



**WSDOT Office of Equal Opportunity  
Pre-Apprentice Support Services and  
On-the-Job Training Support Services Program  
2018 Annual Report**

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## **Background**

As required by Revised Code of Washington (RCW) 47.01.435 *Highway Construction Workforce Development – Reports*, and ESSB 6106, Section 217 (1), the Washington State Department of Transportation (WSDOT), in coordination with the Washington State Department of Labor and Industries (L&I), is required to submit an annual report to the Legislature which outlines progress related to highway transportation workforce development, and the grant program funded through the Connecting Washington Program (Pre-Apprenticeship & Support Services). These statutes further Washington State’s commitment to the On-the-Job Training Support Services (OJT/SS) Program, and require WSDOT to expend federal funds received under 23 USC Section 140(b) to increase diversity in the highway construction workforce. WSDOT and L&I partner to provide services that prepare individuals interested in entering the highway construction workforce, including pre-apprenticeship training, pre-employment counseling, basic skills improvement classes, career counseling, remedial training, entry barrier removal, transportation assistance, child care, mentoring, retention services, safety equipment and occupation specific tools. WSDOT is required to report on the status of grants that have been disbursed to organizations that are providing On-the-Job Training and Support Services.

### **Washington State Apprenticeship & Training Council Apprenticeship Preparation Program Recognition 2018 Progress Summary**

At the end of 2017, there were 18 recognized apprenticeship preparation programs. There were six new programs recognized in 2018 (a 33% increase), bringing the total to 24. The new programs related to the Construction sector are:

- Green River College Carpentry Technology Program – Carpentry
- Northwest Carpenters Institute (NWCI) Pre-Apprenticeship Program – Carpentry
- Seattle Conservation Corps – Building Trades Occupations

In addition, five of the 18 initial programs filed for continued recognition. This is a requirement every three years for programs wanting to continue state recognition. The five programs that sought continued recognition in 2018 are:

- Bates Technical College – Trade Occupations Opportunity Learning Center (TOOL Center) – Building Trades Occupations (Approved continued recognition request)
- Apprenticeship and Non-Traditional Employment for Women (ANEW) - Building Trades Occupations (Approved continued recognition request)
- Tri-Cities Apprentice Preparation Program - Building Trades Occupations (Approved continued recognition request)
- Skilled Trades Preparation (STP) Program SCC Apprentice and Journeyman Training Center - Building Trades Occupations (Approved continued recognition request)
- YouthBuild Spokane Apprenticeship Preparation Program – Building Trades Occupations (Continued recognition request moved to January 2019)

Information on all Washington State Apprenticeship and Training Council (WSATC) recognized apprenticeship preparation programs can be found on the L&I website at the following link:

<https://www.lni.wa.gov/TradesLicensing/Apprenticeship/About/IntroProg/default.asp>

**WSDOT Office of Equal Opportunity – On-the-Job Training Program  
Pre-Apprenticeship & Supportive Services Grant 2017-2019 Award Information**

The following statewide organizations were awarded Pre-Apprenticeship Support Services (PASS) grant funding through a competitive selection process for the 2017-2019 biennium. PASS Grant contracts began in July of 2017, with training schedule start dates varying by organization based on their pre-existing schedules.

**Pre-Apprenticeship Construction Education (PACE) - \$120,000**

PACE is an 11-week apprenticeship preparation program focusing on training diverse students, especially those who are low-income, minority, female, ex-offenders, or veterans. The curriculum includes tool use, material handling, basic construction skills, trades math, tours of jobsites, apprenticeship programs, and preparation for the apprenticeship application process. PACE has recently merged with Apprenticeship and Non-Traditional Employment for Women (ANEW). The two programs, ANEW and PACE, remain distinct in service delivery but unified under one organization.

**JM Perry Technical Institute - \$300,025**

JM Perry Technical Institute is providing outreach, recruitment, and training for individuals interested in the highway construction trades through three training programs: Agriculture Equipment Technician, Construction, and Electrical. The Agriculture Equipment Technician program will prepare students interested in becoming heavy equipment repair technicians, including the mechanical skills identified as in demand for highway construction trades.

**Spokane Community College - \$50,000**

Spokane Community College's Skills Trade Preparation Program (STP) is supplemented with support services funds to provide equipment, transportation assistance and childcare to individuals enrolled in construction trades training.

**Pacific Northwest Ironworkers - \$204,522**

The PNW Ironworkers four-week training program prepares participants to enter into Ironworker apprenticeship and provides direct entry employment opportunities upon completion of the program. Under the grant, the program will expand participation in areas of Southwest and Eastern Washington, connecting with existing Ironworker training programs in those regions.

## **Apprenticeship and Non-Traditional Employment for Women (ANEW) – \$678,110**

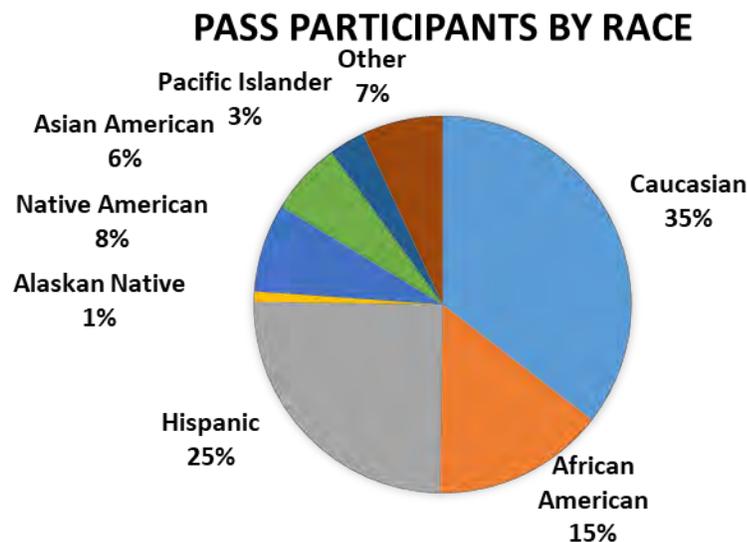
In 2016, WSDOT began the ANEW pilot program. WSDOT is continuing this pilot that involves an extensive collaboration between ANEW, Carpenters-Employers Apprenticeship and Training Trust Fund, Cement Masons and Plasterers Training Centers of Washington, Juvenile Rehabilitation, Department of Corrections, State Board of Community Colleges, and King County Community Services Division. ANEW's pre-apprenticeship program teaches students soft skills, trades math, as well as basic hand and power tool skills. Students opting into specialized trade pre-apprenticeships receive additional trade specific training by the Carpenters and Cement Masons and earn direct entry into the selected apprenticeship program.

### **PASS Grant 2018 Progress Report**

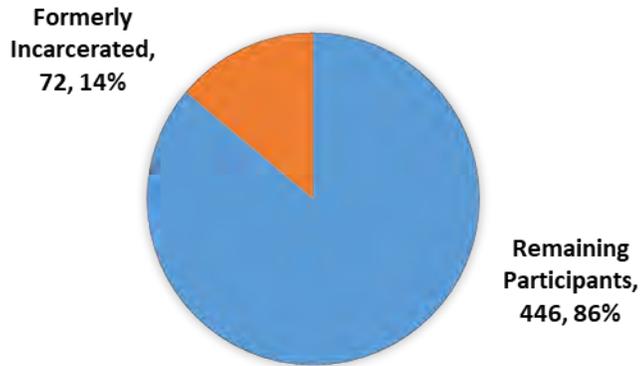
As of July 2018, there have been over 500 PASS Program participants.

- Overall program pre-apprenticeship graduation rate of 89%
- Program participation by race: 35% Caucasian, 25% Hispanic, 15% African American, 8% Native American and various others groups at less than 1%
- Participation by gender: 71% male and 29% female
- 14% of program participants listed their largest barrier as being formerly incarcerated, with various other barriers at less than 5%
- Participation by education level: 58% High School Diploma, 25% GED, and various other levels at less than 10%

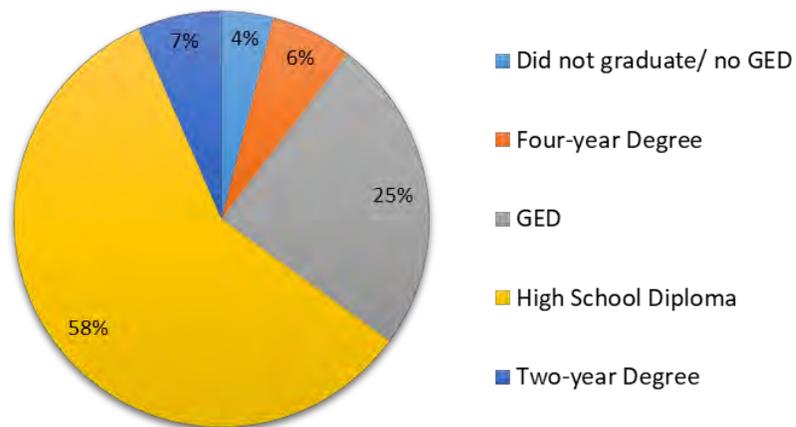
The PASS Program is reaching the traditionally underserved populations in Washington State. The following data shows that PASS dollars are reaching women, disadvantaged races, the formerly incarcerated population, and the GED population. The following Program data and graphics are extracted from PASS Program individual intake data.



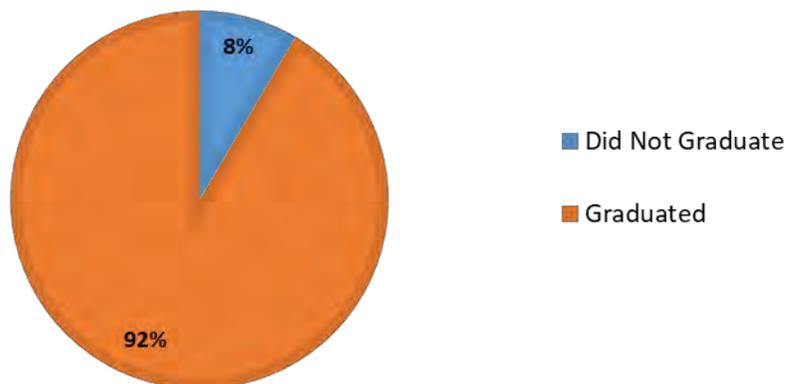
## PASS PARTICIPANTS FORMERLY INCARCERATED



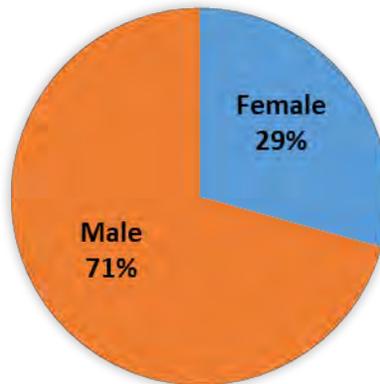
## PASS PARTICIPANTS BY EDUCATION



## 2018 PASS GRADUATION RATE



## PASS PARTICIPANTS BY GENDER



### PASS Program Summaries FY 2018

#### ANEW, King County

ANEW offered seven 11-week classes serving a total of 143 individuals.

Program participation by:

- Race: 47% Caucasian, 28% African American, 11% Hispanic, 6% Pacific Islander, and various others groups at less than 5%;
- Gender: 58% male and 42% female; and
- Graduation Rate: Currently 91% across all training programs

ANEW also worked directly with:

- Carpenters Union: 1-2 week cohorts; and
- Cement Masons Union: 3-week cohorts

#### JM Perry Technical Institute, Yakima

JM Perry Technical Institute served 102 individuals.

Program participation by:

- Race: 71% Hispanic, 14% Asian American, 8% Caucasian, Native American 5% and various other groups at less than 5%; and
- Gender: 98% male and 2% female

Due to the structure of their academic year, the majority of students are still enrolled in their programs, but have been placed in construction internships. The Construction Technology and Agricultural Equipment Technician programs are one year, and the Electrical Technology program is two years.

#### Spokane Community College (SCC), Spokane

SCC offered three 11-week pre-apprenticeship courses serving a total of 61 individuals.

Program participation by:

- Race: 40% Caucasian, 25% First Nation, 10%, Other Race, and various other groups less than 10%;
- Gender: 52% male and 48% female; and
- Graduation Rate is currently 86%

These classes run concurrently with the academic calendar, and run Fall, Winter, and Spring quarters.

### **PACE, King County**

PACE offered two 11-week pre-apprenticeship classes, serving a total of 28 individuals.

Program participation by:

- Race: 38% African American, 32% Caucasian, 11% Hispanic, 11% Asian and various other groups less than 10%;
- Gender: 93% male and 7% female; and
- Graduation rate is currently 96%

### **Pacific Northwest Ironworkers, Western Washington**

The Pacific Northwest Ironworkers offered four 1-week pre-apprenticeship classes multiple times a year, serving a total of 69 participants.

Program participation by:

- Race: 35% Caucasian, 18% Hispanic, 16% African American, 12% Pacific Islanders, and various other groups less than 10%
- Gender: 81% male, 18% female, 1% other
- Program completion rate is 91%
- Retention rate 79% over the course of 2 years
- Total apprentice hours reported: 60,219
- Total Hourly Wages: \$1,566,183.28
- Total Wages and Benefits: \$2,073,728.53 thru August 2018

With PASS funds, the Ironworkers have completed five Ironworker Pre-Apprenticeship cohorts (classes). The Ironworkers have been able to reach and serve under represented populations in the state of Washington, and provide training with direct entry into a career with a livable family wage.

**PASS Program Funds also went to support the following efforts:** sponsorship of an outreach event by R3 Community Services, a non-profit organization targeting services to under-served communities from Tacoma; Quinault Nation Career Outreach day sponsorship targeting tribal community outreach; Genesis Group outreach and recruitment event targeting inner-city Tacoma clients; and a sponsorship to the Women Build Nations event held October 12-14, 2018, in Seattle.

## **Paving the Way with Pre Apprenticeship Support Services: Success Stories**

ANEW welcomed a 52-year-old single mother, originally from Mexico and living in Washington, who has not had an easy path. She worked odd jobs to make ends meet, but was not satisfied with her career and wanted more. She heard about pre-apprenticeship training and was intrigued by the career opportunities ANEW offered, and the benefits and pension that come with working union construction. After attending an informational session, she was hopeful this opportunity might change her life. She learned she could have a career, provide for her family, and be able to send her daughter to college one day. When entering training, she realized she lacked both the experience and knowledge, but wanted to participate and earn her way. She endured the 11 weeks of training and kept up with her classmates, the majority of which were men. She showed everyone that age and size was not a factor, that she had the drive, and that if given the opportunity, she would take full advantage of it. As a result of her stellar attendance and consistent hard work, she was selected to begin working with Local Union 528 Cement Masons and Plasterers. She graduated ANEW's Pre-Apprenticeship Training Program and immediately went to work and is currently a Finisher working on a tunnel project for the Washington State Department of Transportation. She loves her work and is quickly making a name for herself and working to fulfill her dreams, earning \$24.20 an hour.

### **Pacific Northwest Ironworkers Pre-Apprenticeship Direct Entry Cohort, May-June 2018**

In June 2018, fourteen pre-apprentice trainees graduated from their four-week direct entry program that was funded by WSDOT's PASS Grant, with dispatch papers to go to work the following Monday. One graduate wrote, "I am so grateful that your team...came together to help my class. The importance of such a class is tremendous indeed. Not just in the preparation of the people physically. The tools to go to work and being taught safety was a huge help. Thank you from me and my family. Please don't stop Programs like this that impact me and others' lives in the end. Thank you." Other notable successes from this cohort include the highest marks of four women who came from the Department of Corrections' Trades Related Apprenticeship Coaching (TRAC) Program directly into the Ironworkers Pre-Apprenticeship Program after being released from incarceration. These four women led the way in attendance, time trials, and test scores.

The PASS Program invested \$17,789.00 into the FY18 May-June Cohort. As of October 2018, the total earnings reported for this cohort was \$7,322,611.82. The Return on Investment (ROI) of this cohort is 411.64%.

### **WSDOT Office of Equal Opportunity FHWA On-the-Job Training Support Services Program**

For Federal Fiscal Year (FFY) 2018, WSDOT received funds from the Federal Highway Administration (FHWA) for the OJT/SS program in the amount of \$101,699.58.

## **Program Summary**

The primary goal of WSDOT's On-the-Job Training Support Services (OJT/SS) program is to prepare minorities, women and other disadvantaged individuals for entry into the highway construction trades and highway construction related careers, and create a pipeline of individuals ready to work on highway construction projects statewide.

Washington State is experiencing new growth in the construction sector, which has spurred a shift in the previous focus of the OJT/SS program from recruitment to assisting with retention, placement, and the continued employment of minorities and women in the trades. The rebound of the construction industry has contractors, union, and trade organizations alike scrambling to replace the retiring workforce and meet additional workforce demands, which are already reaching deficit levels in the Puget Sound area. Women and minorities continue to be disproportionately represented in the State's construction workforce compared to the diverse demographic population of the State of Washington.

This year has seen a dramatic increase in agency and partner collaboration statewide, and this has had the effect of dramatically shifting progress in areas such as outreach and recruitment. Continued support for apprentices once they are working continues to be an issue, as retention data is low. Approximately 50% of all apprentices (minority, female and white male) are canceling out of apprenticeship programs before they reach Journeyman status.

Progress of the performance period of 2018 includes an increased regional and statewide collaborative effort and partnerships in the region to improve the quality of training, support services, and job placement efforts.

## **Program Goals**

WSDOT will continue to expand coordination and partnership efforts statewide to include state agencies, community based organizations, and other qualified service providers. Coordination of efforts will result in more efficient use of funds, create sustainable partnerships, and lead to higher success in outreach efforts.

Through partnerships with Workforce Development, city, county, and state organizations, WSDOT will continue to coordinate services in an effort to eliminate duplication of services and create unified partnerships at the regional and statewide levels with colleges, workforce development councils, unions, apprenticeship and other agencies. Through regional partnership efforts, of which WSDOT has been a part, systems are being developed to provide assistance with barriers such as driver's license reinstatement. DSHS has services available for worker retraining that include supportive services and assistance with child support and job search and placement assistance. An increased focus on coordination of programs will not only increase sustainability, long term success, and provide a less complicated pathway to services, but it will increase the number of training program options available for individuals statewide.

WSDOT developed a plan to achieve the following five goals for the October 1, 2017 through September 30, 2018 performance period:

### **Goal 1**

**Development and implementation of outreach services coordinated with the DSHS Employment Pipeline, Workforce Development and other agencies that service job seekers and other similar organizations to allow for recruitment from this ready-made “pool” of qualified individuals taking part in dislocated worker/worker retraining programs. Community organizations will be utilized to assist in identifying individuals and helping to direct them to services and training as appropriate. Recruitment and outreach efforts will continue to be expanded into disadvantaged populations such as immigrant communities, disadvantaged youth and those transitioning back into society from incarceration.**

### **Accomplishments**

Note: On December 1 of 2017, the OJT/SS Program underwent a staffing change on short notice.

During FFY 2018, the OJT/SS Program Coordinator and/or a Program Designee attended the following:

Monthly:

Regional Public Owners Meetings (RPO). The goal of this group, which includes the Port of Seattle, King County, City of Seattle, Seattle Housing Authority, Sound Transit, and WSDOT, is to diversify and expand the workforce to meet the regional public construction project demand. This is achieved by working collectively on messaging, sharing program updates, and working to understand shared information to meet the common RPO goal.

Regional Pre-Apprenticeship Collaborative (RPAC). The RPAC has a mission to build an equitable, regional pre-apprenticeship system which provides a direct and sustainable pathway to high-paying careers (with benefits) for local, low-income residents – especially women, black Americans, and other people of color. RPAC is committed to funding and supporting a region-wide approach to outreach, recruitment, education and training resulting in the systematic entry of local, qualified individuals into construction apprenticeships; and to ensure these apprentices successfully complete their apprenticeship and journey out.

Program Updates between OJT/SS Program Coordinator and the WSDOT Apprenticeship Utilization Coordinator. This monthly meeting serves as an opportunity for program sharing and information gathering to understand how goals are being met for apprenticeship utilization on federally funded projects. Over the course of the past year, progress has been made with better communication across programs to increase partnership and collaboration.

Quarterly:

OJT/SS Program Coordinator attended the Apprenticeship Utilization Advisory Committee Meeting in Lakewood with representatives from the WSDOT Construction office, and representatives from Union trades and Construction companies.

## **Goal Two**

**Marketing and promotion of the program by utilizing multiple media sources and different types of events/venues and taking advantage of technology to create informative program information. Target tailored recruiting efforts to the desired audience, keeping in mind age, preferences for social or printed media, etc.**

### **Accomplishments**

The OJT/SS Program supported the following Construction Career Days (CCD) Statewide to facilitate youth recruitment into the highway construction trades throughout the year:

- Spokane, October 11-12, 2017, approximately 850 students
- Tri-Cities, October 1, 2018, approximately 630 students
- Spokane, October 10, 2018, approximately 620 students
- King County, October 11, 2018, approximately 700 students; and
- Pierce County, November 14, 2018, approximately 1300 students

At each event, OJT/SS representatives were on hand to talk about On-the-Job Training Support Services. The OJT/SS Program also covered insurance for the events statewide.

## **Goal Three**

**Develop a contract for award to provide recruitment, training and job placement services.**

### **Accomplishments**

Apprenticeship and Non-Traditional Employment for Women (ANEW) was contracted to provide recruitment, training, and job placement services.

A highlight of ANEW's accomplishments is:

ANEW ran seven 11-week classes serving a total of 143 individuals. Program participation by:

- Race: 47% Caucasian, 28% African American, 11% Hispanic, and various others groups at less than 10%
- Gender: 58% male and 42% female

ANEW worked directly with the Carpenters Union: 1-2 week cohorts, and the Cement Masons Union: 3-week cohorts, and the program graduation rate is currently 91% across all training programs.

#### **Goal Four**

**Provide supportive services in the form of limited tuition and program assistance for highway construction-related existing pre-apprenticeship training programs. This will include providing support for training programs in the form of classroom materials related to training, limited equipment rental, and other approved activities that are designed to increase the overall participation of minorities and women in federal-aid highway construction projects. Priority will be given to programs in areas of the state where there are limited opportunities to participate in pre-apprenticeship and apprenticeship training or to females and minorities in need of assistance with no other funding alternatives.**

#### **Accomplishments**

- A total of \$15,404.33 was invested to support 62 individuals with an average of \$248.45 per individual
- Support Services provided by race: 35% Caucasian, 18% Multi-race, 16% African American, 11% Hispanic, and various other groups at less than 10%

#### **Goal Five**

**Continue to develop the scholarship program to provide assistance to individuals interested in attending a preparation program in the identified highway construction areas OJT supports. A pre-determined number of scholarships will be available, with criteria for application, selection and award developed. Relative applicant information will be collected, and tracking from enrollment through program completion and employment will be gathered to determine usefulness and effectiveness of a scholarship program.**

#### **Accomplishments**

The OJT/SS Program was awarded \$14,000 to administer in scholarships and tuition assistance. Candidates who met all the application requirements were considered.

Scholarships were awarded in the total amount of \$12,815.00. Recipients included several formerly incarcerated men and women, people of color, and other minorities and those facing disadvantages. Scholarship and tuition assistance went to those in the following construction trades: Inside Lineman Electrician, Operating Engineers, Diesel Tech Mechanics, CDL training, and Pre-Apprenticeship training costs.

The scholarship and tuition assistance funds were awarded across the state, including these cities: Renton, Spokane, Yakima, Burlington, and Ellensburg.

### **Paving the Way with On-the-Job Training Support Services: Success Stories**

One scholarship was awarded to a formerly incarcerated female who was driven to apply for, and was accepted into, the Operating Engineers Program that has a rigorous, competitive application process, and they only take new students once per year. This individual was given a glowing recommendation from the Apprenticeship Coordinator, and her essay highlighted her life story including her incarceration and her determination to create a new life for herself in the construction trades. Since her program spans more than this fiscal year, the OJT/SS Program Coordinator will reach out in 2019 for her progress report.

Another scholarship was awarded to a formerly incarcerated man who had spent seven years in prison. While there, this individual was transformed by taking part in the available educational opportunities, and upon release, enrolled in Walla Walla Community College to finish his education as a Diesel Technician. The OJT/SS Program was able to award him tuition assistance toward his CDL Training and Diesel Technician Program.