



Washington State Department of Transportation

WSDOT Office of Equal Opportunity Pre-Apprentice Support Services and On-the-Job Training Support Services Program 2019 Annual Report

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Background

As required by Revised Code of Washington (RCW) *47.01.435 Highway Construction Workforce Development – Reports*, and ESHB 1160, 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 2019 Progress Summary

The Washington State Apprenticeship & Training Council’s (WSATC) list of recognized Apprenticeship Preparation programs continues to grow, reaching 28 programs as this publication goes to print. The vast majority of programs prepare individuals for construction trade apprenticeships with additional programs being added servicing manufacturing and information technology. A new development over the past year is very encouraging. Registered Apprenticeship Sponsors are stepping forward to offer their own, trade specific, direct entry programs. The Ironworkers were the first trade to offer this direct entry pathway with the Laborers, Cement Masons and Carpenters following soon after. These programs take individuals, many of whom have completed other Apprenticeship Preparation programs, into intensive, trade specific preparation with a job and a registered apprenticeship opportunity at completion.

All of the programs recognized by the WSATC have articulated pathways into registered apprenticeship programs and focus on preparing a diverse applicant pool to the opportunities awaiting in Washington’s Registered Apprenticeship system where wage outcomes for completers now exceed \$75,000.00 annually.

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: lni.wa.gov/licensing-permits/apprenticeship/apprenticeship-preparation

**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

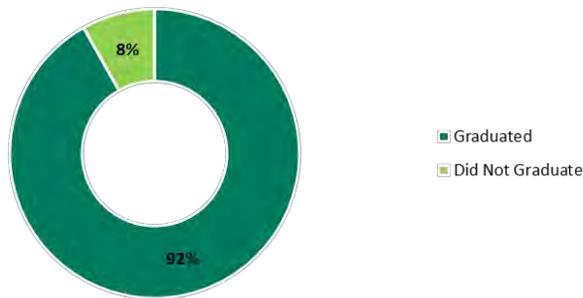
In 2016, WSDOT began the ANEW pilot program. WSDOT is continuing this pilot that involves an extensive collaboration between ANEW, Carpenters-Employers Apprenticeship and Training Trust Fund, Cement Masons and Plasterers Training Centers of Washington, Juvenile Rehabilitation, Department of Corrections, 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 2019 Progress Report

From July 2017 through July 2019, there have been over 780 PASS Program participants.

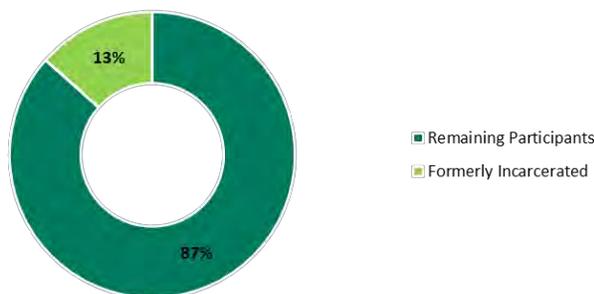
- Overall program pre-apprenticeship graduation rate of 92 percent

FY2017-19 PASS Graduation Rate



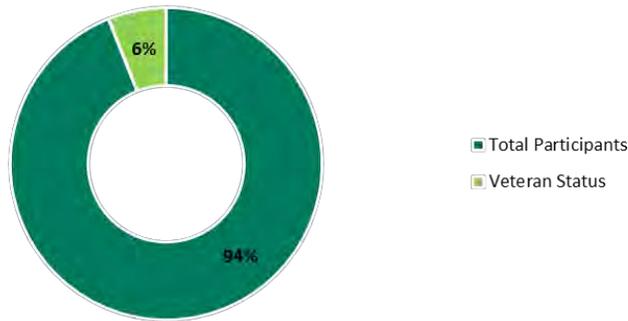
- Overall: Most reported participant barrier – Thirteen percent reported being formerly incarcerated

PASS Participants Formerly Incarcerated



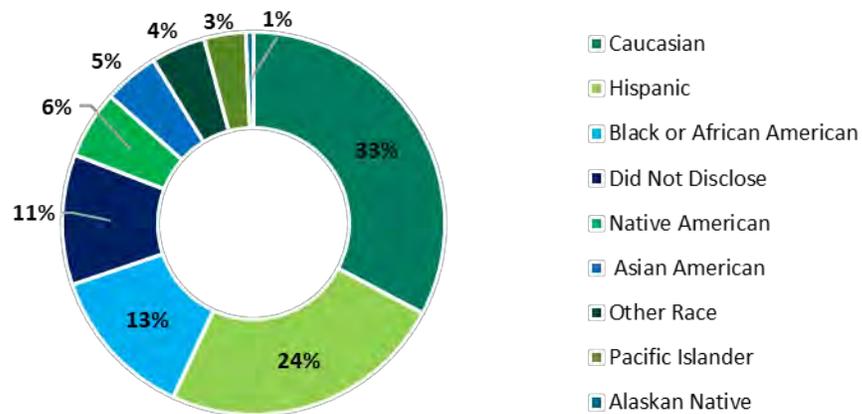
- Overall: Six percent Veteran participation

PASS Participants Veteran Status



- Overall: Support Services data – thirty-one percent (249) PASS participants received Supportive funds averaging \$338.00.
- Overall: Program participants registered in Labor and Industries (L&I) Apprenticeship Registration & Tracking (ARTS) 50 percent.
 - L&I reported wages and benefits for ARTS participants: \$974,025.73 (data limited to Public Works contracts)
- Program participation by race:
 - Caucasian 41 percent
 - African American 17 percent
 - Hispanic 12 percent
 - Other Race 7 percent
 - Did not disclose 12 percent
 - Various others groups at less than 5 percent

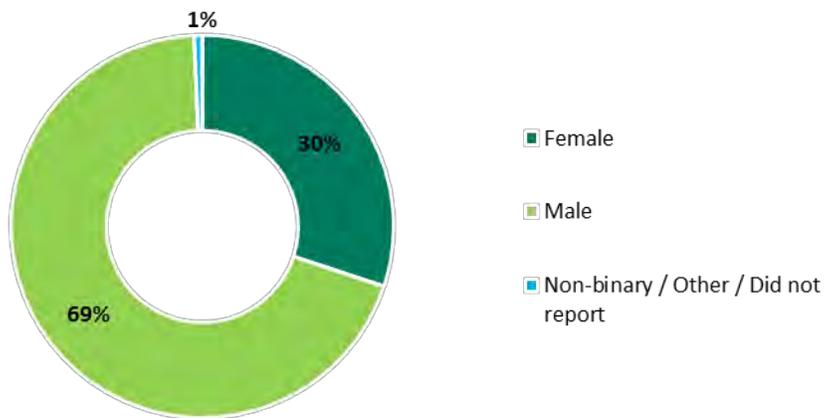
PASS Program Participants



- Participation by gender:
 - Male 69 percent
 - Female 30 percent

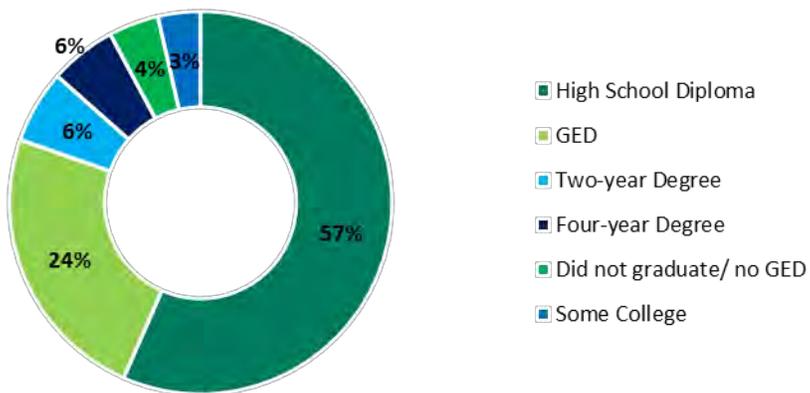
- Non-binary/Other/Did not report 1 percent

PASS Participants By Gender



- Participation by education level:
 - High School Diploma 57 percent
 - GED 24 percent
 - Post High School degree 12 percent
 - Did not graduate/no GED 4 percent
 - Various other levels at less than 3 percent

PASS Participants By Education



- Program participants with current L&I apprentice registration:
 - Caucasian 41 percent
 - African American 19 percent
 - Hispanic 16 percent
 - Pacific Islander 8 percent
 - Other 7 percent
 - Various other groups at less than 5 percent

The PASS Program is reaching the underrepresented populations in Washington State. The above data shows that PASS dollars are reaching women, people of color, the formerly incarcerated population, and individuals receiving GED certificates. Program data and graphics have been extracted from PASS Program individual intake data forms.

PASS Program Summaries FY 2019

ANEW, King County

ANEW offered seven 11-week classes serving a total of 169 individuals.

Program participation by:

- Race:
 - Caucasian 41 percent
 - African American 17 percent
 - Hispanic 12 percent
 - Native American and Alaska Native 5 percent
 - Other Race 7 percent
 - Did not disclose 12 percent
 - Various others groups at less than 5 percent
- Gender:
 - Male 55 percent
 - Female 44 percent
 - Non-binary 1 percent
- Graduation Rate: Ninety-three percent 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:
 - Hispanic 66 percent
 - Asian American 9 percent
 - Caucasian 7 percent
 - Native American and Alaska Native 4 percent
 - Did not disclose 13 percent
 - Various others groups at less than 2 percent
- Gender:
 - Male 97 percent
 - Female 2 percent
 - Did not disclose 1 percent
- Graduation Rate: Eighty-one percent

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 114 individuals.

Program participation by:

- Race:
 - Caucasian 40 percent
 - African American 6 percent
 - Native American and Alaska Native 16 percent
 - Did not disclose 11 percent
 - Hispanic 12 percent
 - Various others groups at less than 6 percent
- Gender:
 - Male 55 percent
 - Female 45 percent
- Graduation Rate is currently 86 percent

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 86 individuals.

Program participation by:

- Race:
 - Caucasian 32 percent
 - African American 33 percent
 - Hispanic 20 percent
 - Asian American 6 percent
 - Various others groups at less than 5 percent
- Gender:
 - Male 84 percent
 - Female and 16 percent
- Graduation rate is currently 86 percent

Pacific Northwest Ironworkers, Western Washington

The Pacific Northwest Ironworkers offered four 1-week pre-apprenticeship classes multiple times a year, serving a total of 77 participants.

Program participation by:

- Race:
 - Caucasian 34 percent
 - Hispanic 24 percent
 - African American 16 percent
 - Pacific Islander 12 percent
 - Asian American 7 percent
 - Native American and Alaska Native 5 percent
 - Various others groups at less than 3 percent
- Gender:
 - Male 79 percent
 - Female 21 percent
- Veteran participation 10 percent
- Program completion rate 96 percent
- Retention rate 75 percent over the course of 2 years

- Total apprentice hours reported 97,884.5
- Total Hourly Wages \$3,641,923.19
- Total Wages and Benefits \$4,897,858.41 (thru August 2019)

With PASS funds, 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:

- Youth Employment Summit in Vancouver, March 19, with over 800 students in attendance from the local school districts who interacted with various tradespeople and learned about exciting and high-paying employment opportunities in highway construction and other careers;
- Washington Women in Trades exhibition in Seattle, May 10, an annual event for women in the trades and those interested to learn more about high paying careers in the trades, including those that support highway construction, first responders, transportation agencies, state and local municipalities;
- Puyallup Tribes Tribal Employment Rights Office Career Fair, May 17, where over 50 people attended to learn more about employment opportunities in the trades, state and local government, and in education;
- Genesis Group Employment Fair, June 6, where many opportunities for employment in the trades were shared;
- Membership fees to support and participate in the Regional Pre-Apprenticeship Collaborative for 2019, whose goal is to unite Pre-Apprenticeship Training Providers, Community Colleges, K-12 representatives, Contractors, and Public agencies together to support and promote pre-apprenticeship opportunities that translate into highway construction apprenticeships and long-term careers;
- Multilingual outreach to Northwest Asian Weekly, La Raza del Noroeste, and The Seattle Medium, Spring of 2019, to notify interested vendors in the upcoming Pre-Apprenticeship Support Services Grant Program Acquisition.



Paving the Way with Pre Apprenticeship Support Services: Success Stories

Three Skilled Trades Preparation (STP) graduates from the Spokane Community College, and all PASS grant recipients of pre-apprenticeship training, spoke recently at Spokane Pathways to Apprenticeship. The three women spoke to high school counselors about their path to apprenticeship and how their lives have changed and improved since entering the trades. Two of the women were incarcerated while attending STP and upon Department of Corrections release entered apprenticeship programs, building careers and giving back to the community. Pictured are two third year Ironworkers and one second year Laborer.

**Office of Equal Opportunity – On-the-Job Training Program
Pre-Apprenticeship & Supportive Services Program
2019-21 Announcement of Awards**

After an extensive and competitive acquisition process for the 2019-21 Biennium, the following organizations have been awarded funds to provide outreach, pre-apprenticeship training, and supportive services to females, minorities, and socially and economically disadvantaged individuals across Washington State, in three Service Levels. While eleven proposals were received, requests for funding totaled over three million dollars, well exceeding the available funding for this first acquisition*. Because the Program's intent is to have providers statewide, the top scoring proposals in each region were awarded, and remaining funds were awarded based on a combination of scoring and the evaluating committee's recommendations. The team of evaluators from outside WSDOT's Office of Equal Opportunity were selected to represent the entire state.

The following eight organizations were selected to receive funding through the acquisition process:

**SERVICE LEVEL I (Outreach, Support Services, Employment
and Pre-Apprenticeship Training Preparation, and placement
into Pre-Apprenticeship Training)**

Urban League of Metropolitan Seattle, \$110,000.15

The Urban League of Metropolitan Seattle prepares women, men, and youth with barriers to employment to be successful contributors in the workplace and society through pre-employment assessments, training, and training placement assistance.
Counties Served: King, Pierce, Snohomish

**SERVICE LEVEL II (Outreach, Support Services,
and Multi-Trades Pre-Apprenticeship Training)**

JM Perry Tech, \$263,280.66

Perry Technical Institute will provide outreach, recruitment, support services, 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 a technician focused on heavy equipment repair, including the mechanical skills identified as in demand for highway construction trades.
Counties Served: Yakima and surrounding counties

Spokane Community College (SCC), \$105,834.00

SCC's Skills Trade Preparation Program will be supplemented with support services and training funds to provide equipment, transportation assistance, childcare, and training to individuals enrolled in Spokane Community Colleges' Skills Trade Preparation Program.

Counties Served: Spokane and surrounding counties

Tulalip Tribes TERO Vocational Training (TVTC), \$263,280.66

TVTC Construction training is a free intensive program offered to all Native Americans, their spouses, and parents. Students earn a certificate from Renton Technical College or South Seattle Community College upon successful completion. Many TVTC students have successfully launched construction careers earning a livable wage. This program consists of in shop training and "try-a-trade" days at a variety of construction training programs. TVTC students also have the opportunity to engage in outreach programs, all while learning and fostering the spirit of the community.

Counties Served: Snohomish, and open to any Native American in Washington State

ANEW, \$263,280.66

ANEW's pre-apprenticeship programs provide outreach, training, support services, job placement, and retention to women, minorities, and other disadvantaged individuals in pursuing non-traditional highway construction careers that provide livable wages. ANEW recently acquired PACE (Pre-Apprenticeship Construction Education), which will increase the capacity of both programs to serve more individuals. ANEW's central location is in Renton, with training sites in Kent and Seattle.

Counties Served: King, Pierce, Snohomish

**SERVICE LEVEL III (Outreach, Support Services,
and Direct Entry Pre-Apprenticeship Trade Specific Training)**

The Pacific Northwest Ironworkers (PNWI), \$192,704.80

The PNWI four-week direct entry pre-apprenticeship training program will continue their outstanding work to offer support services and prepare participants to work as an Ironworker, and provide employment opportunities upon completion of the program. Under the Program, the Ironworkers will continue to expand participation in areas of Southwest and Eastern Washington, connecting with existing Ironworker training programs in those regions.

Counties Served: King, Pierce, Clark and surrounding counties, Spokane and surrounding counties

Northwest Carpenters Institute (NWCi), \$339,020.00

The NWCi's three week program offers a safe environment where students are given the opportunity to learn the skills and tasks of the trade, with the emphasis always on learning the practical skills of an entry level carpenter apprentice. The Pre-Apprenticeship program prepares the student for the rigors and realities of the construction site. The NWCi will provide outreach, support services, direct-entry pre-apprenticeship training, and placement into the Carpenter's Union with the goal of placing apprentices onto WSDOT jobs.

Counties Served: King, Pierce, Snohomish, Whatcom, Island, San Juan, Skagit, Clallam, Jefferson, Kitsap, Thurston, Mason, Spokane, Grant

Cement Masons and Plasters, \$172,600.00

Cement Mason's Direct Entry Pre-Apprenticeship program is designed to get the basic skills needed for men and women who do not come from families with traditional construction experiences. They focus outreach and training into communities who are historically underrepresented and for those coming out of incarceration or juvenile rehabilitation.

Counties Served: Spokane and surrounding counties, King and surrounding counties

** Please note, the PASS Program will be advertising the next acquisition soon for one vendor to provide services under a new PASS Program, WSDOT Youth Direct.*

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

For Federal Fiscal Year (FFY) 2019, WSDOT received funds from the Federal Highway Administration (FHWA) for the On-the-Job Training Support Services (OJT/SS) program in the amount of \$99,920.00.

Program Summary

Purpose Statement

The primary purpose of the WSDOT OJT/SS Program is to prepare women, minorities, and other disadvantaged individuals for entry into the heavy highway construction trades and highway construction related careers, and create a pipeline of individuals ready to work on highway construction projects statewide. OJT/SS will be made available statewide, in support of individuals seeking training that will enable them to enter union apprenticeship or qualify for non-Union “trainee” highway construction jobs.

WSDOT is committed to providing the leadership, opportunities, and foundation to assist in the engagement of women and minorities in Washington State’s heavy highway construction trades, to create a pipeline of individuals ready to work on projects statewide, and to retain them in their craft of choice. Continued support will entail offering direct scholarships to qualified individuals, and assisting these pre-apprentices in gaining construction related skills and maximizing those skills in a long-term career. The OJT/SS Program will also continue to support training programs and Construction Career Days in all areas of the state, and support the development of programs in areas of Washington State where none currently exist.

Statement of Problem

The construction industry and public agencies (e.g. King County, City of Seattle, City of Tacoma, Port of Seattle, WSDOT) project a shortage in the heavy highway construction labor force. Recent studies have shown a glaring statewide shortage in the number of women and minorities represented in the trades, which does not mirror the demographics of Washington State.

Continued support for apprentices once they are working continues to be an issue, as retention data is low. Approximately 50 percent 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 2019 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

In 2017, WSDOT and Regional Public Owners (e.g. King County, City of Seattle, Port of Seattle, City of Tacoma, etc.) commissioned a study to examine how this labor shortage is affecting the current demographic makeup of today's workforce. The study looked at current and forecasted road construction needs, labor supply/demand as well as the demographic makeup of the labor force. The data reveals apprentice shortages in all construction crafts. Examination of the demographic makeup of apprentices revealed very low contribution rates of female and minority apprentices. Conclusions drawn from the study include:

- For 2019-2022, the road construction industry can expect an average annual region-wide labor shortage of 9.7 percent for the occupations it will need to execute construction projects. Out of 3,360 active construction apprentices within King, Snohomish and Pierce counties in 2017, only 6.8 percent are female.
- Construction projects from Regional Public Owner members will support an estimated 6,700 full-time equivalent (FTE) positions per year through 2022. The top three occupations by demand will be carpenters (1,180 FTEs), heavy and tractor-trailer truck drivers (860 FTEs), and construction laborers (850 FTEs).
- Hourly apprentice participation rates (2015-16) are trending downward for minority male (-7.5%) and Caucasian women (-1%) while Caucasian male's hours are trending upward (+8.2%).
- Data also showed that female construction apprentices took longer to complete their respective apprenticeship programs than their male counterparts.

WSDOT's OJT/SS Program seeks to address both the statewide shortage in apprentices and the lack of female and minority participation in apprenticeship programs through targeted direct scholarships. The scholarship program will allow statewide access to current pre-apprenticeship and academic training programs, including (but not limited to), CDL programs, Electrician training, Diesel Tech training and Heavy Equipment Operators training by use of a stringent vetting process and directing approved funds directly to the training program.

WSDOT developed a plan to achieve the following goals for the October 1, 2018 through September 30, 2019 performance period:

Goals & Objectives

Goal One

The OJT/SS Program will award \$94,000 in direct scholarships to up to 65 qualified individuals, providing tuition and assistance to individuals interested in attending a preparation program in the identified highway construction or pre-apprenticeship training programs in the areas OJT supports.

Narrative

WSDOT continues to develop the scholarship program established in the 2016 Statement of Work. The scholarships will continue to support minority and female applicants that are seeking training in the heavy highway construction areas that the WSDOT OJT/SS program supports. Some individuals seeking training in heavy highway construction trades may not be able to attend traditional pre-apprenticeship programs due to location and being unable to travel, but may have access to a specialized program that will provide training in a specific field, such as Heavy Equipment Operator, Truck Driver, or Electrician. WSDOT will pursue partnerships with state colleges, commercial driving schools and other established in-state training programs including the Urban League, Tribal Employment Rights Office Vocational Training Center (TERO TVTC), and Department of Corrections Trades Related Apprenticeship Coaching (TRAC). Existing partnerships include Apprenticeship and Non Traditional Employment for Woman (ANEW), Pre Apprenticeship and Construction Education (PACE), Perry Technical College, Spokane Community College, and the Ironworkers.

www.lni.wa.gov/TradesLicensing/Apprenticeship/About/IntroProg/

Individuals participating in eligible pre-apprenticeship programs that are in need of additional financial assistance are also eligible for this scholarship opportunity.

Objectives

- a) Applicants will be screened through an application process that will include gathering information regarding personal references, brief essay, aptitude, and desire to be successful in the heavy highway construction field.
- b) Priority may be given to previous scholarship recipients that demonstrated success in their program under their first scholarship to continue to support their move into a highway related career.
- c) Scholarship availability will be advertised on a rolling basis on WSDOT's webpage and in targeted email blasts, in the Fall, Winter, and Spring, with a deadline for applications posted. Applications will be reviewed and awarded based on the information presented on the application. Applications will be considered on a first come, first served basis.
- d) Tracking participant completion and job placement, with at least 50 percent of those ready for job placement being placed into highway construction trades, Federal-aid projects, and other related careers.

The scholarship program allows for more detailed tracking of recipients that complete training. A web-based survey will be used for follow-up in order to assess program accomplishments and locate any additional barriers that may preclude success on the job.

Scholarship recipients will be tracked as they complete the training program and enter the workforce. As a condition of award, recipients must agree to provide information regarding

program training and attendance, completion, job placement, and follow-up in order to provide statistical information regarding program outcomes. A follow up interview will occur to obtain additional information about their experience, needs and success.

Accomplishments

Federal funds were received in late March 2019, and we have seen a marked increase in scholarship applications coming in from individuals across the state. OJT/SS Program staff have sent email blasts, flyers, spoken at events, and had other public agencies share the information through their email distribution systems, to get the word out about the WSDOT OJT/SS scholarship opportunities available. To date, 38 complete scholarship applications have been received, with 30 awards offered, and eight applicants were declined. Those receiving awards are either completed or in process to having scholarship funds allocated to the students' training providers, totaling just over \$73,000. Other completed applications are in the process of being reviewed for award packages. OJT/SS Program staff continue to make this opportunity a priority in discussions and events.

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

The OJT/SS Scholarship Program has been widely appreciated by individuals statewide applying for assistance with highway construction training costs and tuition. Scholarship awards have been distributed to men and women, some who have been previously incarcerated, others who have left the foster care system, and many first generation American citizens living in Washington. Funds have been applied to individuals receiving training as Electricians, Operating Engineers, Carpenters, Truck Drivers and Diesel Mechanics, Cement Masons, and Ironworkers.

Goal Two

Support statewide Construction Career Days by attending and supporting at least three events across the state. Attend other career and conference events where bringing OJT/SS Program information will be beneficial to the target audience. Build strategic and beneficial partnerships across the state with others interested in building the state's construction workforce.

Narrative

The OJT/SS Program understands the benefit of attending and supporting Construction Career Days and other events across the state. WSDOT's attendance and support at these events will help to inform interested individuals about career pathways into the construction industry. Additionally, OJT/SS Program staff will host tables at career/fair venues statewide.

The OJT/SS Program staff will continue to build and strengthen strategic partnerships with other state, regional and community based agencies and organizations to continue to promote the OJT/SS program.

Objectives

- a. Attend and/or co-sponsor at least three Construction Career Day type events, and attend appropriate career fairs, conferences and other events.
- b. Attend strategically beneficial events and outreach opportunities that lead to partnerships across agencies, Regional Owner Groups, Pre-Apprenticeship training providers, allies, schools, and others. Attend trade shows relevant to OJT/SS recruiting efforts (both contractors and potential apprentices).

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 10, 2019, approximately 850 students attended.
- Tri-Cities, October 1, 2019, approximately 630 students attended.
- King County, October 10, 2019, approximately 1,300 students attended; and
- Pierce County, November 13, 2019, approximately 1,300 students attended.

At each event, OJT/SS representatives were on hand to talk about On-the-Job Training Support Services. The OJT/SS Program provided insurance coverage for the events statewide and also supplied limited monetary sponsorships, at a much lower rate compared to previous years, with more financial responsibility resting with the sponsoring groups.