

# WSDOT Apprenticeship Utilization

## 2016 Annual Report to FHWA

Since July of 2007, WSDOT has required that some percentage of hours on contracts with a high dollar value are performed by apprentices. The current requirement is 15% apprentice utilization on contracts estimated at \$3 million or greater. To date, WSDOT's experience with apprentice utilization requirements has been a success. The apprentice utilization requirement has greatly increased the amount of training opportunities on both state and federally funded WSDOT contracts by requiring that contractors use apprentices at such a high rate on so many contracts.

### Number of Apprentices and Hours Worked in 2016

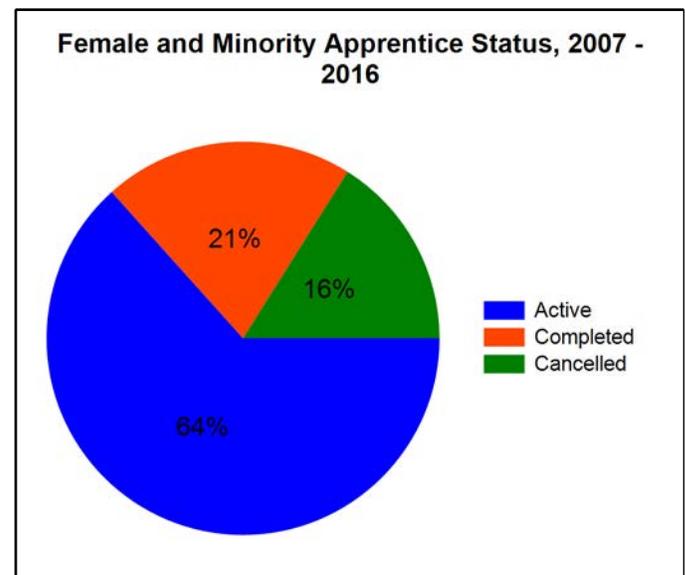
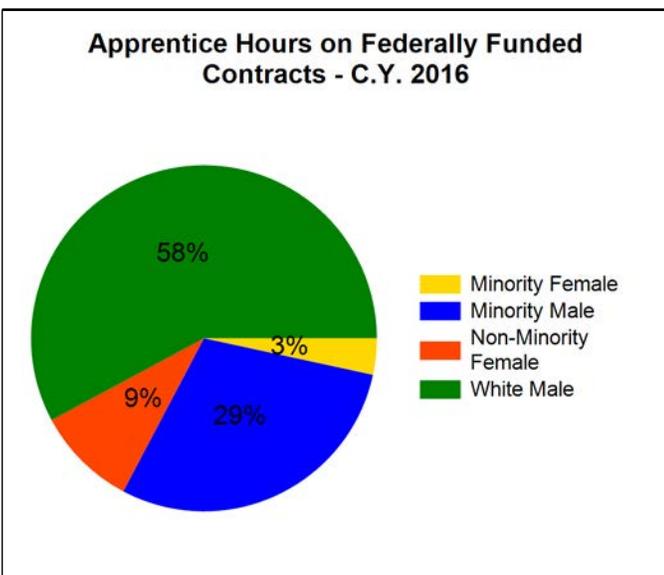
During 2016, 989 individual apprentices performed work on WSDOT contracts containing state Apprentice Utilization requirements. These apprentices performed a total of 368,777 hours of training toward a journey level career in the construction trades. Of these hours, 155,504 or 42% were performed by women or minorities.

On federally funded contracts with Apprentice Utilization requirements, 485 individuals performed 206,155 hours of apprenticeship training. Of these hours, 87,443 or 42% were performed by women or minorities. Of the 485 apprentices that performed work on federal contracts with a state apprenticeship requirement in 2016, 44% or 214 were women or minorities.

A total of 407 female or minority apprentices performed work on all WSDOT contracts with an Apprentice Utilization requirement during 2016. As of March 29, 2017, 370 of these apprentices are still active in their training programs. 4 of the female or minority apprentices that trained on WSDOT projects in 2016 graduated from their training programs and went on to be journeymen.

### Number of Female and Minority Apprentices Working on WSDOT Projects and Graduation Rates

Since WSDOT's first pilot project with the Apprentice Utilization requirement in 2007, 1,878 female or minority apprentices have worked on WSDOT contracts with Apprentice Utilization requirements. Of these 1,878 apprentices, 383 or 21% have completed their training programs; 1,179 or 64% are still active in their training and 299 or 16% left their training programs prior to reaching journeyman status. These statistics demonstrate that state approved apprenticeship programs are good pathways to employment.



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### Bidders and Bid Amount - Comparison of WSDOT Contracts with and without Apprenticeship

2007 - 2016 Calendar Year

Year	# of Contracts	Estimated Dollars	Bid Dollars	All Contracts		Contracts with Apprenticeship	
				Average # of Bidders	% Above/Below Estimate	Average # of Bidders	% Above/Below Estimate
2007	165	\$738,338,387	\$733,000,292	3.4	-0.7%	6.8	-16.8%
2008	148	\$898,337,417	\$792,059,198	4.4	-11.8%	6.0	-3.0%
2009	182	\$1,036,272,406	\$786,263,506	5.1	-24.1%	5.0	-24.1%
2010	156	\$2,018,305,329	\$1,441,310,104	5.8	-28.6%	6.8	-29.0%
2011	150	\$1,438,647,736	\$1,271,279,335	5.0	-11.6%	6.0	-11.7%
2012	126	\$681,404,507	\$533,029,697	4.7	-21.8%	5.8	-23.3%
2013	128	\$364,679,317	\$335,770,691	4.3	-7.9%	4.7	-7.9%
2014	97	\$986,635,601	\$940,041,985	3.8	-4.7%	4.6	-4.8%
2015	101	\$277,215,341	\$278,793,697	3.8	0.6%	4.1	1.8%
<b>2016</b>	<b>138</b>	<b>\$668,407,246</b>	<b>\$529,951,042</b>	<b>3.5</b>	<b>-20.7%</b>	<b>3.5</b>	<b>-24.0%</b>
	<b>1,391</b>	<b>\$9,108,243,287</b>	<b>\$7,641,499,547</b>	<b>4.4</b>	<b>-16.1%</b>	<b>5.3</b>	<b>-17.2%</b>

### Number of Bidders and Bid Amount on Contracts with Apprenticeship

WSDOT tracks the number of bidders, engineers estimate and low bid price on all contracts. Since the Apprentice Utilization was piloted in 2007, WSDOT has tracked this information on both contracts with apprenticeship and contracts without. It has been WSDOT's experience that contracts with the apprenticeship requirement receive more bidders and lower bids than contracts without. In calendar year 2016, contracts with apprentice utilization had an average of 3.5 bidders compared to 3.5 bidders on all contracts. This leads WSDOT to believe that state apprentice utilization requirements is having none to minimal adverse impact on contract costs or bidding competition.

### Performance on Completed and Active Contracts

Since WSDOT began a pilot program in 2007, apprentices have worked more than 3.7 million hours on 457 active and completed contracts with the Apprentice Utilization requirement. On 343 completed contracts, the required percentage of Apprentice Utilization averaged 14% while actual performance was 14%. On 114 active contracts, the required percentage of Apprentice Utilization averaged 15% while actual performance to date is 12%.

WSDOT allows contractors to submit documentation demonstrating that they met the requirement in good faith. When a contractor meets the requirement in good faith, no adjustment is made to the hours or percentage of apprentice utilization. If we look at only completed contracts that either met the requirement or were out of compliance and exclude contracts where the requirement was met in good faith, WSDOT is achieving the overall goal of 16%.

### Conclusion

The apprentice utilization requirement has increased training opportunities on WSDOT contracts, especially for women and minorities. For detailed information, please see the attached reports. Any questions regarding apprentice utilization should be directed to WSDOT's Construction Office: [apprenticeship@wsdot.wa.gov](mailto:apprenticeship@wsdot.wa.gov).

### Performance on Completed Contracts with Apprentice Utilization By Size of Requirement

Required Percentage	Requirements Met	Total	% of Total
10%	Good Faith	6	20%
	No	2	7%
	Yes	22	73%
<b>Total 10%</b>		<b>30</b>	<b>100%</b>
12%	Good Faith	22	36%
	No	8	13%
	Yes	31	51%
<b>Total 12%</b>		<b>61</b>	<b>100%</b>
15%	Good Faith	58	23%
	No	50	20%
	Yes	144	57%
<b>Total 15%</b>		<b>252</b>	<b>100%</b>
Overall	Good Faith	86	25%
	No	60	17%
	Yes	197	57%
<b>Total</b>		<b>343</b>	<b>100%</b>