill Walters
jill.walters@pybpdx.org
(503) 286-9350
www.pybpdx.org

Sheet Metal Institute

COUNTIES SERVED: Clark, Multnomah, Other

ORGANIZATION TYPE: Nonprofit

The Sheet Metal Institute currently offers two apprenticeship programs: Sheet Metal Worker and Service System Technician. The apprenticeships are five-year programs with the opportunity for advancements/raises every six months.

CONTACT INFO

(503) 257-1022
www.sheetmetal institute.org

UA Local 290

COUNTIES SERVED: Clark, Multnomah, Other

ORGANIZATION TYPE: Union

The UA Local 290 Apprentice & Journeyman Training Institute offers five-year apprenticeships for plumbers, steamfitters and HVAC/R service technicians. This apprenticeship program is appropriate for high school graduates looking for something other than the traditional college route, those looking for a career change or college graduates concerned with the difficult job market.

CONTACT INFO

info@290tech.edu
(503) 691-1997
www.ua290.org

Construction/ Electrical

(360) 816-7100
www.nwlinejatc.com

International Brotherhood of Electrical Workers Local 48

COUNTIES SERVED: Clackamas, Clark, Cowlitz,
Multnomah, Wahkiakum, Washington
ORGANIZATION TYPE: Union

The NIETC offers three apprenticeship programs. Each program trains apprentices in a licensed craft and sets them up through them through the State of Oregon's Apprenticeship Division. Each of the three programs provide the apprentices with requirements needed to qualify for the Oregon State Journeyman license exam, and if applicable, its equivalent Washington Journeyman license exam. Apprentices are prepared through classroom instruction and on-the-job training.

CONTACT INFO

Monica Hosler
mhosler@nietc.org
(503) 262-9991
www.nietc.org

NW Line JATC

COUNTIES SERVED: Clark, Other
ORGANIZATION TYPE: Nonprofit

This program offers apprenticeships in two career categories: the outside line apprenticeship and line clearance tree trimming apprenticeship. The apprenticeship for line clearance tree trimming is a two-year commitment. The average starting wage for power line clearance tree trimmers is \$32.35/hr and includes retirement and insurance benefits. The outside line construction apprenticeship is about a three and a half-year commitment that requires travel. The starting wage for outside linemen averages \$57.66/hr with retirement and insurance benefits.

CONTACT INFO

nwline@nwlinejatc.com



Construction/ Mason Trades

Bricklayers and Allied Crafts Local 1

COUNTIES SERVED: Clark, Multnomah, Other

ORGANIZATION TYPE: Union

This apprenticeship provides the most extensive career training in the industry. This is accomplished with on-the-job and related training to give apprentices a solid future in the trades. The program is offered at no cost. The apprenticeship offers programs in brick, block, stone, tile, masonry restoration, marble or terrazzo.

CONTACT INFO

office@bac1or.org

(503) 232-0358

www.bac1or.org

Cement Masons Local 555

COUNTIES SERVED: Clark, Multnomah, Other

ORGANIZATION TYPE: Union

This organization has a commitment to meet its partners' manpower and training needs, and has developed a state-of-the-art training facility. The apprenticeship curriculum includes hands-on rider trowel operation, blueprint reading and survey and construction math. It is free, provides college credit and includes 6,000 hours of training/experience.

CONTACT INFO

local555@cementmasons555.org

(503) 232-9341

www.cementmasons555.org



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