

# Apprenticeship Program Activities Report

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Background:

To effectively utilize all available resources to deliver the most comprehensive services available the implementation of House Bill 2673 – Transportation Workforce Diversity (HB 2673) is a collaborative effort between the Washington State Department of Transportation (WSDOT), the Washington State Department of Labor and Industries (L&I) and the Washington State Apprenticeship and Training Council (WSATC). HB 2673 directed the above agencies to collectively expend federal funds, under United States Code (USC) Part 140(b), to increase the diversity in the highway construction workforce and 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, jobsite mentoring, retention services, and safety equipment.

Selection Process:

**WSDOT Programmed Projects by Region  
Federal Fiscal Year 2013-2015**

As of July 1, 2012



To determine the most cost effective method to deliver On-the-Job Training Support Services (OJT/SS), WSDOT, L&I and the WSATC analyzed current and future highway construction projects and types of work associated with these projects and the OJT/SS available which would result in the most jobs and the least cost. The analysis of current and future projects indicated (as illustrated in the above graph) that most of the highway construction funds will be spent in the Puget Sound area.

WSDOT, L&I and WSATC also evaluated the different approaches to pre-apprenticeship and OJT/SS. These range from construction career day and other outreach events to high school students, technical and community college classes to pre-apprenticeship programs. In analyzing all of these programs it was determined that pre-apprenticeship programs offer the highest return on investment with the most individuals gaining family wages jobs as a result of participation.

Given the cumulative results of the analyses, WSDOT, L&I and WSATC realized the necessity for actualizing a Statewide Pre-Apprenticeship Program vision. The first area of emphasis was supporting the existing successful Pre-Apprenticeship Programs in the Seattle Area, the Apprenticeship and Non-Traditional Employment for Women (ANEW) and Seattle Vocational Institute (SVI). Secondly, WSDOT, L&I and WSATC identified the necessity for Pre-Apprenticeship Programs in other areas throughout Washington: Spokane, the Tri-Cities and Vancouver.

### Results:

*Seattle: \$21,000*

WSDOT was able to support ANEW, the oldest Pre-Apprenticeship Program in the Nation. ANEW is a non-profit organization linking women to apprenticeship and family wage jobs in the construction trades. ANEW supports women of all ages and backgrounds and partners with the apprenticeship programs and employers who advocate for their success. ANEW's Pre-Apprenticeship delivery model is so successful as they partners with the various trades so participants can learn basic information regarding the different trades, carpentry, electrical, labor, etc. to assist in their career development and decisions. WSDOT was able to provide tuition for ten (10) individuals in ANEW's program.

WSDOT was also able to support SVI's Pre-Apprenticeship Construction Training program. This program is designed to assist men and women, including those non-traditionally employed in the trade, to gain the skills needed to become successful competitors for building and construction trade apprenticeship programs. Participants learn trade skills, which are relevant to the work-site of various trade occupations. WSDOT was able to provide tuition to seventeen (17) individuals, both women and men of color.

*Spokane: \$75,000*

WSDOT, L&I and WSATC determined the ANEW Pre-Apprenticeship delivery model was a successful delivery model and contracted with the Spokane Area Workforce Development Council to provide these same services in Spokane. So far, the Spokane Area Workforce Development Council performed the following activities:

- Developed a Pre-Apprenticeship program in coordination with the Inland Empire Electrical Training Trust Boot Camp and Apprenticeship & Non-Traditional Employment for Women (ANEW).
- Conducted outreach by attending events, collaborating with WorkSource, and posting information online. Through their efforts, the Spokane Initiative was able to outreach to over 1,300 individuals to solicit participation in the program.
- Assessed and screened forty (40) individuals. Individuals who were not placed in the program were either referred to another organization (e.g. community or technical college) or provided with other OJT/SS which would automatically gain them family wage jobs.
- Placed nineteen (19) individuals, minorities and women, in their ten (10) week Pre-Apprenticeship Program, which started September 17, 2012.
- Graduation for these individual occurred on November 28, 2012.

The Spokane Area Workforce Development Council has had wonderful feedback with comments such as “I was bouncing from dead-end job to dead-end job and I love to work with my hands so when I saw this program, I knew it was the right fit.” Pre-Apprenticeship student, Nicholous Johnson.

*Tri-Cities: \$45,000*

WSDOT, L&I and WSATC also contracted with the National Association of Women in Construction (NAWIC) to deliver this same type of program in the Tri-Cities. So far, NAWIC has performed the following activities:

- Developed a Pre-Apprenticeship program in coordination with Tri-Tech Skills Center and WorkSource.
- Conducted outreach by attending events, collaborating with WorkSource on enrollment and posted information online.
- Placed fourteen (14) individuals, minorities and women, in their eight (8) week Pre-Apprenticeship program which started October 16, 2012.
- Graduation for these individuals occurred on November 29, 2012.

*Vancouver: \$45,000*

WSDOT, L&I and WSATC determined the Vancouver area was in need of a Pre-Apprenticeship Program to prepare for the Columbia River Crossing project and other federally funded projects in that area. Therefore, WSDOT began the sole source process for the Vancouver Pre-Apprenticeship and OJT/SS Program with ANEW in coordination with Oregon Tradeswomen, Inc. To expedite service delivery and due to the limited responses received in the past with OJT/SS consulting contracts, WSDOT decided to utilize a sole source request. The sole source request was not challenged and WSDOT is negotiating the contract with the Consultant. The work under this agreement is starting in early December 2012 with targeted assistance and outreach to approximately one hundred (100) individuals with approximately twenty (20) screened for enrollment in the Pre-Apprenticeship Program.

*Construction Career Days: \$40,000*

WSDOT is providing financial assistance to four (4) Construction Career Day (CCD) Programs in the 2012 - 2013 school year. These programs are in King County, Spokane County, Pierce County and the Tri-Cities area. These CCD Programs are a workforce development tool which introduces high school students to the transportation construction industry and increases the interest of the non-traditional career pathways. Through these programs, WSDOT is able to reach thousands of youth who may not consider the construction industry as a career pathway. For example, after the Spokane Construction Career Day, WSDOT received the following thank you note from a parent:

*"I was not able to attend yesterday or today. However, our 15 year old son, Andrew, attended yesterday. He is our challenge...very engaging, polite, funny, but not at all motivated to "do school" except for the social and sports aspects. I was a little reluctant to let him go because of a couple grades, but I was encouraged by our CTE director. Andrew came home so excited! He loved the hands on experiences and felt like he had options beyond what he sees his dad and I do at work. He couldn't stop talking about how he got to use a backhoe and how the guy let him drive it and on and on. A light turned on for him by participating in the event."*

## Financing

WSDOT utilized grants funds received from the Federal Highway Administration (FHWA) to administer this program. In recent years, WSDOT has received \$300,000 to administer the OJT/SS Program. However, on August 27, 2012, WSDOT was notified by FHWA that the methodology for distributing funds had changed and WSDOT will receive significantly less funding in the future to administer the program through the grant mechanism. As such, WSDOT received approximately \$113,000 to administer the program for Federal Fiscal Year 2012 (October 1, 2012 through September 30, 2013). As federal funding through the grant mechanism will likely remain minimal the ability to deliver these same results will significantly decrease.

WSDOT, L&I and WSATC have spent approximately \$250,000 on these efforts and have approximately \$74,000 remaining for until September 30, 2013. All of the parties involved are actively exploring other funding options available to continue this important effort.

## Conclusion

Using a multi-faceted collaborative approach WSDOT, L&I and the WSATC was able to leverage existing resources to deliver a statewide Pre-Apprenticeship Program on a limited budget. These efforts have already resulted in very promising results. Pat Perez, WSATC Council Member during a Council Meeting on October 18, 2012 spoke regarding the Spokane Pre-Apprenticeship Program:

*“...They have nineteen people in their first class. And I’m happy to report that three of the crafts – IBEW; the Ironworkers, with Ethan LeGrand; and UA Plumbers Steamfitters Local 44 – are going to commit to probably six of those participants... I’ve always said that something like that’s going to be a lot more helpful than career fairs and handing out leaflets.”*

The collaborations developed to carry out the intent of this bill have not only created partnerships between WSDOT, L&I and the WSATC but also supports and recognizes the full benefits in having a sustained Statewide Pre-Apprenticeship Program to create jobs and increase diversity in the highway construction trades.