

# WSDOT Apprenticeship Utilization Advisory Committee

## Meeting Summary

June 4, 2018

1:00 – 3:00 PM

Lakewood Maintenance Facility Conference Room

**Attendees:** **Committee Members Present:** Chris Christopher, Josh Swanson, Terry Tilton, Dean Smith, Tom Zamzow, Jerry Vanderwood, Mark Riker

**Committee Member Absent:** Billy Wallace, Chris McClain, Pamp Maiers

**Other Attendees:** Denys Tak, Heidi Jensen, Jane Rockwell, John Hurd, Jody Robbins, Jon Deffenbacher

### Welcome and Introductions

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

Heidi Jensen reviewed committee membership, and informed those in attendance that Larry Jacquot from Industry Erectors will be invited to serve as a committee member that represents a business with less than 35 employees. Don McLeod and Lee Newgent have retired since the last meeting, creating vacancies that were filled by Billy Wallace and Mark Riker, respectively. No objections were made when Dean Smith requested to have John Hurd replace him on the committee upon his upcoming retirement.

### Legislature Update

Jody Robbins led the discussion regarding changes to House Bill 1849 that was passed during the last legislative session. The group discussed the language added that will eliminate the contractor's ability to require more than 15% apprentice utilization in subcontracts. There were concerns that not allowing higher utilization requirements in subcontracts might result in a higher number of contracts not meeting the overall requirement. Jerry Vanderwood noted that he testified to communicate the same concern during the legislative session. Labor representatives stated that the intent of the language was to increase the number of contractors contributing to the 15% requirement, ensuring apprentices are being trained in all trades.

The new language in the Bill requires apprenticeship utilization to be monitored individually for the contractor and all subcontractors, and includes incentives and disincentives depending on utilization attainment. WSDOT was provided an exemption in the Bill language and will be allowed to continue with current practices of good faith efforts and three strike disciplinary actions. Josh Swanson noted that the Bill language evolved to include incentives and disincentives; originally, non-compliance would affect responsible bidder criteria. The contractor committee members still have questions regarding how to quantify incentives and disincentives.

The Bill includes data collection requirements for L&I, that will be achieved through an apprentice reporting system currently under development. Funding was provided for the system as a result of the

Governor's Apprenticeship Utilization Task Force, and will work in conjunction with L&I's prevailing wage compliance system. Jody suggested a presentation of the new system at the next meeting.

The group also discussed conflicts in the Bill language, legality issues that might arise, and the importance of discussing future proposed changes to the Apprenticeship RCW with the committee prior to the legislative session. This will give committee members an opportunity to comment on the suggested changes prior to changing the law.

### **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 were:

- *Overall WSDOT Apprenticeship/Journeyman Participation Summary for Completed Projects, 2016 – May 2018*
- *WSDOT Apprenticeship/Journeymen Participation Summary – Completed Projects – Current Year*
- *WSDOT Contracts Meeting Apprenticeship Requirements – Completed Projects, 2016 – May 2018*
- *WSDOT Apprenticeship/Journeymen Participation Summary – Active Projects*
- *Apprenticeship Occupation by Trade*

The reports show the overall percentage of apprenticeship utilization for projects completed to date in 2018 is 20.8%. Heidi pointed out that the overall percentage is unusually high this year, and can be attributed to a large, multi-season contract that contributed to a significant increase in the overall percentage.

Heidi informed the group that there were some minor changes to the reports, including adding a Design Build/Design-Bid Build column to the completed projects report, and sorting the active projects report by percent complete. Mark Riker asked if we could modify the active reports to show the overall percentage attained for female and minority apprentices. Mark also asked for information regarding the location and trades utilized in the projects that submitted GFE's or that failed to meet the utilization requirement to possibly identify trends and determine why apprentices were not available.

Heidi also shared WSDOT's Apprenticeship Program handout demonstrating minority and female inclusion and utilization within the program. This information was originally gathered for a one-time use to produce this report, but it was determined that tracking this data will identify trends within WSDOT's apprenticeship program, and is updated annually.

## **Future Capacity**

Chris Christopher shared two handouts that shows the amount of upcoming work in the Puget Sound area, and the projected amount of labor hours needed to deliver future projects. The amount of work forecasted for the Puget Sound Area in the next five years is higher than anything experienced in the past. He asked the committee if there were concerns about the amount work coming up, and what steps are being taken to ensure the demand for apprentices can be met. Labor representatives are aware of the need, and are working to ensure apprentices are available.

The committee discussed the importance of identifying barriers preventing apprentices from journeying out of their programs. A well known barrier for single parents in an apprenticeship program is childcare. Working on highway contracts often requires nighttime work when childcare is not available. Jane Rockwell confirmed that resources are available to provide assistance with these types of barriers; however, childcare facilities are not open at night.

The committee also discussed the importance of outreach at different levels to ensure the information reaches a range of age groups, and the need to change the perception that apprenticeship programs are not a form of higher education. The committee reported pre-apprenticeship efforts in grades K – 12, Community Colleges and working with Apprenticeship & Non-traditional Employment for Women (ANEW). The Importance of making sure apprenticeship is a good fit for younger students was noted, as retention continues to be an issue.

## **Next Meeting Scheduling and Topics**

Update committee on the following meeting items:

- Removing Barriers – Childcare (Mark Riker)
- Presentation of L&I's PWAC system (L&I)
- Provide information for projects that did not meet the apprenticeship utilization goal to see if trends can be identified (Heidi Jensen)
- Modify Completed and Active contracts spreadsheet to include the overall percentage of minority & female apprentices (Heidi Jensen)
- Marketing & Outreach, PASS grant update (Jane Rockwell)

Next meeting date and time: December 4<sup>th</sup>, 2018      1:00 PM to 3:00 PM

Location: Tacoma – Address and directions will be sent with the next meeting agenda