

On-the-Job Training Support Services Program

Federal Fiscal Year 2013

October 1, 2012 – September 30, 2013

Background:

During the Washington State 2012 Legislative Session, the Washington State Legislature passed [Second Substitute House Bill 2673 – Transportation Workforce Development](#). This Legislation furthered Washington State's commitment to the On the Job Training Support Services (OJT/SS) Program. This bill requires the Washington State Department of Transportation (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, the implementation of House Bill 2673 (RCW 47.01.435) is a collaborative effort between WSDOT, the Washington State Department of Labor and Industries (L&I) and the Washington State Apprenticeship and Training Council (WSATC). WSDOT, L&I and WSATC 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.

Prior to Federal Fiscal Year (FFY) 2013, WSDOT's OJT/SS program was funded through grants from the Federal Highway Administration (FHWA). The method of funding was changed in 2013 and WSDOT currently receives funds for the program through an allocation formula. For FFY 2013, WSDOT was allocated approximately \$114,000. These funds are paid to WSDOT as reimbursement for allowed expenditures. Any unused funds are de-allocated.

Selection Process:

To determine the most cost effective method to deliver 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 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, particularly Spokane, the Tri-Cities and Vancouver.

Program Summary:

The primary goal of the WSDOT 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.

WSDOT's Statement of Work (SOW) submitted to FHWA was prepared in coordination with L&I and WSATC, which utilizes a pre-established foundation of successful relationships with pre-apprenticeship providers (i.e. JobCorps, SVI, ANEW, etc.) and assists WSDOT with our goal of establishing a highly successful Workforce Development program.

The recent economic recession led to an increase in queries from the construction community asking to re-align the focus of the OJT/SS program from recruitment to assisting with retention, placement, and the continuing employment of minorities and women in the trades. WSDOT recognizes that the construction industry absorbed a disproportionate share of the negative fiscal impact during this recession, and we will continue recruitment efforts that are based on the immediate needs of the industry.

Orientation and outreach

- October 1, 2012 –WSDOT Office of Equal Opportunity (OEO) staff participated in the Quinalt Tribe Career Expo. This fair was for high school students interested in working in the construction industry.
- October 24, 2012 – OEO staff provided orientation to the Native American Career and Technical Education Program (NACTEP) Tulalip Tribe. The Tribal Pre-Apprenticeship members were provided an OJT/SS Program overview and information regarding the benefits of Apprenticeship.
- September 11, 2013 – OEO staff participated in the interview process for students enrolling Pre-Apprenticeship Construction Training Program (PACT) with SVI. There were ten students who interviewed for the program and were accepted into the fall quarter PACT program.

- September 12, 2013 – OEO participated in the 2nd Joint Base Lewis McChord Apprenticeship & College Fair. The fair was geared toward Active Duty, National Guard, Reserves Veterans and family members.
- September 20, 2013 – OEO staff participated in an orientation for the ANEW program. There were thirteen female students in attendance.

Construction Career Days

Construction Career Days (CCD) are offered in King County, Spokane County, Pierce County and the Tri-Cities area. The CCD Program is a workforce development tool which introduces high school students to the transportation construction industry and introduces them to non-traditional career pathways. Through these programs, WSDOT is able to reach thousands of youths who may not consider the construction industry as a career pathway.

CCD – FY 2013 - \$36,000

Tri-Cities Construction Career Day – October 2, 2012

500 students from Southeastern Washington were in attendance. The participating high school that came the furthest distance was from Goldendale, Washington, a three-hour drive from the event. Students had the opportunity for hands on experience with trucks, backhoes, rollers, and semi-trucks. Also present were representatives from the Puget Sound Navel Shipping Yard, Columbia Basin College, City of Richland, City of Kennewick, L&I, Perry Tech, the National Association of Women in Construction and other agencies. The event was a great success.

King County Construction Career Fair – October 3 & 4, 2012

The event was held over two days at Magnuson Park in Seattle with 28 high schools and approximately 1,300 students attending. WSDOT South Seattle Signals participated in the fair; the outdoor hands-on exhibit that was provided was a big hit with the students. The equipment provided to the fair was the Digger Derrick (used for drilling holes to install poles), a dynamic message sign and a high voltage transformer.

Pierce County Construction Career Day – November 15, 2012

This event was held at the Fairgrounds in Puyallup and was a huge success. Over 2,200 students attended the one-day event. Many contractors participated, supplying equipment for the students to operate. This seemed to be the students' favorite part of the day based on comments received. Booths were set up so students could have the chance to experience in a hands-on way what the contractors do. OEO staff had a table set up in the hall with OJT/SS information for students. Many students stopped at the OEO table, asked questions and were provided with additional information about the apprenticeship program.

Spokane “Explore Your Future” Career Fair – May 14 & 15, 2013

This event was held in partnership with the Association of General Contractors, Community Colleges of Spokane, and Spokane Public Schools. This event has expanded from a typical Construction Career Day program to include representatives from most career paths, including health care, aerospace, science, technology, engineering and math. Approximately 1,200 students from various high schools attended.

Assistance with Tools, Protective Clothing and Related Support

During the first quarter of FFY 2013, seven students from the NACTEP from the Tulalip Tribe were provided these services. These students were all male and either Hispanic or Native American.

Purchase of Safety Vests and Jackets - January 3, 2013

Fifteen safety vests and jackets for the students attending Seattle Vocational Institute PACT in Seattle were provided at a cost of **\$1,066.18**.

Purchase of Safety Vests & Jackets - March 26, 2013

Thirteen individuals from the NACTEP were provided safety vest and jackets upon their graduation from the Pre-Apprentice Program at a cost of **\$928.28**.

Purchase of Safety Vests & Jackets - May 8, 2013

Fourteen students from the SVI were provided safety vests/jackets upon their graduation from the Pre-Apprentice Program at a cost of **\$1,002.43**.

Purchase of Safety Vests & Jackets – June 13, 2013

Ten students, seven Native American men and three Native American women, from the NACTEP were provided safety vest/jackets upon their graduation from the Pre-Apprentice Program at a cost of **\$785.46**.

Purchase of Safety Vests & Jackets – September 20, 2013

Seven female students from the ANEW Program were provided safety vest/jackets at a cost of **\$501.21**. These items were given to the students when they graduated from the Pre-Apprentice Program. Three African American, three Caucasian, and one Hispanic woman graduated.

Purchase of Safety Vests & Jackets – September 24, 2013

Eleven students from the SVI were provided safety vests/jackets upon their graduation from the Pre-Apprentice Program at a cost of **\$787.62**. Seven African American men, one African American woman, one Hispanic man, one Asian man, and one Caucasian man graduated.

Total spent on safety equipment for students: \$5,011.18

Pre-Apprenticeship Programs

Spokane, February 8, 2013 (ANEW/Spokane WDC)

ANEW and the Spokane Area WDC started their second round of pre-apprenticeship, including the following activities:

- Enhanced the previously developed Pre-Apprenticeship program in coordination with the Inland Empire Electrical Training Trust Boot Camp and ANEW.
- Conducted outreach by attending events, collaborating with WorkSource, and posting information online.
- Assessed and screened forty 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 Support Services that would automatically gain them family wage jobs.
- Placed fifteen individuals, minorities and women, in their ten -week Pre-Apprenticeship Program, which started February 18, 2013. Out of the 15 individuals, ten remained in the program at the end of the second quarter of FFY 2013.
- Graduation for these individuals occurred on April 15, 2013.

Spokane – April 15, 2013 - \$48,158

Twenty-two students, eighteen women and four men, were provided tuition assistance to participate in the Spokane Area Workforce Development Council and ANEW Pre-Apprenticeship Program. Thirteen of the women were Caucasian, three were Pacific Islander, one was Hispanic and one was Native American. Of the four men, two were African American, one was Pacific Islander, and one was Hispanic.

Tri-Cities - October 16, 2012 (ANEW/NAWIC) - \$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.
- Assessed and screened twenty-three individuals for participation in the Tri-Cities Pre-Apprenticeship Program.
- Placed nineteen minority and women individuals in the eight-week Pre-Apprenticeship program that started October 16, 2012.

- Out of the nineteen individuals, seventeen graduated on November 29, 2012.

Renton – July 2013 (ANEW) - \$29,484.90

Fifteen women were provided tuition assistance to participate in the ANEW Pre-Apprenticeship Program – nine Caucasian, three mixed race, two African American and one Hispanic.

Tulalip – September, 2013 - (Tulalip) - \$18,000

Sixteen Native American/Alaskan Native students, twelve women and four men, were provided tuition assistance to participate in the Tulalip Tribal Pre-Apprenticeship Program.

Seattle – July 2013 (Seattle Vocational Institute – PACT) - \$20,569.39

Thirteen students were provided tuition assistance to participate in the SVI's PACT program for the summer quarter of 2013.

OJT/SS Federal Fiscal Year (FFY) 2013 Accomplishments Overview:

OJT/SS Activities	FFY 4th Quarter	FFY 3rd Quarter	FFY 2nd Quarter	FFY 1st Quarter	FFY 2013 Total
Placement	Ongoing	Ongoing	Ongoing	Ongoing	Ongoing
Intake/Assessment (Interviews)	54	0	40	63	157
Applicants Referred to Contractors	0	0	0	0	0
Applicants Referred to Community Based Organizations	0	0	25	25	50
Applicants Referred to Pre-Apprenticeship	0	12	21	63	96
Applicants Enrolled in Pre-Apprenticeship	54	5	21	38	118
Applicants Graduated From Pre-Apprenticeship	15	13	0	34	62
Request for Referrals from Contractors	0	0	0	0	0
Technical Assistance Provided to Contractors	0	0	0	2	2
Job Fairs	2	6	0	0	8
Presentations	3	2	0	0	5
Re-licensing Assistance Provided	0	0	0	0	0
Drug/Alcohol Counseling Referrals	0	0	0	0	0
Trades Math Course Referrals	0	5	21	36	62
Referrals to ESL Classes	0	0	0	0	0
Referrals to GED Classes	0	0	0	0	0
Construction Tools & Equipment Provided	18	25	28	45	116
Applicants Dropped out of Pre-Apprenticeship	0	9	5	4	18