

# Metro Apprenticeship Management and Development

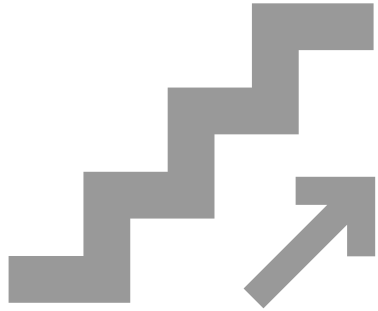
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# Agenda

- King County Metro Apprenticeship and Pathways Team
- What apprenticeship means at Metro
- Metro Apprenticeships
- Development & Management
- Important Considerations

# What is our Work



## Team Purpose

Develop and support apprenticeships and career development pathway programs for Metro's operational and trades workforce, with an emphasis on providing opportunities for people historically underrepresented in these fields and addressing Metro's greatest workforce needs.

# What is Apprenticeship at Metro?

“Apprenticeship” refers to a very specific set of criteria. A development or pathway program *might* be an apprenticeship program, but not all development or pathway programs rise to the level of an apprenticeship

## Apprenticeship

- “Registered Apprenticeship” with WA State Labor & Industries
- Governed by Joint Labor-Management committee oversight
- Formal Schooling and On-the-Job training curriculum registered with State
- Formal wage step increases
- Results in **Journey-Level position** (state recognized credential)



## Pathway

- Internal to Metro; Governed by traditional reporting structure; not held to any external standards
- Could take form of Trainee program, SDA pathway, Certification program, etc.
- “Trainee” IS NOT “Apprentice”, and **both CANNOT exist for the same occupation**
- May or may not be associated with a journey-level position

# Current Metro Apprenticeships

## Managed by AP Team

### Building Operator Engineer (HVAC Tech)

(Launched 2019) - 1 appr.  
School: CITC  
Union: ATU 587

### Maintenance Painter

(Launched 2022) - 1 appr.  
School: Finishing Trades  
Institute Northwest  
Union: ATU 587

### Rail Electrical Worker

(Launched 2019) - 2 appr.  
School: PSEJATC  
Union: IBEW 77

### Signals and Communication Technician

(Launched July 2024) - 4  
appr.  
School: Signals Training  
Solutions  
Union: ATU 587

### In Development

Track & ROW Maintainer -  
(Est. 2025 Launch)

Electrician Constructor -  
(Est. 2025 or beyond)

## Managed by VM

### Mechanic (4-year)

12 appr.

### (2-year)

8 appr.

School: South Seattle  
College/ LWIT  
Union: ATU 587

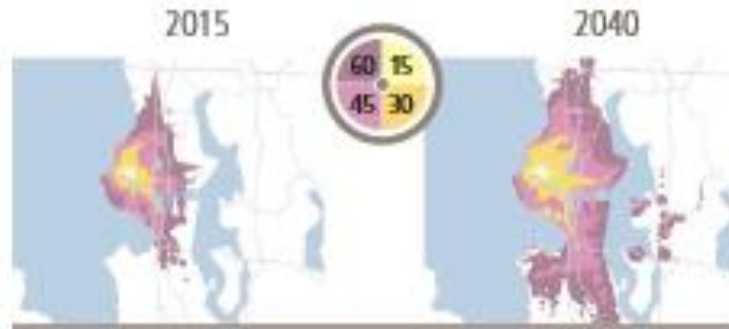
**In Development:**  
Electronic Technician

# First Step: What is the problem we're trying to solve?

## Conduct a Needs Assessment

- Workforce Needs
- Operational Impact
- Equity & Inclusion
- Capacity & Readiness
- *AND is Registered*

*Apprenticeship the best fit?*



# Development Process

1

Charter Labor  
Management  
Development  
Committee

2

Design On-  
the-Job  
Training

3

Identify  
Schooling  
Partner

4

Formalize  
and legislate  
labor  
agreement  
and  
classification

5

Submit  
Apprenticeshi  
p Registration  
with state

6

Create or  
Update  
Program  
Manual

7

Launch  
Recruitment  
and Outreach

8

Hire/Onboard  
Apprentices

# Program Management

- Needs Assessment and Strategic Planning
- Reporting and Compliance as Registered Apprenticeship
- General Coordination with employees, training providers, etc
- Program Evaluation, Continuous Improvement, and Program Modification
- Committee Management
- Recruitment Outreach and Promotion
- Onboarding, Orientation, and Offboarding



# Considerations

## Workforce Capacity

- High workforce needs area + capacity to build and **manage programs**
- Career paths and learning culture key

## ROI

- Long-term investments with big pay offs
- What other supports are needed to support increased representation of women and BIPOC in these positions?

## Program Structure

- Is apprenticeship the best fit?
- Using existing apprenticeships may require paying into training trusts?
- How does this impact labor relations?

**Questions?**

**Contact me:**

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