

For L&I Staff Use Only	
Rec 5/31/2024 <i>AN</i> L&I Apprenticeship Consultant	<i>Teri Gardner 6-3-24</i> L&I Admin

Department of Labor and Industries  
 Apprenticeship Section  
 PO Box 44530  
 Olympia WA 98504-4530



## Request for Approval of Proposed Standards

TO: Washington State Apprenticeship & Training Council  
 FROM: Current Solutions NW Apprenticeship & Training Program

**Check the appropriate box:**

- Committee
  Plant
 OJT

Occupation(s)	SOC Code	Hours
General Electrician (01)	47-2111.00	8000

**Form must be signed by Committee Chair and Secretary or Program's Authorized Signer**

<input checked="" type="checkbox"/> Chair <input type="checkbox"/> Authorized Signer	Date 5/31/2024	<input checked="" type="checkbox"/> Secretary	Date 5/31/2024
Print Name: Austin Stringham		Print Name: Eric McKay	
Signature: <i>Austin Stringham</i>		Signature: <i>Eric McKay</i>	

Approved By: <b>Washington State Apprenticeship &amp; Training Council</b>
Signature of the WSATC:
Date:



**APPRENTICESHIP PROGRAM STANDARDS  
adopted by**

**CURRENT SOLUTIONS NW APPRENTICESHIP & TRAINING PROGRAM**

(sponsor name)

Occupational Objective(s):  
**GENERAL ELECTRICIAN (01)**

SOC#  
**47-2111.00**

Term [WAC 296-05-015]  
**8000 HOURS**



**APPROVED BY**  
**Washington State Apprenticeship and Training Council**  
**REGISTERED WITH**  
**Apprenticeship Section of Fraud Prevention and Labor Standards**  
Washington State Department Labor and Industries  
Post Office Box 44530  
Olympia, Washington 98504-4530

**APPROVAL:**

\_\_\_\_\_  
Provisional Registration

\_\_\_\_\_  
Standards Last Amended

\_\_\_\_\_  
Permanent Registration

By: \_\_\_\_\_  
Chair of Council

By: \_\_\_\_\_  
Secretary of Council

# CURRENT SOLUTIONS NW APPRENTICESHIP & TRAINING PROGRAM

## INTRODUCTION

This document is an apprenticeship program standard. Apprenticeship program standards govern how an apprenticeship works and have specific requirements. This document will explain the requirements.

The director of the Department of Labor and Industries (L&I) appoints the Washington State Apprenticeship and Training Council (WSATC) to regulate apprenticeship program standards. The director appoints and deputizes an assistant director to be known as the supervisor of apprenticeship who oversees administrative functions through the apprenticeship section at the department.

The WSATC is the sole regulatory body for apprenticeship standards in Washington. It approves, administers, and enforces apprenticeship standards, and recognizes apprentices when either registered with L&I's apprenticeship section, or under the terms and conditions of a reciprocal agreement. WSATC also must approve any changes to apprenticeship program standards.

Apprenticeship programs have sponsors. A sponsor operates an apprenticeship program and declares their purpose and policy herein to establish an organized system of registered apprenticeship education and training. The sponsor recognizes WSATC authority to regulate and will submit a revision request to the WSATC when making changes to an apprenticeship program standard.

Apprenticeships are governed by federal law (29 U.S.C 50), federal regulations (29 CFR Part 29 & 30), state law (49.04 RCW) and administrative rules (WAC 296-05). These standards conform to all of the above and are read together with federal and state laws and rules

Standards are changed with WSATC approval. Changes are binding on apprentices, sponsors, training agents, and anyone else working under an agreement governed by the standards. Sponsors may have to maintain additional information as supplemental to these standards. When a standard is changed, sponsors are required to notify apprentices and training agents. If changes in federal or state law make any part of these standards illegal, the remaining parts are still valid and remain in force. Only the part made illegal by changes in law is invalid. L&I and the WSATC may cooperate to make corrections to the standards if necessary to administer the standards.

Sections of these standards identified as bold "**insert text**" fields are specific to the individual program standards and may be modified by a sponsor submitting a revised standard for approval by the WSATC. All other sections of these standards are boilerplate and may only be modified by the WSATC. See WAC 296-05-003 for the definitions necessary for use with these standards.

\*All sponsor inserted language must meet or exceed minimum requirements as established by the appropriate occupations outlined in these standards for each occupation. Minimum Guideline requirements have been *emboldened, italicized* and captured in bordering and may not be revised.

# CURRENT SOLUTIONS NW APPRENTICESHIP & TRAINING PROGRAM

Sponsor Introductory Statement (Required):

**Our goal is to keep our communities safe by providing homes and businesses with quality, professional electrical services. Our business provides exceptional electrical services to both residential and commercial projects, including remodels, service work and new construction in the King and Pierce County areas. The Current Solutions NW Apprenticeship & Training Program is committed to supplying our local communities with knowledgeable, experienced electricians by providing our apprentices with supervised on the job training, classroom instruction, and the assistance they require to excel in their journey towards certification.**

## **I. GEOGRAPHIC AREA COVERED:**

The sponsor must train inside the area covered by these standards. If the sponsor wants to train outside the area covered by these standards, the sponsor must enter a portability agreement with a sponsor outside the area, and provide evidence of such an agreement for compliance purposes. Portability agreements permit training agents to use apprentices outside the area covered by the standards. Portability agreements are governed by WAC 296-05-009.

**These standards cover the following Counties:**

**King County  
Pierce County**

## **II. MINIMUM QUALIFICATIONS:**

Minimum qualifications must be clearly stated and applied in a nondiscriminatory manner [WAC 296-05-015(17)].

Age:	<i>18 Years Old</i>
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Education:	<b><i><u>General Electrician (01)</u></i></b> <b><i>Must be a high school graduate from a school accredited by a State Education Agency; or have a GED; or have completed a High School Equivalency; or have completed an Associate degree or higher from a school accredited by a State Education Agency; and</i></b>  <b><i>Show evidence of successful completion of: 1 full year of high school Algebra with a passing grade of “C” or better.</i></b>  <b><i>Applicants who have not completed one full year of high school algebra with a passing grade of “C” or better, may qualify under one of the following:</i></b>
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## CURRENT SOLUTIONS NW APPRENTICESHIP & TRAINING PROGRAM

1. *Equivalent post high school algebra course(s) with a grade of “C” or better.*
2. *Current math placement results from a community college facility indicating a placement level beyond high school level algebra.*
3. *Provide certificate of completion from a committee approved online tech math course.*

### **General Electrician (01)**

Show evidence of successful completion of: 1 full year of high school math with a passing grade of “C” or better.

Applicants who have not completed one full year of high school algebra with a passing grade of “C” or better, may qualify under one of the following:

1. Equivalent post-high school algebra course(s) with a grade of “C” or better.
2. Current math placement results from a community college facility indicating a placement level beyond high school level algebra.
3. Provide certificate of completion from an approved online tech math course.

Physical: *Physically and mentally able to safely perform or learn to safely perform essential functions of the job with or without reasonable accommodations.*

Testing: N/A

Other: **Must be willing and able to reliably commute from their residence to the CSNW Office in Tacoma for their RSI training. Applicants shall submit all required application documentation within thirty (30) days of date of application or they will have to reapply.**

### **III. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:**

Sponsors with five (5) or more apprentices must adopt an Equal Employment Opportunity (EEO) Plan and Selection Procedure (chapter 296-05 WAC and 29 CFR Part 30).

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, sex (including pregnancy and

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gender identity), sexual orientation, color, religion, national origin, age, genetic information, disability or as otherwise specified by law. The sponsor shall take positive action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required by the rules of the Washington State Apprenticeship and Training Council and Title 29, Part 30 of the Code of Federal Regulations.

### A. Selection Procedures:

- a. **Applications are accepted at any time throughout the year. Standard operating hours are 7:30am to 4:00pm Monday through Friday. Applications can be picked up or filled out in person at 5701 51<sup>st</sup> Ave Ct E, Tacoma, WA 98443. Alternatively, an application can be emailed per request.**
- b. **Only candidates currently employed or in process of being employed by Current Solutions NW will be considered.**
- c. **Interviews will be conducted with all qualified applicants, if it meets the demands of our business. When staffing levels have been met the Apprenticeship Interest log will act as a waiting list.**
- d. **When openings are determined by our committee, interviews will be scheduled and conducted.**
- e. **Interview Process:**
  - a. **Applicants will be interviewed as individuals, but with 2 or more members of the committee.**
  - b. **All applicants will be asked the same questions.**
  - c. **Interviewers should have the following information available to them: Application, certificates, and list of experience, proof of birth date and documents to prove the applicant can legally work in the USA. If these documents have already been given to Current Solutions NW as a part of the employment process and are not in need of updating, the office will have them on-hand.**
  - d. **Once all members of the committee have been introduced, questions will follow to discover the strengths and weaknesses of the applicant. Additionally, what the applicant wants to gain from the apprenticeship program.**
  - e. **Questions will help to determine mechanical/technical knowledge and ability to learn and adapt. Questions will also help to discover applicants' willingness and coachability. Understanding this will help to determine how motivated the applicant is to complete our program.**
  - f. **Interviews will be conducted using the STAR interview method. This behavior-based interview style will be graded with a 0–5-star rating 0 being little no interest and 5 being high-level interest. In the event we have a tie relevant work experience and previous education will be considered to break the tie.**
  - g. **Interview questions and responses will be recorded and kept on record for future review.**
  - h. **After the interview process is complete, applicants will be ranked based on results.**

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- i. Once a position is open for the apprenticeship program, the top applicant on the ranked list will be offered a position, and the selected party will be enrolled in the apprenticeship program if they desire.
- j. Qualified applicants will remain active on the ranked list for two years.

### B. Equal Employment Opportunity Plan:

- a. Distribute information about Current Solutions NW Apprenticeship & Training Program as well as the benefits of our program and additional information regarding admission requirements. Ensure available openings are communicated along with where interested applicants can apply and a time window in which these positions will be opened. To completely ensure EEO regulations are met, all communications will include the equal opportunity policy of this sponsor.
- b. Work with state/local school districts, community organizations, and pre-apprenticeship programs that create awareness of Current Solutions NW employment and the apprenticeship program.
- c. Work closely with tech schools and programs that support trade work training. This could include high school programs, job placement programs, or supplemental job training programs.

### C. Discrimination Complaints:

Any apprentice or applicant for apprenticeship who believes they have been discriminated against may file a complaint with the supervisor of apprenticeship (WAC 296-05-443).

## IV. TERM OF APPRENTICESHIP:

The term of apprenticeship for an individual apprentice may be measured through the completion of the industry standard for on-the-job learning (at least two thousand hours) (time-based approach), the attainment of competency (competency-based approach), or a blend of the time-based and competency-based approaches (hybrid approach) [WAC 296-05-015].

<p>A. <u>General Electrician (01)</u> <i>8000 Hours of reasonably continuous employment</i></p>
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## V. INITIAL PROBATIONARY PERIOD:

## CURRENT SOLUTIONS NW APPRENTICESHIP & TRAINING PROGRAM

An initial probationary period applies to all apprentices, unless the apprentice has transferred from another program. During an initial probationary period, an apprentice can be discharged without appeal rights. An initial probationary period is stated in hours or competency steps of employment. The initial probationary period is not reduced by advanced credit or standing. During an initial probationary period, apprentices receive full credit for hours and competency steps toward completion of their apprenticeship. Transferred apprentices are not subject to additional initial probationary periods [WAC 296-05-003].

The initial probationary period is [WAC 296-05-015(22)]:

- A. The period following the apprentice's registration into the program. An initial probationary period must not be longer than twenty percent of the term of the entire apprenticeship, or longer than a year from the date the apprenticeship is registered. The WSATC can grant exemptions for longer initial probationary periods if required by law.
- B. The period in which the WSATC or the supervisor of apprenticeship may terminate an apprenticeship agreement at the written request by any affected party. The sponsor or the apprentice may terminate the agreement without a hearing or stated cause. An appeal process is not available to apprentices in their initial probationary period.
- C.

1. ***General Electrician (01)***  
***The first one thousand-six hundred (1,600) hours of employment shall constitute the initial probationary period or one year from date of registration, whichever occurs first.***

## VI. RATIO OF APPRENTICES TO JOURNEY LEVEL WORKERS

Supervision is the necessary education, assistance, and control provided by a journey-level employee on the same job site at least seventy-five percent of each working day, unless otherwise approved by the WSATC. Sponsors ensure apprentices are supervised by competent, qualified journey-level employees. Journey level-employees are responsible for the work apprentices perform, in order to promote the safety, health, and education of the apprentice.

- A. The journey-level employee must be of the same apprenticeable occupation as the apprentice they are supervising unless as noted above or otherwise allowed by the



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Revised Code of Washington (RCW) or the Washington Administrative Code (WAC) and approved by the WSATC.

- B. The numeric ratio of apprentices to journey-level employees may not exceed one apprentice per journey-level worker [WAC 296-05-015(5)].
- C. Apprentices will work the same hours as journey-level workers, except when such hours may interfere with related/supplemental instruction.
- D. Any variance to the rules and/or policies stated in this section must be approved by the WSATC.
- E. The ratio must be described in a specific and clear manner, as to the application in terms of job site, work group, department or plant:

***1. General Electrician (01)***

***The employer is allowed a ratio of one (1) apprentice to one (1) journey-level worker per job site, unless one of the following conditions is met:***

***No more than two apprentices for every journey level Residential (02) or Limited Energy (06) specialty electrician when working in that electrician's specialty.***

***Apprentices with a minimum of 7,000 hours of OJT will be allowed to work without the direct supervision of a journey-level person provided that they have been issued a six- month, nonrenewable, unsupervised electrical training certificate by the Washington State Labor and Industries Electrical Section. Such apprentices will not be counted for the purposes of a ratio calculation nor be allowed to supervise other apprentices.***

***Supervision and Ratio of apprentices registered in the above occupations shall follow requirements established under RCW 19.28.161.***

### VII. APPRENTICE WAGES AND WAGE PROGRESSION:

- A. Apprentices must be paid at least Washington's minimum wage, unless a local ordinance or a collective bargaining agreement require a higher wage. Apprentices must be paid according to a progressively increasing wage scale. The wage scale for apprentices is based on the specified journey-level wage for their occupation. Wage increases are based on hours worked or competencies attained. The sponsor determines wage increases. Sponsors must submit the journey-level wage at least annually or whenever changed to the department as an addendum to these standards. Journey-level wage reports may be submitted on a form provided by the department. Apprentices and others should contact the sponsor or the Department for the most recent Journey-level wage rate.

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B. Sponsors can grant advanced standing, and grant a wage increase, when apprentices demonstrate abilities and mastery of their occupation. When advanced standing is granted, the sponsor notifies the employer/training agent of the wage increase the apprenticeship program standard requires.

C. Wage Progression Schedules

### ***1. General Electrician (01)***

Step (insert Step)	Hour Range or competency step (insert hours/step)	Percentage of journey-level wage rate (insert percentage)
1	0-1000 hours	45%
2	1001-2000 hours	50%
3	2001-3000 hours	55%
4	3001-4000 hours	60%
5	4001-5000 hours	65%
6	5001-6000 hours	70%
7	6001-7000 hours	75%
8	7001-8000 hours	80%

***General Electrician (01) apprentices shall not be paid less than the progressive scale identified within this section regardless the scope of work being performed.***

Apprentices who are under disciplinary probation within the program may be withheld wage progression until the disciplinary probation has passed, unless otherwise decided by the Committee.

## VIII. WORK PROCESSES:

The apprentice shall receive on the job instruction and work experience as is necessary to become a qualified journey-level worker versed in the theory and practice of the occupation covered by these standards. The following is a condensed schedule of work experience, which every apprentice shall follow as closely as conditions will permit. The following work process descriptions pertain to the occupation being defined.

### ***A. General Electrician (01)***

**CURRENT SOLUTIONS NW APPRENTICESHIP & TRAINING PROGRAM**

In no case shall:

1. The term of apprenticeship be less than 8000 hours, or
  2. Work hours in electrical specialty occupations, such as the residential (02) or limited energy (06) specialties, be more than 4000 cumulative hours for the term of apprenticeship, or
  3. Commercial and industrial work hours be less than 4000 cumulative hours for the term of apprenticeship, or
  4. Department credited work experience in electrical specialties with less than a 4000 hour experience requirement be credited toward apprenticeship completion.
- PerWAC296-46B-945 Table 945-1 Note 6.

<u><b>General Electrician (01)</b></u>	<u><b>Approximate Hours/Competency Level</b></u>
<p><b>1. COMMERCIAL-wiring of public commercial, school and hospital buildings; the installation and repair of all equipment therein; and necessary pre-fabrication and preparation</b></p> <p><b>INDUSTRIAL-wiring of all industrial buildings and equipment; the maintenance, repair, and alteration of the same; and necessary pre-fabrication and preparation</b></p>	<p><b>*No less than 4000 Hours*</b></p>
<p><b>2. RESIDENTIAL-wiring of residences, duplexes, and small apartment buildings and necessary pre-fabrication and preparation</b></p> <p><b>SPECIALIZED SYSTEMS-wiring of systems which include; sound, data transmission, telephone, fire alarm, fiber optics, energy management, closed circuit television programmable controllers, and nurse call systems</b></p>	<p><b>*No more than 4000 Hours*</b></p>
<p><b>Total Hours/# of Competency Levels:</b></p>	
<p><b>8000</b></p>	

**IX. RELATED/SUPPLEMENTAL INSTRUCTION:**

The apprentice must attend related/supplemental instruction (RSI). Time spent in RSI shall not be considered as hours of work and the apprentice is not required to be paid.

RSI must be provided in safe and healthy conditions as required by the Washington Industrial Safety and Health Act and applicable federal and state regulations.

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Hours spent in RSI are reported to L&I each quarter. Reports must show which hours are unpaid and supervised by a competent instructor versus all other hours (paid and/or unsupervised) for industrial insurance purposes.

For purposes of coverage under the Industrial Insurance Act, the WSATC is an employer and the apprentice is an employee when an unpaid, supervised apprentice is injured while under the direction of a competent instructor and participating in RSI activities.

If apprentices do not attend required RSI, they may be subject to disciplinary action by the sponsor.

A. The methods of related/supplemental training must be indicated below (check those that apply):

Supervised field trips

Sponsor approved training seminars (specify)

- **Safety trainings (OSHA, First Aid)**
- **Subject matter expert presentations**

Sponsor approved online or distance learning courses (specify)

State Community/Technical college

Private Technical/Vocational college

Sponsor Provided (lab/classroom)

Other (specify)

B. **(214)** Minimum RSI hours per year defined per the following [see WAC 296-05-015(6)]:

Twelve-month period from date of registration.\*

Defined twelve-month school year: **January** through **December**.

Two-thousand hours of on the job training.

*\*If no selection is indicated above, the WSATC will define RSI hours per twelve-month period from date of registration.*

C. Additional Information:

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### ***1. General Electrician (01)***

*The 144 hours identified above shall be 144 hours/year of competent instructor led classroom instruction (“must” include lab or hands-on instruction)*

- This requirement includes a minimum of 720 RSI hours over the term of apprenticeship under the same conditions.*
- On-line would not be excluded as a delivery method but could only be offered for hours over the 144 annual minimum/720 cumulative total.*

- 1. Current Solutions NW Apprenticeship & Training Program will ensure that we have suitable Instructors whose knowledge, experience, and ability to teach will be precisely observed and monitored. All Instructors shall be qualified in or take the instructor training courses covering teaching techniques and adult learning styles.**
- 2. Immediately following class reviews of completed tests, the instructor will collect and submit all tests and materials to the Training Director for proper filing. No completed tests or test materials will be left in the hands of the apprentices.**
- 3. RSI will take place at the Current Solutions NW Apprenticeship & Training Program building located at 5701 51<sup>st</sup> Avenue Ct E, Tacoma, WA 98443.**
- 4. Training materials and textbooks will be provided by Current Solutions NW Apprenticeship & Training Program for classroom instruction via the Mike Holt curriculum.**
- 5. If an apprentice enrolled in the program leaves the company during their 4-year course, or within a year after completion of the Apprenticeship & Training Program, the apprentice will be required to repay the cost of all training materials, textbooks, and lab materials provided via the Mike Holt curriculum (unless decided otherwise by the Committee) at a rate of \$250 per year. Such costs will be paid back through a payment plan agreed upon by the Committee. The apprentice will sign an agreement stating such before enrolling in the program.**
- 6. Laid Off Apprentices:**
  - a. Unless requested by written letter, apprentices will remain registered in the program.**
  - b. Laid-off apprentices enrolled in the program are given priority hiring when the business workload is back to normal and hiring is needed.**
  - c. An apprentice is allowed to continue their RSI training while laid-off for up to 6 months.**
  - d. Sponsor will provide resources in assisting with transfer to another program when applicable or requested.**

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*RSI plans shall be updated by the sponsor every five years or as requested by the department to ensure compliance with these standards.*

*Competent Instructor qualifications shall include the following:*

- *Meets requirements of WAC 296-05-003, excluding the Journey Level Experience requirement*
- *Meets requirements of WAC 296-46B-970, excluding the following;*
  - *Manufacturer/Vendor representative when not accompanied by Competent Instructor*
  - *Electrical Administrator with no Journey level trade qualification*

### **X. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:**

#### **A. Administrative Procedures:**

The sponsor may include in this section a summary and explanation of administrative actions performed at the request or on the behalf of the apprentice. Such actions may include but are not limited to:

1. **Voluntary Suspension:** A temporary interruption in progress of an individual's apprenticeship agreement at the request of the apprentice and granted by the sponsor. The program sponsor shall review apprentices in suspended status at least once each year to determine if the suspension is still appropriate.
2. **Advanced Standing or Credit:** The sponsor may provide for advanced standing or credit for demonstrated competency, acquired experience, training or education in or related to the occupation. All sponsors need to ensure a fair and equitable process is applied to all apprentices seeking advanced standing or credit per WAC 296-05-015(11).
3. **Sponsor Procedures:**
  - a. **All apprentices are required to have transportation to and from work, required classes/training, and any scheduled labs.**
  - b. **Individuals are required to maintain a valid driver license throughout the duration of the apprenticeship.**
  - c. **During work hours, apprentices shall carry on their person a current Electrical Trainee Certificate and their registered Apprenticeship Credentials. It is the responsibility of the Apprentices to provide Current Solutions NW Apprenticeship & Training Program with a copy of their current Trainee/Apprentice Credentials upon request. All Apprentices are**

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- responsible for payment for their trainee card and renewal fees.
- d. All OJT and RSI hours completed by apprentices shall be tracked within CSNW's time tracking system. All submitted RSI and OJT hours will be reviewed and verified by the RSI Training Director.
  - e. Apprentice performance reviews will be done monthly to evaluate their progress. These reviews will be conducted by the supervising Journeyman.
  - f. Within 30 days of completing the OJT and RSI requirements of their program, General Electrician (01) apprentices are required to make an application to the Electrical Section to take the appropriate certificate of competency examination. The Training Director will notify all eligible apprentices upon completion of program requirements.

Apprentices are required to take the examination within 30 days of being approved for examination by the Electrical Section and to immediately furnish the Committee with the results of their examination. Apprentices who fail the examination will be required to engage in additional study as determined by the committee and to retake and pass the examination within 180 days of completing their OJT and RSI requirements.

### B. Disciplinary Procedures

1. The obligations of the sponsor when taking disciplinary action are as follows:
  - g. The sponsor shall be responsible for enacting reasonable policies and procedures and applying them consistently. The sponsor will inform all apprentices of their rights and responsibilities per these standards.
  - h. The sponsor shall notify the apprentice of intent to take disciplinary action and reasons therefore 20 calendar days prior to taking such action. The reason(s) supporting the sponsor's proposed action(s) must be sent in writing to the apprentice.
  - i. The sponsor must clearly identify the potential outcomes of disciplinary action, which may include but are not limited to discipline, suspension or cancellation of the apprenticeship agreement.
  - j. The decision/action of the sponsor will become effective immediately.
2. The sponsor may include in this section requirements and expectations of the apprentices and an explanation of disciplinary actions imposed for noncompliance. The sponsor has the following disciplinary procedures to adopt:
  - a. Disciplinary Probation: A time assessed when the apprentice's progress is not satisfactory. During this time the sponsor may withhold periodic wage advancements, suspend or cancel the apprenticeship agreement, or take further

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disciplinary action. A disciplinary probation may only be assessed after the initial probation is complete.

- b. Disciplinary Suspension: A temporary interruption in the progress of an individual's apprenticeship agreement. Conditions will include not being allowed to participate in On-the-Job Training (OJT), go to Related Supplemental Instruction (RSI) classes or take part in any activity related to the Apprenticeship Program until such time as the sponsor takes further action. The program sponsor shall review apprentices in such status at least once each year.
  - c. Cancellation: Refers to the termination of an apprenticeship agreement at the request of the apprentice, supervisor, or sponsor. [WAC 296-05-003].
3. Sponsor Disciplinary Procedures:
- a. **Failure to maintain employment with Current Solutions NW Apprenticeship & Training Program may result in cancellation to the Apprenticeship Agreement.**
  - b. **Apprentices are required to attend the mandatory scheduled classes. Apprentices who have more than 2 unexcused absences will be put before the committee and may face disciplinary action up to and including cancellation of the Apprenticeship Agreement.**
  - c. **Apprentices are required to notify the office or the instructor if they know that they will not be attending their RSI class. Failure to notify will count as a No Call No Show and the apprentice may face disciplinary action.**
  - d. **An excused absence must meet one of the following conditions:**
    1. **Anything covered or protected under the WAFMLA**
    2. **ER visit for self or an immediate family member**
    3. **Funeral for immediate family member**
    4. **Jury Duty**
    5. **Medical Restriction**
    6. **Military Service**
    7. **Any other reason approved by the Committee (case-by-case basis)**
  - e. **Satisfactory attendance for RSI classes and labs is defined by no more than 2 unexcused absences within a year, and no more than 3 tardies within a year.**
  - f. **Apprentices who have missed instruction are required to schedule at the convenience of the instructor a plan to make up all missed class activities including assignments, quizzes, and tests. All learning must be caught up and on schedule within 30 days of the missed instruction. Failure to meet requirements can result in disciplinary action up to and including**



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**cancellation of Apprenticeship Agreement.**

- g. Apprentices who do not complete related instruction will not be able to advance to the next course until the insufficiencies have been met at the convenience of the instructor.**
- h. Apprentices who are caught in the act of plagiarism or cheating will be called before the Committee and face disciplinary action up to and including cancellation of the Apprenticeship Agreement.**
- i. Apprentices that are unable to maintain at least a 70% GPA will be called before the Committee and may face disciplinary action up to and including cancellation of the Apprenticeship Agreement.**
- j. Current Solutions NW Apprenticeship & Training Program will not tolerate any form of harassment including but not limited to unwelcome or unsolicited verbal, physical or sexual conduct which create an intimidating, offensive, or hostile environment. The Committee will immediately investigate and act upon all charges of harassment maintaining confidentiality of the report and person(s) involved.**
- k. Apprentices who are required to appear before the committee will be given written notice at least 20 days prior to their requested appearance. An apprentice who fails to respond and/or appear before the Committee after due notice may face disciplinary action, up to and including cancellation of the Apprenticeship Agreement.**

### C. Apprentice Complaint Procedures:

1. The apprentice must complete his/her initial probationary period in order to be eligible to file a complaint (WAC 296-05-105).
2. Complaints involving matters covered by a collective bargaining agreement are not subject to the complaint procedures in this section.
3. Complaints regarding non-disciplinary matters must be filed with the program sponsor within 30 calendar days from the date of the last occurrence. Complaints must be in writing.
4. If the apprentice disagrees with the resolution of the complaint or wishes to contest the outcome of a disciplinary action by the program sponsor, the apprentice must file a written request for reconsideration with the program sponsor within 30 calendar days from the date the apprentice received written notice of action by the program sponsor.

## **CURRENT SOLUTIONS NW APPRENTICESHIP & TRAINING PROGRAM**

5. The program sponsor must reply, in writing, to the request for reconsideration within 30 calendar days from the date the program sponsor receives the request. The program sponsor must send a copy of the written reply to the apprentice within the 30 calendar days.
6. If the apprentice disagrees with the program sponsor's decision, the apprentice may file an appeal with the Apprenticeship Program, (WAC 296-05-105). If the apprentice does not timely file an appeal, the decision of the program sponsor is final after 30 calendar days from the date the program sponsor mails the decision to the apprentice. See section "D" below.

### **D. Apprentice Complaint Review/Appeals Procedures:**

1. If the apprentice disagrees with the program sponsor's decision, the apprentice must submit a written appeal to L&I's apprenticeship section within 30 calendar days from the date the decision is mailed by the program sponsor. Appeals must describe the subject matter in detail and include a copy of the program sponsor's decision.
2. The L&I apprenticeship section will complete its investigation within 30 business days from the date the appeal is received and attempt to resolve the matter.
3. If the Apprenticeship section is unable to resolve the matter within 30 business days, the Apprenticeship section issues a written decision resolving the appeal.
4. If the apprentice or sponsor is dissatisfied with L&I's decision, either party may request the WSATC review the decision. Requests for review to the WSATC must be in writing. Requests for review must be filed within 30 calendar days from the date the decision is mailed to the parties.
5. The WSATC will conduct an informal hearing to consider the request for review.
6. The WSATC will issue a written decision resolving the request for review. All parties will receive a copy of the WSATC's written decision.

## **XI. SPONSOR – RESPONSIBILITIES AND GOVERNING STRUCTURE**

The following is an overview of the requirements associated with administering an apprenticeship program. These provisions are to be used with the corresponding RCW and/or WAC. The sponsor is the policymaking and administrative body responsible for the operation and success of this apprenticeship program. The sponsor may assign an administrator or a committee to be responsible for day-to-day operations of the apprenticeship program. Administrators and/or committee members must be knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards. If applicable, sponsors must develop procedures for:

## CURRENT SOLUTIONS NW APPRENTICESHIP & TRAINING PROGRAM

### A. Committee Operations (WAC 296-05-009): (Not applicable for Plant Programs)

Apprenticeship committees must be composed of an equal number of management and non-management representatives from a minimum of four to a maximum of twelve members. Committees must convene meetings at least three times per year attended by a quorum of committee members as defined in these approved standards.

### B. Program Operations

The sponsor will record and maintain records pertaining to the administration of the apprenticeship program and make them available to the WSATC or Department upon request. Records required by WAC 296-05-100 will be maintained for five (5) years; all other records will be maintained for three (3) years. Apprenticeship sponsors will submit required forms/reports to the Department of Labor and Industries through one of the two prescribed methods below:

Sponsors shall submit required reports through assigned state apprenticeship consultant.

Sponsors shall submit required forms/reports through the Apprentice Registration and Tracking System (ARTS).

#### 1. The following is a listing of forms/reports for the administration of apprenticeship programs and the time-frames in which they must be submitted:

- a. Apprenticeship Agreements – within first 30 days of employment
- b. Authorization of Signature forms - as necessary
- c. Approved Training Agent Agreements– within 30 days of sponsor action
- d. Minutes of Apprenticeship Committee Meetings – within 30 days of sponsor approval (not required for Plant program)
- k. Request for Change of Status - Apprenticeship/Training Agreement and Training Agents forms – within 30 days of action by sponsor.
- l. Journey Level Wage Rate – annually, or whenever changed as an addendum to section VII. Apprentice Wages and Wage Progression.
- m. Related Supplemental Instruction (RSI) Hours Reports (Quarterly):
  - 1st quarter: January through March, due by April 10
  - 2nd quarter: April through June, due by July 10
  - 3rd quarter: July through September, due by October 10
  - 4th quarter: October through December, due by January 10
- n. On-the-Job Work Hours Reports (bi-annual)
  - 1st half: January through June, by July 30
  - 2nd half: July through December, by January 31

#### 2. The program sponsor will adopt, as necessary, local program rules or policies to administer the apprenticeship program in compliance with these standards. Requests for revision to these standards of apprenticeship must be submitted 45 calendar days prior to a quarterly WSATC meeting. The Department of Labor and Industries, Apprenticeship Section’s manager may administratively approve requests for revisions in the following areas of the standards:

## CURRENT SOLUTIONS NW APPRENTICESHIP & TRAINING PROGRAM

- a. Program name
  - b. Sponsor's introductory statement
  - c. Section III: Conduct of Program Under Washington Equal Employment Opportunity Plan
  - d. Section VII: Apprentice Wages and Wage Progression
  - e. Section IX: Related/Supplemental Instruction
  - f. Section XI: Sponsor – Responsibilities and Governing Structure
  - g. Section XII: Subcommittees
  - h. Section XIII: Training Director/Coordinator
3. The sponsor will utilize competent instructors as defined in WAC 296-05-003 for RSI. Furthermore, the sponsor will ensure each instructor has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide instruction.

### C. Management of Apprentices:

1. Each apprentice (and, if under 18 years of age, the parent or guardian) will sign an apprenticeship agreement with the sponsor, who will then register the agreement with the Department before the apprentice attends RSI classes, or within the first 30 days of employment as an apprentice. For the purposes of industrial insurance coverage and prevailing wage exemption under RCW 39.12.021, the effective date of registration will be the date the agreement is received by the Department.
2. The sponsor must notify the Department within 30 days of all requests for disposition or modification to apprentice agreements, which may include:
  - a) Certificate of completion
  - b) Additional credit
  - c) Suspension (i.e. military service or other)
  - d) Reinstatement
  - e) Cancellation
  - f) Corrections
  - g) Step Upgrades
  - h) Probation Completion date
  - i) Other (i.e., name changes, address)
  - j) Training Agent Cancellation
3. The sponsor commits to rotate apprentices in the various processes of the skilled occupation to ensure the apprentice is trained to be a competent journey-level worker.
4. The sponsor shall periodically review and evaluate apprentices before advancement to the apprentice's next wage progression period. The evidence of such advancement will be the record of the apprentice's progress on the job and during related/supplemental instruction.

## CURRENT SOLUTIONS NW APPRENTICESHIP & TRAINING PROGRAM

5. The sponsor has the obligation and responsibility to provide, insofar as possible, reasonably continuous employment for all apprentices in the program. The sponsor may arrange to transfer an apprentice from one training agent to another or to another program when the sponsor is unable to provide reasonably continuous employment, or they are unable to provide apprentices the diversity of experience necessary for training and experience in the various work processes as stated in these standards. The new training agent will assume all the terms and conditions of these standards. If, for any reason, a layoff of an apprentice occurs, the apprenticeship agreement will remain in effect unless canceled by the sponsor.
6. An apprentice who is unable to perform the on-the-job portion of apprenticeship training may, if the apprentice so requests and the sponsor approves, participate in related/supplemental instruction, subject to the apprentice obtaining and providing to the sponsor written requested document/s for such participation. However, time spent will not be applied toward the on-the-job portion of apprenticeship training.
7. The sponsor shall hear and decide all complaints of violations of apprenticeship agreements.
8. Upon successful completion of apprenticeship, as provided in these standards, and passing the examination that the sponsor may require, the sponsor will recommend the WSATC award a Certificate of Completion of Apprenticeship. The sponsor will make an official presentation to the apprentice who has successfully completed his/her term of apprenticeship.

### D. Training Agent Management:

1. The sponsor shall offer training opportunities for apprentices by ensuring reasonable and equal working and training conditions are applied uniformly to all apprentices. The sponsor shall provide training at an equivalent cost to that paid by other employers and apprentices participating in the program. The sponsor shall not require an employer to sign a collective bargaining agreement as a condition of participation.
2. The sponsor must determine whether an employer can adequately furnish proper on the job training to an apprentice in accordance with these standards. The sponsor must also require any employer requesting approved training status to complete an approved training agent agreement and to comply with all federal and state apprenticeship laws, and these standards.
3. The sponsor will submit training agent agreements to the Department with a copy of the agreement and/or the list of approved training agents within thirty calendar days from the effective date. Additionally, the sponsor must submit rescinded training agent agreements to the Department within thirty calendar days of said action.

### E. Committee governance (if applicable): (see WAC 296-05-009)

## CURRENT SOLUTIONS NW APPRENTICESHIP & TRAINING PROGRAM

1. Apprenticeship committees shall elect a chairperson and a secretary who shall be from opposite interest groups, i.e., chairperson-employers; secretary-employees, or vice versa. If the committee does not indicate its definition of quorum, the interpretation will be “50% plus 1” of the approved committee members. The sponsor must also provide the following information:

- a. Quorum: **A quorum shall consist of 50% plus 1.**
- b. Program type administered by the committee: **Individual Non-Joint**
- c. The employer representatives shall be:

**Jeri-Kay Lerew (Chair)**  
**5701 51<sup>st</sup> Ave Ct E**  
**Tacoma, WA 98443**

**Daniel Burda**  
**5701 51<sup>st</sup> Ave Ct E**  
**Tacoma, WA 98443**

- d. The employee representatives shall be:

**Eric McKay (Secretary)**  
**5701 51<sup>st</sup> Ave Ct E**  
**Tacoma, WA 98443**

**Casey Hyler**  
**5701 51<sup>st</sup> Ave Ct E**  
**Tacoma, WA 98443**

### F. Plant programs

For plant programs the WSATC or the Department designee will act as the apprentice representative. Plant programs shall designate an administrator(s) knowledgeable in the process of apprenticeship and/or the application of chapter 49.04 RCW and chapter 296-05 WAC and these standards.

The designated administrator(s) for this program is/are as follows:

N/A

## XII. SUBCOMMITTEE:

Subcommittee(s) approved by the Department, represented equally from management and non-management, may also be established under these standards, and are subject to the main committee. All actions of the subcommittee(s) must be reviewed by the main committee. Subcommittees authorized to upgrade apprentices and/or conduct disciplinary actions must be structured according to the same requirements for main committees.

N/A

## CURRENT SOLUTIONS NW APPRENTICESHIP & TRAINING PROGRAM

### XIII. TRAINING DIRECTOR/COORDINATOR:

The sponsor may employ a person(s) as a full or part-time training coordinator(s)/ training director(s). This person(s) will assume responsibilities and authority for the operation of the program as are delegated by the sponsor.

**Training Director – Madison Deguzman**  
**5701 51<sup>st</sup> Ave Ct E**  
**Tacoma, WA 98443**

*\*Must be designated by the sponsor for electrical training programs*

For L&I Staff Use Only	
L&I Apprenticeship Consultant	L&I Admin

Department of Labor and Industries  
 Apprenticeship Section  
 PO Box 44530  
 Olympia WA 98504-4530



## Apprenticeship Related/Supplemental Instruction (RSI) Plan Review

Program Name <b>Current Solutions NW Apprenticeship &amp; Training Program</b>	
Occupation <b>General Electrician (01)</b>	
Term/OJT Hours <b>8000</b>	Total RSI Hours <b>856</b>
Training Provider <b>Current Solutions NW Apprenticeship &amp; Training Program</b>	

By the signature placed below, the **program sponsor** agrees to provide the prescribed RSI for each registered apprentice and assures that:

1. The RSI content and delivery method is and remains reasonably consistent with the latest occupational practices, improvements, and technical advances.
2. The RSI is coordinated with the on-the-job work experience.
3. The RSI is provided in safe and healthful work practices in compliances with WISHA and applicable federal and state regulations.
4. The RSI Plan is maintained, updated and submitted to the Department a minimum of once every 5 years (WSATC Policy 2015-01; rev, 10-21-21).
5. The RSI will be conducted by instructors who meet the qualification of the “competent instructor” as described in WAC 296-05-003:
  - a. Has demonstrated a satisfactory employment performance in her/her occupation for a minimum of three years beyond the customary learning period for that occupation; and
  - b. Meets the State Board for Community and Technical Colleges requirements for a professional technical instructor (see WAC 131-16-080 through -094), or be a subject matter expert, which is an individual, such as a journey worker, who is recognized within the industry as having expertise in a specific occupation; and
  - c. Has training in teaching techniques and adult learning styles, which may occur before or within one year after the apprenticeship instructor has started to provide the related technical instruction.
6. If using alternative forms of instruction, such as correspondence, electronic media, or other self-study, instruction shall be clearly defined.

**Signatures on next page**



**Form must be signed by Committee Chair *and* Secretary or Program's Authorized Signer**

<input checked="" type="checkbox"/> Chair <input type="checkbox"/> Authorized Signer	Date 07/17/2024	<input checked="" type="checkbox"/> Secretary	Date 07/17/2024
Print Name: Jeri-Kay Lerew		Print Name: Eric McKay	
Signature: <i>Jeri Kay Lerew</i>		Signature: <i>Eric McKay</i>	

**Training Provider Signature**

Approved By (Print Name): Austin Stringham	Title: Managing Member/Training Provider
Signature of the Training Provider: <i>Austin Stringham</i>	
Date: 07/17/2024	

If additional training providers are needed, go to page 4.

**SBCTC**

Print Name:	Title:
Signature of the Program Administrator:	
Date:	
<input type="checkbox"/> SBCTC recommends approval	<input type="checkbox"/> SBCTC recommends return to sponsor

Program Name Current Solutions NW Apprenticeship & Training Program Current Solutions NW Apprenticeship & Training Program <b>Error! Not a valid bookmark self-reference.</b>	Occupational Objective General Electrician (01)
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**Note:** The description of each element must be in sufficient detail to provide adequate information for review by the SBCTC and Review Committee. To add more elements, click on the plus sign that appears below the "Description of Element/Course" field.

**Describe minimum hours of study per year in terms of (check one):**

- 12-month period from date of registration.
- Defined 12-month school year.
- 2,000 hours of on-the-job training.

Element/Course: Year 1 Safety & Tools	Planned Hours: 10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: OSHA Construction Safety – PPE, Falls, Ladders & Stairs, Scaffolds, Proper Tool Usage <b>Labs: 4hrs total</b>	

Element/Course: Year 1 Electrical Theory	Planned Hours: 88
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: Atomic Structure, Electron Theory, Chemical Bonding, Electrical Circuits and Power Sources, The Electrical System, Uses & Dangers of Electricity, Electromagnetism and Magnetism  <b>Labs: 40hrs total</b> Electrical Safety (4hrs), 3-Way/4-Way Switching (4hrs), DC Circuits & Fundamentals (5hrs), AC Circuits & Fundamentals (5hrs), Ohms Law (5hrs), Wiring Practices (5hrs), Multiwire Circuits (5hrs), Single Pole (4hrs), Transformer Connections (3hrs)	

Element/Course: Year 1 Digital Multimeter Principles	Planned Hours: 25
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: Safety, Voltage, Amps, Ohms, Diodes, Proper Use, Measuring Units, Peak vs RMS vs Average Values  <b>Labs: 9hrs total</b> Digital Multimeter Practice (5hrs), Specialty Electrician Tools (4hrs)	

Element/Course: Year 1 N.E.C	Planned Hours: 50
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: Navigating the NEC, Article 90 Introduction, 100 Definitions, 110 Requirements for Electrical Installations, Ground & Bonding. Includes review of all updates, revisions and changes.  <b>Labs: 33hrs total</b>	

Conductor Ampacity and Selection (5hrs), Grounding Electrodes (5hrs), Box Fill (6hrs), Panel Makeup (6hrs), Route Selections (5hrs), Conduit Bending (6hrs)

Element/Course: Year 1 WAC & RCW	Planned Hours: 41
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: Washington Administrative Code & Revised Code of Washington Arrangement, Titles, Definitions, and Enforcement. Licensing Requirements, Renewals, and Examinations. Includes review of all updates, revisions and changes.	

Element/Course: Year 2 Safety & Tools	Planned Hours: 10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: OSHA Construction Safety – Electrical Safety and PPE, Confined Space, Emergency Response, and Lockout/Tagout, Tool Safety  <b>Labs: 4hrs</b>	

Element/Course: Year 2 N.E.C	Planned Hours: 146
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: Requirements for Electrical Installations, Grounded Conductors, Branch Circuits, Feeders, Services, Overcurrent Protection, SPDs, Wiring Methods and Materials, General Wiring, Meter Socket Enclosures, Cutout Boxes, Cabinets, Pull Boxes, Cable Types, EMT, Cable Trays. Includes review of all updates, revisions and changes.  <b>Labs: 80hrs total</b> Voltage-Drop Calculations (5hrs), Raceway Sizing (5hrs), Conduit Bending (5hrs), Power Tools (4hrs), Ground Fault Protections (6hrs), Arc Fault Protection (5hrs), MC & AC Cable (5hrs), Multi-Wire Circuits (5hrs), PUD/SCL/PSE/LLP Course (6hrs), Conductor Terminations (6hrs), Panel Makeups (6hrs), Flexible Conduit (6hrs), PVC Heating (6hrs), Specialty Electrician Tools (5hrs), AFCI/GFCI Devices (5hrs)	

Element/Course: Year 2 WAC & RCW	Planned Hours: 58
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: Washington Administrative Code & Revised Code of Washington Arrangement, Titles, Definitions, and Enforcement. Includes review of all updates, revisions and changes.	

Element/Course: Year 3 Safety & Tools	Planned Hours: 10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: OSHA Construction Safety – Electrical Safety, PPE, Excavation, Motor Vehicles, Tool Safety, Safety of Grounding & Bonding, Basic Fire Protection  <b>Labs: 4hrs</b>	

Element/Course: Year 3 N.E.C	Planned Hours: 90
Mode of Instruction (check all that apply)	

<input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program
Description of element/course: Bonding & Grounding, Fixture Wires, Switches, Receptacles, Switchboards, Switchgear, Panelboards, Luminaires and Low-Voltage Lighting Systems, Appliances, AC Equipment, Fixed Electrical Space Heating, Generators, Transformers, Special Occupancies, Temporary Installations, Special Equipment, Special Conditions, Communications and Antenna Systems. Includes review of all updates, revisions and changes.
<b>Labs:</b> 48hrs total Ballast & Low Voltage Transformers (6hrs), Controlled Atmosphere Control Systems (6hrs), Fire Alarm Systems (6hrs), Crest Factor (6hrs), Panel Install (6hrs), 3-Wire Start/Stop Scenarios (6hrs), Level Controls (6hrs), Relay Logic Scenarios (6hrs)

Element/Course: Year 3 Motor Controls	Planned Hours: 52
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: Intro to Motor Controls, Schematics, Reversing Controls, Motor Circuits, Wire Diagrams, Ladder Logic 3-Wire Control	
<b>Labs:</b> 24hrs total Motor Controls (6hrs), Motor Terminations (6hrs), Variable Frequency Drive Controls (6hrs), Relays and Controls (6hrs)	

Element/Course: Year 3 Bonding and Grounding	Planned Hours: 21
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: Focused Classes on Bonding and Grounding within the NEC, Article 250	
<b>Labs:</b> 8hrs total Methods of Grounding & Bonding (8hrs)	

Element/Course: Year 3 WAC & RCW	Planned Hours: 41
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: Review any new code changes and/or updates.	

Element/Course: Year 4 Safety & Tools	Planned Hours: 10
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: OSHA Construction Safety – Electrical Safety and PPE, Hazard Communication, Jobsite Exposures, Work Zone Safety, OSHA Construction Handbook Review	
<b>Labs:</b> 4hrs	

Element/Course: Year 4 Construction Administrative Skills	Planned Hours: 32
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: Electrical Estimating, Labor Units, Bid Process, Leadership Training, Project Management	

**Labs:** 16hrs total  
 Blueprint Takeoff (8hrs), Lighting Control Systems (8hrs)

Element/Course: Year 4 N.E.C	Planned Hours: 50
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: Review Current Code & Current Code Changes, Load Calculations	
<b>Labs:</b> 34hrs total Low Voltage Terminations (6hrs), Variable Frequency Drives (6hrs), Insulation Resistance Testing of Motors (6hrs), Septic Controls (6hrs), Programmable Logic Controls (6hrs), Intro to Welding (4hrs),	

Element/Course: Year 4 WAC & RCW	Planned Hours: 33
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: Scopes of Work, License Types, Most Common Violations, Journey Level-Requirements, Renewal, Review Current WAC Rules. Includes review of all updates, revisions and changes.	

Element/Course: Year 4 Exam Prep	Planned Hours: 89
Mode of Instruction (check all that apply) <input checked="" type="checkbox"/> Classroom <input checked="" type="checkbox"/> Lab <input type="checkbox"/> Online <input type="checkbox"/> Self-Study	
Provided by: Current Solutions NW Apprenticeship & Training Program	
Description of element/course: Exam Prep, Practice Tests, Fundamentals, Code Review, Calculations, Advanced Calculations, NEC Review, Electrical Theory Review, NEC Review, Electrical Calculations Review	
<b>Labs:</b> 40hrs total Industrial Control Panels (7hrs), Motor Controls (7hrs), Fire Alarm Systems (7hrs), LEDs (4hrs), Transformers (5hrs), PLC's (5hrs), Thermal Imaging (5hrs)	

## Additional Training Providers (if necessary)

[Click or tap here to enter text.](#)

Print Name Training Provider

Title of Training Provider

[Click or tap here to enter text.](#)

Print Name Training Provider

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Organization of Training Provider

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Rec 5/31/2024 <i>AN</i> L&I Apprenticeship Consultant	<i>Teri Gardner 6-3-24</i> L&I Admin

Department of Labor and Industries  
 Apprenticeship Section  
 PO Box 44530  
 Olympia WA 98504-4530



## Journey Level Wage Rate

From which apprentices' wage rates are computed

TO: Washington State Apprenticeship & Training Council  
 FROM: Current Solutions NW Apprenticeship & Training Program

Occupation:	County(ies):	Journey Level Wage Rate:	Effective Date:
General Electrician (01)	King, Pierce	\$55	05/06/2024
		\$	
		\$	
		\$	

Sponsors must submit the journey-level wage at least annually or whenever changed to the Department.

**Form must be signed by Committee Chair and Secretary or Program's Authorized Signer**

<input checked="" type="checkbox"/> Chair <input type="checkbox"/> Authorized Signer	Date 05/31/2024	<input checked="" type="checkbox"/> Secretary	Date 05/31/2024
Print Name: Austin Stringham		Print Name: Eric McKay	
Signature: <i>Austin Stringham</i>		Signature: <i>Eric McKay</i>	

Rec 5/31/2024 *AN*

*Teri Gardner 6-3-24*



Current Solutions NW | 5701 51<sup>st</sup> Avenue Ct E, Tacoma, WA 98443

### Committee Selection Process

*Attendees: Austin Stringham, Aaron Kuntz, Brent Lantz, Casey Hyler, Eric McKay, Marco Delgado, Nick Vice, Phillip Sanford, Jenson Hankins, Joshua Hart*

On April 1st, 2024, we brought the opportunity to create our apprenticeship program to all of our (01) General Electricians on our team. After discussing what we would like to see in our program, and the direction we would like to go, we asked each employee if they were interested in helping support the program by being an employee representative on the Committee. Eric McKay and Casey Hyler both volunteered to be on the committee.

By a show of hands, the remaining 01 General Electricians on our team voted in agreement to have Eric McKay and Casey Hyler represent them on the committee.

*Austin Stringham*

Austin Stringham

*Eric McKay*

Eric McKay

*Casey*

Casey Hyler



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Rec 5/24/2024 *AN*  
L&I Apprenticeship Consultant

*Teri Gardner 6-3-24*  
L&I Admin

Department of Labor and Industries  
Apprenticeship Section  
PO Box 44530  
Olympia WA 98504-4530



## Apprenticeship Committee Representative Qualifications

The Apprenticeship Committee is responsible for the day-to-day operations of the apprenticeship and training program and operating the program consistent with the standards of apprenticeship. Pursuant to WAC 296-05-009, the Representative listed below shall be familiar with the applicable apprenticeship standards.

Name of Program Current Solutions NW Apprenticeship & Training Program
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Committee Representative Name Casey Hyler	Committee Representative Signature <i>Casey Hyler</i>
<input type="checkbox"/> Employer Representative <input checked="" type="checkbox"/> Employee Representative <i>(Does not have the authority to hire or fire)</i>	

### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
01 Foreman	Current Solutions NW	05/23	Present
01 Foreman	Humble Electric	07/18	05/23

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
CITC OF WASHINGTON	06/2022	01 Electrical Commercial	Completion
FOREMAN TRAINING LOCAL46	06/2023	Jobsite Foreman Training	Foreman card

### Other Technical Certifications or Licenses Held

01 Commercial Journeymans License Electrical Admin License NCCER Certificates - Multiple
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Name of Program  
Current Solutions NW Apprenticeship & Training Program

Committee Representative Name  
Eric McKay

Committee Representative Signature  
*Eric McKay*

Employer Representative  Employee Representative (Does not have the authority to hire or fire)

### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Foreman	Current Solutions NW	02/23	
Foreman	Claypool Electric Inc.	03/15	02/23

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
Claypool Electric Apprenticeship	02/19	Electrical apprenticeship	Journeyman

### Other Technical Certifications or Licenses Held

Washington EL01- JOURNEY LEVEL #MCKAYES786QW  
Ohio Electrical License #16049652  
Ohio Fire Alarm License #54.45.1714  
OSHA 30

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**Apprenticeship Committee  
 Representative Qualifications**

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Name of Program  
 Current Solutions NW Apprenticeship & Training Program

Committee Representative Name  
 Jeri-Kay Lerew

Committee Representative Signature  
*Jeri Kay Lerew*

Employer Representative     Employee Representative (Does not have the authority to hire or fire)

**Work Experience**

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
Office Manager	Current Solutions NW	04/23	current
State Managing Broker	Exp Realty - and Tacoma Branch Mgr	09/21	09/22
Compliance Mgr	Best Choice Realty - and Tacoma Branch Mgr	06/18	09/21
Bookkeeper	Graff Truck Works	01/20	current
Managing Broker	Best Choice Realty	09/22	current
On-site Mgr	One Saint-Helens APTS	2017	2020

**Education History**

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
WA. State Univ.	12/89	Business Admin. Fashion Merchandising	B.A.

**Other Technical Certifications or Licenses Held**

WA State Managing Brokers License since 2010  
 WA Real Estate License since 1993

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## Apprenticeship Committee Representative Qualifications

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Name of Program Current Solutions NW Apprenticeship & Training Program
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Committee Representative Name Daniel Burda	Committee Representative Signature <i>Daniel Burda</i>
<input checked="" type="checkbox"/> Employer Representative <input type="checkbox"/> Employee Representative ( <i>Does not have the authority to hire or fire</i> )	

### Work Experience

Position (most recent first)	Employer / Organization	From (mm/yy)	To (mm/yy)
PM	Current Solutions NW	01/23	present
Asst. PM	Current Solutions NW	05/22	01/23
Journeyman	Current Solutions NW	11/21	present
Trainee- Lead	Current Solutions NW	05/20	11/21
Trainee	Current Solutions NW	10/19	05/20
RE Broker	Keller Williams Eastside	02/19	07/23

### Education History

Name of Training and/or School (most recent first)	Completed Date (mm/yy)	Program of Study	Degree or Certification
IBEW46	09/21	WA - Electrical	02 Resi
Rockwell Institute	06/18	WA - Real Estate	RE Broker
Kamiak	06/12	High School	General

### Other Technical Certifications or Licenses Held

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Current Solutions NW | 5701 51<sup>st</sup> Avenue Ct E, Tacoma, WA 98443

## **Sustainability Plan**

Our sustainability plan for the Current Solutions NW Apprenticeship & Training Program is as follows:

### **a. Program Funding**

- i. Current Solutions NW Apprenticeship & Training Program is a line item in Current Solutions NW's operating expense budget.
- ii. Current Solutions NW relies on Current Solutions NW Apprenticeship & Training Program for our future electricians and will continue to be funded.

### **b. Operating & Administrative Maintenance by Program Funding**

- i. Administrative duties will be funded and performed by the ownership and office staff of Current Solutions NW.
- ii. Staffing: The main Training Provider is the owner and earns a salary at Current Solutions NW.
- iii. Curriculum: All books and materials will be paid for by Current Solutions NW. Additionally, any other one-time fees or miscellaneous fees will be paid for by Current Solutions NW.
- iv. Our classroom and lab space will be at Current Solutions NW's Tacoma office, a currently in-use space.
- v. Current Solutions NW will provide all necessary equipment.
- vi. Current Solutions NW's liability insurance will cover any insurance needs required.

### **c. Resources to Maintain Delivery of RSI Hours**

- i. Any additional resources needed for RSI hours are a part of Current Solutions NW's operating expense budget.



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### **Competent Instructor Qualifications**

Our main instructor, Austin Stringham, holds a General Electrician (01) license (LIC#STRINAO787JH) and has additional schooling with an associate degree from Pierce Community College. He has extensive history and experience with leading teams, ranging from his experience as a Lead at Homerun Electric and SeaTac Electric. Since 2019, Austin currently manages, trains, and oversees an entire team of electricians and staff as a Principal at Current Solutions NW. Austin is currently enrolled in an adult learning program with Shoreline Community College to further support instructing our future students.

Additionally, our instructor Eric McKay has nearly a decade worth of electrical experience in the field. Eric also holds a General Electrician (01) license (LIC#MCKAYES786QW) in Washington State, as well as an electrical license in Ohio (#16049652), a fire alarm license in Ohio (#54.45.1714) and is OSHA 30 certified. His experience history has been predominantly as a Foreman for Claypool Electric Inc, and Current Solutions NW. Eric has spent his duration as a Foreman with CSNW assisting Austin in training and supporting our electricians directly on our jobsites.

Lastly, our instructor Casey Hyler also holds a General Electrician (01) license, as well as an electrical admin license and multiple NCCER certificates. He has previous training as a Foreman with Local46 and has over 6 years of working history as a Foreman. This experience was with Humble Electric, as well as Current Solutions NW. He has supported Current Solutions NW extensively in managing our teams alongside Eric and has shown increasing capability in taking on new responsibilities and leadership roles.



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## **CURRENT SOLUTIONS NW APPRENTICESHIP & TRAINING PROGRAM**

In the event that an apprentice enrolled in the program leaves the company during their 4-year course, or within a year after completion of the Apprenticeship & Training Program, the apprentice will be required to repay the cost of all training materials, textbooks, and lab materials provided via the Mike Holt curriculum (unless decided otherwise by the Committee) at the rate of \$250 per year. Such costs will be paid back through a payment plan agreed upon by the Committee.

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Apprentice Name (Print)

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Date Signed