



# Washington State Department of Transportation

## Office of Equity and Civil Rights Pre-Apprentice Support Services & Minority and Women's Business Enterprise Support Services Program 2023 Report to the Legislature



## **Report Background**

As required by Revised Code of Washington (RCW) *47.01.435 Highway Construction Workforce Development – Report*, and *ESHB 1125 Highway Construction Workforce Development Report*, 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 2023 Progress Summary**

The Washington State Apprenticeship and Training Council's (WSATC) list of recognized Apprenticeship Preparation programs has grown considerably over the past several years, reaching 44 programs. Over this past year, WSATC recognized three new programs, including a nursing assistant program and a high school program. Nine 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 programs. The

Ironworkers were the first trade to offer this pathway, with the Laborers, Cement Masons, Masonry Trades, and Carpenters following soon after.

To further the intent of the Apprenticeship Preparation Recognition Policy of providing underserved populations additional opportunities to gain the skills and knowledge to become a registered apprentice, the WSATC recently revised the Apprenticeship Preparation Recognition Policy in January 2023 and again in August 2023. Under this policy, all apprenticeship preparation programs must have an articulation agreement with one Registered Apprenticeship Program providing a defined benefit to completers, they must include a minimum articulation goal of 15 percent into Registered Apprenticeship, have at least 50 percent of the program curriculum focused on occupationally specific skills, and must report participant information through the Apprentice Registration and Tracking System (ARTS). This required reporting 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 pool of applicants.

Under Second Substitute House Bill 1013, the Apprenticeship Section, in the Fraud Prevention and Labor Standards Division at Labor and Industries (L&I), hired two Apprenticeship Consultant 3s to work with the Office of the Superintendent of Public Instruction (OSPI) and Educational Service Districts in establishing the regional apprenticeship preparation pilot program. The purpose of the pilot program is to identify common best practices and processes for establishing a regional apprenticeship preparation program that support postsecondary success for students and strengthen community engagement in schools and school districts.

Washington's Registered Apprenticeship system is the gold standard in Workforce Education and Training for our state, where the median wages for those who complete is around \$94,000.00 annually. There are currently over 22,507 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: [Apprenticeship Preparation \(wa.gov\)](https://www.lni.wa.gov/apprenticeship-preparation)

**WSDOT Office of Equity and Civil Rights  
On-the-Job Training Program Pre-Apprenticeship and Support Services Grant**

The WSDOT 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 socially and economically 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 students 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 Office 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 aged 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, Community and Technical Colleges, 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 Program Awards and Providers 2023-2025**

Contracts from the 2022-2023 cycle were renewed. 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:

- Apprenticeship and Non-Traditional Employment for Women (ANEW) (King County) - \$1,332,600
- JM Perry Technical Institute (Yakima County) - \$807,880
- Tulalip Tribes Tribal Employment Rights Office (TERO) Vocational Training Center (Native American Tribal members statewide can take this training at Tulalip) - \$327,500.00
- Pacific Northwest Ironworkers (King County) - \$354,992
- Cement Masons and Plasters (King County) - \$438,744
- Northwest Carpenters Institute (Statewide) - \$761,090

**Other Initiatives Under the PASS Program:**

**Career Opportunity Maritime Preparation and Support Services, \$1,505,602.00**

WSDOT responded to the Washington State Ferries (WSF) worker shortage by creating the Career Opportunity Maritime Preparation and Support Services (COMPASS) Program. This program offers maritime trades training and preparation for inland waterways trades and support services to obtain necessary documents and U.S. Coast Guard certifications to recruit, serve, train, and support the same target populations the PASS programs are designed to serve.

Seattle Jobs Initiative, who was awarded this contract, began program development in the Summer of 2022. The first cohort graduated on June 1, 2023. The second cohort of 7 students is on track to graduate on December 1, 2023. Demographics from the first cohort are shown below.

- African American: 4 students
- Caucasian: 1 student
- Latino/Hispanic Native: 2 students
- Hawaiian/Pacific Islander: 1 student
- Other/Multiple Minority Race: 2 students

### **Safe and Welcoming Worksite Pilot Program**

WSDOT is committed to ensuring safe, productive, and respectful worksites on our projects. The PASS Program is funding the Safe and Welcoming Worksite Pilot Program. This program started in July 2021 and was awarded \$691,500. There were no additional funds awarded for the 2023 state fiscal year.

This program, being created by the contract awardee, ANEW, will be tailored for application in the following:

- Agency-managed construction project job sites.
- WSF-related job sites and worksites.
- All employee work locations across the state.

One of the program's deliverables is establishing Safe and Welcoming Worksite Program contract language on all agency contracts.

### **Department of Corrections, Training Agreement, \$66,000**

WSDOT has partnered with the Department of Corrections to create an agreement to train individuals nearing release from correctional facilities through their selected vendors. These training certifications include road flagging, Occupational Safety and Health Administration 10 hour training (OSHA 10), First Aid/CPR, HAZWOPER and any other road construction-related skills training.

### **Spokane Right-of-Way Workforce Training Initiative – Camp Hope**

In the fall of 2022, WSDOT initiated a program to offer training and road construction-related jobs to interested individuals within the more than 600 persons residing on a WSDOT right-of-way in Spokane, Washington, called Camp Hope. Through a partnership with Innovative Impact Strategies, Empire Health Foundation, and various training partners, including the #86 Laborers Union, the Pre-Employment Preparation Program, and Spokane Community College, participants received support services, barrier mitigation, pre-employment preparation, and hands-on training to earn certificates in OSHA 10, First Aid, CPR, forklift, and Traffic Control.



As of July 2023, the program has trained three cohorts:

- Individual assessments – 40
- Participants – 29
- Training graduates – 25
- Graduation rate – 86 percent

Housing status of participants

- Emergency housing – 15 (Catalyst House)
- Local Shelter – four
- Permanent Housing – three
- Other Temporary Housing - one

### **WSDOT-PacTrans High School Summary Camp Summary**

Resources for modernizing and managing transportation systems are dwindling, while shifts in demographics, increased mobility demands, and environmental challenges necessitate investments in technology and infrastructure. The transportation workforce must be equipped to confront and resolve these pressing challenges, requiring training and education tailored to the evolving landscape. The primary objective of the PacTrans-WSDOT Summer High School Transportation Camp program is to inform the next generation, pre-college students, about the possibilities of a career in Science, Technology, Engineering, and Math (STEM)-related fields associated with transportation. Though the program was open to all students, with an emphasis on promoting the program to a diverse STEM workforce that included participation of women and underrepresented groups.

The 2023 PacTrans-WSDOT Summer High School Transportation Camp was designed as a comprehensive, six-day, five-night residential program. It took place at two prestigious institutions: Washington State University (WSU) in Pullman and the University of Washington (UW) in Seattle. The 2023 program was generously sponsored by PacTrans and WSDOT, offering the camps free of charge to all participating students. Both camps welcomed 33 students, with 25 at the UW and eight at WSU. The success of both camps was underscored by overwhelmingly positive feedback from students and parents.

Over time, the program aims to contribute to the development of a STEM-capable workforce. To achieve these goals, the program has the following objectives:

- Reach out to minority youth, young women, and disadvantaged individuals to introduce them to the opportunities within transportation-related STEM fields.
- Increase awareness among high school students about the diverse and rewarding careers available in the transportation industry.
- Encourage and inspire high school students from diverse backgrounds to consider pursuing a vocation in transportation.

The demographic distribution of students attending the UW camp were:

- 50% White, 37% Asian, 7% Hispanic or Latino/a, 3% Black or African American, and 3% Native Hawaiian or Pacific Islander;
- 59% Male and 41% Female; and
- 22% Households incomes were greater than \$150K, 15% between \$100-150k, 7% between \$50-75k, and 4% between \$75-150k.
- Demographic data for WSU's program is currently unavailable.

The success of the 2023 camp program was evident in the overwhelmingly positive feedback received from students and parents alike. The engagement of our guest speakers, the interactive nature of participatory lectures, the eye-opening field trips, and the thought-provoking student-led team project all played vital roles in enriching the learning experience. It's clear that there is great potential for this program. There are also opportunities for the program to improve in future years. Considerations for next year include refining weekly schedules to allow for more engagement and addressing logistical challenges both to attend the camp, and for traveling between venues during the camp.

### **PASS Program 2023 Measures of Success<sup>1</sup>**

As of June 30, 2023, over 2,601 women, minorities, and other socially and economically disadvantaged individuals have participated in the PASS Program since its inception in 2015.

The following summarizes the available data as of June 30, 2023, and is representative of the total number of PASS Program participants. This data is self-reported.

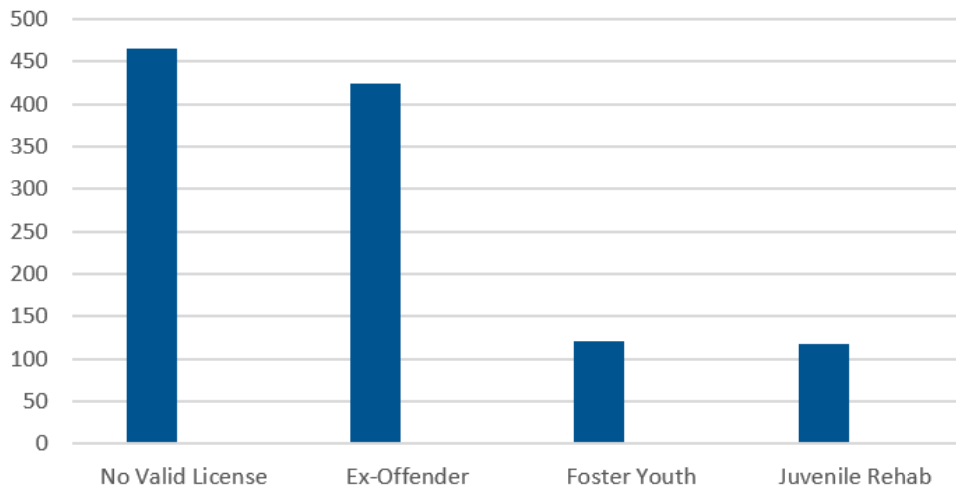
The below graph and data show the reported barriers for those who have enrolled in the PASS program. The bar graph displays the most reported barriers, and the table displays all program-tracked barriers shown as a percentage of all enrolled participants. The supportive services provided through this program aid in overcoming these barriers.

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<sup>1</sup> Program data and graphics have been extracted from PASS Program individual intake data forms.



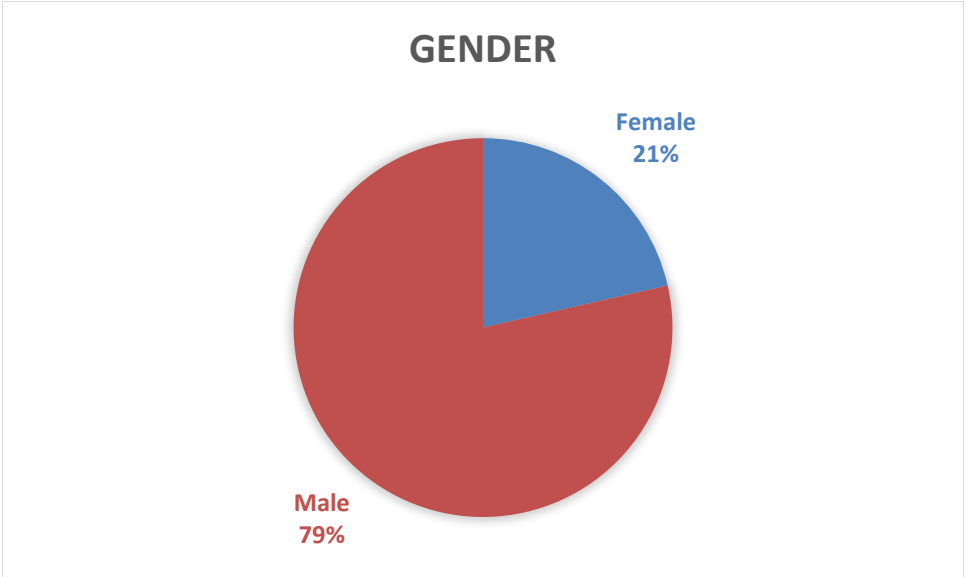
### Pass Program Barriers Reported



No Valid License	17.88%
Formerly Incarcerated	16.34%
Foster Youth	4.61%
Juvenile Rehab	4.50%
Currently Houseless	0.50%
Disability	0.58%
No Dependable Transportation	0.69%
No Child Care	1.46%
Substance Abuse	1.35%
No H.S. Diploma/GED	1.04%
Limited English	1.38%
Limited Math Skills	2.54%

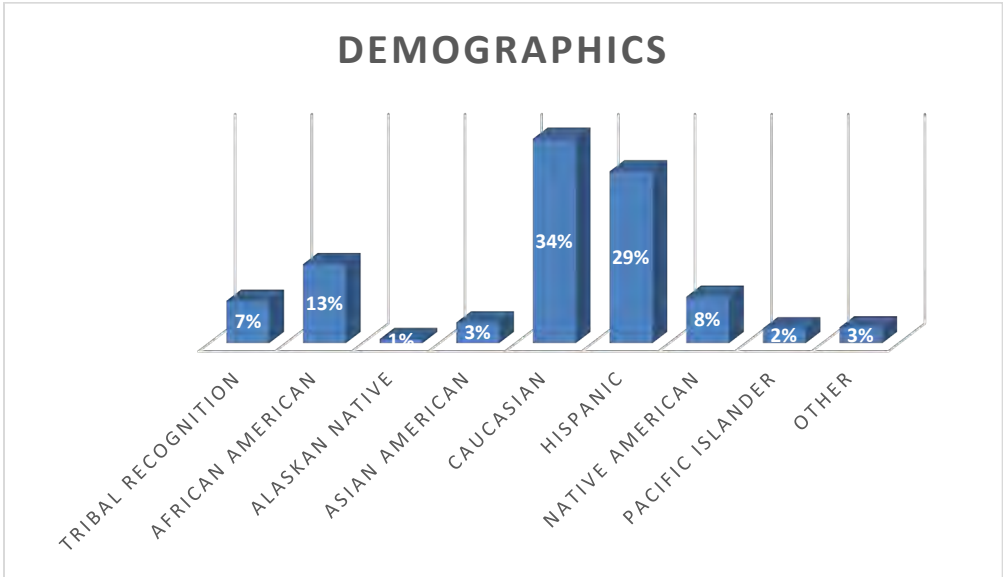
#### Participation by gender

- Male: 79 percent
- Female: 21 percent
- Non-binary/Other/Did not report: less than one percent



Demographics of participants

- Caucasian: 34 percent
- Hispanic: 29 percent
- African American: 13 percent
- Native American: 8 percent
- Tribal Recognition: 7 percent
- Asian American: 3 percent
- Other race not listed: 3 percent
- Pacific Islander: 2 percent
- Alaskan Native: 1 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 socially and economically disadvantaged individuals.

### **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 two million dollars meet a 15 percent apprenticeship requirement.

WSDOT's 2023 data is current through October and is as follows:

- Apprentice Hours: 36,854.75
- Journeyman Hours: 234,757.93
- Total Hours: 271,612.68
- Apprentice Utilization: 13.57 percent

There were 18 contracts closed out in 2023. Six contracts (28 percent) met the apprentice requirement through labor hours, and 11 contracts (61 percent) met the requirement through Good Faith Efforts (GFE).

### **WSDOT Office of Equity and Civil Rights 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 socially and economically 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 Highway Construction and Maritime Trades 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, minorities, and other socially and economically disadvantaged individuals 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 involve 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 2022 attached as an appendix.

## **Initiatives under the Minority and Women’s Business Enterprise Program Trucking Consortium \$500,000**

To assist minority and women-owned trucking companies in competing with the larger trucking companies, The Washington State Department of Transportation created a Trucking Consortium. The consortium will allow for a Trucking Consortium/Third Party Administrator to pool the resources of DBE-certified trucking companies to compete with trucking companies with more extensive operations while increasing their business capacity.

The consultant is currently developing the legal, managerial, and operational structure necessary to sustain a multiyear Trucking Consortium, including a successful rotating trucking dispatch system.

## **Minority and Women Business Enterprise Support Services**

The Washington State Department of Transportation’s Minority and Women Business Enterprises Support Services (MWBE/SS) is a state-funded program that provides supportive services and training to minorities, women, and other socially and economically disadvantaged firms. WSDOT contracts with the Vendor, Tabor 100, to Manage the Disadvantaged Business Enterprise Supportive Services Program.

The Tabor 100 Technical Assistance Program offers a diverse range of workshops, one-on-one assistance, and access to hardware and software licensing to help members thrive in their respective industries. Workshops include:

- QuickBooks foundational workshops to familiarize businesses with the widely used accounting software, to manage their finances efficiently.
- Bid Writing Classes to help businesses learn how to create compelling and effective bids for contracts and projects, enhancing their chances of winning opportunities.
- Grant Writing Classes where participants are guided on the process of writing grant proposals, aiding them in securing funding for their projects or initiatives.
- How to do Business with State Agencies to educate members on the intricacies of working with state agencies, understanding their requirements, and navigating the procurement process.
- Certification classes include but are not limited to OSHA 30, OSHA 10, CPR Certification.

## **One-on-One Help:**

This program offers personalized support through one-on-one consultations in the following areas:

- Accounting practices
- Business development strategies
- Web development support
- Sales and marketing tactics

- Preparing and securing bids
- Navigating legal aspects
- Streamlining workflow and operations
- Hardware and software licensing

## **WSDOT Office of Equity and Civil Rights Capacity Building Mentorship Program**

### **Overview**

The Washington State Department of Transportation's (WSDOT) Capacity Building Mentorship Program (CBMP) works to grow the relationship with Minority, Small, Veteran, and Women Business Enterprises (MSVWBE). The program pairs mentors, prime contractors, or consultants with protégé firms certified by the Office of Minority and Women's Business Enterprises (OMWBE), or those registered with the Washington State Department of Enterprise Services (WEBS) as a small or veteran business.

The mentors provide technical assistance and business advice to strengthen the protégés' capacity to perform work on WSDOT and Sound Transit projects. This program enhances the capabilities and participation of underserved businesses that can work on transportation-related projects. The Capacity Building Mentorship Program continues to grow, with over 170 mentors and proteges paired Since 2018.

Responses from a July 2023 survey for cohorts four and five indicate:

- All responding mentors answered that helping a protégé was worthwhile and valuable to their business.
- Nearly seventy-five percent of responding protégé answered that the CBMP program was worthwhile.
- Overall satisfaction rates were eighty-six percent, with responding protégés affirming that their mentors helped them participate in new contracts with WSDOT, Sound Transit, or other private sector contracts.

## Participation Data

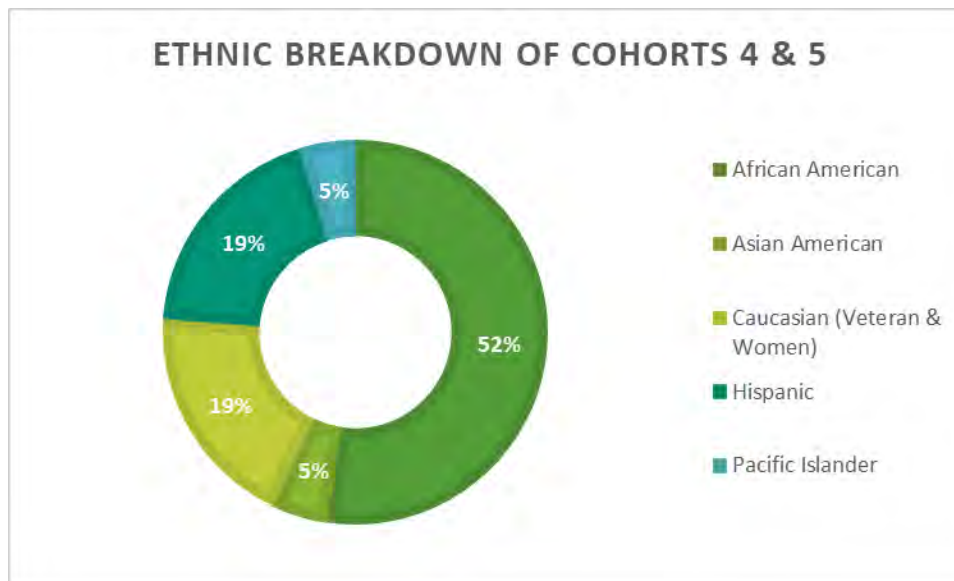
African American – 11 firms

Asian American – one firms

Caucasian (Veteran and Woman) – four firms

Hispanic – four firms

Pacific Islander – one firms





# Appendix

**Office of Equity and Civil Rights  
On-the-Job Training Support Services Program  
2023 Annual Summary**

**Office of Equity and Civil Rights  
On-the-Job Training Support Services Program  
2023 Annual Report**

In Federal Fiscal Year (FFY) 2023, WSDOT received \$150,617.00 from the Federal Highway Administration (FHWA) for the OJT/SS program.

***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***

WSDOT and other Regional Public Owners (RPO) (e.g., King County, City of Seattle, Port of Seattle, Sound Transit, etc.) forecast a shortage of workers in the heavy highway construction labor force. In 2021, WSDOT and the RPO commissioned a study by Community Attributes, Inc. (CAI) to examine how this labor shortage is affecting the current demographic makeup of today's workforce. This study revealed a statewide shortage in the number of women and minorities represented in the trades, which does not reflect the available demographics of Washington State.

***Goals & Objectives***

**Goal One**

**The OJT/SS Program awarded \$136,048.00 in direct scholarships to 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, and other established in-state training programs. Existing partnerships include Tulalip Tribes 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 supporting 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.

## Accomplishments

During FFY23, 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 to organizations across the state.

Annual surveys are being conducted to collect information about graduates of the scholarship program. Work is underway to redesign the survey and determine a better approach before launching to improve results.

The below table displays program disbursement by county.

Adams	2%
Benton	6%
Chalan	2%
Franklin	6%
Grant	2%
King	10%
Okanogan	2%
Pierce	14%
Snohomish	2%
Thurston	2%
Yakima	52%

For FFY23, the following individuals were awarded scholarships in varying construction trades-related training programs across the state:

Date of Complete Application	Last Name	First Initial	Location of Training program	Program Trade	Awarded Tuition
10/26/2022			CDS	CDL	\$ 695.00
10/26/2022			Perry Tech	CDL	\$ 4,211.00
3/8/2023			CDS	CDL	\$ 5,500.00
5/1/2023			CDS	CDL	\$ 6,200.00
8/18/2023			Skyline	CDL	\$ 4,785.00
9/5/2023			CDS	CDL	\$ 7,161.50
9/5/2023			CDS	CDL	\$ 7,161.50
8/31/2023			PNW	CDL	\$ 4,265.00
8/31/2023			Perry Tech	Electrician	\$ 4,000.00
9/1/2023			Perry Tech	Electrician	\$ 7,000.00
9/1/2023			Perry Tech	Diesel Mech	\$ 8,000.00
9/1/2023			Perry Tech	Diesel Mech	\$ 8,000.00
9/1/2023			CDS	CDL	\$ 6,951.50
9/1/2023			Perry Tech	Electrician	\$ 8,000.00
9/1/2023			Perry Tech	Electrician	\$ 5,000.00
9/1/2023			CDS	CDL	\$ 7,161.50
9/15/2023			Skyline	CDL	\$ 5,975.00
9/27/2023			Perry Tech	Electrician	\$ 6,000.00
9/27/2023			Perry Tech	Carpenter	\$ 6,000.00
9/27/2023			Perry Tech	Electrician	\$ 6,000.00
9/27/2023			Perry Tech	Carpenter	\$ 8,000.00
9/27/2023			Perry Tech	Electrician	\$ 8,000.00
9/27/2023			Perry Tech	Ironworker	\$ 8,000.00
9/27/2023			Perry Tech	Electrician	\$ 8,000.00
9/27/2023			Perry Tech	Welding	\$ 4,000.00
10/5/2023			Perry Tech	Ironworker	\$ 8,000.00

Note: the time frame in which scholarships are awarded and invoices are paid, can vary and these above numbers will differ from the budget expended totals.

Scholarship recipient names have been redacted to protect their privacy.

### 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. OJT/SS Program staff will also 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 resource constraints, WSDOT is not currently participating in Construction Career Days as it relates to OJT/SS. WSDOT's regional and maintenance divisions may participate in the future and will be reaching out to the coordinators in the upcoming federal fiscal year to renew connections and participation.





**FHWA OJT/SS FFY22 Annual Financial Report**

Federal Fiscal Year 2023 (October 1 2022 - September 30 2023) Final Report (table 1 of 2)								
OBJECT CODE	EXPENDITURE SUMMARY	Aug-22	Sep-22	FFY Q1	FFY Q2	FFY Q3	FFY Q4	SOW Categories
EA01	Supplies, Materials, Spec and Plans							Misc/ Other
EB03	Communications-Telephone (Cell)							Misc/ Other
EG01	Training Registration Fees							Misc/ Other
EG02	Conference/Tech Meeting & Seminar							Misc/ Other
EG06	Dues/Memberships/Assoc Fees							Misc/ Other
EP01	Insurance							Misc/ Other
EH06	Exhibition Booth Costs							Misc/ Other
EZ02	Advertising							Misc/ Other
ER25	Costs for Dept Sponsored Conference							Misc/ Other
EZ02	Advertising							Misc/ Other
GB01	Air Transportation = In-state							Travel
GC01	Private Automobile Mileage							Travel
GD01	Other Travel Expenses							Travel
Incoming Dollars	FHWA Training Tuition Direct or OJT Tuition Assistance - <b>Incoming Dollars</b>	\$ 150,617.00						\$150,617.00
NZ03	FHWA Training Tuition Direct or OJT Tuition Assistance - <b>Expenditures</b>		\$ 78,129.00	\$ 44,024.00	\$ 7,695.00	\$6,200.00	\$ -	\$136,048.00
Subtotal	FFY2023 Subtotal		\$78,129.00	\$ 44,024.00	\$ 7,695.00	\$6,200.00	\$ -	\$136,048.00
Remaining funds of dollars received on 8/15/2022								\$14,569.00



**Federal Fiscal Year 2023 (October 1 2022 - September 30 2023) Final Report (table 2 of 2)**

OBJECT CODE	EXPENDITURE SUMMARY	Aug-23	Sep-23	FFY Q1	FFY Q2	FFY Q3	FFY Q4	SOW Categories
EA01	Supplies, Materials, Spec and Plans							Misc/ Other
EB03	Communications-Telephone (Cell)							Misc/ Other
EG01	Training Registration Fees							Misc/ Other
EG02	Conference/Tech Meeting & Seminar							Misc/ Other
EG06	Dues/Memberships/Assoc Fees							Misc/ Other
EP01	Insurance							Misc/ Other
EH06	Exhibition Booth Costs							Misc/ Other
EZ02	Advertising							Misc/ Other
ER25	Costs for Dept Sponsored Conference							Misc/ Other
EZ02	Advertising							Misc/ Other
GB01	Air Transportation = In-state							Travel
GC01	Private Automobile Mileage							Travel
GD01	Other Travel Expenses							Travel
Incoming Dollars	FHWA Training Tuition Direct or OJT Tuition Assistance - <b>Incoming Dollars</b>	\$150,617.00						\$150,617.00
NZ03	FHWA Training Tuition Direct or OJT Tuition Assistance - <b>Expenditures</b>		\$ 47,743.00	\$ 83,934.50				\$131,677.50
Subtotal	FFY2023 Subtotal	\$ -	\$47,743.00	\$ 83,934.50	\$ -	\$ -	\$ -	\$131,677.50
Remaining funds of dollars received on 8/15/2023								\$18,939.50