



**2016 Annual Report  
WSDOT Office of Equal Opportunity  
On-the-Job Training Support Services Program**

**Contents**

<b>OJTSS Program Overview.....</b>	<b>2</b>
<b>FHWA funded OJTSS Activities.....</b>	<b>2</b>
<b>Pre-Apprenticeship &amp; Support Services (PASS) Grant Overview.....</b>	<b>12</b>

## **Background**

As required by RCW 47.01.435 *Highway Construction Workforce Development – Reports*, the Washington State Department of Transportation (WSDOT) in coordination with the Washington State Department Labor and Industries (L&I) is required to submit a report to the legislature annually which outlines progress related to highway transportation workforce development. This statute furthered Washington State’s commitment to the On the Job Training Support Services (OJT/SS) Program. This statute requires WSDOT to expend federal funds received under 23 USC Section 140(b) to increase diversity in the highway construction workforce. To effectively utilize all available resources to deliver the most comprehensive services available, this statute is a collaborative effort between WSDOT and L&I. WSDOT and L&I provide services to prepare individuals interested in entering the construction workforce. These services include pre-apprenticeship programs, pre-employment counseling, orientation to the programs, basic skills improvement classes, career counseling, remedial training, entry requirements, transportation assistance, child care, jobsite mentoring, retention services, and safety equipment and tools.

ESHB 2524, Section 217 (3) requires reporting on the grant program funded through the Connecting Washington program (Pre-Apprenticeship & Support Services). The Department is required to report on grants that have been awarded and the amount of funds disbursed to organizations that are providing OJT and support services.

For Federal Fiscal Year (FFY) 2016, WSDOT received funds from the Federal Highway Administration (FHWA) for the OJT/SS program through an allocation formula in the amount of \$176,356.00.

## **Program Summary**

The primary goal of WSDOT’s OJT/SS program is to prepare minorities, women and other disadvantaged individuals in highway engineering, construction and construction-related fields for employment with prime contractors, municipalities and state government.

The WSDOT 2016 Statement of Work continues to utilize a pre-established foundation of successful relationships with pre-apprenticeship providers (e.g., Seattle Vocational Institute (SVI), Apprenticeship and Non-Traditional Employment for Women (ANEW), Tulalip Tribes, etc.) and that assists WSDOT in service delivery to reach the goal of establishing a highly successful highway workforce development program.

Washington State is experiencing new growth in the construction sector, which has spurred analysis of the current focus of the OJT/SS Program from a sole focus on recruitment to assisting with retention, placement, and the continuing employment of minorities and women in the trades. The rebound of the construction industry has construction and union organizations alike struggling to replace the retiring workforce and to meet workforce demands, which are already reaching deficit levels in the Puget Sound area. Women and minorities still continue to be

disproportionally represented in the State's construction workforce compared to the diverse demographic population of the State of Washington.

Progress of the performance period of 2017 includes an evaluation of the current WSDOT OJT/SS program, an increased regional/statewide collaboration effort and re-evaluation processes and partnerships in the region to improve the quality of training, support service and job placement efforts. These efforts will be outlined in the information provided in this report.

### **Program Goals**

Through a prior needs assessment study, WSDOT identified goals based on strategies designed to have the greatest impact on the removal of the most common barriers to employment in the construction industry across the State of Washington. WSDOT established the following seven goals for the Federal Fiscal Year (FFY) 2016 OJT/SS performance period, and performed the following activities.

### **Accomplishments:**

***Goal 1: Through partnering with consultants and community based organizations, the continued development and implementation of recruitment/referral services, intake screening, assistance with job placements and related supportive services to increase and support continued participation and maintain job retention for minorities and women on federal-aid highway construction projects. Provide education and training to contractors so they can understand current systems that are in place (i.e WorkSource Programs for apprentice reimbursement programs) to encourage them to support and employ entry level apprentices. Support outreach into the public schools to educate students, parents and educators about opportunities***

### **Results:**

OEO provided statewide training from January to March 2016 to regional personnel and contractors. During this training, the OJT program and how it relates to contractors was explained in depth, and how contractors could use the OJT program for assistance in locating female and minority workers to assist in meeting contract goals.

Contractors were surveyed as to their knowledge of the OJT program, how the program could better assist them, and if they are interested in partnering on outreach or other efforts (results will be submitted separately along with the results of the current needs assessment).

WSDOT connected with Lakeside Industries to determine how to coordinate services around outreach into the public school system. Public school outreach is a long term strategy that is important in ensuring a future workforce. Public schools are reducing exposure to the trades as part of the curriculum, and WSDOT in partnership with contractors will be able to reach children

in middle and elementary school in addition to high school to develop and maintain an interest and education around the trades. Currently, Lakeside has a program in place, and Lakeside and WSDOT are in early discussions of how to partner further on this effort and involve other interested organizations. Several other contractors that participated in the survey indicated interest in assisting with public school outreach and participating in the efforts to train and place pre-apprenticeship and training program graduates.

During the first quarter, the OJT Coordinator performed outreach and coordination around the Pre-Apprenticeship and Support Services (PASS) Grant funded for \$5.25 million through 2021 in the Connecting Washington Transportation Investment package. This effort focused on outreach into Seattle immigrant communities, identified Seattle Priority Zipcodes that have a disproportionate number of minority individuals living at or well below the poverty level, and other low income, underemployed individuals statewide. The purpose of the grant program is to provide barrier removal, training and apprentice support, and is being connected with the current OJT/SS Program funded through FHWA. This combined effort will continue to focus on highway construction and employment, and will continue to expand to inform individuals about options in highway construction careers and support their entry.

On July 30, 2016, WSDOT On-The-Job Training staff co-sponsored outreach at the Filipino Community Center in Seattle. Recruitment was held in conjunction with a pilot program funded through WSDOT state PASS grant funds. Eleven individuals were recruited into the ironworker's program as a result of this outreach in connection with community partners. Ten individuals were employed at \$25.63 per hour.

### **Construction Career Days (CCD)**

Events in Seattle, Spokane, Tri-Cities and Pierce County were supported in 2016, and the costs per event are shown on the chart below. Due to rising costs associated with the events, amounts have exceeded original projected amounts of \$2,500. Events have been informed that next year's allocations will be reduced from \$176,356 to \$117,801 due to cuts in the 2017 funding. WSDOT's Office of Equal Opportunity (OEO) provided costs for insurance (\$663.65) and 2,500 bags (\$3400) for students at each event. The CCDs, although difficult to follow up with in terms of recruitments, are part of the statewide long-term strategy of continuing to engage the K-12 school system, contractors and providing education about the trades to high school and elementary students.

These events are proving to be an important tool to inform counselors and educators about options in construction careers. Part of the difficulty in creating pre-apprenticeship programs in high schools and increasing support for existing skill centers is the lack of support from schools in guiding students towards apprenticeship. Currently, the focus of most schools is to get kids to college, and students are not being informed of construction apprenticeship opportunities. Funds were used from the tuition assistance program to supplement the difference between the allocated amount and the actual cost.

<b>FFY 2016 Construction Career Day Expenses</b>			
<b>Date</b>	<b>Location</b>	<b>Purpose</b>	<b>Amount</b>
10/4/2016	<b>Pasco, WA</b>	Fairground Rental	\$ 1,250.00
		Security	\$ 720.00
		Personal Safety Equipment	\$ 1,091.66
10/6/2016	<b>Seattle, WA</b>	Fairground Rental	\$ 3,500.00
10/12-13, 2016	<b>Spokane, WA</b>	Fairground Rental	\$ 3,300.00
5/27/2016	<b>Pizza, Pop and Power Tools, Spokane, WA</b>	Personal Safety Equipment	\$ 329.58
		Equimpment Rental	\$ 699.76
11/17/2016	<b>Pierce County Cons. Career Day, Puyallup, WA</b>	Personal Safety Equipment	\$ 3,500.00
<b>Total all events</b>			<b>\$ 14,391.00</b>

**Goal 2: Provide resources and/or referrals to eliminate the following barriers: Driver license reinstatement, drug and/or alcohol abuse, inadequate math skills, Limited English Proficiency (LEP), safety vests and related equipment, high school diploma/GED, and public transportation assistance.**

WSDOT has partnered with Sound Transit, King County, Port of Seattle, King County and the City of Seattle (referred to as the Public Owners) to coordinate and leverage resources in overcoming barriers and preparing females and minorities for entry into the trades. The City of Seattle and King County are leveraging existing partnerships with service organizations to provide barrier removal. Relationships have been established with the court systems and state agencies to help females and minorities receive assistance in reinstating suspended drivers' licenses through reducing fines, establishing payment plans and using community service to pay off debts. This is a huge step forward, as driver's license issues are one of the top barriers to employment in the trades in the Puget Sound area.

On April 8, 2016, The OJT Coordinator participated in the Regional Pre-Apprenticeship Collaborative meeting in Seattle. This meeting consisted of representatives from city, county and state agencies, apprenticeship, the Mayor's Office and community members to discuss programs and steps that can/are being taken to remove the barrier caused by a suspended driver's license to minorities and females interested in apprenticeship. This discussion was an extension of the steps the Public Owners took to help leverage the ability of public agencies to help make these changes. Graduates that completed pre-apprenticeship training and are working in construction that were able to receive assistance with driver's license issues were present to speak to the need of removing this barrier. This is a statewide issue, and the hope is to learn best practices that can be implemented in other parts of the state to provide similar assistance.

On June 19, 2016, WSDOT's OJT Coordinator attended the Public Owners meeting. An important outcome of this meeting was to convene a meeting with the Western Washington

Apprenticeship Coordinators (WWAC) and create a meeting agenda to discuss with area apprenticeship coordinators their needs and issues around preparing individuals, specifically minorities and females, for entry into highway construction trades. This meeting was held on July 15<sup>th</sup> and provided valuable input from apprenticeship coordinators and service providers as to how we can focus our efforts as public owners to support the regional effort of recruitment, training and removing barriers.

On August 8, 2016, WSDOT's OJT Coordinator met with ANEW to discuss supportive services. ANEW currently operated the Apprentice Opportunity Project (AOP) funded through Port Jobs. This program previously was only available to residents of King County, but is now available to those in need of supportive services statewide. In managing this program, ANEW has established an effective process to provide supportive services, and WSDOT is looking into ways to support this program with state funds and how to supplement individuals that need supportive services with federal OJT funding as needed. This approach will provide a consolidated, more effective way of providing services while making services available to more individuals, rather than using WSDOT funds to duplicate their effort.

**Goal 3: Provide tuition assistance for highway-related construction pre-apprenticeship training programs.**

Tuition assistance was provided to Seattle Vocational Institute PACT (SVI), ANEW, Tulalip tribal training program and the newly established Pre-Apprenticeship Construction Education (PACE) program. The Tulalip program has been the only program consistently seeking tuition assistance, but the demand for funding all statewide pre-apprenticeship programs has exceeded the level of available funds.

**Results:**

**Akana Southwest Washington Program (\$100,000 contract from 2015)**

At the completion of the contract with Akana for OJT/SS and training, 20 individuals had been provided training and support services. Fourteen were employed in the highway construction trades, five returned to school to acquire additional training or were completing the application process to enter their chosen trade. One individual opted out of the program before completion. The contract performance period was from August 2015 to August 2016.

**January 2016 Tulalip TERO Construction Training Center – (\$22,000)**

Tuition assistance was provided to the Tulalip TERO Construction Training Center for pre-apprenticeship training for 22 students for the Winter Cohort that began in January 2016. The class graduated in May 2016.

**September 2016 - Tulalip TERO Vocational Training Center – Tulalip Reservation (\$26,022)**

Eighteen students were enrolled in the Fall 2016 cohort of the Tulalip vocational Training Center Pre-Apprenticeship Program, which began in mid-September. Funding was provided for OSHA, safety and first aid training. The class graduated December 12, 2016, and the program will provide summary information and placement results in late January 2017.

Of the total members of the first graduating group, 63% were employed in a construction trade within a month of graduation. The total class members consisted of additional class members that were not supported with WSDOT funds.

**PNW Ironworkers Apprenticeship Training Program – Tukwila (\$8,668)**

As a result of co-sponsored outreach with the Filipino Community Center in Seattle, recruitment was held in conjunction with a pilot program funded through WSDOT state PASS grant funds. Eleven individuals were recruited into the ironworker's program as a result of this outreach in connection with community partners.

Eleven students graduated from the Ironworkers training program. Three students were employed upon graduation, with two completing driver's license requirements and ready to start work when the license was obtained. The remaining eight students were employed within two weeks of program completion. While the majority of the program was funded through the WSDOT PASS grant, \$8,668 was provided through the OJT tuition assistance program. Each individual was employed starting at \$25.00 per hour. The ironworkers will continue to provide employment and tracking data for up to two years after the beginning of employment.

**ANEW – Seattle (\$27,981)**

Apprenticeship & Non-traditional Employment for Women was able to increase enrollment for cohort 90. Twenty participants enrolled. Enrollment increased among people of color from 43% to 52% and people living in the economically distressed zip codes increased from 28% to 35% overall. The shop days were increased to ensure that students get hands-on shop experience, almost double the amount compared to last cohort.

**PACE – Seattle (\$6,000)**

The following students completed the Pre-Apprenticeship and Construction Education Program in August of 2016. The class results are as follows:

- One student is a working apprentice with Laborers Local 242.
- One student has an application into the apprenticeship with Laborers 242.
- One student is in the process of entering the electrical inside wireman apprenticeship.
- One student has an application in to the ironworker's apprenticeship and is waiting for try outs.
- One student has an application into the sheet metal apprenticeship and has taken and passed the entry test. They are expecting to bring in a new class of apprentices in April 2017.

- One student has an application into the heavy equipment operators. Their process is lengthy, and interviews will be conducted in early 2017.

**Washington State Construction Mentor Program - \$16,000 (Renton)**

This program is a new effort by the Construction Center of Excellence that is connected with increased attention on retention of women and minorities in the trades. “Mentorship Matters” is a program that is widely and successfully used in Canada to train apprentices and journeymen around being a mentor to an individual in their trade. Training was delivered in early September, 2016, with 33 individuals participating in the training.

**Seattle Vocational Institute (\$7,452.80)**

Tuition assistance was provided for three quarters to two individuals. Each are currently enrolled and will complete the program by January. One is still enrolled in the program, another is applying to join the Carpenters and one is not working due to additional barriers the program is working to help remove.

**Skilled Trades Prep Program – Spokane (\$10,206)**

STP is completing its first year of pre-apprenticeship training in the Spokane area. It is the only existing pre-apprenticeship program in the eastern part of the state. The program is funded through the Adult Basic Education program, which allows it to be offered for a cost of only \$25 per student. The equipment provided through WSDOT has allowed the program to give students experience with a broader variety of tools and equipment, and reinforce their training in construction apprenticeship programs. Program assistance provided to this program supplied the following to help the program continue to grow and accommodate more students.

- Forklift rental for two lifts used in the Forklift Operation Certificate courses. Students learned the practical and technical aspects of operating a forklift. The instruction for this certificate is conducted by Western States Operating Engineers faculty.
- Personal Protective Equipment (PPE) including hard hats, safety glasses, ear protection, vests and gloves. Students use PPE daily and are comfortable wearing it. Safety is the most important part of any job, and is taught daily in STP.
- Equipment for classroom use including but not limited to pipe machine, conduit bender, welder, drive saws, drills, roto hammer, E.A. lasers, hammers, saws, and drivers. Having equipment in the class enables students to learn using hands-on activities to reinforce the basic concepts of the apprenticeship programs.

Although STP is a sustainable program (mainly funded through the Adult Basic Education Program), the additional funds received from FHWA and state funds has allowed the program to exposes students to a broader variety of tools and equipment and reinforce their training in construction apprenticeship programs.

**Goal 4: Creation of a 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.**

**Results:**

The Highway Construction Trades Scholarship program was introduced in January 2016. The program offers tuition assistance to females, minorities and socially/economically disadvantaged individuals that are interested in training in the highway construction trades. To date there have been four applications submitted for review. Two are from females interested in the trucking and heavy equipment trades. The program will be promoted at the Eastern and Western Coordinators meetings and the Association of General Contractors organization in Spokane. This outreach has promoted additional interest and more applications as a result of this outreach.

This program underestimated the amount of tuition necessary for individuals pursuing training outside of pre-apprenticeship programs. There has been high interest from women that are interested in pursuing heavy equipment operation, and from Hispanic males in the central areas of the state interested in electrical programs. Both of these areas are experiencing extremely high demand for female and minority workers, and this scholarship may prove to be a better avenue for targeting some of these programs that women and minorities may not be able to otherwise afford to enter. These are programs that are typically more expensive for individuals to attend without support. The scholarship program also provides a better opportunity for tracking and one-on-one support with continuing supportive services. Because of this and the opportunity it appears to be providing for our target population, particularly females, some funds allocated for tuition assistance may be used to award additional scholarships to selected individuals.

**Current Status:**

One female that attended West Coast Training (WCT) was employed in July with Johnson & Maddox as a heavy equipment operator. She was the first female operator hired in the company's 41-year history. She is making \$20 per hour plus benefits. She credits the support she received from WSDOT's scholarship program for being able to fulfil her dream and move from long term unemployment to a family wage career.

Another female has not responded to requests for follow up, but WCT's career counselor indicates that she has been employed since her graduation in August.

Another female is employed with Fed-Ex driving their semi-trucks. She is still interested in work in the construction industry but is using her CDL to provide for her family while she continues her job search.

A minority male is currently enrolled in a multi-quarter program with Perry Tech. He has requested additional funding to continue his program, and any additional awards will be considered based on his current progress. Over 90% of Perry Tech's graduates are hired upon completion, and are highly sought by employers statewide.

Another female is attending West Coast Training for heavy equipment. She has been long term unemployed and receiving state assistance while living with relatives. She will finish her heavy equipment training program in November and will continue additional training to get her CDL-A.

**Goal 5: Continue to coordinate statewide outreach activities with various partners (community colleges, community and trade based organizations, training programs, etc.) to establish sustainable adult construction pre-apprenticeship programs in multiple statewide locations.**

Results:

With the increased regional interest and funding available to support training and supportive services statewide, WSDOT is collaborating with various agencies and organizations to coordinate outreach efforts, streamline services and avoid duplication of services. WSDOT is participating in the Joint Retention and Recruitment Committee (a subcommittee of the Washington State Apprenticeship and Training Council). This committee is made up of individuals that represent apprenticeship training, city and county organizations, the community college systems and pre-apprenticeship training programs. Through this network, WSDOT is able to coordinate services within existing supportive services networks to expand outreach and opportunities for females, minorities and socially/economically disadvantaged individuals. WSDOT has approached South Seattle Community College to develop the idea of establishing a construction academy aimed at preparing females, minorities and socially/economically disadvantaged individuals for careers in the highway trades. The program would expand upon the current trades identified and recruited by WSDOT to include programs in highway IT, surveying as well as the traditional highway trades. The program would be offered with college credit, and give participants the option to continue on to a second quarter program to begin pursuing a degree in their desired highway construction field, or return to school later after gaining work experience. Contractors would be encouraged to connect with the program, and donate time or services to the benefit of the program participants.

WSDOT continues to support tuition assistance with Seattle and Spokane pre-apprentice training programs, and is continuing to build the program under contract with Akana and constructing Hope in the Southwest Washington area.

On August 10, 2016, the WSDOT OJT Coordinator attended the Quinault Tribal career day event. 100 Native American youth from several tribes in Western Washington attended. The

event was a success, and WSDOT partnered with the Laborers and Lakeside at the event to present students with an opportunity to learn about support services, training and employment opportunities in a coordinated effort.

On August 31, 2016, the WSDOT OJT Coordinator met with Lakeside Industries, PNW Laborers, Ironworkers to discuss logistics around establishing a construction career day in Southwest Washington. A date for April of 2017 has been tentatively planned.

On September 15, 2016, the WSDOT OJT Coordinator visited the Ironworkers training class in progress with State Senator Karen Keiser and State Senator Pramila Jayapal. The group met with the students and discussed their vision for the PASS grant funding. This training was supplemented with funding (approximately \$8,000) from the FHWA OJT program.

**Goal 6: Marketing and promotion of the program by utilizing consultants, multiple media sources and different types of events/venues. Target tailored recruiting efforts to the desired audience, keeping in mind age, preferences for social or printed media, etc.**

Through connections with organizations that are making efforts in the recruitment and support of minorities and females, WSDOT has increased awareness of the OJT program. Through the marketing of the State funded PASS Grant Program, WSDOT has also gained additional recognition for the OJT program. Media marketing has been a challenge as the state must be mindful of social media protocol, and the audience reached through current WSDOT social media is not the same audience for those interested in apprenticeship program training and entry. An alternative to this has been using memberships at meetings, GovDelivery systems, newsletters and outreach to inform organizations and networks about WSDOT OJT Supportive Services. The scholarship program has generated more interest in the program, which indicates that the outreach efforts are making progress. Revising publications has been an ongoing effort, since WSDOT's role in pre-apprenticeship and apprenticeship outreach recruitment and training is shifting in alignment with regional and statewide efforts.

**Goal 7: Establish a method for collecting and understanding metrics on any program supported by WSDOT funding. Information to be collected includes recruiting, training, program completion, job placement, supportive services provided and follow up to be completed at determined intervals up to one year after program completion. This will allow for the compilation of data on program effectiveness, barriers to program completion and employment, and retention and employment statistics for program graduates.**

Information is being collected on every participant that is funded with WSDOT funds during training and the provision of supportive services. Programs and participants are being tracked into employment to determine placement and success in their chosen highway construction career. Tracking participants after program completion has proved to be somewhat of a challenge, but with recent classes, individual contact information has been collected, and

WSDOT will attempt to contact these individuals to determine job placement, or reason graduates were not successful finding work in highway construction.

**Office of Equal Opportunity – On-the-Job Training Program  
Pre-Apprenticeship & Supportive Services Grant 2015-2017 Award Information**

After an extensive competitive process, the following organizations were awarded funds to provide outreach, training and supportive services to females, minorities and socially and economically disadvantaged individuals across Washington State:

- ANEW (King County) - \$89,378
- JM Perry Tech (Yakima County) - \$88,107
- Spokane Community College (Spokane County) - \$62,505
- Cooper Zietz/Akana (South West Washington) - \$120,000

In addition, each of the following programs received \$33,336 for tuition assistance and supportive services for students enrolling in their pre-apprenticeship program:

- Seattle Vocational Institute PACT program
- Tulalip Vocational Training Center
- King County PACE Program

WSDOT has developed a pilot program with an allocation of \$225,000 to two community organizations that work specifically with immigrant populations in King County: Partner in Employment, in partnership with the South King County Emerging Community for Equity; and The Coalition of Immigrants, Refugees and Communities of Color. These two organizations are familiar with the unique needs of the members of these communities. A partnership with the Ironworkers was also created as part of this program to provide direct training and job placement opportunities. The intent of this pilot program is to develop a new model for partnership that community organizations can use to learn how to create programs and partnerships with apprenticeship that will qualify for grant assistance to connect their community members with the heavy highway construction industry.

A total of \$63,000 has been allocated to create a statewide supportive services program that will provide supportive services to first year apprentices, and to continue to develop outreach strategies to connect communities statewide to the grant opportunity.

During the first quarter, roundtable meetings were held in Seattle, Pasco and Spokane to get community feedback about the topic of pre-apprenticeship and supportive services and how the funds can best be used.

At the roundtable sessions, a timeline was announced, indicating that the application process would be made available early in 2016, allowing WSDOT Office of Equal Opportunity the opportunity to develop a fair and effective program to complement current statewide pre-

apprenticeship efforts.

As the program guidelines were drafted, priorities were given to projects that would address the following needs:

- Serve areas with high concentrations of minorities, females and above average to high unemployment and/or priority zip codes.
- Create training opportunities in areas of the state where none currently exist.
- Coordinate with existing community partners and utilize other resources to create sustainable programs that will continue to serve the community.
- Provide post training counseling, mentoring and employment support to ensure pre-apprenticeship training graduates are entering the construction trades and remaining employed in the trades.
- Partner with employer organizations that can facilitate employment opportunities for program graduates, and provide other advantages that can create better employment opportunities.
- Create innovative methods and sustained partnerships to address the needs of training and supportive services programs to meet the needs of upcoming highway construction workforce shortages.
- Develop and expand programs that will increase outreach and information available for women and minorities to inform them of opportunities to have careers in the highway construction workforce.
- Create a program in partnership with community and other organizations to educate parents, students and teachers in the K-12 schools about apprenticeship and careers in the highway construction workforce and trades.
- Increase provision of supportive services that will allow women and minorities to not only complete training programs, but to provide services that will enable them to overcome barriers to employment in the first year of apprenticeship.

Organizations applying for funds to provide training and/or supportive services must be recognized or certified to provide the services for which they are requesting funding. As examples, an organization wishing to provide pre-apprenticeship training must have Washington State Apprentice and Training Council recognition; also, daycare centers providing services for those enrolled in pre-apprenticeship training must meet DSHS guidelines for childcare providers. Reporting requirements will be established for each organization receiving funds so long-term benefits, gaps in services and program success can be tracked and analyzed.

The Pre-apprenticeship & Supportive Services grant was launched on February 16, 2016.

### **PASS Grant Awardees Project Summary**

#### **Akana, Vancouver, WA**

The awarded project focuses on pre-apprenticeship training and job readiness support focusing on women, minority, and economically disadvantaged individuals. Major elements of the project include:

- Outreach and Recruitment, pre-apprenticeship training, job placement assistance, job readiness support (tools, boots, protective clothing, and travel assistance), mentoring, case management, and project management and reporting.
- Two pre-apprenticeship training classes - one for women and one for minority and/or economically disadvantaged men. Each course is expected to have 12 students.

Akana partners or conducts outreach with the following organizations: Washington State Department of Social & Health Services, Clark County Community Services, Salvation Army-Women's Ministries and Social Service Programs, WorkSource, Boys & Girls Club, Vancouver Housing Authorities, Share Programs, YMCA-Independent Living Skills Program, Goodwill Employment Assistance, Clark College Veterans Resource Center, Work Source Veterans Assistance Program.

#### **Apprenticeship and Non-Traditional Employment for Women (ANEW), Renton, WA**

ANEW will continue to address the lack of gender diversity in the construction workforce, and provide programs that tackle the challenges faced in a male-dominated industry by developing a pre-apprenticeship program that focuses on proven strategies for improving the pipeline into construction jobs for women. The program will provide women who are interested in pursuing a career with the highway building and construction trades, and who meet the minimum student participation requirements, an opportunity to participate in a training program where they will receive intense training and where the curriculum will focus on job readiness, technical skills coursework (concrete flatwork, blueprint reading, site plans, site work, tools use, etc.) & OSHA 10 certification, as well as interviewing skills, life skills & career exploration. Trainees will be provided assistance to become placed into Washington's highway construction trade unions, apprenticeship programs & with WSDOT highway construction contractors.

The expansion will include serving the Finishing Trade Institute and Construction Industry Training Council with support services and retention services for the apprentices enrolled in their respective program in the expanded counties of Thurston, Benton, Franklin, Kitsap and Yakima. The expansion will also serve the women completing the Trades Related Apprenticeship Coaching Program at the Washington Correction Center for Women with support and retention services.

The expansion will also increase the number of women trained in the Trades Rotation Program by 25% including a training program expansion serving women of Pierce County in collaboration with Clover Park Technical College. In addition, the expansion will include the enrollment and case management of ten immigrants through training, support services, employment placement and retention services.

### **Perry Technical Institute, Yakima, WA**

Perry Technical Institute's project will train individuals for the Highway Construction Trades through the addition of a Construction program that began October 3, 2016. The program has been approved as a one-year training that will prepare students for entry-level work, providing students with a broad base of knowledge and skills necessary for employment including learning about layouts, blueprints, tool usage, safety and concrete. As with all Perry programs, the Construction Program will also encompass the soft skills that result in effective employees. The training will be operated much like a job site with students dressing appropriately, clocking in and out and being held to strict standards for behavior and conduct, including participation in random drug testing. The importance of safety will be incorporated into every aspect of the training. The program is open to 20 students and will take place on the Perry Technical Institute campus. Upon successful implementation, Perry will determine whether or not it is feasible to expand the program to reach more students.

In addition to the technical skills training, Perry will work with students to help them understand the employment opportunities available to them and help them prepare for careers in fields such as the Highway Construction Trades. This exposure will occur through speakers on the Highway Construction Trades, a field trip to job sites and participation in relevant career fairs. Perry's career services department will work with individuals on job searches, resume preparation and interview skills.

Perry will work with the Association of General Contractors Apprenticeship Center and help students understand the program and benefits available to them. For students interested in pursuing this path, Perry will facilitate having an AGC Apprenticeship representative on campus to answer questions and facilitate recruitment.

### **Spokane Community College, Spokane, WA**

This project is designed to strengthen the pathways for women and minorities into apprenticeship trade programs through our pre-apprenticeship program and to help the students obtain employment in the construction trades. The grant will provide support services and necessary classroom equipment to prepare students of entry into the trades.

Several partnerships have been created that will be valuable to this project and will strengthen SCC's partnerships. The STP Navigator is provided through a partnership with Work Source. The Next Generation Zone (through ESD 101) will provide training for their students in areas they currently do not train in (flagging and fork lift driving) and will refer students to the STP program as appropriate. This endeavor will strengthen our partnership with the Apprenticeship Training Council by providing more students financial assistance as they enter their programs.

### **Pre-Apprenticeship Program Tuition Assistance**

The TERO Vocational Training Center (TVTC) program operated by the Tulalip Tribe, the Seattle Vocational Institute (SVI) and the Pre-Apprenticeship Construction Education Program (PACE) all received \$33,336.00 each to support the current programs and provide tuition assistance support for those that need help paying for training. These three programs will be reporting on fund use as are the other grant recipients.

The following chart shows the recipients of the grants, the amount awarded, and the amount expended through November 1, 2016.

**Total PASS Grant Spending  
July 1, 2016 – November 1, 2016**

<b>Organization</b>	<b>Award</b>	<b>Total Spent as of 11/1/2016</b>	<b>Total Remaining</b>
Akana	\$120,000.00	\$ 31,257.77	\$ 88,742.23
ANEW	\$ 89,378.00	\$ 22,657.03	\$ 66,720.97
Perry Tech	\$ 88,107.00	\$ 25,061.76	\$ 63,045.24
SCC	\$ 62,505.00	\$ 11,359.20	\$ 51,145.80
PNWIW	\$ 75,000.00	\$ 11,359.20	\$ 44,045.61
PiE	\$ 75,000.00	\$ 23,800.00	\$ 27,800.00
CIRCC	\$ 75,000.00	\$ 2,638.35	\$ 72,361.65
PACE	\$ 33,336.00	\$ -	\$ 33,336.00
SVI	\$ 33,336.00	\$ -	\$ 33,336.00
TVTC	\$ 33,336.00	\$ 40.00	\$ 33,296.00
WSDOT funds for outreach and support services	\$ 65,002.00	\$ 6,000.00	\$ 59,002.00
<b>Totals</b>	<b>\$750,000.00</b>	<b>\$ 128,173.31</b>	<b>\$ 513,829.50</b>