



Washington State Department of Transportation

Office of Equal Opportunity Pre-Apprentice Support Services Program 2021 Report to the Legislature



Table of Contents

Report Background	2
Washington State Apprenticeship and Training Council	2
Apprenticeship Preparation Program Recognition	2
2021 Progress Summary	2
WSDOT Office of Equal Opportunity – On-the-Job Training Program Pre-Apprenticeship and Support Services Grant	3
WSDOT and Career Connect Washington Intersections	4
Pre-Apprenticeship Support Services Success Stories, WSDOT Youth Direct:	6
Impacts of 2020 COVID-19	9
Increasing Minority and Women Apprentices on WSDOT Projects	10
FHWA On-the-Job Training Support Services Program (Scholarships)	10

Report Background

As required by Revised Code of Washington (RCW) *47.01.435 Highway Construction Workforce Development – Reports*, and SSB 5165, Section 917 (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. This annual report outlines highway transportation workforce development progress 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 transportation 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
- Childcare
- Mentoring
- Retention services
- Safety equipment
- Occupation-specific tools

WSDOT is required to report on the status of grants that have been awarded to organizations providing Pre-Apprenticeship and Support Services (PASS), as noted above.

Washington State Apprenticeship and Training Council Apprenticeship Preparation Program Recognition 2021 Progress Summary

The Washington State Apprenticeship & Training Council's (WSATC) list of recognized Apprenticeship Preparation programs has grown considerably over the past several years, reaching 36 programs. Over this past year, WSATC recognized four new programs, including a correctional center and a high school program. Six programs came forward for continued recognition, sharing their performance results over the past three years with the WSATC. Most programs prepare individuals for construction trade apprenticeships with additional programs

servicing manufacturing and information technology occupations. Registered Apprenticeship (RA) Sponsors are increasing 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. In addition, three trades offer transitioning veterans direct entry preparatory programs: The United Association of Plumbers and Pipefitters (UA) through their Veterans in Piping (VIP) program; The Sheet Metal Air Rail and Transport (SMART) workers through their SMART Heroes program and; the International Union of Painters and Allied Trades (IUPAT) through their Painters and Allied Trades Veterans Program (PAT VP). All of the aforementioned "direct entry" programs take individuals, many of whom have completed other apprenticeship preparation programs, into intensive, trade-specific preparation with a guaranteed slot into RA at completion, frequently with advanced standing.

As the administrative arm of the WSATC, the Apprenticeship Section, in the Fraud Prevention & Labor Standards Division at Labor & Industries, hired an Apprenticeship Consultant 3 to oversee youth initiatives and preparatory programs. This individual continues to work with entities seeking WSATC recognition or continued recognition for their preparatory programs. In addition to dedicated staffing resources, the Apprenticeship Section offers a Preparatory Program tracking feature within the newly redesigned Apprentice Registration and Tracking System (ARTS) for the state. Washington provides a statewide registration and tracking system for students enrolled in formally recognized Apprenticeship Preparation programs. This data feature will allow the WSATC and preparatory program funders to assess a program's efficacy over time (e.g., placement rates). The WSATC further intends to use information about effective preparatory programs as a resource for RA sponsors who have difficulty diversifying their applicant pools.

All the preparatory programs recognized by the WSATC have articulated pathways into RA programs. Recognized preparatory programs focus on ensuring a diverse, qualified applicant pool for their RA sponsors. Washington's Registered Apprenticeship system is the gold standard in Workforce Education and Training for our state, where wages for those who complete now exceed \$85,000.00 annually. There are currently over 21,000 registered apprentices in the state, earning while they learn a trade or profession.

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 and Support Services Grant

The WSDOT Pre-Apprenticeship Support Services (PASS) Program was created to help grow the diversity of WSDOT's highway construction workforce. PASS providers target their outreach to

women, minorities, and other disadvantaged individuals, by conducting individual assessments, providing pre-employment assistance, and assisting in barrier removal. They work with, and in some instances offer, pre-apprenticeship highway construction training programs that effectively prepare these individuals to enter the highway construction workforce. All eligible providers must be not-for-profit organizations, such as local Native American tribes, churches, and other community-based organizations. These programs actively assist and support these target populations in gaining access to careers in the highway construction trades. The PASS Program awards funds to partner with providers that present their project approach and strategies for performing the services mentioned above.

WSDOT and Career Connect Washington Intersections



The Washington State Department of Transportation (WSDOT) is proud to partner with Governor Inslee's Career Connect Washington (CCW) Initiative. CCW is a statewide network of state agencies, schools, private sector employers, labor, and educators who combine classroom

learning with practical career experiences for K-12 youth and young adults. Governor Inslee launched this [initiative](#) in 2017, and WSDOT has been a [CCW Partner](#) since August 2019.

WSDOT aligns with the CCW Programs in the following ways:

Career Explore:



WSDOT opportunities for kids in the K-12 system to learn about different career pathways include:

- Career Fairs and Construction Career Days
- Work-site tours
- Career presentations
- Job shadowing/preparation events

Career Preparation:



These WSDOT programs give students and young adults hands-on experience in the transportation career track or industry and helps them prepare for being in a

professional setting and making decisions about the next steps in their education and training.

- WSDOT sponsored comprehensive internships in the Environmental Services Division for college students.
- Pre-apprenticeship training opportunities funded through WSDOT's PASS Program. Providers across the state offer training to women, minorities, and other underserved young adults age 18 and over in highway construction trades training.

Career Launch:



Career Launch programs combine paid, meaningful work experiences with aligned classroom learning so students can receive a credential and become a competitive job

candidate. This includes registered apprenticeships and Career Launch programs in the K-12, CTC, and four-year systems.

- Washington State Ferries is the training agent for two registered apprentices at the Eagle Harbor Facility.
- Many WSDOT PASS Program Graduates go on to secure living wage careers in highway construction trades through a registered apprenticeship program.

PASS Award Information

PASS Program Providers 2021-2023 (Biennium Allocation \$4,000,000.00)

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) - \$714,337.50*
- JM Perry Technical Institute (Yakima County) - \$431,000.00
- Tulalip Tribes Tribal Employment Rights Office (TERO) Vocational Training Center (Native American Tribal members statewide can take this training at Tulalip) - \$299,300.00
- Pacific Northwest Ironworkers (King County) - \$316,038.18
- Cement Masons and Plasters (King County) - \$298,400.00*
- Northwest Carpenters Institute (Statewide) - \$363,480.00*

* Awards are currently being amended to increase program outreach through additional funding.

Pre-Apprenticeship Support Services Success Stories, WSDOT Youth Direct:

During the last biennium, we partnered with the Ironworkers and R3 Community services to offer the pilot program WSDOT Youth Direct, whose aim was to target outreach, support, rent and housing assistance, and direct entry pre-apprenticeship training to young adults who have left foster care, and those who had been involved in the Youth Justice system. Despite the challenges experienced because of the pandemic, the Ironworkers were able to train two cohorts. We learned a lot during this pilot program and are currently making improvements and exploring the next steps to reimplementation.

Three graduates of this pilot program shared that they came to this training opportunity from backgrounds that included youth justice involvement, foster care, under-employment, housing insecurity, and/or substance abuse situations. Each graduate was very thankful to have the opportunity to receive support services, resume and skill building guidance, help with barrier removal, and direct entry Ironwork training that led to living wage careers in highway construction.

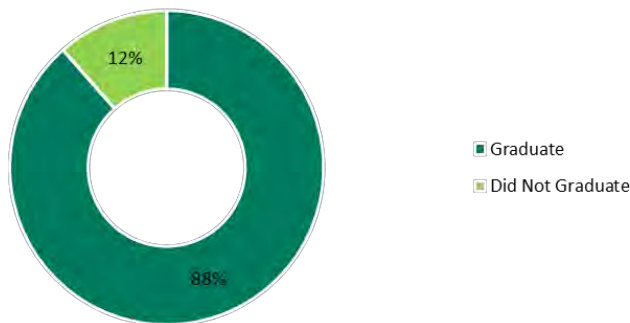
PASS Program 2021 Measures of Success¹

Over 1,506 women, minorities, and other disadvantaged individuals have participated in the PASS Program since its inception in 2015.

The following summarizes the available data and is representative of the total number of PASS Program participants. Data is self-reported.

- Program pre-apprenticeship graduation rate of 88 percent

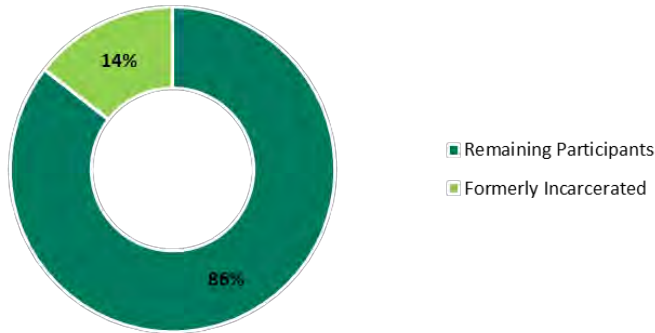
PASS Program Graduation Rates



- Most reported participant barrier – fourteen percent reported being formerly incarcerated

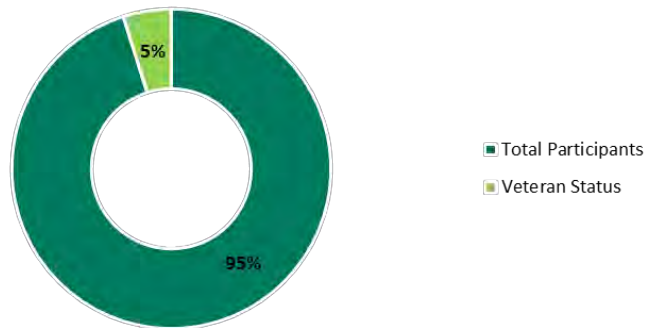
¹ Program data and graphics have been extracted from PASS Program individual intake data forms.

PASS Participants Formerly Incarcerated



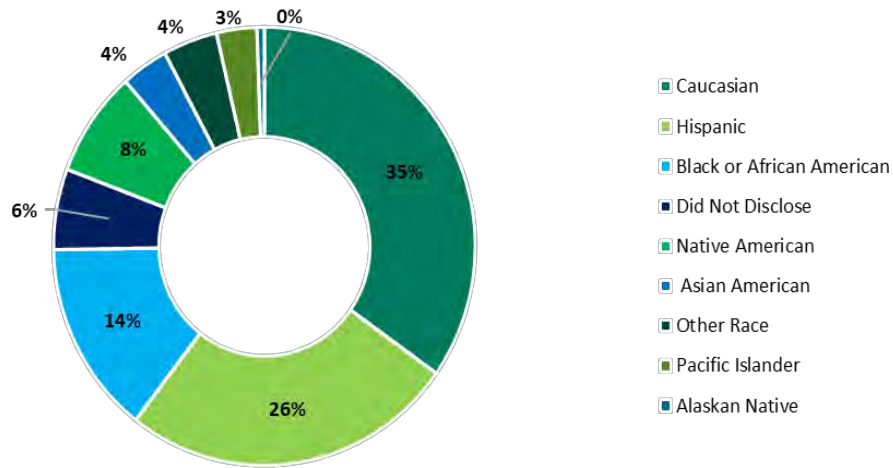
- Five percent Veteran participation

PASS Participants Veteran Status



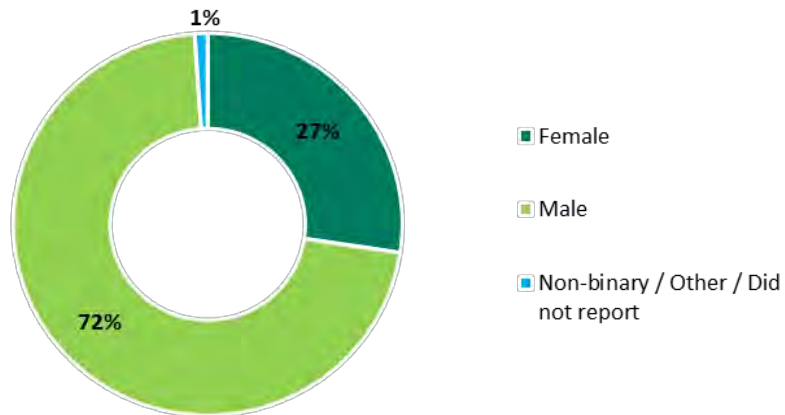
- Support Services data – thirty-four percent of PASS participants (526) received Supportive funds averaging \$453.00.
- Program participants registered in L&I Apprenticeship Registration & Tracking (ARTS), 63 percent.
 - L&I reported wages and benefits for ARTS participants: \$18,109,403.00 (data limited to Public Works contracts)
- Program participation by race:
 - Caucasian 35 percent
 - Hispanic 26 percent
 - African American 14 percent
 - Native American 8 percent
 - Did not disclose 6 percent
 - Various other groups at less than 5 percent

PASS Program Participants



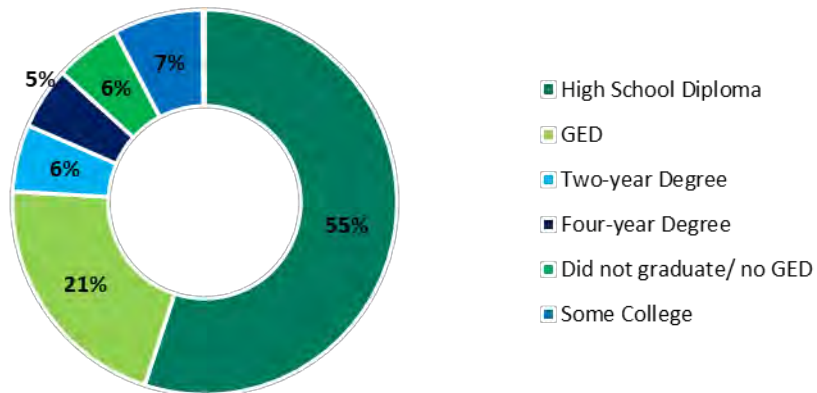
- Overall: Participation by gender:
 - Male 72 percent
 - Female 27 percent
 - Non-binary/Other/Did not report 1 percent

PASS Participants By Gender



- Participation by education level:
 - High School Diploma 55 percent
 - GED 21 percent
 - Post High School degree 11 percent
 - Some college 7 percent
 - Did not graduate/no GED 6 percent

PASS Participants By Education



- Program participants with current L&I apprentice registration:
 - Caucasian 41 percent
 - African American 20 percent
 - Hispanic 15 percent
 - Pacific Islander 8 percent
 - Other 7 percent
 - Native American 5 percent
 - Asian American 4 percent

Through our partnerships with training and outreach providers, the PASS Program positively impacts the lives of underrepresented populations in Washington State. This impact is demonstrated by increasing opportunities for high-paying, livable wage careers in the highway construction trades. The above data confirm that PASS funds successfully reach women, people of color, the formerly incarcerated, and other disadvantaged individuals.

Impacts of 2020 COVID-19

It is essential to note the ongoing challenges the state of Washington continues to experience in impacts by the COVID-19 pandemic, and the rollout of vaccine mandates that have created challenges to our PASS providers' training schedules and goals across the state, impacting outcomes. Some of these challenges included loss of training time, the inability to offer outreach events, and supportive services during the Governor's "Stay Home, Stay Healthy" orders, and by restrictions and guidance from counties and cities. PASS Program providers have worked tirelessly to overcome the difficulties of the pandemic with their students' and staff's health and safety as their priority. They are continually finding ways to resume training, outreach, and support services safely.

Increasing Minority and Women Apprentices on WSDOT Projects

WSDOT aims to increase the number of minority and women apprentices in the highway construction trades. State law requires that all projects estimated to cost over three million dollars meet a 15% apprenticeship requirement.

The agency's most recent data (2020) shows apprentice utilization of 15.46%. Of all 2020 Contracts, 90.5% met the Apprenticeship Apprentice Labor hour requirements. Three contracts met their requirements through apprentice hours and good faith effort, and two failed to meet apprenticeship requirements. Total apprentice labor hours were 64,241.00, and total journeymen hours were 367,738.64.

WSDOT Office of Equal Opportunity FHWA On-the-Job Training Support Services Program (Scholarships)

WSDOT receives a yearly allocation of funds from the Federal Highway Administration (FHWA) for the On-the-Job Training Support Services (OJT/SS) program.

The 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. This program also exists to create a pipeline of individuals ready to work on highway construction projects statewide. The OJT/SS scholarship program is available statewide to support 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 engaging women and minorities in Washington State's heavy highway construction trades, creating a pipeline of individuals ready to work on projects statewide, and retaining 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.

Please find the OJT/SS Annual Report for FFY 2021 attached as an appendix.

Appendix

**Office of Equal Opportunity
On-the-Job Training Support Services Program
2021 Annual Summary**



**Office of Equal Opportunity
On-the-Job Training Support Services Program
2021 Annual Summary**

In Federal Fiscal Year (FFY) 2021, WSDOT received \$232,955.00, in funds, from the Federal Highway Administration (FHWA) for the OJT/SS program. In addition, the program awarded \$151,374.00 in funds remaining from the FFY2020 allocation.

Purpose Statement

The primary purpose of the Washington State Department of Transportation's (WSDOT) On-the-Job Training Support Services (OJT/SS) Program is to prepare women and minorities for entry into the highway construction trades and related careers. This is done by creating a pipeline of individuals ready to work on highway construction projects statewide. OJT/SS was 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 engage women and minorities in Washington State's heavy highway construction trades. Continued support will entail offering direct scholarships to qualified individuals and assisting these pre-apprentices and apprentices in gaining construction-related skills and maximizing those skills in a long-term career. The OJT/SS Program will also continue to support Construction Career Days in all areas of the state and support programs in areas of Washington State where none currently exist.

Statement of Problem

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

Goals & Objectives

Goal One

The OJT/SS Program awarded \$384,329.00 in direct scholarships to 105 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's scholarship program, established in the 2016 Statement of Work, supports women, minorities, and other disadvantaged individuals seeking training in the heavy highway construction areas that the WSDOT OJT/SS program supports. The program allows individuals seeking training in heavy highway construction trades to attend either traditional pre-apprenticeship programs or, due to their location, access to a specialized program that provides training in a specific field in their area. WSDOT pursues partnerships with state colleges, commercial driving schools, other established in-state training programs, and Department of Corrections Trades Related Apprenticeship Coaching (TRAC). Existing partnerships include Tribal Employment Rights Office Vocational Training Center, ANEW, Perry Technical College, the Northwest Carpenters Training Institute, Cement Masons, Plasterers, and the Ironworkers.

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

Objectives

- a) Applicants are screened through an application process that includes personal references, brief essays, and a desire for success in the heavy highway construction field.
- b) Previous scholarship recipients that demonstrated success in their program under their first scholarship may receive priority funding 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 (Fall, Winter, and Spring), with a deadline for applications posted. Applications will be reviewed and awarded based on the information presented on the application and a first-come, first-served basis.
- d) Tracking participant completion and job placements are ongoing. At least 50 percent of those graduating from their programs get placed into highway construction trades, Federal-aid projects, and other related careers.

The scholarship program allows for detailed tracking of recipients that complete training. As a condition of the award, scholarship recipients must agree to provide information regarding program training and attendance, completion, job placement, and follow-up to provide statistical information regarding program outcomes. A follow-up interview will occur to obtain additional information about their experience, needs, and success. We also use an annual web-based survey for the follow-up to assess program accomplishments and locate any unanticipated barriers that may preclude student success on the job. The next survey is scheduled for early 2022.

Accomplishments

During FFY21, we awarded program scholarships at a steady pace to individuals across the state. Applications arrived in correlation to upcoming or ongoing training and school opportunities. Word was spread about the WSDOT OJT/SS scholarship opportunities through monthly scheduled email blasts, speaking with pre-apprenticeship training providers in phone meetings and Zoom conferences, and working with other public agencies to share the information on their email distribution systems. Many of the training institutions receiving award funds on behalf of their students are new vendors to WSDOT, revealing that the scholarship program continues to gain access in organizations across the state.

Work is underway by program staff to create a survey for past awardees to track their outcomes and successes. For FFY21, the following individuals were awarded scholarships in varying construction trades related training programs across the state. A total of \$424,002 in scholarships were awarded to 108 individual applicants. Details can be found at the end of this report.

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 is beneficial to the target audience. Build strategic 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 help 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 states, 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

Due to the ongoing Covid19 pandemic, there are no accomplishments to share. The statewide Construction Career Days did not resume as scheduled this Fall 2021 due to the continuing health concerns for students, staff, and event volunteers across the state related to the COVID19 pandemic.

Impacts of COVID19

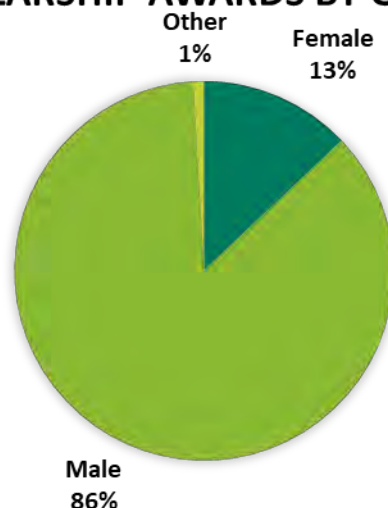
Again this year, the state of Washington has been impacted by the COVID19 pandemic, which has created challenges to Highway Construction Trades' training schedules and goals across the state. Challenges include the loss of training time, the inability to hold outreach events during the Governor's "Stay Home, Stay Healthy" orders, and restrictions and guidance from counties and cities. Training providers have worked tirelessly to overcome the pandemic's difficulties with their student's health and safety and staff as their priority. They are continually finding ways to resume training and outreach safely. WSDOT is proud of the training entities and their partners' commitment to ensuring women, minorities, and other disadvantaged individuals have safe and healthy opportunities to access the training needed to become an apprentice in the highway construction trades.

For FFY21 the following data was taken from client applications leading to scholarship awards.

There were 108 total awards with an average award per application of \$3925.92

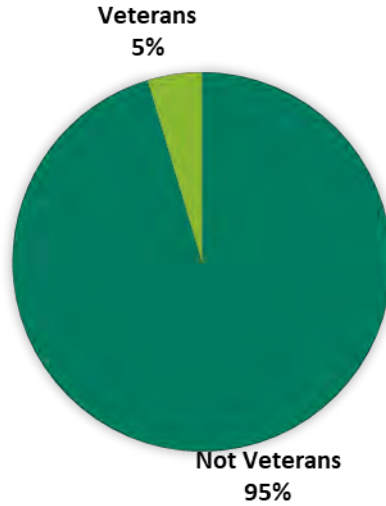
Total awards by gender: Male 86 percent, Female 13 percent. Other 1 percent

SCHOLARSHIP AWARDS BY GENDER



Awards by Veteran status: Five percent

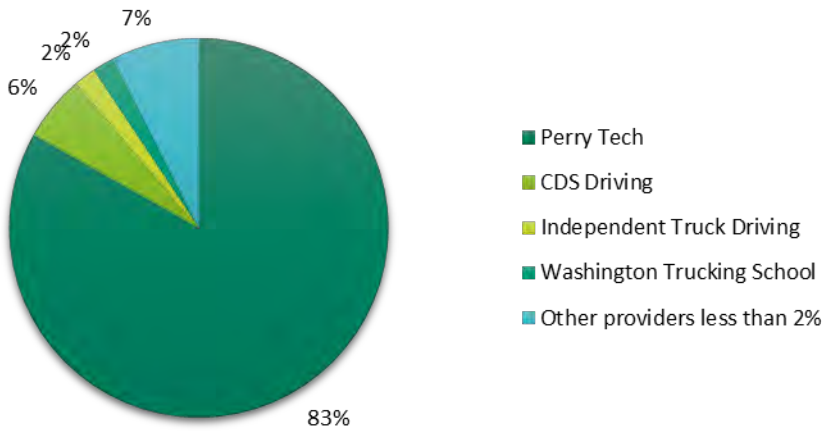
SCHOLARSHIP AWARDS TO VETERANS



Awards were granted to the following Training Programs:

Perry Technical Institute 83 percent, CDS Driving 6 percent, all other entites less than 4 percent.

Location of Training program



Thirty-four percent of the awards went to applicants listing other barriers.

Applicants Listing Other Barriers

