

Apprenticeship Advisory Committee

Meeting Summary

December 13, 2017

1:00 – 3:00 PM

Lakewood Maintenance Facility Conference Room

Attendees: **Committee Members Present:** Chris Christopher, Chris McClain, Terry Tilton, Dean Smith, Tom Zamzow

Committee Member Absent: Lee Newgent, Josh Swanson, Pamp Maiers

Other Attendees: Mark Gaines, Heidi Jensen, Jane Rockwell, Jerry Vanderwood, John Hurd, Jody Robbins, Charlie Quigg, Tom Gaetz

Welcome and Introductions

Heidi Jensen welcomed the committee, and Mark Gaines went over safety procedures for the Lakewood Maintenance Facility Conference Room. Chris Christopher asked the attendees to introduce themselves before beginning with the agenda items.

Heidi Jensen shared a handout showing the current committee membership that included the section of the RCW that requires establishment of the committee, and requires equal number of representatives of contractors and labor. Members were asked to decide if the committee was appropriately sized at five representatives each for contractors and labor. Chris McClain is the newest committee member on the labor side. Contractors currently have three representatives with two vacant positions, and labor has four representatives with one vacant position.

Terry Tilton informed the committee that the vacant position on the labor side resulted from Don McLeod's retirement, and that his successor will be Billy Wallace. Heidi Jensen will contact Billy Wallace to ensure he will be participating as a committee member. Terry also informed everyone that Lee Newgent (WA Building Trades) announced his retirement. Committee members are unsure if he has named a successor, and Heidi will contact WA Building Trades to see if they have chosen a replacement.

One of the vacant positions on the contractor side is reserved for a company with less than 35 employees. Jerry Vanderwood had a company in mind to fill this vacancy, but it was confirmed that the company had more than 35 employees, and AGC (Jerry) has agreed to fill the position as discussed in previous meetings. Chris McClain mentioned that he knows of a company with less than 35 employees that is interested in participating as a committee member. Heidi will reach out to both companies and invite them to the next meeting.

Heidi informed the committee that Amy Palo had left WSDOT and introduced Jane Rockwell as her replacement. Jane was in attendance and provided contact information for other attendees.

5 Yr Construction Outlook

Chris Christopher shared a PowerPoint Presentation that shows the amount of upcoming work in the Puget Sound area, and the challenges we will be facing due to cost, potential labor shortfalls and contractor availability. The amount of work forecasted for the Puget Sound Area in the next five years is higher than anything experienced in the past. Jody Robbins mentioned that in addition to the numbers provided in the presentation, there are additional owner groups looking at their own projections that are not included in the numbers.

In response to the increased demand for skilled laborers forecasted, Terry Tilton stated that the carpenters have taken on additional apprentices this year to prepare for the upcoming work. The committee also discussed the importance of reaching out to a younger generation, and changing the perception that apprenticeship programs are not considered a higher education program. Jody mentioned that many of the trades have enacted in preparatory programs to build working relationships with community colleges and high schools.

The committee discussed the importance of ensuring that apprentices journey out of the program they are enrolled in. Typically if an apprentice leaves a program it is within the first 6 – 8 weeks. These programs receive support from many different organization, and the message sent to recruit students needs to be specific for the generation receiving it.

Program Update

Heidi Jensen shared five reports with the committee and audience members that provided information regarding the current and historical apprenticeship utilization on WSDOT projects.

The five reports are the standard reports that are usually shared at the meeting:

- *Overall WSDOT Apprenticeship/Journeyman Participation Summary for Completed Projects, 2015 - Current*
- *WSDOT Apprenticeship/Journeymen Participation Summary – Completed Projects – Current Year*
- *WSDOT Contracts Meeting Apprenticeship Requirements – Completed Projects, 2015 - Current*
- *WSDOT Apprenticeship/Journeymen Participation Summary – Active Projects*
- *Apprenticeship Occupation by Trade*

It was noted that there are certain projects where apprenticeship utilization attainment can be more difficult depending on the location and type of work. The reports show the overall percentage of apprenticeship utilization for 2017 is 15.7%, for all projects completed to date.

Heidi asked if the groups would like to continue to receive the Apprenticeship Occupation by Trade chart. The data for this handout represents all of the hours that have been entered into the Apprenticeship Program dating back to 2007. The percentages rarely change due to the amount of data

represented on the report. The committee would like to continue to receive the report at the meetings, and Heidi will research the possibility of adding a date field to the report to align with the other reports presented at the meeting. The committee also requested to add a column to the Completed Projects report to show which projects were design build, and which were design bid build.

Specification Revision

Heidi shared updated General Special Provision language that allows counting graduated apprentices towards Good Faith Efforts. The language will be sent to committee members for an opportunity to comment prior to including it in the January GSP update.

An incident on a non-WSDOT project prompted a new work place behavior specification that was also shared with the committee. The committee discussed the correct procedure to follow if an employee is required to be removed from the work site and the identified the Project Engineer as the appropriate contact with questions regarding the removal.

L&I Notifications

An action item from the last meeting was to determine if the current notification process to L&I is sufficient when a contractor fails to meet contract apprenticeship utilization requirements. Heidi confirmed that the current notification process is sufficient. When speaking with L&I, it was noted that the information sent quarterly is distributed to ensure the appropriate staff see the report.

Jody Robbins provided information regarding the Apprenticeship Task Force findings and recommendations. The recommendations included creating one system that all contractors can use to report apprenticeship utilization and increasing education and outreach to contractors and agencies. The full report is available on L&I's website.

Next Meeting Scheduling and Topics

Update committee on the following meeting action items:

- Additional committee members – Heidi
- Add column to the Completed Projects spreadsheet to distinguish between design build and design bid build – Heidi
- Research option of adding date fields to the Apprenticeship Occupation by Trade Report

Next meeting date and time: June 4th, 2018 1:00 PM to 3:00 PM

Location: Lakewood Maintenance Facility Conference Room