

# WSDOT Apprenticeship Utilization

## 2015 Annual Report to FHWA

Since July of 2007, WSDOT has required that some percentage of hours on contracts with a high dollar value are performed by apprentices. The current requirement is 15% apprentice utilization on contracts estimated at \$3 million or greater. To date, WSDOT's experience with apprentice utilization requirements has been a success. The apprentice utilization requirement has greatly increased the amount of training opportunities on both state and federally funded WSDOT contracts by requiring that contractors use apprentices at such a high rate on so many contracts.

### Number of Apprentices and Hours Worked in 2015

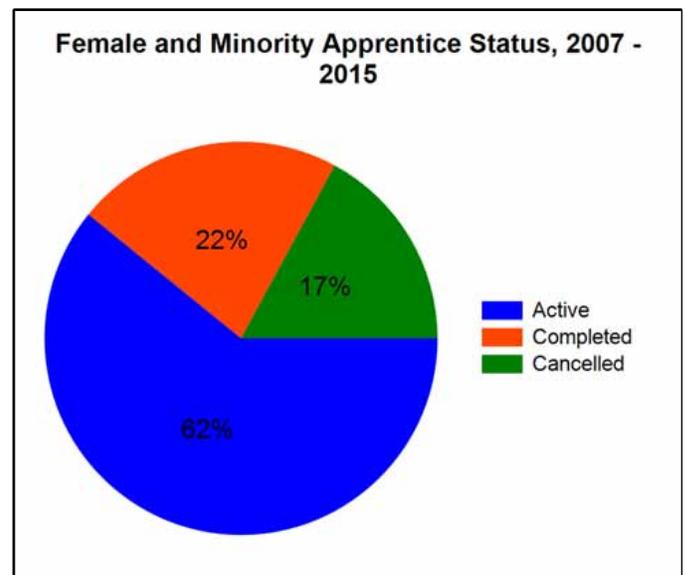
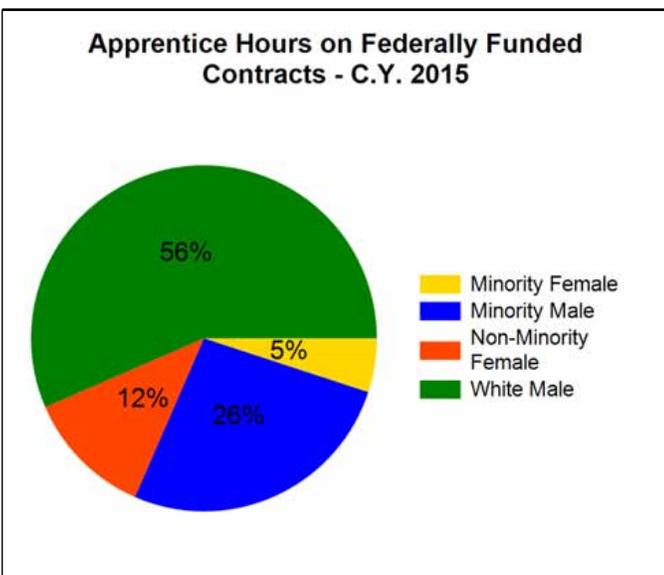
During 2015, 1,192 individual apprentices performed work on WSDOT contracts containing state Apprentice Utilization requirements. These apprentices performed a total of 426,423 hours of training toward a journey level career in the construction trades. Of these hours, 185,522 or 44% were performed by women or minorities.

On federally funded contracts with Apprentice Utilization requirements, 803 individuals performed 288,382 hours of apprenticeship training. Of these hours, 128,903 or 45% were performed by women or minorities. Of the 803 apprentices that performed work on federal contracts with a state apprenticeship requirement in 2015, 40% or 320 were women or minorities.

A total of 469 female or minority apprentices performed work on all WSDOT contracts with an Apprentice Utilization requirement during 2015. As of December 28, 2015, 450 of these apprentices are still active in their training programs. 5 of the female or minority apprentices that trained on WSDOT projects in 2015 graduated from their training programs and went on to be journeymen.

### Number of Female and Minority Apprentices Working on WSDOT Projects and Graduation Rates

Since WSDOT's first pilot project with the Apprentice Utilization requirement in 2007, 1,726 female or minority apprentices have worked on WSDOT contracts with Apprentice Utilization requirements. Of these 1,726 apprentices, 377 or 22% have completed their training programs; 1,040 or 62% are still active in their training and 292 or 17% left their training programs prior to reaching journeyman status. These statistics demonstrate that state approved apprenticeship programs are good pathways to employment.



# WSDOT Apprentice Utilization



## 2015 Annual Report to FHWA

### Bidders and Bid Amount - Comparison of WSDOT Contracts with and without Apprenticeship

2007 - 2015 Calendar Year

Year	# of Contracts	Estimated Dollars	Bid Dollars	All Contracts		Contracts with Apprenticeship	
				Average # of Bidders	% Above/Below Estimate	Average # of Bidders	% Above/Below Estimate
2007	165	\$738,338,387	\$733,000,292	3.4	-0.7%	6.8	-16.8%
2008	148	\$898,337,417	\$792,059,198	4.4	-11.8%	6.0	-3.0%
2009	182	\$1,036,272,406	\$786,263,506	5.1	-24.1%	5.0	-24.1%
2010	156	\$2,018,305,329	\$1,441,310,104	5.8	-28.6%	6.8	-29.0%
2011	150	\$1,438,647,736	\$1,271,279,335	5.0	-11.6%	6.0	-11.7%
2012	126	\$681,404,507	\$533,029,697	4.7	-21.8%	5.8	-23.3%
2013	128	\$364,679,317	\$335,770,691	4.3	-7.9%	4.7	-7.9%
2014	97	\$986,635,601	\$940,041,985	3.8	-4.7%	4.6	-4.8%
<b>2015</b>	<b>99</b>	<b>\$274,754,433</b>	<b>\$276,176,908</b>	<b>3.8</b>	<b>0.5%</b>	<b>4.2</b>	<b>1.6%</b>
	<b>1,251</b>	<b>\$8,437,375,133</b>	<b>\$7,108,931,716</b>	<b>4.5</b>	<b>-15.7%</b>	<b>5.5</b>	<b>-16.7%</b>

### Number of Bidders and Bid Amount on Contracts with Apprenticeship

WSDOT tracks the number of bidders, engineers estimate and low bid price on all contracts. Since the Apprentice Utilization was piloted in 2007, WSDOT has tracked this information on both contracts with apprenticeship and contracts without. It has been WSDOT's experience that contracts with the apprenticeship requirement receive more bidders and lower bids than contracts without. In calendar year 2015, contracts with apprentice utilization had an average of 4.2 bidders compared to 3.8 bidders on all contracts. This leads WSDOT to believe that state apprentice utilization requirements is having none to minimal adverse impact on contract costs or bidding competition.

### Performance on Completed and Active Contracts

Since WSDOT began a pilot program in 2007, apprentices have worked more than 3.4 million hours on 416 active and completed contracts with the Apprentice Utilization requirement. On 293 completed contracts, the required percentage of Apprentice Utilization averaged 14% while actual performance was 13%. On 123 active contracts, the required percentage of Apprentice Utilization averaged 15% while actual performance to date is 13%.

WSDOT allows contractors to submit documentation demonstrating that they met the requirement in good faith. When a contractor meets the requirement in good faith, no adjustment is made to the hours or percentage of apprentice utilization. If we look at only completed contracts that either met the requirement or were out of compliance and exclude contracts where the requirement was met in good faith, WSDOT is achieving the overall goal of 15%.

### Conclusion

The apprentice utilization requirement has increased training opportunities on WSDOT contracts, especially for women and minorities. For detailed information, please see the attached reports. Any questions regarding apprentice utilization should be directed to WSDOT's Construction Office: [apprenticeship@wsdot.wa.gov](mailto:apprenticeship@wsdot.wa.gov).

### Performance on Completed Contracts with Apprentice Utilization By Size of Requirement

Required Percentage	Requirements Met	Total	% of Total
10%	Good Faith	6	20%
	No	2	7%
	Yes	22	73%
<b>Total 10%</b>		<b>30</b>	<b>100%</b>
12%	Good Faith	22	36%
	No	8	13%
	Yes	31	51%
<b>Total 12%</b>		<b>61</b>	<b>100%</b>
15%	Good Faith	41	20%
	No	50	25%
	Yes	111	55%
<b>Total 15%</b>		<b>202</b>	<b>100%</b>
Overall	Good Faith	69	24%
	No	60	20%
	Yes	164	56%
<b>Total</b>		<b>293</b>	<b>100%</b>