
ENGROSSED SECOND SUBSTITUTE SENATE BILL 5600

State of Washington

67th Legislature

2022 Regular Session

By Senate Ways & Means (originally sponsored by Senators Keiser, Holy, Conway, Das, Dhingra, Hasegawa, Kuderer, Lias, Lovelett, Lovick, Randall, Rivers, Robinson, Saldaña, Salomon, Stanford, Trudeau, Wagoner, Warnick, Wellman, and C. Wilson)

READ FIRST TIME 02/07/22.

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, inclusion, and accessibility in apprenticeship
4 programs will take 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. Any platform established under
15 this section must have an equal number of employer and employee
16 organization representatives. All platforms established under this
17 section must:

18 (a) Promote collaboration within their economic or industry
19 sector;

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

23 (c) Collaborate with any relevant centers of excellence in RCW
24 28B.50.902; and

25 (d) Review applications for new apprenticeship programs in the
26 platform's economic or industry sector and make recommendations on
27 the approval or rejection of the applications, or suggested
28 modifications to the applicant apprenticeship programs, to the
29 apprenticeship council.

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

32 (4) The platform must report at least annually to the
33 apprenticeship council on the following within their economic or
34 industry sector:

35 (a) Participation in existing approved apprenticeship programs;

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

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

1 (5) The department must consult with the United States department
2 of labor about opportunities for Washington state employers to
3 participate in apprenticeship programs, and to pursue federal grants
4 on behalf of state registered apprentices and apprenticeships
5 programs.

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

8 The governor shall establish a committee of state agency human
9 resources managers to undertake the development of appropriate
10 apprenticeship programs for state agencies. The committee will
11 involve the exclusive collective bargaining representatives and
12 public sector agencies conducting work study programs that enable
13 high school graduates to achieve entry-level employment and placement
14 in registered apprenticeship programs as potential apprenticeship
15 pathways are considered and developed. The current registered
16 apprenticeship program for industrial insurance at the department of
17 labor and industries shall be consulted as a model for other
18 agencies.

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

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

23 (2) The apprenticeship council must require new apprenticeship
24 programs seeking approval to provide an assessment for future
25 sustainability of the program.

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

31 (4) The apprenticeship council must annually report to the
32 appropriate committees of the legislature a list of apprenticeship
33 programs that have applied for state approval, whether those
34 applicant apprenticeship programs have been approved or not approved,
35 and the reasons for any denials of approval by the apprenticeship
36 council. The apprenticeship council must provide its first report to
37 the legislature by December 15, 2022.

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

3 (1) A grant program for technology and remote learning
4 infrastructure modernization of state registered apprenticeships is
5 established.

6 (2) The department of labor and industries must manage and
7 oversee the grant program and may establish application procedures
8 and criteria for the receipt of grants. The department of labor and
9 industries must require grant applications to include a plan to
10 sustain the technology and remote learning infrastructure over time.

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

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

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

20 (1) A grant program for wrap-around support services to mitigate
21 barriers to beginning or participating in state registered
22 apprenticeship programs is established. Support services shall
23 include provisions for child care, health care, transportation to job
24 sites, and other support services necessary to mitigate barriers to
25 beginning or participating in state registered apprenticeship
26 programs.

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

30 (3) Subject to the availability of funds appropriated for this
31 specific purpose, the department of labor and industries may award
32 grants to nonprofit organizations and state registered apprenticeship
33 training committees that support individuals currently in, or seeking
34 to enter, state registered apprenticeship programs or apprenticeship
35 council recognized apprenticeship preparation programs by providing,
36 or connecting apprentices to, wrap-around services, including child
37 care, professional clothing, required tools, or transportation.

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

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

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

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

11 (3) Subject to the availability of funds appropriated for this
12 specific purpose, the department of labor and industries may award
13 grants to state registered apprenticeship programs to upgrade
14 equipment necessary for the program.

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

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

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

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

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

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

31 (1) The department of labor and industries must conduct an
32 apprentice retention study of state registered apprentices. The study
33 must collect data from apprentices that are six months into their
34 apprenticeships on the barriers and challenges new apprentices
35 encounter that may prevent them from continuing their
36 apprenticeships.

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

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

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

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

13 NEW SECTION. **Sec. 10.** (1) The department of labor and
14 industries must develop a list of options for incentivizing
15 apprenticeship utilization in the private sector, especially in
16 nontraditional industries or smaller employers that have lower
17 apprenticeship utilization rates. The department must also assess the
18 lack of local apprenticeship programs in rural communities and the
19 logistical burdens, including travel time, apprentices in rural
20 communities encounter when participating in approved apprenticeship
21 programs and develop policy options for alleviating these issues.

22 (2) By September 30, 2023, and in compliance with RCW 43.01.036,
23 the department of labor and industries must submit a report to the
24 legislature detailing the list of options for incentivizing
25 apprenticeship utilization and the policy option recommendations
26 addressing apprenticeship issues in rural communities developed in
27 subsection (1) of this section.

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

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

37 (2) By December 1, 2022, and in compliance with RCW 43.01.036,
38 the office of the superintendent of public instruction, in

1 collaboration with the apprenticeship section of the department of
2 labor and industries, must submit a report to the legislature to
3 identify opportunities and challenges for expansion, enhancement, and
4 sustainability of high quality career and technical education. The
5 report must identify existing state registered preapprenticeship
6 programs and existing high school career and technical education
7 programs that could be eligible to become state registered
8 preapprenticeship programs.

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

10 NEW SECTION. **Sec. 12.** Section 2 of this act takes effect July
11 1, 2023.

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