



Washington State Department of Transportation

Office of Equal Opportunity Pre-Apprentice Support Services Program 2015-2020 Summary Report



Contents

Report Background.....3

**Washington State Apprenticeship and Training Council Apprenticeship Preparation Program
2015-2020 Progress Summary... ..4**

WSDOT and Career Connect Washington Intersections 5

Pre-Apprenticeship Support Services 2015-2021 Cumulative Award Overview6

Pre-Apprenticeship Support Services Program Measures of Success 2015-2020..... 10

Impacts of COVID-19 13

Minority and Women Apprentices on WSDOT Projects Summary 13

On the Job Training Support Services Overview 14

Appendix A 2016 On the Job Training Support Services Annual Report

Appendix B 2017 On the Job Training Support Services Annual Report

Appendix C 2018 On the Job Training Support Services Annual Report

Appendix D 2019 On the Job Training Support Services Annual Report

Appendix E 2020 On the Job Training Support Services Annual Report

Report Background

As required by Revised Code of Washington (RCW) *47.01.435 Highway Construction Workforce Development – Reports*, and ESHB 1160, Section 217 (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. Upon implementation of ESHB 1160, WSDOT is required to submit a five-year combined progress report to the Legislature. This comprehensive report outlines progress related to highway transportation workforce development and the grant program funded through the Connecting Washington Program (Pre-Apprenticeship and Support Services). Additionally, the department must report to the legislature on the results of how the department's efforts to actively engage with communities with populations that are underrepresented in current transportation apprenticeship programs have resulted in an increased participation of underrepresented groups in the department's apprenticeship program over a five-year period. 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 that are providing Pre-Apprenticeship and Support Services (PASS) as noted above.

**Washington State Apprenticeship and Training Council
Apprenticeship Preparation Program Recognition
2015-2020 Progress Summary**

The Washington State Apprenticeship & Training Council's (WSATC) list of recognized Apprenticeship Preparation programs has grown considerably over the past five years, reaching 34 programs, with no sign of slowing down. Most programs prepare individuals for construction trade apprenticeships with additional programs servicing manufacturing and information technology occupations. A new development over the past year is very encouraging as Registered Apprenticeship (RA) Sponsors are stepping forward to offer 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. These programs take individuals, many of whom have completed other Apprenticeship Preparation programs, into intensive, trade-specific preparation with a job and a RA opportunity at completion.

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 preparatory programs and work with entities seeking recognition or continued recognition for their preparatory programs. In addition to new staffing resources, the Apprenticeship Section launched a Preparatory Program tracking feature within the newly redesigned Apprentice Registration and Tracking System (ARTS) for the state. Washington is among the country's first states to offer a statewide registration and tracking system for students in formally recognized Apprenticeship Preparation programs. This new data feature will allow the WSATC and program funders to assess the preparatory program's efficacy over time. The WSATC further intends to use this information as a resource for RA program sponsors who are having difficulty diversifying their applicant pools.

All 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 wage outcomes for those who complete it now exceed \$85,000.00 annually.

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 clearly present their project approach and strategies for how they will perform 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 help 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 and the Engineering 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.

2015-2021 Cumulative Award Information

PASS Program Providers 2015-2017 (Biennium Allocation \$750,000.00)

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) - \$89,378.00
- JM Perry Technical Institute (Yakima County) - \$88,107.00
- Spokane Community College (Spokane County) - \$62,505.00
- Cooper Zietz/Akana (South West Washington) - \$120,000.00
- Pacific Northwest Ironworkers Direct-entry Pilot Program (King County) - \$75,000.00

Additionally, each of the following programs received \$33,336.00 for tuition assistance and supportive services for students enrolled in their pre-apprenticeship program:

- Seattle Vocational Institute PACT program
- Tulalip Vocational Training Center
- King County PACE Program

WSDOT developed a pilot program with an allocation of \$225,000.00 to two community organizations that worked with immigrant populations in King County:

- Partner in Employment, in partnership with the South King County Emerging Community for Equity - \$75,000.00
- The Coalition of Immigrants, Refugees, and Communities of Color - \$75,000.00

Finally, the PASS Program Coordinator authorized \$63,000.00 to support a statewide supportive services program to assist first-year apprentices and outreach, connecting communities statewide.

PASS Program Providers 2017-2019 (Biennium Allocation \$1,500,000.00)

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) - \$678,110.00
- JM Perry Technical Institute (Yakima County) - \$300,025.00
- Spokane Community College (Spokane County) - \$50,000.00
- Pre-Apprenticeship Construction Education (King County) - \$120,000.00
- Pacific Northwest Ironworkers (King County) - \$204,522.00

PASS Program Providers 2017-2019 (Biennium Allocation \$2,000,000.00)

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:

- Urban League of Metropolitan Seattle (King County) - \$110,000.15
- ANEW (King County) - \$263,280.66
- JM Perry Technical Institute (Yakima County) - \$263,280.66
- Spokane Community College (Spokane County) - \$105,834.00
- Tulalip Tribes Tribal Employment Rights Office (TERO) TERO Vocational Training Center (Native American Tribal members statewide can take this training at Tulalip) - \$263,280.66
- Pacific Northwest Ironworkers (King County) - \$192,704.80

- Cement Masons and Plasters (King County) - \$172,600.00
- Northwest Carpenters Institute (Statewide) - \$339,020.00

WSDOT YOUTH DIRECT: (Outreach, Wrap-a-round Support Services, and Direct Entry Pre-Apprenticeship Trade Specific Training)

- Pacific Northwest Ironworkers and R3 Services (Statewide) - \$250,000.00

Paving the Way with Pre-Apprenticeship Support Services: Success Stories

Spokane Community College (SCC) Skilled Trades Preparation

The goal of the Skilled Trades Program (STP) is to promote diversity in the construction trades by providing a qualified pool of female and minority applicants to SCC Apprenticeship Partners. Receiving PASS grant funds has allowed SCC to reduce barriers for students in STP. PASS funds have provided gas cards, Personal Protection Equipment, helped pay for minor car repair, work clothing and boots, childcare assistance, and rental assistance. The support has made a difference in many lives and helped students begin rewarding careers. The two STP graduates shown in the photo were supported in their training with PASS funds, and Michelle (left) and Lisa (right), are both Ironworkers with PNW Ironworkers Local 14, well on their way to achieving their Journeyman rank.



Pacific Northwest Ironworkers Local #86

The Pacific Northwest Ironworkers (PNWI) hosted one of the PASS Program’s very first cohorts, and recently, three from this first cohort have attained their Journeyman credentials. PNWI is proud of Dylan’s achievements and success, and she is also the first openly transgender woman at work for the PNWI. Godifroid and his wife immigrated to the United States looking for better opportunities for themselves and their family. A portion of their travel was on foot, and tragically, they lost their son in the process, but Godifroid is grateful for meaningful work in the highway construction trades, and the opportunities he has been able to participate in. Finally, Souchio says that this opportunity to learn the craft of Ironworking and becoming a

Journeyman is a gift in his life that he is very grateful to have had, and he is happy the PASS Program was established to help people like him, and so many others, who might not otherwise have access to this kind of training for success in the highway construction trades.

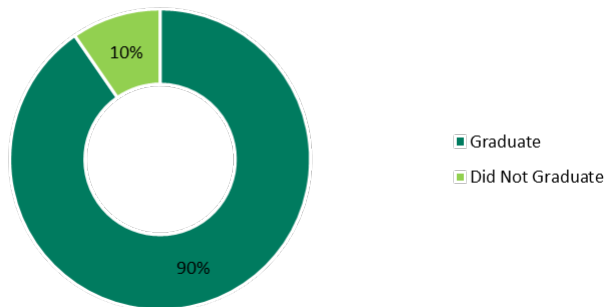
PASS Program 2015-2020 Measures of Success¹

Over 1,319 women, minorities, and other disadvantaged individuals have participated in the PASS Program since its inception.

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

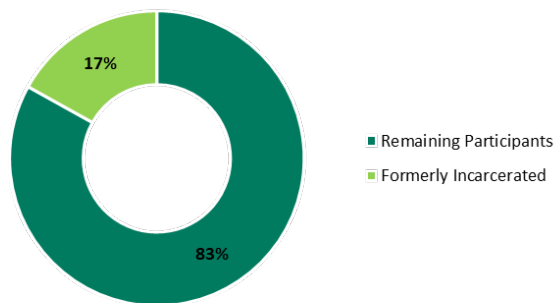
- Program pre-apprenticeship graduation rate of 90 percent

PASS Program Graduation Rates



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

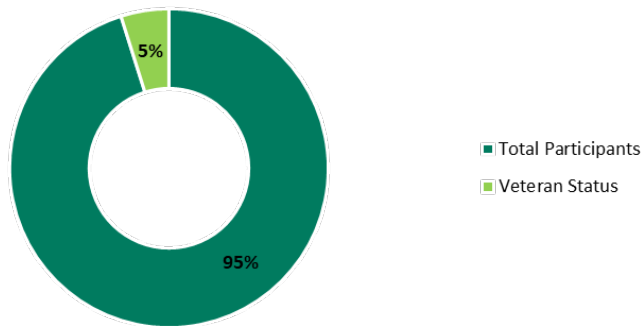
PASS Participants Formerly Incarcerated



- Five percent Veteran participation

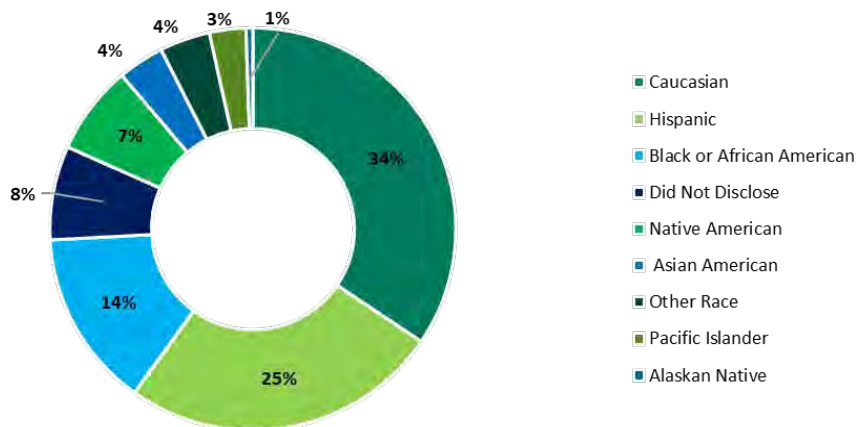
¹ Program data and graphics have been extracted from PASS Program individual intake data forms.

PASS Participants Veteran Status



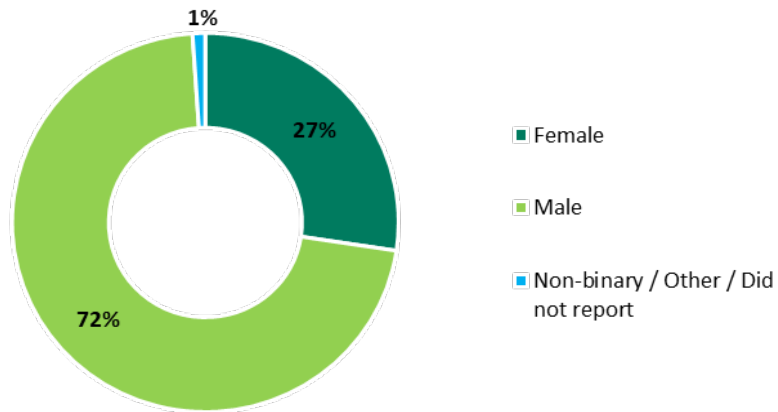
- Support Services data – twenty-eight percent of PASS participants (327) received Supportive funds averaging \$320.00.
- 🔍 Program participants registered in L&I Apprenticeship Registration & Tracking (ARTS), 69 percent.
 - L&I reported wages and benefits for ARTS participants: \$2,941,317.12 (data limited to Public Works contracts)
- 🔍 Program participation by race:
 - Caucasian 34 percent
 - Hispanic 25 percent
 - African American 14 percent
 - Did not disclose 8 percent
 - Native American 7 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

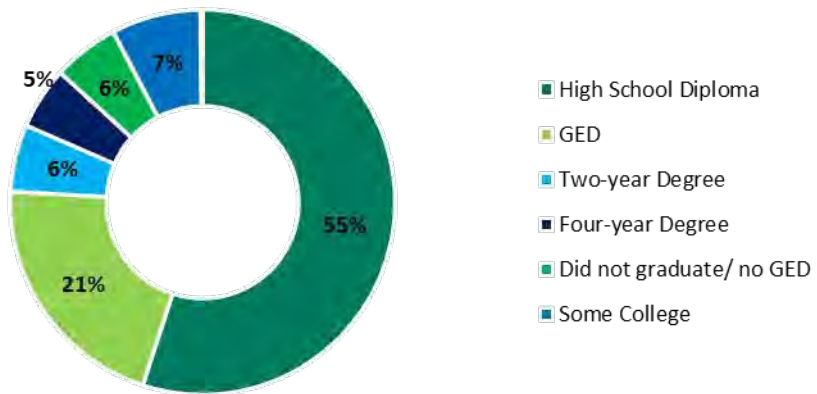
PASS Participants By Gender



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 is positively impacting 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 confirms that PASS funds are successfully reaching women, people of color, the formerly incarcerated, and other disadvantaged individuals.

Impacts of 2020 - COVID-19 Pandemic

It is important to note that the COVID-19 pandemic created challenges to our PASS providers' training schedules and goals across the state, which impacted outcomes noted in this report. 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. While keeping the health and safety of students and staff a priority, PASS Program providers have worked tirelessly to overcome the challenges of the pandemic while identifying ways to resume training, outreach, and supportive 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.

- ❑ For 2016, of 368,777 apprentice hours worked on WSDOT projects, 42 % (155,504) were worked by minorities and women apprentices.
- ❑ For 2017, of 307,953 apprentice hours worked on WSDOT projects, 41% (126,261) were worked by minorities and women apprentices.
- ❑ For 2018, of 703,708 apprentice hours worked on WSDOT projects, 44% (309,632) were worked by minorities and women apprentices.
- ❑ For 2019, of 311,477 apprentice hours worked on WSDOT projects, 40% (124,591) were worked by minorities and women apprentices.

**WSDOT Office of Equal Opportunity
FHWA On-the-Job Training Support Services Program**

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 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 the engagement of women and minorities in Washington State’s heavy highway construction trades, to create a pipeline of individuals ready to work on projects statewide, and to retain 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 Reports for 2016-20 attached as appendices.



**2016 Annual Report
WSDOT Office of Equal Opportunity
On-the-Job Training Support Services Program**

Contents

OJTSS Program Overview.....	2
FHWA funded OJTSS Activities.....	2
Pre-Apprenticeship & Support Services (PASS) Grant Overview	12

Background

As required by RCW 47.01.435 *Highway Construction Workforce Development – Reports*, the Washington State Department of Transportation (WSDOT) in coordination with the Washington State Department Labor and Industries (L&I) is required to submit a report to the legislature annually which outlines progress related to highway transportation workforce development. This statute furthered Washington State’s commitment to the On the Job Training Support Services (OJT/SS) Program. This statute requires 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, this statute is a collaborative effort between WSDOT and L&I. WSDOT and L&I 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.

ESHB 2524, Section 217 (3) requires reporting on the grant program funded through the Connecting Washington program (Pre-Apprenticeship & Support Services). The Department is required to report on grants that have been awarded and the amount of funds disbursed to organizations that are providing OJT and support services.

For Federal Fiscal Year (FFY) 2016, WSDOT received funds from the Federal Highway Administration (FHWA) for the OJT/SS program through an allocation formula in the amount of \$176,356.00.

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 state government.

The WSDOT 2016 Statement of Work continues to utilize a pre-established foundation of successful relationships with pre-apprenticeship providers (e.g., Seattle Vocational Institute (SVI), Apprenticeship and Non-Traditional Employment for Women (ANEW), Tulalip Tribes, etc.) and that assists WSDOT in service delivery to reach the goal of establishing a highly successful highway workforce development program.

Washington State is experiencing new growth in the construction sector, which has spurred analysis of the current focus of the OJT/SS Program from a sole focus on recruitment to assisting with retention, placement, and the continuing employment of minorities and women in the trades. The rebound of the construction industry has construction and union organizations alike struggling to replace the retiring workforce and to meet workforce demands, which are already reaching deficit levels in the Puget Sound area. Women and minorities still continue to be

disproportionally represented in the State's construction workforce compared to the diverse demographic population of the State of Washington.

Progress of the performance period of 2017 includes an evaluation of the current WSDOT OJT/SS program, an increased regional/statewide collaboration effort and re-evaluation processes and partnerships in the region to improve the quality of training, support service and job placement efforts. These efforts will be outlined in the information provided in this report.

Program Goals

Through a prior needs assessment study, WSDOT identified goals based on strategies designed to have the greatest impact on the removal of the most common barriers to employment in the construction industry across the State of Washington. WSDOT established the following seven goals for the Federal Fiscal Year (FFY) 2016 OJT/SS performance period, and performed the following activities.

Accomplishments:

Goal 1: Through partnering with consultants and community based organizations, the continued development and implementation of recruitment/referral services, intake screening, assistance with job placements and related supportive services to increase and support continued participation and maintain job retention for minorities and women on federal-aid highway construction projects. Provide education and training to contractors so they can understand current systems that are in place (i.e WorkSource Programs for apprentice reimbursement programs) to encourage them to support and employ entry level apprentices. Support outreach into the public schools to educate students, parents and educators about opportunities

Results:

OEO provided statewide training from January to March 2016 to regional personnel and contractors. During this training, the OJT program and how it relates to contractors was explained in depth, and how contractors could use the OJT program for assistance in locating female and minority workers to assist in meeting contract goals.

Contractors were surveyed as to their knowledge of the OJT program, how the program could better assist them, and if they are interested in partnering on outreach or other efforts (results will be submitted separately along with the results of the current needs assessment).

WSDOT connected with Lakeside Industries to determine how to coordinate services around outreach into the public school system. Public school outreach is a long term strategy that is important in ensuring a future workforce. Public schools are reducing exposure to the trades as part of the curriculum, and WSDOT in partnership with contractors will be able to reach children

in middle and elementary school in addition to high school to develop and maintain an interest and education around the trades. Currently, Lakeside has a program in place, and Lakeside and WSDOT are in early discussions of how to partner further on this effort and involve other interested organizations. Several other contractors that participated in the survey indicated interest in assisting with public school outreach and participating in the efforts to train and place pre-apprenticeship and training program graduates.

During the first quarter, the OJT Coordinator performed outreach and coordination around the Pre-Apprenticeship and Support Services (PASS) Grant funded for \$5.25 million through 2021 in the Connecting Washington Transportation Investment package. This effort focused on outreach into Seattle immigrant communities, identified Seattle Priority Zip codes that have a disproportionate number of minority individuals living at or well below the poverty level, and other low income, underemployed individuals statewide. The purpose of the grant program is to provide barrier removal, training and apprentice support, and is being connected with the current OJT/SS Program funded through FHWA. This combined effort will continue to focus on highway construction and employment, and will continue to expand to inform individuals about options in highway construction careers and support their entry.

On July 30, 2016, WSDOT On-The-Job Training staff co-sponsored outreach at the Filipino Community Center in Seattle. Recruitment was held in conjunction with a pilot program funded through WSDOT state PASS grant funds. Eleven individuals were recruited into the ironworker's program as a result of this outreach in connection with community partners. Ten individuals were employed at \$25.63 per hour.

Construction Career Days (CCD)

Events in Seattle, Spokane, Tri-Cities and Pierce County were supported in 2016, and the costs per event are shown on the chart below. Due to rising costs associated with the events, amounts have exceeded original projected amounts of \$2,500. Events have been informed that next year's allocations will be reduced from \$176,356 to \$117,801 due to cuts in the 2017 funding.

WSDOT's Office of Equal Opportunity (OEO) provided costs for insurance (\$663.65) and 2,500 bags (\$3400) for students at each event. The CCDs, although difficult to follow up with in terms of recruitments, are part of the statewide long-term strategy of continuing to engage the K-12 school system, contractors and providing education about the trades to high school and elementary students.

These events are proving to be an important tool to inform counselors and educators about options in construction careers. Part of the difficulty in creating pre-apprenticeship programs in high schools and increasing support for existing skill centers is the lack of support from schools in guiding students towards apprenticeship. Currently, the focus of most schools is to get kids to college, and students are not being informed of construction apprenticeship opportunities. Funds were used from the tuition assistance program to supplement the difference between the allocated amount and the actual cost.

FFY 2016 Construction Career Day Expenses			
Date	Location	Purpose	Amount
10/4/2016	Pasco, WA	Fairground Rental	\$ 1,250.00
		Security	\$ 720.00
		Personal Safety Equipment	\$ 1,091.66
10/6/2016	Seattle, WA	Fairground Rental	\$ 3,500.00
10/12-13, 2016	Spokane, WA	Fairground Rental	\$ 3,300.00
5/27/2016	Pizza, Pop and Power	Personal Safety Equipment	\$ 329.58
	Tools, Spokane, WA	Equipment Rental	\$ 699.76
11/17/2016	Pierce County Cons. Career Day, Puyallup, WA	Personal Safety Equipment	\$ 3,500.00
Total all events			\$ 14,391.00

Goal 2: Provide resources and/or referrals to eliminate the following barriers: Driver license reinstatement, drug and/or alcohol abuse, inadequate math skills, Limited English Proficiency (LEP), safety vests and related equipment, high school diploma/GED, and public transportation assistance.

WSDOT has partnered with Sound Transit, King County, Port of Seattle, King County and the City of Seattle (referred to as the Public Owners) to coordinate and leverage resources in overcoming barriers and preparing females and minorities for entry into the trades. The City of Seattle and King County are leveraging existing partnerships with service organizations to provide barrier removal. Relationships have been established with the court systems and state agencies to help females and minorities receive assistance in reinstating suspended drivers' licenses through reducing fines, establishing payment plans and using community service to pay off debts. This is a huge step forward, as driver's license issues are one of the top barriers to employment in the trades in the Puget Sound area.

On April 8, 2016, The OJT Coordinator participated in the Regional Pre-Apprenticeship Collaborative meeting in Seattle. This meeting consisted of representatives from city, county and state agencies, apprenticeship, the Mayor's Office and community members to discuss programs and steps that can/are being taken to remove the barrier caused by a suspended driver's license to minorities and females interested in apprenticeship. This discussion was an extension of the steps the Public Owners took to help leverage the ability of public agencies to help make these changes. Graduates that completed pre-apprenticeship training and are working in construction that were able to receive assistance with driver's license issues were present to speak to the need of removing this barrier. This is a statewide issue, and the hope is to learn best practices that can be implemented in other parts of the state to provide similar assistance.

On June 19, 2016, WSDOT's OJT Coordinator attended the Public Owners meeting. An important outcome of this meeting was to convene a meeting with the Western Washington

Apprenticeship Coordinators (WWAC) and create a meeting agenda to discuss with area apprenticeship coordinators their needs and issues around preparing individuals, specifically minorities and females, for entry into highway construction trades. This meeting was held on July 15th and provided valuable input from apprenticeship coordinators and service providers as to how we can focus our efforts as public owners to support the regional effort of recruitment, training and removing barriers.

On August 8, 2016, WSDOT's OJT Coordinator met with ANEW to discuss supportive services. ANEW currently operated the Apprentice Opportunity Project (AOP) funded through Port Jobs. This program previously was only available to residents of King County, but is now available to those in need of supportive services statewide. In managing this program, ANEW has established an effective process to provide supportive services, and WSDOT is looking into ways to support this program with state funds and how to supplement individuals that need supportive services with federal OJT funding as needed. This approach will provide a consolidated, more effective way of providing services while making services available to more individuals, rather than using WSDOT funds to duplicate their effort.

Goal 3: Provide tuition assistance for highway-related construction pre-apprenticeship training programs.

Tuition assistance was provided to Seattle Vocational Institute PACT (SVI), ANEW, Tulalip tribal training program and the newly established Pre-Apprenticeship Construction Education (PACE) program. The Tulalip program has been the only program consistently seeking tuition assistance, but the demand for funding all statewide pre-apprenticeship programs has exceeded the level of available funds.

Results:

Akana Southwest Washington Program (\$100,000 contract from 2015)

At the completion of the contract with Akana for OJT/SS and training, 20 individuals had been provided training and support services. Fourteen were employed in the highway construction trades, five returned to school to acquire additional training or were completing the application process to enter their chosen trade. One individual opted out of the program before completion. The contract performance period was from August 2015 to August 2016.

January 2016 Tulalip TERO Construction Training Center – (\$22,000)

Tuition assistance was provided to the Tulalip TERO Construction Training Center for pre-apprenticeship training for 22 students for the Winter Cohort that began in January 2016. The class graduated in May 2016.

September 2016 - Tulalip TERO Vocational Training Center – Tulalip Reservation (\$26,022)

Eighteen students were enrolled in the Fall 2016 cohort of the Tulalip vocational Training Center Pre-Apprenticeship Program, which began in mid-September. Funding was provided for OSHA, safety and first aid training. The class graduated December 12, 2016, and the program will provide summary information and placement results in late January 2017.

Of the total members of the first graduating group, 63% were employed in a construction trade within a month of graduation. The total class members consisted of additional class members that were not supported with WSDOT funds.

PNW Ironworkers Apprenticeship Training Program – Tukwila (\$8,668)

As a result of co-sponsored outreach with the Filipino Community Center in Seattle, recruitment was held in conjunction with a pilot program funded through WSDOT state PASS grant funds. Eleven individuals were recruited into the ironworker's program as a result of this outreach in connection with community partners.

Eleven students graduated from the Ironworkers training program. Three students were employed upon graduation, with two completing driver's license requirements and ready to start work when the license was obtained. The remaining eight students were employed within two weeks of program completion. While the majority of the program was funded through the WSDOT PASS grant, \$8,668 was provided through the OJT tuition assistance program. Each individual was employed starting at \$25.00 per hour. The ironworkers will continue to provide employment and tracking data for up to two years after the beginning of employment.

ANEW – Seattle (\$27,981)

Apprenticeship & Non-traditional Employment for Women was able to increase enrollment for cohort 90. Twenty participants enrolled. Enrollment increased among people of color from 43% to 52% and people living in the economically distressed zip codes increased from 28% to 35% overall. The shop days were increased to ensure that students get hands-on shop experience, almost double the amount compared to last cohort.

PACE – Seattle (\$6,000)

The following students completed the Pre-Apprenticeship and Construction Education Program in August of 2016. The class results are as follows:

- One student is a working apprentice with Laborers Local 242.
- One student has an application into the apprenticeship with Laborers 242.
- One student is in the process of entering the electrical inside wireman apprenticeship.
- One student has an application in to the ironworker's apprenticeship and is waiting for try outs.
- One student has an application into the sheet metal apprenticeship and has taken and passed the entry test. They are expecting to bring in a new class of apprentices in April 2017.

- One student has an application into the heavy equipment operators. Their process is lengthy, and interviews will be conducted in early 2017.

Washington State Construction Mentor Program - \$16,000 (Renton)

This program is a new effort by the Construction Center of Excellence that is connected with increased attention on retention of women and minorities in the trades. “Mentorship Matters” is a program that is widely and successfully used in Canada to train apprentices and journeymen around being a mentor to an individual in their trade. Training was delivered in early September, 2016, with 33 individuals participating in the training.

Seattle Vocational Institute (\$7,452.80)

Tuition assistance was provided for three quarters to two individuals. Each are currently enrolled and will complete the program by January. One is still enrolled in the program, another is applying to join the Carpenters and one is not working due to additional barriers the program is working to help remove.

Skilled Trades Prep Program – Spokane (\$10,206)

STP is completing its first year of pre-apprenticeship training in the Spokane area. It is the only existing pre-apprenticeship program in the eastern part of the state. The program is funded through the Adult Basic Education program, which allows it to be offered for a cost of only \$25 per student. The equipment provided through WSDOT has allowed the program to give students experience with a broader variety of tools and equipment, and reinforce their training in construction apprenticeship programs. Program assistance provided to this program supplied the following to help the program continue to grow and accommodate more students.

- Forklift rental for two lifts used in the Forklift Operation Certificate courses. Students learned the practical and technical aspects of operating a forklift. The instruction for this certificate is conducted by Western States Operating Engineers faculty.
- Personal Protective Equipment (PPE) including hard hats, safety glasses, ear protection, vests and gloves. Students use PPE daily and are comfortable wearing it. Safety is the most important part of any job, and is taught daily in STP.
- Equipment for classroom use including but not limited to pipe machine, conduit bender, welder, drive saws, drills, roto hammer, E.A. lasers, hammers, saws, and drivers. Having equipment in the class enables students to learn using hands-on activities to reinforce the basic concepts of the apprenticeship programs.

Although STP is a sustainable program (mainly funded through the Adult Basic Education Program), the additional funds received from FHWA and state funds has allowed the program to exposes students to a broader variety of tools and equipment and reinforce their training in construction apprenticeship programs.

Goal 4: Creation of a scholarship program to provide assistance to individuals interested in attending a preparation program in the identified highway construction areas OJT supports. A pre-determined number of scholarships will be available, with criteria for application, selection and award developed. Relative applicant information will be collected, and tracking from enrollment through program completion and employment will be gathered to determine usefulness and effectiveness of a scholarship program.

Results:

The Highway Construction Trades Scholarship program was introduced in January 2016. The program offers tuition assistance to females, minorities and socially/economically disadvantaged individuals that are interested in training in the highway construction trades. To date there have been four applications submitted for review. Two are from females interested in the trucking and heavy equipment trades. The program will be promoted at the Eastern and Western Coordinators meetings and the Association of General Contractors organization in Spokane. This outreach has promoted additional interest and more applications as a result of this outreach.

This program underestimated the amount of tuition necessary for individuals pursuing training outside of pre-apprenticeship programs. There has been high interest from women that are interested in pursuing heavy equipment operation, and from Hispanic males in the central areas of the state interested in electrical programs. Both of these areas are experiencing extremely high demand for female and minority workers, and this scholarship may prove to be a better avenue for targeting some of these programs that women and minorities may not be able to otherwise afford to enter. These are programs that are typically more expensive for individuals to attend without support. The scholarship program also provides a better opportunity for tracking and one-on-one support with continuing supportive services. Because of this and the opportunity it appears to be providing for our target population, particularly females, some funds allocated for tuition assistance may be used to award additional scholarships to selected individuals.

Current Status:

One female that attended West Coast Training (WCT) was employed in July with Johnson & Maddox as a heavy equipment operator. She was the first female operator hired in the company's 41-year history. She is making \$20 per hour plus benefits. She credits the support she received from WSDOT's scholarship program for being able to fulfil her dream and move from long term unemployment to a family wage career.

Another female has not responded to requests for follow up, but WCT's career counselor indicates that she has been employed since her graduation in August.

Another female is employed with Fed-Ex driving their semi-trucks. She is still interested in work in the construction industry but is using her CDL to provide for her family while she continues her job search.

A minority male is currently enrolled in a multi-quarter program with Perry Tech. He has requested additional funding to continue his program, and any additional awards will be considered based on his current progress. Over 90% of Perry Tech's graduates are hired upon completion, and are highly sought by employers statewide.

Another female is attending West Coast Training for heavy equipment. She has been long term unemployed and receiving state assistance while living with relatives. She will finish her heavy equipment training program in November and will continue additional training to get her CDL-A.

Goal 5: Continue to coordinate statewide outreach activities with various partners (community colleges, community and trade based organizations, training programs, etc.) to establish sustainable adult construction pre-apprenticeship programs in multiple statewide locations.

Results:

With the increased regional interest and funding available to support training and supportive services statewide, WSDOT is collaborating with various agencies and organizations to coordinate outreach efforts, streamline services and avoid duplication of services. WSDOT is participating in the Joint Retention and Recruitment Committee (a subcommittee of the Washington State Apprenticeship and Training Council). This committee is made up of individuals that represent apprenticeship training, city and county organizations, the community college systems and pre-apprenticeship training programs. Through this network, WSDOT is able to coordinate services within existing supportive services networks to expand outreach and opportunities for females, minorities and socially/economically disadvantaged individuals. WSDOT has approached South Seattle Community College to develop the idea of establishing a construction academy aimed at preparing females, minorities and socially/economically disadvantaged individuals for careers in the highway trades. The program would expand upon the current trades identified and recruited by WSDOT to include programs in highway IT, surveying as well as the traditional highway trades. The program would be offered with college credit, and give participants the option to continue on to a second quarter program to begin pursuing a degree in their desired highway construction field, or return to school later after gaining work experience. Contractors would be encouraged to connect with the program, and donate time or services to the benefit of the program participants.

WSDOT continues to support tuition assistance with Seattle and Spokane pre-apprentice training programs, and is continuing to build the program under contract with Akana and constructing Hope in the Southwest Washington area.

On August 10, 2016, the WSDOT OJT Coordinator attended the Quinault Tribal career day event. 100 Native American youth from several tribes in Western Washington attended. The

event was a success, and WSDOT partnered with the Laborers and Lakeside at the event to present students with an opportunity to learn about support services, training and employment opportunities in a coordinated effort.

On August 31, 2016, the WSDOT OJT Coordinator met with Lakeside Industries, PNW Laborers, Ironworkers to discuss logistics around establishing a construction career day in Southwest Washington. A date for April of 2017 has been tentatively planned.

On September 15, 2016, the WSDOT OJT Coordinator visited the Ironworkers training class in progress with State Senator Karen Keiser and State Senator Pramila Jayapal. The group met with the students and discussed their vision for the PASS grant funding. This training was supplemented with funding (approximately \$8,000) from the FHWA OJT program.

Goal 6: Marketing and promotion of the program by utilizing consultants, multiple media sources and different types of events/venues. Target tailored recruiting efforts to the desired audience, keeping in mind age, preferences for social or printed media, etc.

Through connections with organizations that are making efforts in the recruitment and support of minorities and females, WSDOT has increased awareness of the OJT program. Through the marketing of the State funded PASS Grant Program, WSDOT has also gained additional recognition for the OJT program. Media marketing has been a challenge as the state must be mindful of social media protocol, and the audience reached through current WSDOT social media is not the same audience for those interested in apprenticeship program training and entry. An alternative to this has been using memberships at meetings, GovDelivery systems, newsletters and outreach to inform organizations and networks about WSDOT OJT Supportive Services. The scholarship program has generated more interest in the program, which indicates that the outreach efforts are making progress. Revising publications has been an ongoing effort, since WSDOT's role in pre-apprenticeship and apprenticeship outreach recruitment and training is shifting in alignment with regional and statewide efforts.

Goal 7: Establish a method for collecting and understanding metrics on any program supported by WSDOT funding. Information to be collected includes recruiting, training, program completion, job placement, supportive services provided and follow up to be completed at determined intervals up to one year after program completion. This will allow for the compilation of data on program effectiveness, barriers to program completion and employment, and retention and employment statistics for program graduates.

Information is being collected on every participant that is funded with WSDOT funds during training and the provision of supportive services. Programs and participants are being tracked into employment to determine placement and success in their chosen highway construction career. Tracking participants after program completion has proved to be somewhat of a challenge, but with recent classes, individual contact information has been collected, and

WSDOT will attempt to contact these individuals to determine job placement, or reason graduates were not successful finding work in highway construction.

**Office of Equal Opportunity – On-the-Job Training Program
Pre-Apprenticeship & Supportive Services Grant 2015-2017 Award Information**

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) - \$89,378
- ☐ JM Perry Tech (Yakima County) - \$88,107
- ☐ Spokane Community College (Spokane County) - \$62,505
- ☐ Cooper Zietz/Akana (South West Washington) - \$120,000

In addition, each of the following programs received \$33,336 for tuition assistance and supportive services for students enrolling in their pre-apprenticeship program:

- ☐ Seattle Vocational Institute PACT program
- ☐ Tulalip Vocational Training Center
- ☐ King County PACE Program

WSDOT has developed a pilot program with an allocation of \$225,000 to two community organizations that work specifically with immigrant populations in King County: Partner in Employment, in partnership with the South King County Emerging Community for Equity; and The Coalition of Immigrants, Refugees and Communities of Color. These two organizations are familiar with the unique needs of the members of these communities. A partnership with the Ironworkers was also created as part of this program to provide direct training and job placement opportunities. The intent of this pilot program is to develop a new model for partnership that community organizations can use to learn how to create programs and partnerships with apprenticeship that will qualify for grant assistance to connect their community members with the heavy highway construction industry.

A total of \$63,000 has been allocated to create a statewide supportive services program that will provide supportive services to first year apprentices, and to continue to develop outreach strategies to connect communities statewide to the grant opportunity.

During the first quarter, roundtable meetings were held in Seattle, Pasco and Spokane to get community feedback about the topic of pre-apprenticeship and supportive services and how the funds can best be used.

At the roundtable sessions, a timeline was announced, indicating that the application process would be made available early in 2016, allowing WSDOT Office of Equal Opportunity the opportunity to develop a fair and effective program to complement current statewide pre-

apprenticeship efforts.

As the program guidelines were drafted, priorities were given to projects that would address the following needs:

- ☐ Serve areas with high concentrations of minorities, females and above average to high unemployment and/or priority zip codes.
- ☐ Create training opportunities in areas of the state where none currently exist.
- ☐ Coordinate with existing community partners and utilize other resources to create sustainable programs that will continue to serve the community.
- ☐ Provide post training counseling, mentoring and employment support to ensure pre-apprenticeship training graduates are entering the construction trades and remaining employed in the trades.
- ☐ Partner with employer organizations that can facilitate employment opportunities for program graduates, and provide other advantages that can create better employment opportunities.
- ☐ Create innovative methods and sustained partnerships to address the needs of training and supportive services programs to meet the needs of upcoming highway construction workforce shortages.
- ☐ Develop and expand programs that will increase outreach and information available for women and minorities to inform them of opportunities to have careers in the highway construction workforce.
- ☐ Create a program in partnership with community and other organizations to educate parents, students and teachers in the K-12 schools about apprenticeship and careers in the highway construction workforce and trades.
- ☐ Increase provision of supportive services that will allow women and minorities to not only complete training programs, but to provide services that will enable them to overcome barriers to employment in the first year of apprenticeship.

Organizations applying for funds to provide training and/or supportive services must be recognized or certified to provide the services for which they are requesting funding. As examples, an organization wishing to provide pre-apprenticeship training must have Washington State Apprentice and Training Council recognition; also, daycare centers providing services for those enrolled in pre-apprenticeship training must meet DSHS guidelines for childcare providers. Reporting requirements will be established for each organization receiving funds so long-term benefits, gaps in services and program success can be tracked and analyzed.

The Pre-apprenticeship & Supportive Services grant was launched on February 16, 2016.

PASS Grant Awardees Project Summary

Akana, Vancouver, WA

The awarded project focuses on pre-apprenticeship training and job readiness support focusing on women, minority, and economically disadvantaged individuals. Major elements of the project include:

- ☐ Outreach and Recruitment, pre-apprenticeship training, job placement assistance, job readiness support (tools, boots, protective clothing, and travel assistance), mentoring, case management, and project management and reporting.
- ☐ Two pre-apprenticeship training classes - one for women and one for minority and/or economically disadvantaged men. Each course is expected to have 12 students.

Akana partners or conducts outreach with the following organizations: Washington State Department of Social & Health Services, Clark County Community Services, Salvation Army-Women's Ministries and Social Service Programs, WorkSource, Boys & Girls Club, Vancouver Housing Authorities, Share Programs, YMCA-Independent Living Skills Program, Goodwill Employment Assistance, Clark College Veterans Resource Center, Work Source Veterans Assistance Program.

Apprenticeship and Non-Traditional Employment for Women (ANEW), Renton, WA

ANEW will continue to address the lack of gender diversity in the construction workforce, and provide programs that tackle the challenges faced in a male-dominated industry by developing a pre-apprenticeship program that focuses on proven strategies for improving the pipeline into construction jobs for women. The program will provide women who are interested in pursuing a career with the highway building and construction trades, and who meet the minimum student participation requirements, an opportunity to participate in a training program where they will receive intense training and where the curriculum will focus on job readiness, technical skills coursework (concrete flatwork, blueprint reading, site plans, site work, tools use, etc.) & OSHA 10 certification, as well as interviewing skills, life skills & career exploration. Trainees will be provided assistance to become placed into Washington's highway construction trade unions, apprenticeship programs & with WSDOT highway construction contractors.

The expansion will include serving the Finishing Trade Institute and Construction Industry Training Council with support services and retention services for the apprentices enrolled in their respective program in the expanded counties of Thurston, Benton, Franklin, Kitsap and Yakima. The expansion will also serve the women completing the Trades Related Apprenticeship Coaching Program at the Washington Correction Center for Women with support and retention services.

The expansion will also increase the number of women trained in the Trades Rotation Program by 25% including a training program expansion serving women of Pierce County in collaboration with Clover Park Technical College. In addition, the expansion will include the enrollment and case management of ten immigrants through training, support services, employment placement and retention services.

Perry Technical Institute, Yakima, WA

Perry Technical Institute's project will train individuals for the Highway Construction Trades through the addition of a Construction program that began October 3, 2016. The program has been approved as a one-year training that will prepare students for entry-level work, providing students with a broad base of knowledge and skills necessary for employment including learning about layouts, blueprints, tool usage, safety and concrete. As with all Perry programs, the Construction Program will also encompass the soft skills that result in effective employees. The training will be operated much like a job site with students dressing appropriately, clocking in and out and being held to strict standards for behavior and conduct, including participation in random drug testing. The importance of safety will be incorporated into every aspect of the training. The program is open to 20 students and will take place on the Perry Technical Institute campus. Upon successful implementation, Perry will determine whether or not it is feasible to expand the program to reach more students.

In addition to the technical skills training, Perry will work with students to help them understand the employment opportunities available to them and help them prepare for careers in fields such as the Highway Construction Trades. This exposure will occur through speakers on the Highway Construction Trades, a field trip to job sites and participation in relevant career fairs. Perry's career services department will work with individuals on job searches, resume preparation and interview skills.

Perry will work with the Association of General Contractors Apprenticeship Center and help students understand the program and benefits available to them. For students interested in pursuing this path, Perry will facilitate having an AGC Apprenticeship representative on campus to answer questions and facilitate recruitment.

Spokane Community College, Spokane, WA

This project is designed to strengthen the pathways for women and minorities into apprenticeship trade programs through our pre-apprenticeship program and to help the students obtain employment in the construction trades. The grant will provide support services and necessary classroom equipment to prepare students of entry into the trades.

Several partnerships have been created that will be valuable to this project and will strengthen SCC's partnerships. The STP Navigator is provided through a partnership with Work Source. The Next Generation Zone (through ESD 101) will provide training for their students in areas they currently do not train in (flagging and fork lift driving) and will refer students to the STP program as appropriate. This endeavor will strengthen our partnership with the Apprenticeship Training Council by providing more students financial assistance as they enter their programs.

Pre-Apprenticeship Program Tuition Assistance

The TERO Vocational Training Center (TVTC) program operated by the Tulalip Tribe, the Seattle Vocational Institute (SVI) and the Pre-Apprenticeship Construction Education Program (PACE) all received \$33,336.00 each to support the current programs and provide tuition assistance support for those that need help paying for training. These three programs will be reporting on fund use as are the other grant recipients.

The following chart shows the recipients of the grants, the amount awarded, and the amount expended through November 1, 2016.

**Total PASS Grant Spending
July 1, 2016 – November 1, 2016**

Organization	Award	Total Spent as of 11/1/2016	Total Remaining
Akana	\$120,000.00	\$ 31,257.77	\$ 88,742.23
ANEW	\$ 89,378.00	\$ 22,657.03	\$ 66,720.97
Perry Tech	\$ 88,107.00	\$ 25,061.76	\$ 63,045.24
SCC	\$ 62,505.00	\$ 11,359.20	\$ 51,145.80
PNWIW	\$ 75,000.00	\$ 11,359.20	\$ 44,045.61
PiE	\$ 75,000.00	\$ 23,800.00	\$ 27,800.00
CIRCC	\$ 75,000.00	\$ 2,638.35	\$ 72,361.65
PACE	\$ 33,336.00	\$ -	\$ 33,336.00
SVI	\$ 33,336.00	\$ -	\$ 33,336.00
TVTC	\$ 33,336.00	\$ 40.00	\$ 33,296.00
WSDOT funds for outreach and support services	\$ 65,002.00	\$ 6,000.00	\$ 59,002.00
Totals	\$750,000.00	\$ 128,173.31	\$ 513,829.50



**2017 Annual Report
WSDOT Office of Equal Opportunity
On-the-Job Training Support Services Program**

Contents

On-the-Job Training Support Services (OJT/SS) Program Overview.....	2
Pre-Apprenticeship & Support Services (PASS) Grant Overview.....	2
FHWA Funded OJT/SS Activities.....	8

Background

As required by Revised Code of Washington (RCW) *47.01.435 Highway Construction Workforce Development – Reports*, the Washington State Department of Transportation (WSDOT) in coordination with the Washington State Department Labor and Industries (L&I) is required to submit a report to the legislature annually which outlines progress related to highway transportation workforce development. This statute furthers Washington State’s commitment to the On-the-Job-Training Support Services (OJT/SS) Program. This statute requires 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, this statute creates a collaborative effort between WSDOT and L&I. WSDOT and L&I provide services to prepare individuals interested in entering the highway 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, safety equipment and tools.

ESB 5096, Section 217 (1) requires reporting on the grant program funded through the Connecting Washington Program (Pre-Apprenticeship & Support Services). The Washington State Department of Transportation is required to report on grants that have been awarded and the amount of funds disbursed to organizations that are providing On-the Job Training and Support Services.

WSDOT Office of Equal Opportunity – On-the-Job Training Program Pre-Apprenticeship & Supportive Services Grant 2017-2019 Award Information

The following statewide organizations were awarded PASS grant funding through a competitive selection process for the 2017-2019 biennium. Grant contracts began in July of 2017, with training schedule start dates varying by organization based on their current schedules.

Pre-Apprenticeship Construction Education (PACE) - \$120,000

PACE is an 11-week apprenticeship preparation program focusing on training diverse students, especially those who are low-income, minority, female, ex-offenders, or veterans. The curriculum includes tool use, material handling, basic construction skills, trades math, tours of jobsites, apprenticeship programs, and preparation for the apprenticeship application process. PACE has an 86% graduation rate and serves students from King, Pierce, Snohomish, Thurston, and Kitsap counties.

JM Perry Technical Institute - \$300,025

JM Perry Technical Institute is proposing to provide outreach, recruitment, and training for individuals interested in the highway construction trades through three training programs: Agriculture Equipment Technician, Construction, and Electrical. The Agriculture Equipment Technician program will prepare students interested in becoming a technician focused on heavy equipment repair, including the mechanical skills identified as in demand for highway construction trades.

Spokane Community College - \$50,000

SCC's Skills Trade Preparation Program (STP) will be supplemented with support services funds to provide equipment, transportation assistance and childcare to individuals enrolled in construction trades training.

Pacific Northwest Ironworkers - \$204,522

The PNW Ironworkers four-week training program will prepare participants to work as an Ironworker and provide employment opportunities upon completion of the program. Under the grant, the program will expand participation in areas of Southwest and Eastern Washington, connecting with existing Ironworker training programs in those regions.

Apprenticeship and Non-Traditional Employment for Women – \$678,110

Last year, WSDOT began a pilot program with Apprenticeship & Non-Traditional Employment for Women (ANEW). WSDOT will continue this pilot which involves an extensive collaboration between ANEW, Carpenters-Employers Apprenticeship & Training Trust Fund, Cement Masons and Plasterers Training Centers of Washington, Juvenile Rehabilitation, Department of Corrections, State Board of Community Colleges, and King County Community Services Division. The pilot concept will continue to utilize ANEW's pre-apprenticeship program to teach students soft skills, trades math, as well as basic hand and power tool skills for the first nine weeks. For the second phase of the training, students that opt into a specialized trade pre-apprenticeship will receive additional program related training by the Carpenters and Cement Masons. Upon completion of both programs and successful demonstration of skills, the students will earn direct entry into the selected apprenticeship program. The pilot includes a partnership with the Department of Corrections, the State Board of Community and Technical Colleges and Juvenile Rehabilitation to incorporate recognized pre-apprenticeship programs in correctional facilities and pathways to jobs after release. Youth will also be targeted through a partnership with the King County Community Services Division to provide several two-week long Career Exploration cohorts and work-based learning internships. The pilot proposal was competitively scored with all received applications.

PASS Grant 2015-2017 Progress Report

The following projects were awarded under the 2015-2017 PASS grant program. Program delivery began July 1, 2016, and completed June 30, 2017.

ANEW (King County) - \$89,378

JM Perry Technical Institute (Yakima County) - \$88,107

Spokane Community College (Spokane County) - \$62,505

Cooper Zietz/Akana (South West Washington) - \$120,000

In addition, each of the following programs received \$33,336 for tuition assistance and supportive services for students enrolling in their pre-apprenticeship program:

- ☐ Seattle Vocational Institute Pre-Apprenticeship Construction Training (PACT) program
- ☐ Tulalip Vocational Training Center
- ☐ King County PACE (Pre-apprenticeship Construction Education) Program

PASS Grant Awardees Project Summary FY 2015-2017

Approximately 273 students enrolled in the seven WSDOT funded provider programs, and an estimated 206 graduated, demonstrating an overall program pre-apprenticeship graduation rate of 76%. Of the students graduating from the pre-apprenticeship programs, an estimated 95 (46%) moved into a state recognized apprenticeship program. A number of the students (25, or 12%) who graduated the pre-apprenticeship program didn't enter the apprenticeship programs, but they did enter directly into construction jobs, as they had the pre-requisite skills to be successful with direct entry.

Under PASS grant guidelines, a student is eligible to receive funding for training and support services if they are a minority, female or have a social or economic disadvantage.

Akana, Vancouver - \$120,000

Description of Project:

The program consisted of two pre-apprenticeship training classes focused on training and job readiness support for women, minority, and economically disadvantaged individuals. Major elements of the project included outreach and recruitment, pre-apprenticeship training, job placement assistance, job readiness support (e.g. tools, boots, protective clothing, travel assistance, etc.), mentoring, case management, as well as project management and reporting.

Akana partners or conducts outreach with the following organizations: Washington State Department of Social & Health Services, Clark County Community Services, Salvation Army-Women's Ministries and Social Service Programs, WorkSource, Boys & Girls Club, Vancouver Housing Authorities, Share Programs, YMCA-Independent Living Skills Program, Goodwill Employment Assistance, Clark College Veterans Resource Center, and Work Source Veterans Assistance Program.

Results:

Akana offered a nine-week pre-apprenticeship course three times a year. These classes averaged 23 students each, with a graduation rate of 78%. Of these classes, 22% of the students were placed directly into apprenticeship programs including Carpenters, Laborers, and Electricians. For 2017, Akana's total student enrollment supported with PASS funds was 23.

ANEW, Renton - \$127,378

Description of Project:

ANEW will continue to address the lack of gender diversity in the construction workforce, and provide programs that tackle the challenges faced in a male-dominated industry by developing a pre-apprenticeship program that focuses on proven strategies for improving the pipeline into construction jobs for women. The program will provide women who are interested in pursuing a career with the highway building and construction trades, and who meet the minimum student participation requirements, an opportunity to participate in a training program. In this program,

they will receive intense training and the curriculum focuses on job readiness, technical skills coursework (concrete flatwork, blueprint reading, site plans, site work, tools use, etc.) & Occupational Health & Safety Administration (OSHA) 10 certification, as well as interviewing skills, life skills & career exploration. Trainees will be provided assistance to become placed into Washington's highway construction trade unions, apprenticeship programs and with WSDOT highway construction contractors.

The expansion will include serving the Finishing Trade Institute and Construction Industry Training Council with support services and retention services for the apprentices enrolled in their respective program in the expanded counties of Thurston, Benton, Franklin, Kitsap, and Yakima. The expansion will also serve the women completing the Trades Related Apprenticeship Coaching Program at the Washington Correction Center for Women with support and retention services.

The expansion will also increase the number of women trained in the Trades Rotation Program by 25%, including a training program expansion serving women of Pierce County in collaboration with Clover Park Technical College. In addition, the expansion will include the enrollment and case management of ten immigrants through training, support services, employment placement and retention services.

Results:

ANew offered an eleven week pre-apprenticeship course four times a year. These classes averaged 23 students, with an average graduation rate of 87% per class, and placed over 60% of their students into apprenticeship programs including Carpenter, Electrician, Ironworker, Sheet Metal Worker, Operator, Insulator, Roofer, Heating and Frost, Plumber and Laborer. Some of the remaining students are currently awaiting entry into labor training programs. ANew's total student enrollment for 2017 supported with PASS funds was 82.

JM Perry Technical Institute, Yakima - \$88,107

Project Description:

JM Perry Technical Institute's project will train individuals for the highway construction trades through the addition of a construction program that began in October 2016. The program has been approved as a one-year training that will prepare students for entry-level work, providing students with a broad base of knowledge and skills necessary for employment including learning about layouts, blueprints, tool usage, safety, and concrete. As with all JM Perry Technical Programs, the construction program will also encompass the soft skills that result in effective employees. The training will be operated much like a jobsite with students dressing appropriately, clocking in and out and with strict behavioral and conduct standards, including participation in random drug testing. The importance of safety will be incorporated into every aspect of the training. The program is open to 20 students and will take place on the JM Perry Technical Institute campus. Upon successful implementation, JM Perry Technical Institute will determine whether or not it is feasible to expand the program to reach more students.

In addition to the technical skills training, JM Perry Technical Institute will work with students to help them understand the employment opportunities available to them and help them prepare for careers in fields such as the highway construction trades. This exposure will occur through

speakers on the highway construction trades, a field trip to job sites and participation in relevant career fairs. JM Perry Technical Institute's career services department work with individuals on job searches, resume preparation, and interview skills.

JM Perry Technical Institute will work with the Association of General Contractors Apprenticeship Center and help students understand the program and benefits available to them. For students interested in pursuing this path, Perry will facilitate having an AGC Apprenticeship representative on campus to answer questions and facilitate recruitment.

Results:

JM Perry Technical Institute offers one pre-apprenticeship class for a school year. This year's class had 17 students with a graduation rate of 83%, with all 14 graduating students placed into construction jobs. Due to the structure of their program, the majority of students are still enrolled in school but have been placed in construction internships. JM Perry Technical Institute total student enrollment served under the PASS grant for 2017 was 17.

Spokane Community College, Spokane - \$62,505

Project Description:

This project is designed to strengthen the pathways for women and minorities into apprenticeship trade programs through our pre-apprenticeship program and to help the students obtain employment in the construction trades. The grant will provide support services and necessary classroom equipment to prepare students for entry into the trades.

Several partnerships have been created that will be valuable to this project and will strengthen SCC's partnerships. The STP Navigator is provided through a partnership with Work Source. The Next Generation Zone (through North East School District 101) will provide training for their students in areas they currently do not train in (flagging and fork lift driving) and will refer students to the STP program as appropriate. This endeavor will strengthen our partnership with the Apprenticeship Training Council by providing more students financial assistance as they enter their programs.

Results:

SCC offers ten-week pre-apprenticeship courses four times a year. These classes averaged 23 students each with graduation rates averaging 56%, placing an average of 60% of their students into apprenticeships. SCC's total student enrollment served under the PASS grant in 2017 was 43.

Pre-Apprenticeship Program Tuition Assistance

The TERO Vocational Training Center (TVTC) program, operated by the Tulalip Tribe, the Seattle Vocational Institute (SVI) and the Pre-Apprenticeship Construction Education Program (PACE), received \$33,336 each to support the current programs and provide tuition assistance support for those that need help paying for training. These three programs will be reporting on fund use similar to other grant recipients.

SVI – PACT offers a ten-week course where students earn a short-term certificate in a Pre-Apprenticeship Construction. These classes occur two times a year and can have up to 18 students in each class. Graduation rates average over 60%. Thirty five percent of these students are placed directly into apprenticeship programs including the Carpenters, Lathing, Acoustical and Drywall (LADS) and Laborers. PACT’s total student enrollment for students served under the PASS grant was 21.

PACE offers eleven-week courses twice a year, offering both pre-apprentice and equipment certifications. The classes average 26 students with an average graduation rate of 85%. On average, 28% of students were placed into apprenticeship programs and 36% went directly to construction related jobs, with the majority of those placed in apprenticeships going into Electrical and Labor programs. Of those not yet placed into apprenticeship programs, the details include those awaiting entry into trade of choice, individuals needing additional barrier removal, and some awaiting prison release for program entry. PACE’s total student enrollment served under the PASS grant was 26.

Tulalip TVTC offers 14-week courses twice a year, and offers equipment certifications. These classes averaged 22 students, with an average graduation rate of 77%. On average, 40% of these students were placed in apprenticeship programs. TVTC’s total student enrollment under the PASS grant was 43.

WSDOT/Pacific Northwest Ironworkers Pilot Program

Project Description:

WSDOT developed a pilot program with an allocation of \$225,000 to two community organizations that work specifically with immigrant populations in King County; Partner in Employment, in partnership with the South King County Emerging Community for Equity; and the Coalition of Immigrants, Refugees and Communities of Color. These two organizations are familiar with the unique needs of the members of these communities. A partnership with the Ironworkers was also created as part of this program to provide direct training and job placement opportunities. The intent of this pilot program is to develop a new model for partnership that community organizations can use to learn how to create programs and partnerships with apprenticeships that will qualify for grant assistance to connect their community members with the heavy highway construction industry.

Results:

Since August of 2016, WSDOT has sponsored two training classes, with 28 individuals completing the training, and 25 of those are currently employed as Ironworker Apprentices. The chart below shows the total wages earned to date for both classes.

WSDOT Training Investment	Class Start Date	Graduated	Total wages & fringe as of August 2017
\$ 34,910.31	8/29/2016	13	\$ 239,451.78
\$ 48,052.39	2/2/2017	15	\$ 298,447.83
\$ 82,962.70		28	\$ 537,899.61

Through the Connecting Washington Program, WSDOT invested \$82,962.70 in training costs for this pilot program, and the wages of the graduated ironworkers was \$537,899.61 – a 548% return

on investment. Partner in Employment and the Coalition of Immigrants, Refugees and Communities of Color provided outreach and recruitment for the first group that went through training in September of 2017 at a cost of \$55,000. The second training class that started in February 2017 was selected from the Ironworkers waiting list and recruited from the existing Seattle area pre-apprenticeship program graduates.

The majority of these students faced significant barriers while attempting to find employment. Typical barriers for low-income individuals trying to find better paying jobs are:

- ☒ Lack of reliable transportation
- ☒ Gas money
- ☒ Proper safety equipment
- ☒ Work boots
- ☒ Language barriers
- Overcoming driver's license issues

After employment, these same barriers cause issues with their ability to maintain their jobs. WSDOT works with our partners to provide retention assistance to support these individuals with continued employment in the highway construction trades.

The program made a significant impact on individuals who were dependent on social programs, working multiple low wage jobs to support their family, or were unemployed. From the PASS Program, they received trade specific training in four weeks that gave them the ability to make \$25.63 per hour with regular wage increases. The wages created through these jobs will not only support their families in a more meaningful way, but now these individuals contribute to the local economy and have reduced or eliminated dependence on public assistance. Below are some success stories from the program:

- ☒ One participant entered the program with their spouse.
 - One participant did not have their driver's license and grant funds paid for driver's training.
 - A portion of one month's housing cost was provided.
- ☒ Gas cards were provided while waiting for their first paycheck.
- ☒ Safety equipment was provided for both individuals.
- ☒ WSDOT invested \$1,300 in support services for this couple.
 - One spouse's wages since November of 2016 are \$57,932, and the other has earned \$54,292 since September 2016.

**WSDOT Office of Equal Opportunity
FHWA On-the-Job Training Support Services Program**

For Federal Fiscal Year (FFY) 2017, WSDOT received funds from the Federal Highway Administration (FHWA) for the OJT/SS program through an allocation formula in the amount of \$117,801.

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 state government.

The WSDOT 2017 Statement of Work continues to utilize a pre-established foundation of successful relationships with pre-apprenticeship providers (e.g., SVI, ANEW, Tulalip Tribes, etc.) as well as public and statewide partners that assist WSDOT in a networked service delivery model to reach the goal of establishing a highly successful highway workforce development program.

Washington State is experiencing new growth in the construction sector, which has spurred a shift in the previous focus of the OJT/SS program from recruitment to assisting with retention, placement, and the continued employment of minorities and women in the trades. The rebound of the construction industry has contractors, union, and trade organizations alike struggling to replace the retiring workforce and meet additional workforce demands, which are already reaching deficit levels in the Puget Sound area. Women and minorities continue to be disproportionately represented in the State's construction workforce compared to the diverse demographic population of the State of Washington.

This year has seen a dramatic increase in agency and partner collaboration statewide, and this has had the effect of dramatically shifting progress in areas such as outreach and recruitment. Continued support for apprentices once they are working continues to be an issue, as retention statistics are low. Approximately 50% of all apprentices (minority, female and white male) are canceling out of apprenticeship programs before they reach Journeyman status.

Progress of the performance period of 2017 includes an increased regional and statewide collaborative effort and partnerships in the region to improve the quality of training, support service and job placement efforts. These efforts are outlined in the information provided in this report.

Program Goals

WSDOT has identified goals that are designed to have the greatest impact in educating minorities, females and other socially and economically disadvantaged individuals about careers in the heavy highway construction trades; assisting in removing barriers for these individuals so they can pursue training; and providing support during the first year of employment as an apprentice or trainee.

WSDOT will continue to expand coordination and partnership efforts statewide to include state agencies, community based organizations and other qualified service providers. Coordination of efforts will result in more efficient use of funds, create sustainable partnerships and lead to higher success in outreach efforts.

Through partnerships with community, city, county, and state organizations, WSDOT will continue to coordinate services in an effort to eliminate duplication of services that other state and local agencies are providing, and create unified partnerships at the regional and statewide levels with colleges, workforce development councils, unions, apprenticeship and other agencies. Through regional partnership efforts, of which WSDOT has been a part, systems are being developed to provide assistance with barriers such as driver's license reinstatement. DSHS has services available for worker retraining that include supportive services and assistance with child support and job search and placement assistance. An increased focus on coordination of programs will not only increase sustainability, long-term success, and provide a less complicated pathway to services, but it will increase the number of training program options available for individuals statewide.

WSDOT developed a plan to achieve the following five goals during October 1, 2016 through the September 30, 2017 performance period:

Goal 1

Development and implementation of outreach services coordinated with the DSHS Employment Pipeline, Workforce Development and other agencies that service job seekers and other similar organizations to allow for recruitment from this ready-made "pool" of qualified individuals taking part in dislocated worker and worker retraining programs. Community organizations will be utilized to assist in identifying individuals and helping to direct them to services and training as appropriate. Recruitment and outreach efforts will continue to be expanded into disadvantaged populations such as immigrant communities, disadvantaged youth and those transitioning back into society from incarceration.

Accomplishments

Increased coordination with other state and local agencies through the Regional Public Owners (RPO) group has led to discussions and establishment of a work plan to create new ideas to meet the challenge of increased demand for apprentices statewide. The RPO group is in the process of aligning priorities across agencies for the purpose of funding and supporting pre-apprenticeship and apprenticeship training programs that have the ability to provide outreach, recruitment, and training to qualified individuals.

In addition to WSDOT's coordination with the RPO group, WSDOT continues participation in the Regional Pre-Apprenticeship Collaboration (RPAC). The RPAC has progressed steadily this past year, creating a charter, by-laws and establishing committees to drive the mission and direction of the collaboration. The goal of RPAC was to bring training programs, community service organizations, Labor, contractors and others with an interest in supporting the recruitment, training and continued support of those interested in entering apprenticeship together to discuss and find solutions for these issues. The group focuses on addressing areas such as barriers to employment and connecting program graduates with employment. The RPO

group is a part of this collaboration, and both groups are working together to address the issues of putting qualified minorities, females and other disadvantaged individuals to work in the construction trades while addressing the upcoming construction workforce shortages.

WSDOT continues to support the three statewide Construction Career Days (CCD). Events are held in Spokane (900 students in attendance), Seattle (500 students in attendance) and the Tri-Cities (600 students in attendance). Pizza, Pop, and Power Tools (400 students in attendance), an event sponsored by Spokane community College’s Skilled Trades Program for eighth grade girls, was supported as well.

On April 11, 2017, WSDOT established a CCD in Southwest Washington. Over 900 students attended this first event, and contractors and educators were supportive and excited about a construction education event being established in Southwest Washington. Transportation costs were paid to the Evergreen School District to assist with getting students from their schools to the event.

Details are listed below for expenses for each event. Due to additional funding being left over in the scholarship fund, the Spokane, Tri-Cities and Seattle CCD events were allocated an additional \$1,000 each to cover expenses.

Date	Location	Purpose	Amount
10/4/2017	Tri-Cities (Pasco)	Fairground	\$ 1,250.00
		Security	847.91
10/4/2017	Seattle	Fairground	2,000.00
10/11/17 and 10/12/17	Spokane	Fairground	2,000.00
5/26/2017	Pizza, Pop and PT, Spokane	Equipment Rental	500.00
4/11/2017	Evergreen School Dist.		432.45
Total all events			\$ 7,030.36
Amount Allocated			\$ 5,000.00

Goal Two

Marketing and promotion of the program by utilizing multiple media sources and different types of events and venues, taking advantage of technology to create informative program information. Target tailored recruiting efforts to the desired audience, considering age, preferences for social or printed media, etc.

Accomplishments

Increased collaboration between the RPO and the RPAC have brought multiple partners together to promote apprenticeship programs and resources available for entry into training and a successful apprenticeship program. The pre-apprenticeship programs and community groups, such as Urban League, have taken the responsibility for targeted outreach to recruit qualified individuals, and creating advertising through WSDOT in addition to these services is not necessary at this time. WSDOT will continue to work in collaboration with these groups and support organizations that were recipients of WSDOT’s Pre-Apprenticeship and Support

Services Grant (PASS) state funding. This collaborative approach is creating a more systematic and specialized way of coordinating services of outreach and recruitment, and creating a network of resources to better support minorities and females interested in entering the highway construction trades.

Goal Three

Develop a contract for award to provide recruitment, training and job placement services.

Accomplishments

It has been shown that higher vetting standards in training programs lead to higher retention rates across apprenticeship preparation. Also contributing to successful program completion is the use of a case management approach that includes navigation type services. WSDOT proposes the following program be competitively secured to provide recruitment from disadvantaged populations of females and minorities that are presently underemployed and unemployed.

The consultant, ANEW, was selected through competitive solicitation, and the contract was awarded for three years. Contract delivery began in April of 2017, and the following provides an overview of the services and contract spending through September.

ANEW Program Summary April – September 2017

Recruitment, Outreach & Partnership Building

- April – ANEW participated in 6 outreach events
- ☐ May - ANEW participated in 11 outreach events
- ☐ June - ANEW participated in 5 outreach events
- ☐ July - 7 orientations were offered with a total of 15 attendees
- ☐ August - 10 orientations were offered with a total of 27 attendees
- ☐ September - 8 orientations were offered with a total of 50 attendees

Curriculum and Training - April – June

Enrolled into Training: 22

Graduated: 17

Number of hours in Training: 368

Number placed in construction: 14

Curriculum and Training – July - September

Enrolled into Training: 15

Graduated: 13

Number of hours in Training: 315

Number placed in Construction: 8

Cost of the contract by month is broken down below.

Date	ANEW billed amount
4/1/2017	\$ 5,027.00
5/1/2017	\$ 8,239.16
6/1/2017	\$ 5,361.83
7/1/2017	\$ 15,237.68
8/1/2017	\$ 14,233.44
9/1/2017	\$ 31,907.09
Total	\$ 80,006.20

Goal Four

Provide supportive services in the form of limited tuition and program assistance for highway construction-related existing pre-apprenticeship training programs. This will include providing support for training programs in the form of classroom materials related to training, limited equipment rental, and other approved activities that are designed to increase the overall participation of minorities and women in federal-aid highway construction projects. Priority will be given to programs in areas of the state where there are limited opportunities to participate in pre-apprenticeship and apprenticeship training or to females and minorities in need of assistance with no other funding alternatives.

Accomplishments

Provided \$5,000 in tuition assistance to the ANEW program. Assistance was used for five women to help pay for training costs associated with the 11-week program. In addition, ANEW provides needed equipment and support services during training and into the first two years of apprenticeship. All five of these women were reported by ANEW to be employed as apprentices as of July 1, 2017.

Tuition Assistance ANEW \$5,000 Cohort 90			
Last Name	Ethnicity	Gender	Amount Requested
Student 1	Caucasian	F	\$1,000
Student 2	Caucasian	F	\$1,000
Student 3	Asian	F	\$1,000
Student 4	Caucasian	F	\$1,000
Student 5	African-American	F	\$1,000
Total			\$5,000

Goal Five

Continue to develop the scholarship program to provide assistance to individuals interested in attending a preparation program in the identified highway construction areas OJT supports. A pre-determined number of scholarships will be available, with criteria for

application, selection and award developed. Relative applicant information will be collected, and tracking from enrollment through program completion and employment will be gathered to determine usefulness and effectiveness of a scholarship program. (Limits on awards, variety of programs) tracking reporting information collecting.

Accomplishments

Two scholarships were awarded in January of 2017:

- ▣ \$4,637.67 was awarded to a Hispanic male to complete his final quarter of the Electrical program at Perry Technical Institute in Yakima.
- \$3,000.00 was awarded to a female to participate in the Heavy Operators' Equipment training offered through the Association of General Contractors (AGC) in Spokane, Washington.

The scholarship budget for FFY 2017 was \$14,000, with \$7,637.67 being awarded as outlined above. Two other scholarships were received, but denied funding because the applicants did not follow through in providing required information.

WSDOT Office of Equal Opportunity On-the-Job Training Support Services Program 2018 Annual Report

For Federal Fiscal Year (FFY) 2018, WSDOT received funds from the Federal Highway Administration (FHWA) for the OJT/SS program in the amount of \$101,699.58.

Program Summary

The primary goal of WSDOT's On-the-Job Training Support Services (OJT/SS) program is to prepare minorities, women and other disadvantaged individuals for entry into the highway construction trades and highway construction related careers, and create a pipeline of individuals ready to work on highway construction projects statewide.

Washington State is experiencing new growth in the construction sector, which has spurred a focus on recruiting new apprentices, assisting with retention, placement, and the continued employment of minorities and women in the trades. The rebound of the construction industry has contractors, union, and trade organizations alike scrambling to replace the retiring workforce and meet additional workforce demands, which are already reaching deficit levels in the Puget Sound area. Women and minorities continue to be disproportionately represented in the State's construction workforce compared to the diverse demographic population of the State of Washington.

This year has seen a dramatic increase in agency and partner collaboration statewide, and this has had the effect of dramatically shifting progress in areas such as outreach and recruitment. Continued support for apprentices once they are working continues to be an issue, as retention data is low. Approximately 50% of all apprentices (minority, female and white male) are canceling out of apprenticeship programs before they reach Journeyman status.

Progress of the performance period of 2018 includes an increased regional and statewide collaborative effort and partnerships in the region to improve the quality of training, support services, and job placement efforts.

Program Goals

WSDOT will continue to expand coordination and partnership efforts statewide to include state agencies, community based organizations, and other qualified service providers. Coordination of efforts will result in more efficient use of funds, create sustainable partnerships, and lead to higher success in outreach efforts.

Through partnerships with Workforce Development, city, county, and state organizations, WSDOT will continue to coordinate services in an effort to eliminate duplication of services and create unified partnerships at the regional and statewide levels with colleges, workforce development councils, unions, apprenticeship and other agencies. Through regional partnership efforts, of which WSDOT has been a part, systems are being developed to provide assistance with barriers such as driver's license reinstatement. Department of Social and Health Services (DSHS) has services available for worker retraining that include supportive services and assistance with child support and job search and placement assistance. An increased focus on coordination of programs will not only increase sustainability, long-term success, and provide a less complicated pathway to services, but it will increase the number of training program options available for individuals statewide.

WSDOT developed a plan to achieve the following five goals for the October 1, 2017 through September 30, 2018 performance period:

Goal 1

Development and implementation of outreach services coordinated with the DSHS Employment Pipeline, Workforce Development and other agencies that service job seekers and other similar organizations to allow for recruitment from this ready-made "pool" of qualified individuals taking part in dislocated worker/worker retraining programs. Community organizations will be utilized to assist in identifying individuals and helping to direct them to services and training as appropriate. Recruitment and outreach efforts will continue to be expanded into disadvantaged populations such as immigrant communities, disadvantaged youth and those transitioning back into society from incarceration.

Accomplishments

Note: On December 1 of 2017, the OJT/SS Program underwent a staffing change on short notice.

During Federal Fiscal Year 2018, the OJT/SS Program Coordinator and/or a Program Designee attended the following:

Monthly:

Regional Public Owners Meetings (RPO). The goal of this group, which includes the Port of Seattle, King County, City of Seattle, Seattle Housing Authority, Sound Transit, and WSDOT, is to diversify and expand the workforce to meet the regional public construction project demand. This is achieved by working collectively on messaging, sharing program updates, and working to understand shared information to meet the common RPO goal.

Regional Pre-Apprenticeship Collaborative (RPAC). The RPAC has a mission to build an equitable, regional pre-apprenticeship system, which provides a direct and sustainable pathway to high-paying careers (with benefits) for local, low-income residents – especially women, black Americans, and other people of color. RPAC is committed to funding and supporting a region-

wide approach to outreach, recruitment, education and training resulting in the systematic entry of local, qualified individuals into construction apprenticeships; and to ensure these apprentices successfully complete their apprenticeship and journey out.

Program updates between OJT/SS Program Coordinator and the WSDOT Apprenticeship Utilization Coordinator. This monthly meeting serves as an opportunity for program sharing and information gathering to understand how goals are being met for apprenticeship utilization on federally funded projects. Over the course of the past year, progress has been made with better communication across programs to increase partnership and collaboration.

Quarterly:

OJT/SS Program Coordinator attended the Apprenticeship Utilization Advisory Committee Meeting in Lakewood with representatives from the WSDOT Construction office, trade unions, and Construction companies.

Goal Two

Marketing and promotion of the program by utilizing multiple media sources and different types of events/venues and taking advantage of technology to create informative program information. Target tailored recruiting efforts to the desired audience, keeping in mind age, preferences for social or printed media, etc.

Accomplishments

The OJT/SS Program supported the following Construction Career Days (CCD) Statewide to facilitate youth recruitment into the highway construction trades throughout the year:

- ☐ Spokane, October 11-12, 2017, approximately 850 students
- ☐ Tri-Cities, October 1, 2018, approximately 630 students
- ☐ Spokane, October 10, 2018, approximately 620 students
- ☐ King County, October 11, 2018, approximately 700 students; and
- ☐ Pierce County, November 14, 2018, approximately 1,300 students

At each event, OJT/SS representatives were on hand to talk about On-the-Job Training Support Services. The OJT/SS Program also covered insurance for the events statewide, and, in some instances, limited sponsorships, at a much lower rate compared to previous years, with more financial responsibility resting with the sponsoring groups

Goal Three

Develop a contract for award to provide recruitment, training and job placement services.

Accomplishments

Apprenticeship and Non-Traditional Employment for Women (ANEW) was contracted to provide recruitment, training, and job placement services.

A highlight of ANEW's accomplishments are:

ANEW ran seven 11-week classes serving a total of 143 individuals. Program participation by:

- ☐ Race: 47% Caucasian, 28% African American, 11% Hispanic, and various others groups at less than 10%
- ☐ Gender: 58% male and 42% female

ANEW worked directly with the Carpenters Union: 1-2 week cohorts, and the Cement Masons Union: 3-week cohorts, and the program graduation rate is currently 91% across all training programs.

Goal Four

Provide supportive services in the form of limited tuition and program assistance for highway construction-related existing pre-apprenticeship training programs. This will include providing support for training programs in the form of classroom materials related to training, limited equipment rental, and other approved activities that are designed to increase the overall participation of minorities and women in federal-aid highway construction projects. Priority will be given to programs in areas of the state where there are limited opportunities to participate in pre-apprenticeship and apprenticeship training or to females and minorities in need of assistance with no other funding alternatives.

Accomplishments

- ☐ A total of \$15,404.33 was invested to support 62 individuals with an average of \$248.45 per individual
- ☐ Support Services provided by race: 35% Caucasian, 18% Multi-race, 16% African American, 11% Hispanic, and various other groups at less than 10%

Goal Five

Continue to develop the scholarship program to provide assistance to individuals interested in attending a preparation program in the identified highway construction areas OJT supports. A pre-determined number of scholarships will be available, with criteria for application, selection and award developed. Relative applicant information will be collected, and tracking from enrollment through program completion and employment will be gathered to determine usefulness and effectiveness of a scholarship program.

Accomplishments

The OJT/SS Program was awarded \$14,000 to administer in scholarships and tuition assistance. Candidates who met all the application requirements were considered.

Scholarships were awarded in the total amount of \$12,815.00. Recipients included several formerly incarcerated men and women, people of color, and other minorities and those facing disadvantages. Scholarship and tuition assistance went to those in the following construction trades: Inside Lineman Electrician, Operating Engineers, Diesel Tech Mechanics, CDL training, and Pre-Apprenticeship training costs.

The scholarship and tuition assistance funds were awarded across the state, including these cities: Renton, Spokane, Yakima, Burlington, and Ellensburg.

Paving the Way with On-the-Job Training Support Services: Success Stories

One scholarship was awarded to a formerly incarcerated female who was driven to apply for, and was accepted into, the Operating Engineers Program that has a rigorous, competitive application process, and they only take new students once per year. This individual was given a glowing recommendation from the Apprenticeship Coordinator, and her essay highlighted her life story including her incarceration and her determination to create a new life for herself in the construction trades. Since her program spans more than this fiscal year, the OJT/SS Program Coordinator will reach out in 2019 for her progress report.

Another scholarship was awarded to a formerly incarcerated man who had spent seven years in prison. While there, this individual was transformed by taking part in the available educational opportunities, and upon release, enrolled in Walla Walla Community College to finish his education as a Diesel Technician. The OJT/SS Program was able to award him tuition assistance toward his CDL Training and Diesel Technician Program.

Paving the Way with Pre Apprenticeship Support Services: Success Stories

ANEW welcomed a 52-year-old single mother living in Washington, who has not had an easy path. She worked odd jobs to make ends meet, but was not satisfied with her career and wanted more. She heard about pre-apprenticeship training and was intrigued by the career opportunities ANEW offered, and the benefits and pension that come with working union construction. After attending an informational session, she was hopeful this opportunity might change her life. She learned she could have a career, provide for her family, and be able to send her daughter to college one day. When entering training, she realized she lacked both the experience and knowledge, but wanted to participate and earn her way. She endured the 11 weeks of training and kept up with her classmates, the majority of which were men. She showed everyone that age and size was not a factor, that she had the drive, and that if given the opportunity, she would take full advantage of it. As a result of her stellar attendance and consistent hard work, she was selected to begin working with Local Union 528 Cement Masons

and Plasterers. She graduated ANEW's Pre-Apprenticeship Training Program and immediately went to work and is currently a Finisher working on a tunnel project for the Washington State Department of Transportation. She loves her work and is quickly making a name for herself and working to fulfill her dreams, earning \$24.20 an hour.

FHWA OJT/SS FFY 2018 Fourth Quarter Financial Report

OBJECT CODE	EXPENDITURE SUMMARY	18-Oct	18-Nov	18-Dec	18-Jan	18-Feb	18-Mar	18-Apr	18-May	18-Jun	18-Jul	18-Aug	18-Sep	FFY18 Total	SOW Categories
EA01	Supplies, Materials, Spec and Plans									40.00				40.00	Miscellaneous / Other
EB03	Communications-Telephone (Cell)													-	Miscellaneous / Other
EG01	Training Registration Fees													-	Miscellaneous / Other
EG02	Conference/Tech Meeting & Seminar							595.00	450.00					1,045.00	Miscellaneous / Other
EG06	Dues/Memberships/Assoc Fees													-	
EH06	Exhibition Booth Costs											1,250.00		1,250.00	Miscellaneous / Other
EZ02	Advertising													-	Miscellaneous / Other
ER25	Costs for Dept Sponsored Conference													-	Miscellaneous / Other
EZ02	Advertising													-	Miscellaneous / Other
														2,295.00	5,699.58
NZ03	FHWA Training Tuition Direct or OJT Tuition Assistance							375.00		22,440.84	50,468.18		22,649.61	95,933.63	Contractual Services
														-	94,000.00
														95,933.63	
GA01	Subsistence & Lodging = In-state		108.18	148.00		217.56	112.00	209.89						795.63	Travel
GB01	Air Transportation = In-state													-	Travel
GC01	Private Automobile Mileage			65.27										65.27	Travel
GD01	Other Travel Expenses			40.00	18.00	18.00								76.00	Travel
			108.18	253.27										936.90	2,000.00
WORK ORDER TOTAL														99,165.53	101699.58

PASS Program Summaries FY 2018

ANEW, King County

ANEW offered seven 11-week classes serving a total of 143 individuals.

Program participation by:

- ☐ Race: 47% Caucasian, 28% African American, 11% Hispanic, 6% Pacific Islander, and various others groups at less than 5%;
- ☐ Gender: 58% male and 42% female; and
- ☐ Graduation Rate: Currently 91% across all training programs

ANEW also worked directly with:

- ☐ Carpenters Union: 1-2 week cohorts; and
- ☐ Cement Masons Union: 3-week cohorts

**WSDOT Office of Equal Opportunity
On-the-Job Training Support Services Program
2019 Annual Report**

For Federal Fiscal Year (FFY) 2019, WSDOT received funds from the Federal Highway Administration (FHWA) for the OJT/SS program in the amount of \$99,920.

Purpose Statement

The primary purpose of the Washington State Department of Transportation's (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, and create a pipeline of individuals ready to work on highway construction projects statewide. OJT/SS will be 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 assist in the engagement of women and minorities in Washington state's heavy highway construction trades, to create a pipeline of individuals ready to work on projects statewide, and to retain them in their craft of choice. Continued support will entail offering direct scholarships to qualified individuals, and assisting these individuals 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.

Statement of Problem

The construction industry and public agencies (e.g. King County, City of Seattle, City of Tacoma, Port of Seattle, WSDOT) project a workforce shortage in the heavy highway construction labor force. Recent studies have shown a glaring statewide shortage 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 will award \$94,000 in direct scholarships to up to 65 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 continues to develop the scholarship program established in the 2016 Statement of Work. The scholarships will continue to support minority and female applicants that are seeking training in the heavy highway construction areas that the WSDOT OJT/SS program supports. Some individuals seeking training in heavy highway construction trades may not be able to attend traditional pre-apprenticeship programs due to location and being unable to travel, but may have access to a specialized program that will provide training in a specific field, such as Heavy Equipment Operator, Truck Driver, or Electrician. WSDOT will pursue partnerships with state colleges, commercial driving schools, and other established in-state training programs including the Urban League, Tribal Employment Rights Office Vocational Training Center (TERO TVTC), and Department of Corrections Trades Related Apprenticeship Coaching (TRAC). Existing partnerships include Apprenticeship and Non Traditional Employment for Woman (ANEW), Perry Technical College, Spokane Community College, and the Ironworkers.

<https://www.lni.wa.gov/TradesLicensing/Apprenticeship/About/IntroProg/>

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

Objectives

- a) Applicants will be screened through an application process that will include gathering information regarding personal references, a brief essay, aptitude, and desire to be successful in the heavy highway construction field.
- b) Priority may be given to previous scholarship recipients that demonstrated success in their program under their first scholarship 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, in the Fall, Winter, and Spring, with a deadline, if applicable, for applications posted. Applications will be reviewed and funds awarded based on the information presented in the application. Applications will be considered on a first come, first served basis.
- d) Tracking participant completion and job placement, with at least 50% of those ready for job placement being placed into highway construction trades, Federal-aid projects, and other related careers.

The scholarship program allows for more detailed tracking of recipients that complete training. A web-based survey will be used for follow-up in order to assess program accomplishments and locate any additional barriers that may preclude success on the job.

Scholarship recipients will be tracked as they complete the training program and enter the workforce. As a condition of award, recipients must agree to provide information regarding program training and attendance, completion, job placement, and follow-up in order to provide

statistical information regarding program outcomes. A follow up interview will occur to obtain additional information about their experience, needs and success.

Accomplishments

Federal funds were received in late March 2019, and we have seen a marked increase in scholarship applications coming in from individuals across the state. OJT/SS Program staff have sent email blasts, flyers, spoken at events, and had other public agencies share the information through their email distribution systems, to get the word out about the WSDOT OJT/SS scholarship opportunities available.

During FFY2019, OJT/SS funds were awarded in scholarships to assist thirty-two individuals in the heavy highway construction trades. A total of thirty-nine thousand, four hundred eighty dollars in scholarships were invoiced. Of these participants, sixty-five percent identified as minority, twenty-eight percent identified as disadvantaged/ex-offenders, and forty-three percent listed other barriers. Fourteen participants enrolled in Electrical Programs, six individuals in diesel technology and six enrolled in CDL-A programs.

Date of Complete Application	Last	First Initial	M/F/O	Zipcode	Minority	Disadv/Ex-offender	Vet	Other Barriers	DOB	Location of Training program	Program length qtr/weeks/	Program Trade	Awarded Tuition
5/14/2019	Robinson	L	M	98023	1	0	1	0	11/5/1979	PSEJATC	2017-2022	Electrical Apprenticeship	\$ 1,750.00
5/16/2019	Gaynes	A	M	98031	1	0	0	0	8/23/1978	PSEJATC	2019-2023	Electrical Apprenticeship	\$ 2,260.00
6/28/2019	Poe	D	M	99006	0	0	0	1	7/3/1961	SAGE Trucking driving school	2019-TBD	Trucking CDL-A	\$ 4,000.00
7/11/2019	Barajas	F	M	99349	1	1	0	1	12/17/1993	Perry Tech	2yrs	Electrical Technology	\$ 2,500.00
7/14/2019	Zapien	S	M	98948	1	0	0	0	1/3/2000	Perry Tech	2yrs	Electrical Technology	\$ 2,500.00
7/11/2019	Peciado	C	M	98948	1	0	0	0	2/28/2000	Perry Tech	1yr	Diesel Technology	\$ 2,500.00
7/11/2019	Montero	S	M	98945	1	0	0	0	12/8/1998	Perry Tech	2yrs	Electrical Technology	\$ 2,000.00
7/12/2019	Cervantes	C	M	98948	1	0	0	0	12/12/1997	Perry Tech	1yr	Diesel Technology	\$ 2,500.00
7/17/2019	Gonzalez	J	M	98902	1	0	0	0	4/5/2000	Perry Tech	2yrs	Electrical Technology	\$ 2,000.00
7/19/2019	Arroyo-Hernandez	L	M	98944	1	0	0	1	11/26/1999	Perry Tech	1yr	Diesel Technology	\$ 2,500.00
7/26/2019	Manuel	R	M	99350	1	0	0	0	8/24/1990	Perry Tech	2yrs	Electrical Technology	\$ 2,500.00
7/26/2019	Diaz	J	M	98951	1	0	0	0	7/6/2000	Perry Tech	1yr	Construction	\$ 2,500.00
7/26/2019	Day	J	M	98632	1	0	0	1	12/29/1984	Lower Columbia College	90 days	Trucking CDL-A	\$ 3,950.00
7/26/2019	Wiser	Z	M	98908	0	0	0	1	6/30/2019	Perry Tech	2yrs	Electrical Technology	\$ 2,500.00
7/24/2019	Jordan	C	F	98108	1	0	0	1	11/27/1974	Green River College	2yrs	Carpentry Technology	\$ 1,500.00
8/8/2019	Delgado	E	M	98908	1	0	0	0	10/2/1998	Perry Tech	1yr	Diesel Technology	\$ 2,000.00
7/26/2019	Conzaga	M	M	98901	1	0	0	0	4/4/1996	Perry Tech	1yr	Diesel Technology	\$ 2,000.00
8/2/2019	Uribe Alvarez	F	M	98626	1	0	0	0	4/7/1973	Lower Columbia College	90 days	Trucking CDL-A	\$ 3,950.00
8/9/2019	Ortiz	A	M	98932	1	0	0	1	7/23/1998	Perry Tech	1yr	Diesel Technology	\$ 2,000.00
8/9/2019	Roy	K	F	98902	0	0	0	1	9/28/1990	Perry Tech	1yr	Construction Welding	\$ 2,000.00
8/9/2019	Janssen	J	M	98387	0	0	0	1	9/22/1968	Bates Tech College	2yrs	Electrical Construction	\$ 3,000.00
8/9/2019	Sherman	J	M	98506	0	1	0	1	4/27/1986	Commercial Driving School	4 weeks	Trucking CDL-A	\$ 4,000.00
8/13/2019	Burke	Z	M	98908	1	0	0	1	12/25/1999	Perry Tech	2yrs	Electrical Technology	\$ 2,500.00
8/13/2019	Gerega	D	M	98625	0	1	0	1	9/7/1998	Perry Tech	2yrs	Electrical Technology	\$ 2,500.00
8/13/2019	Rashidiast	F	F	98275	0	1	0	0	11/9/1966	Commercial Driving School	4 weeks	Trucking CDL-A	\$ 4,000.00
9/24/2019	Lieu	M	M	98036	1	0	0	0	4/14/1980	Carpenters Apprentice	4yr	Carpentry	\$ 700.00
9/23/2019	Myklebust	B	M	98626	0	1	0	0	7/30/1998	Perry Tech	2yrs	Electrical Technology	\$ 2,000.00
9/23/2019	Monday	S	M	98902	0	1	0	0	8/9/1981	Perry Tech	1yr	Construction Welding	\$ 2,000.00
9/19/2019	Partlow	B	M	98942	1	0	0	0	9/29/1993	Perry Tech	2yrs	Electrical Technology	\$ 2,000.00
9/19/2019	Bartleson	B	M	98840	0	0	0	1	2/10/2000	West Coast Training	8 weeks	Heavy Construction Operator	\$ 1,000.00
9/24/2019	Meskinimood	M	M	98229	0	0	0	1	4/21/1964	Pegasus	6 months	Trucking CDL-A	\$ 1,500.00
9/16/2019	Gonzalez	S	M	98930	1	1	0	0	5/26/1993	Perry Tech	2yrs	Electrical Technology	\$ 2,000.00

Scholarship Monitoring Efforts

Scholarship data is tracked in a spreadsheet with follow-up date, date of graduations, program drop, drop reason, job, apprenticeship, apprentice id, and employer. A survey will be sent out each federal fiscal year-end to track the status of all scholarship recipients and again as individuals complete their specific programs.

Current recipients are not far enough through their programs to support immediate follow-up, although a survey is being written to send to scholarship recipients as a tool for use in follow-up.

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 will be beneficial to the target audience. Build strategic and beneficial 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 will help to inform interested individuals about career pathways into the highway 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 state, 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

The OJT/SS Program supported the following Construction Career Days (CCD) Statewide to facilitate youth recruitment into the highway construction trades throughout the year, with funds from FFY19:

- ☐ Spokane, October 10, 2019, approximately 850 students attended;
- ☐ Tri-Cities, October 1, 2019, approximately 630 students attended;

- King County, October 10, 2019, over 900 students attended; and
- Pierce County, November 13, 2019, over 1,300 students attended.

At each event, OJT/SS representatives were on hand to talk about the On the Job Support Services Program and the benefits of working in the highway construction trades. The OJT/SS Program covered insurance for the events statewide and provided limited sponsorships, at a much lower rate compared to previous years, with more financial responsibility resting with the sponsoring groups of each Construction Career Day.

FHWA OJT/SS FFY 2019 Annual Financial Report

OBJECT CODE	EXPENDITURE SUMMARY	18-Oct	18-Nov	18-Dec	19-Jan	19-Feb	19-Mar	19-Apr	19-May	19-Jun	19-Jul	19-Aug	19-Sep	FFY19 Total	SOW Categories
EA01	Supplies, Materials, Spec and Plans														Miscellaneous / Other
EB03	Communications-Telephone (Cell)														Miscellaneous / Other
EG01	Training Registration Fees														Miscellaneous / Other
EG02	Conference/Tech Meeting & Seminar														Miscellaneous / Other
EG06	Dues/Memberships/Assoc Fees														
EP01	Insurance														
EH06	Exhibition Booth Costs														Miscellaneous / Other
EZ02	Advertising														Miscellaneous / Other
ER25	Costs for Dept Sponsored Conference														Miscellaneous / Other
EZ02	Advertising														Miscellaneous / Other
	Subtotal													\$0.00	\$4,420.00
NZ03	FHWA Training Tuition Direct or OJT Tuition Assistance											\$27,950.00	\$11,500.00	\$39,450.00	Contractual Services
	Subtotal													\$39,450.00	\$94,000.00
GA01	Subsistence & Lodging = In-state														Travel
GB01	Air Transportation = In-state														Travel
GC01	Private Automobile Mileage														Travel
GD01	Other Travel Expenses														Travel
	Subtotal		\$0.00	\$0.00										\$0.00	\$1,500.00
WORK ORDER TOTAL														\$39,450.00	\$99,920.00
														FFY19 Funds Remaining	\$60,470.00



**Office of Equal Opportunity
On-the-Job Training Support Services Program
2020 Annual Report**

For Federal Fiscal Year (FFY) 2020, WSDOT received funds, \$149,920, 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 assist in the engagement of 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 construction industry and 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 shortage 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 will award \$145,233 in direct scholarships to up to 72 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, continues to support women, minority, and other disadvantaged individuals seeking training in the heavy highway construction areas that the WSDOT OJT/SS program supports. Some individuals seeking training in heavy highway construction trades may not be able to attend traditional pre-apprenticeship programs due to their location, but may have access to a specialized program that will provide training in a specific field in their area. WSDOT will pursue partnerships with state colleges, commercial driving schools, and other established in-state training programs, and Department of Corrections Trades Related Apprenticeship Coaching (TRAC). Existing partnerships include Urban League of Metropolitan Seattle, Tribal Employment Rights Office Vocational Training Center, ANEW, Perry Technical College, Spokane Community College, the Northwest Carpenters Training Institute, Cement Masons and Plasterers, and the Ironworkers.

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

Objectives

- a) Applicants will be screened through an application process that will include gathering information regarding personal references, brief essay, aptitude, and desire to be successful in the heavy highway construction field.
- b) Priority may be given to previous scholarship recipients that demonstrated success in their program under their first scholarship 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. Applications will be considered on a first-come, first-served basis.
- d) Tracking participant completion and job placement, with at least 50 percent of those ready for job placement being placed into highway construction trades, Federal-aid projects, and other related careers.

The scholarship program allows for more detailed tracking of recipients that complete training. A web-based survey will be used for the follow-up to assess program accomplishments and locate any additional barriers that may preclude success on the job.

Scholarship recipients will be tracked as they complete the training program and enter the workforce. As a condition of award, 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.

Accomplishments

Scholarship application submissions have been steady from individuals throughout the state. Applications are received in correlation to upcoming or ongoing training and school opportunities. OJT/SS Program staff send monthly scheduled email blasts, speak with pre-apprenticeship training providers in phone meetings and in Zoom conferences, and work with other public agencies to share the information through their email distribution systems to get the word out about WSDOT OJT/SS scholarship opportunities. Many of the training institutions receiving award funds on behalf of their students are new vendors to WSDOT, revealing that the scholarship program is continuing to gain access in organizations across the state and to their students.

For FFY20, forty-five individuals were awarded scholarships in varying construction trades related training programs across the state.

Last	First Initial	M/F	Minority	Disadv/Ex-offender	Vet	Other Barriers	Location of Training program	Program Trade	Award
Greenstreet	C	F	no	no	no	yes	Green River College	Welding	\$ 1,000.00
Casale	A	F	no	no	no	no	Drive509	Trucking CDL-A	\$ 4,000.00
Elemo	G	M	yes	yes	no	yes	Pacific NW Professional Driving School	Trucking CDL-A	\$ 4,000.00
Rojas	A	M	yes	no	no	yes	Perry Tech	Electrical Technology	\$ 4,000.00
Nesary	A	F	no	yes	no	no	Perry Tech	Electrical Technology	\$ 4,000.00
Robinson	L	M	yes	no	yes	yes	PSEJATC	Inside Wireman	\$ 4,000.00
Cyprian	J	M	yes	yes	no	yes	Pacific NW Professional Driving School	Trucking CDL-A	\$ 4,000.00
Cuevas,	C	F	yes	yes	no	yes	Independent Truck Driver	Trucking CDL-A	\$ 2,490.00
Dahl	C	M	yes	no	no	no	Taylor Driving Schools	Trucking CDL-A	\$ 3,972.00
Omta	S	M	no	yes	no	yes	Perry Tech	Welding	\$ 2,000.00
Segura	J	M	yes	no	no	no	Perry Tech	Electrical Technology	\$ 2,500.00
Myklebust	B	M	no	yes	no	no	Perry Tech	Electrical Technology	\$ 2,000.00
Barajas	F	M	yes	yes	no	yes	Perry Tech	Electrical Technology	\$ 2,500.00
Oronia-Guzman	E	M	yes	no	no	no	Perry Tech	Electrical Technology	\$ 4,000.00
Vargas	B	M	yes	no	no	no	Perry Tech	Welding	\$ 4,000.00
Lepez Barajas	J	M	yes	no	no	no	Perry Tech	Automotive Technology	\$ 2,000.00
Lopez	A	M	yes	no	no	yes	Perry Tech	Electrical Technology	\$ 3,000.00

Gonzalez	S	M	yes	yes	no	no	Perry Tech	Electrical Technology	\$ 2,500.00
Lyons	R	F	no	yes	no	yes	Cement Masons	Cement Mason	\$ 640.00
Saveliuk	V	M	yes	no	no	yes	Pacific NW Professional Driving School	Trucking CDL-A	\$ 3,000.00
Briones	L	M	yes	no	no	no	Perry Tech	Welding	\$ 4,000.00
Gallegos	M	M	yes	no	no	yes	Perry Tech	Electrical Technology	\$ 2,500.00
Mendoza	G	M	yes	yes	no	yes	Independent Truck Driver	Trucking CDL-A	\$ 3,640.00
Crespo	A	F	yes	yes	no	yes	Cement Masons	Cement Mason	\$ 2,000.00
Gaynes	A	M	Yes	no	no	no	PSEJATC	Electrical Apprenticeship	\$ 2,500.00
Hachmann	P	M	no	no	no	yes	Lower Columbia College	Welding	\$ 1,764.50
Covington	M	M	no	yes	no	yes	Independent Truck Driver	Trucking CDL-A	\$ 3,640.00
Perry	R	F	No	no	no	no	Independent Truck Driver	Trucking CDL-A	\$ 3,640.00
Brackett	B	M	yes	yes	no	yes	Perry Tech	Welding	\$ 2,500.00
Blum	A	M	No	no	no	yes	Independent Truck Driver	Trucking CDL-A	\$ 1,000.00
Kemp	N	F	yes	yes	no	no	AGC/Operators	Operating Engineer	\$ 2,400.00
Ruvalcaba	A	M	yes	no	no	no	Perry Tech	Electrical Technology	\$ 2,500.00
Burke	Z	M	yes	no	no	yes	Perry Tech	Electrical Technology	\$ 2,500.00
Monday	S	M	no	yes	no	no	Perry Tech	Welding	\$ 1,700.00
Valencia	L	M	yes	yes	no	yes	Ironworkers	Ironworker	\$ 891.20
Ayotte	R	M	yes	no	no	yes	Pacific NW Professional Driving School	Trucking CDL-A	\$ 4,000.00
Avanesova	A	F	no	yes	no	yes	Pacific NW Professional Driving School	Trucking CDL-A	\$ 4,000.00
Jordan	C	F	yes	no	no	yes	Green River College	Carpentry Technology	\$ 2,000.00
Cozar-Martinez	J	M	yes	no	no	no	Pacific NW Professional Driving School	Trucking CDL-A	\$ 4,000.00
Serrano	J	M	yes	no	no	yes	Independent Truck Driver	Trucking CDL-A	\$ 3,640.00
Ocampo	F	M	yes	no	no	yes	Perry Tech	Diesel Mechanic	\$ 4,000.00
Villasenor	E	M	yes	no	no	no	Independent Truck Driver	Trucking CDL-A	\$ 3,640.00
Sanchez	F	M	yes	no	no	yes	Perry Tech	Electrical Technology	\$ 3,500.00

Manu	S	M	yes	no	no	no	Pacific NW Professional Driving School	Trucking CDL-A	\$ 4,000.00
Russ	J	M	yes	no	no	no	Drive509	Trucking CDL-A	\$ 3,400.00

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 will be beneficial to the target audience. Build strategic and beneficial 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 will help to 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, accomplishments have stalled. The statewide Construction Career Days will not continue as scheduled this Fall 2020 because of the ongoing health concerns for students, staff, and event volunteers across the state.

Impacts of COVID19

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. Some of these challenges include loss of training time, and the loss of the ability to hold outreach events during the Governor's "Stay Home, Stay Healthy" orders, and by restrictions and guidance from counties and cities. Training providers have worked tirelessly to overcome the pandemic's difficulties with their students' 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.



Washington State Department of Transportation

FHWA OJT/SS FFY20 Annual Financial Report

OBJECT CODE	EXPENDITURE SUMMARY	19-Oct	19-Nov	19-Dec	20-Jan	20-Feb	20-Mar	20-Apr	20-May	20-Jun	20-Jul	20-Aug	20-Sep	FFY20 Sub Totals	FFY21 Sub Totals	SOW Categories
EA01	Supplies, Materials, Spec and Plans													\$0.00		Miscellaneous / Other
EB03	Communications-Telephone (Cell)													\$0.00		Miscellaneous / Other
EG01	Training Registration Fees													\$0.00		Miscellaneous / Other
EG02	Conference/Tech Meeting & Seminar													\$0.00		Miscellaneous / Other
EG06	Dues/Memberships/Assoc Fees													\$0.00		
EP01	Insurance													\$0.00		
EH06	Exhibition Booth Costs													\$0.00		Miscellaneous / Other
EZ02	Advertising													\$0.00		Miscellaneous / Other
ER25	Costs for Dept Sponsored Conference									\$338.00				\$338.00		Miscellaneous / Other
EZ02	Advertising													\$0.00		Miscellaneous / Other
	FFY2020 Subtotal													\$338.00		\$4,100.00
	FFY2021 Subtotal															\$0.00
NZ03	FHWA Training Tuition Direct or OJT Tuition Assistance - FY2020 funds					\$16,000.00	\$29,810.00	\$14,972.00	\$28,849.20	5,500.00	2,500.00	10,262.80		\$107,894.00		Contractual Services
	FFY2020 Subtotal													\$107,894.00		\$145,233.00
NZ03	FHWA Training Tuition Direct or OJT Tuition Assistance - FY2021 funds														\$0.00	\$20,000.00
	FHWA Direct Entry Training Provider - FY2021 funds														\$0.00	\$130,000.00
	FFY2021 Subtotal														\$0.00	\$150,000.00
GA01	Subsistence & Lodging = In-state													\$0.00		Travel
GB01	Air Transportation = In-state													\$0.00		Travel
GC01	Private Automobile Mileage													\$0.00		Travel
GD01	Other Travel Expenses													\$0.00		Travel
	FFY2020 Subtotal													\$0.00		\$1,400.00
	FFY2021 Subtotal															\$733.00
WORK ORDER TOTAL FY2020														\$108,232.00		\$149,920.00
WORK ORDER TOTAL FY2021															\$0.00	\$150,733.00