

## Diversity / Apprenticeship / Training

Shaded projects are physically complete. Data below is provided to WSDOT by the project contractors.

CONSTRUCTION										
Completed projects with some federal funding include: Pontoons, Eastside, West Connection Bridge, Floating Bridge and Landings, West Approach Bridge North	Disadvantage Business Enterprise (DBE) <sup>1</sup>				Apprentice - Hours % (Goal)	Training Hours				
	Goal	Achieved	#	Companies \$		Goal	Achieved			
Completed Projects <sup>2</sup>	8%	8.97%	77	\$161,358,421	18.6% (15% Goal)	199,300	237,597			
<b>DBE Subtotal (Individual Companies)</b>			<b>77</b>	<b>\$161,358,421</b>	<b>18.6%</b>	<b>199,300</b>	<b>237,597</b>			
Completed state-funded projects include: Grass Creek, Evans Creek, Union Bay Natural Area, Truck Aprons, Eastside Culvert Repair Project	Minority, Small, Veteran, Women Business Enterprise (MSVWBE) <sup>3</sup>				Apprentice		Training Hours			
	Percentage		Companies	Date Updated	Hours % (Goal)	Date Updated	Goal	Achieved		
	Goal	Achieved	#	\$						
Completed Projects <sup>4</sup>	Varies	42.55%	9	\$3,623,871	15.6% (15% Goal)		NOT REQUIRED			
Montlake Project (currently in construction)	TYPE	M	10%	0.13%	7	\$1,278,586	10/3/2019	12.8% (20% Goal)	8/31/2019	NOT REQUIRED
		S	5%	0.28%	10					
		V	5%	0.00%	0					
		W	6%	0.01%	4					
<b>MSVWBE Subtotal (Individual Companies)</b>			<b>1.05%</b>	<b>19</b>	<b>\$4,902,457</b>	<b>^Non-stacked totals</b>				
<b>CONSTRUCTION TOTAL (Individual Companies)</b>			<b>90</b>	<b>\$166,260,878</b>						
ARCHITECTURE AND ENGINEERING (A&E)										
	DBE <sup>1</sup>				Date Updated	Duration				
	Percentage		Companies	# <sup>4</sup>						
	Goal	Current	\$							
Corridor Development	N/A	8.05%	2	\$15,112,456	6/30/2014	Feb. 2009 – June 2014 (N/A – No Goal)				
SR 520 Program	9%	16.12%	8	\$8,341,036	6/30/2017	June 2014 – Dec 2016 (9% is a voluntary goal)				
<b>DBE Subtotal (Individual Companies)</b>			<b>8</b>	<b>\$23,453,492</b>						
	MSVWBE <sup>3</sup>				Date Updated	Duration				
	TYPE	M	10%	8.42%			8	9/30/2019		
		S	5%	29.13%			22	9/30/2019		
V		5%	0.04%	2	9/30/2019					
W		6%	15.86%	6	9/30/2019					
<b>MSVWBE Subtotal (Individual Companies)</b>			<b>29.13%</b>	<b>22</b>	<b>\$16,782,821</b>	<b>^Non-stacked totals</b>				
<b>A&amp;E TOTAL (Individual Companies)</b>			<b>25</b>	<b>\$40,236,313</b>						
<b>SR 520 PROGRAM TOTAL (Individual Companies)</b>			<b>115</b>	<b>\$206,497,191</b>						

<sup>1</sup> Federally funded projects have DBE goals. Calculations and level of detail are consistent with WSDOT's Office of Equal Opportunity guidance.  
<sup>2</sup> Completed federally funded projects to date: total percentage DBE achieved ranged from 3.83% - 14.62%, totaling 8.97% overall. Total percentage Apprentice achieved ranged from 13.7% - 21.4%, totaling 18.6% overall.  
<sup>3</sup> State funded projects have MSVWBE goals. Calculations and level of detail are consistent with WSDOT HQ Construction Office regarding MSVWBE reporting.  
<sup>4</sup> Completed state funded projects to date: total percentage MSVWBE achieved ranged from 33.01% - 64.03%, totaling 42.55% overall. Total percentage Apprentice achieved ranged from 12.0% - 23.4%, totaling 15.6% overall.  
<sup>^</sup> Individual companies certify on multiple types (M, S, V, W) and to eliminate duplication of reporting MSVWBE, the subtotals only report the total cost to the SR 520 Program.

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## SR 520 BRIDGE REPLACEMENT AND HOV PROGRAM



# Diversity and Inclusive Contracting SR 520 Quarterly Progress Report: July - Sept. 2019

## Promoting apprenticeships on the SR 520 Montlake Project

WSDOT contracts worth \$3 million or more contain a 15% apprentice utilization requirement. The requirement obligates contractors to use a program approved by the Washington State Apprenticeship and Training Council, and meet this requirement along with their subcontractors.

WSDOT's SR 520 Montlake Project, a \$455 million project, includes a 20% apprenticeship utilization requirement, by craft. Of that amount, aspirational goals are set at 21% for minority apprentices, and 12% for women apprentices. The project contractor, Graham, was given notice to proceed in November 2018, with project completion estimated for approximately 2023. As of August 2019, Graham had achieved 12.8% apprentice utilization on the Montlake Project.



From left to right: John Donovan (laborer journeyman), Luis Marchan Hernandez (laborer apprentice), Ja'Mahri Mitchell (laborer apprentice), Aaron Childers (operator apprentice), Brittany Grenard (HR coordinator), Foluke Jackson (laborer apprentice), Mary Wing (laborer apprentice), Marek Bednarczyk (senior project manager)

Through a preferred-entry program for apprentices (programs sanctioned by WSDOT to provide apprenticeship or pre-apprenticeship training), Graham works with unions, pre-apprenticeship and apprenticeship programs and other community partners to engage apprentices.

Brittany Grenard, HR Coordinator with Graham's U.S. Infrastructure team (pictured above), says, "It isn't just about meeting numbers. It's also about making sure that those in preferred-entry programs and those who are already apprentices are getting the hours and the opportunity to become journeymen." Grenard believes some of the apprentices may reach journey status while with the company. Key to the success of Graham's effort is the support of upper management, superintendents, and construction managers, says Grenard. "They fully support this effort, and more times than not will ask for an apprentice as opposed to a journeyman. Having people on site who encourage continuing education is important because it shows the importance of mastering the trade, and where it can take them in the future."

"We're supporting the next generation of construction leaders and supporting them wherever they are," Grenard said. "I look forward to seeing how the careers of our apprentices will advance because of this project - and we encourage this effort."

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## Graham's apprentices: Taking action to advance construction careers



**Aaron Childers** was a truck driver when he applied to the International Union of Operating Engineers Local 302. A friend encouraged him to consider a job in the construction industry. He had no experience and was a little nervous, but his friend continued to encourage him to try. Twelve hundred people applied for entry into the union and 60 were chosen. Childers was one of the 60! He is now an apprentice operator with Graham on the SR 520 Montlake Project. Childers says he's been with Graham for about a month, and that it's been an amazing experience. He says that one of the best things about the apprenticeship program is that his supervisor is training him on all types of equipment, which increases his technical skills. Childers says to succeed in the construction industry, you must be determined, have a good attitude, and be open to learning.



**Foluke Jackson** is a laborer apprentice who came to the SR 520 Montlake Project with prior experience. He went through the ANEW pre-apprenticeship program but has worked on both non-union and union projects. Prior to being employed by Graham, he joined the painters' union, and joined the laborers' union around five months ago. He has worked for Graham a little over a month. He says the laborer apprenticeship pays better and the company has great leadership. He says Graham wants to see its workers succeed. So far, he has about 150 hours logged. Jackson says it's easy to get into apprenticeship programs. It's as simple as applying. Union construction, he said, offers strong careers, benefits and pay. The things Jackson likes about the apprenticeships include job security and regular raises.



**Ja'Mahri Mitchell**, a laborer apprentice, started his apprenticeship with Graham when Local union 242 sent him to the SR 520 Montlake Project in May 2019. He now has more than 600 labor hours. Mitchell says he learned about the apprenticeship program through his fiancé, who was an apprentice operator. Prior to becoming an apprentice, Mitchell had two jobs, one of which was in the fast food industry and the other with a moving company. He especially likes that the Montlake Project will last three to four years. "You get to see how things work; you see the big picture. He says it has opened his eyes. He now sees more career options, has a better outlook on life and more money. He has a car and an apartment because of his apprenticeship. At the end of the day, he said, it will make him a better person.



**Luis Marchan Hernandez** is a laborer apprentice who explored an apprenticeship in construction after working in warehouses and painting for a living. Many of his family members had worked in construction, so he was familiar with the industry. He got into the union in May 2019. Although he did not go through a pre-apprenticeship program, the union provided training. He started working with Graham in June 2019 and has accumulated 550 hours on the job so far. After reaching 1,000 hours, he will receive classroom training, achieving one component of the journey to becoming a journeyman. Hernandez says he likes the fact that he's acquiring a variety of skills and even learning things about the environment. He says he works with a lot of great people at Graham and is looking forward to a career in the industry.



**Mary Wing** took a leap of faith, as she described it, after two years in the Navy and began the Pre-Apprenticeship Construction Education (PACE) program in 2018. There she completed the program, earning five certificates. As a pre-apprenticeship graduate, she was given preference for hiring, and eventually joined Graham on the SR 520 Montlake Project, where she is currently a laborer apprentice. She has worked and received training since the summer of 2019. She believes the training she receives is an excellent way for her to ultimately reach journey level. She would like to be a supervisor one day.

## Highlighting WSDOT's On the Job Training Support Services Program



Jane Rockwell  
WSDOT

WSDOT's On the Job Training Support Services (OJT/SS) employs two major initiatives to increase the inclusion of minorities, women, and disadvantaged individuals in the construction industry: funding for nonprofit providers with the Pre-Apprenticeship Support Services (PASS) program and On the Job Training Support Services scholarships for aspiring individuals.

Jane Rockwell, WSDOT's OJT/SS and PASS Coordinator says, "Our goal is to help more women, minorities and disadvantaged individuals gain access to the highway construction workforce." In fiscal year 2018, 525 people participated in the PASS program. Approximately 56% of the PASS program participants in fiscal year 2018 were minorities, and 30% were women.

Nonprofit organizations recognized by the Washington State Apprenticeship and Training Council and who offer pre-employment readiness are eligible to apply to the PASS Program.

Successful completion of training and graduation on to apprenticeship is often affected by real-life barriers. According to Rockwell, the top four challenges are transportation, childcare, reliable housing, and workplace environment. Through a \$99,000 grant from the USDOT Federal Highway Administration, Rockwell's program can also provide tuition assistance and scholarships to aspiring student/trainees who are Washington state residents, worth up to \$4,000.

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## The journey to journey status: a quick guide



Graphic credit: city of Seattle

Check out the city of Seattle's construction apprenticeship guidebook at: [bitly.com/apprenticeshipguidebook](http://bitly.com/apprenticeshipguidebook)