

On-the-Job Training Support Services Program

Federal Fiscal Year 2014

October 1, 2013 – September 30, 2014

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 USDOT 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 2014, WSDOT was allocated approximately \$150,000. 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 WSDOT's 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 the 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 (e.g., JobCorp, 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, 2013 – OEO staff participated in the Quinault Tribe Career Expo. This fair was for high school students interested in working in the construction industry.
- April 17, 2014 – OEO staff attended the Tacoma Community College Job Fair with a Seattle Tunnel Partners representative. The job fair was well attended and many people noted interest in working with WSDOT and the tunnel project.
- April 29, 2014 – OEO staff conducted an Apprenticeship/Trainee Program orientation for the NACTEP. Fifteen individuals were provided information regarding employment opportunities within the heavy highway construction trades.
- June 3, 2014 – OEO staff conducted an orientation for approximately fifteen students at Seattle Vocational Institute regarding the OJT/SS Program. The student all noted an interest in working in heavy highway construction, specifically with WSDOT.
- June 6, 2014 – OEO staff assisted Scarsella Brothers in finding resources (SVI, Tulalip TERO Director, etc.) to hire apprentices/trainees.

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 2014 - \$959.74

King County Construction Career Day – October 2 & 3, 2013

This event is held in partnership with the Association of General Contractors, University of Washington Construction Management students and various unions. There were approximately 1,100 students attending. Seattle World School had ninety students attend from all over the world. Also in attendance were the pre-apprenticeship students from the Tulalip Tribe.

Tri-Cities Construction Career Day – October 8, 2013

This event was held at the Benton County Fair Grounds in Kennewick. Approximately 540 students were in attendance from various schools. A Pathway to Apprenticeship session was added to the event for the first time for middle and high school teachers, principals and guidance counselors from local school districts. Over forty educators attended the sessions.

Assistance with Tools, Protective Clothing and Related Support

Purchase of Safety Vests and Jackets - June 5, 2014

Fifteen students were provided safety jackets and vests at SVI.

Total spent on safety equipment for students: \$787.62

Pre-Apprenticeship Programs

Tulalip – March 2014 - (Tulalip) - \$19,000

Nineteen Native American students were provided tuition assistance to participate in the Tulalip Tribal Pre-Apprenticeship Program.

Tulalip – September, 2014 (Tulalip) - \$19,000

Nineteen Native American students were provided tuition assistance to participate in the Tulalip Tribal Pre-Apprenticeship Program.

Seattle – February 2014 (Seattle Vocational Institute – PACT) - \$7,836.66

Four students were provided with tuition assistance to participate in the SVI pre-apprenticeship program, for a total of \$7, 836.66.

Seattle – May 2014 (Seattle Vocational Institute – PACT) - \$7,459.27

Eight students were provided with tuition assistance to participate in the SVI pre-apprenticeship program, for a total of \$7,459.27.

OJT/SS Federal Fiscal Year (FFY) 2014 Accomplishments Overview:

OJT/SS Activities	FFY 4th Quarter	FFY 3rd Quarter	FFY 2nd Quarter	FFY 1st Quarter	FFY 2014 Total
Placement	Ongoing	Ongoing	Ongoing	Ongoing	Ongoing
Intake/Assessment (Interviews)	19	8	23	0	50
Applicants Referred to Contractors	0	0	0	0	0
Applicants Referred to Community Based Organizations	0	0	0	0	0
Applicants Referred to Pre-Apprenticeship	19	8	23	0	50
Applicants Enrolled in Pre-Apprenticeship	19	8	23	0	50
Applicants Graduated From Pre-Apprenticeship	19	8	23	0	50
Request for Referrals from Contractors	0	0	0	0	0
Technical Assistance Provided to Contractors	0	0	0	0	0
Job Fairs	0	1	0	3	4
Presentations	0	3	0	0	3
Re-licensing Assistance Provided	0	0	0	0	0
Drug/Alcohol Counseling Referrals	0	0	0	0	0
Trades Math Course Referrals	0	0	0	0	0
Referrals to ESL Classes	0	0	0	0	0
Referrals to GED Classes	0	0	0	0	0
Construction Tools & Equipment Provided	0	15	0	0	15
Applicants Dropped out of Pre-Apprenticeship	0	0	0	0	0