



Washington State Department of Transportation

Office of Equity and Civil Rights Pre-Apprentice Support Services Program 2022 Report to the Legislature



Report Background

As required by Revised Code of Washington (RCW) *47.01.435 Highway Construction Workforce Development – Reports*, and SSB 5165, Section 917 (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. This annual report outlines highway transportation workforce development progress and the grant program funded through the Connecting Washington Program (Pre-Apprenticeship Support Services). 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 providing Pre-Apprenticeship and Support Services (PASS), as noted above.

Washington State Apprenticeship and Training Council Apprenticeship Preparation Program Recognition 2022 Progress Summary

The Washington State Apprenticeship & Training Council's (WSATC) list of recognized Apprenticeship Preparation programs has grown considerably over the past several years, reaching 41 programs. Over this past year, WSATC recognized eight new programs, including a correctional center and a high school program. Eight programs came forward for continued recognition, sharing their performance results over the past three years with the WSATC. Most programs prepare individuals for construction trade apprenticeships with additional programs

servicing manufacturing and information technology occupations. Registered Apprenticeship (RA) Sponsors are increasing 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. In addition, three trades offer transitioning veterans direct entry preparatory programs: The United Association of Plumbers and Pipefitters (UA) through their Veterans in Piping (VIP) program; The Sheet Metal Air Rail and Transport (SMART) workers through their SMART Heroes program and; the International Union of Painters and Allied Trades (IUPAT) through their Painters and Allied Trades Veterans Program (PAT VP). All of the aforementioned "direct entry" programs take individuals, many of whom have completed other apprenticeship preparation programs, into intensive, trade-specific preparation with a guaranteed slot into RA at completion, frequently with advanced standing.

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 youth initiatives and preparatory programs. This individual continues to work with entities seeking WSATC recognition or continued recognition for their preparatory programs. In addition to dedicated staffing resources, the Apprenticeship Section offers a Preparatory Program tracking feature within the newly redesigned Apprentice Registration and Tracking System (ARTS) for the state. Washington provides a statewide registration and tracking system for students enrolled in formally recognized Apprenticeship Preparation programs. This data feature will allow the WSATC and preparatory program funders to assess a program's efficacy over time (e.g., placement rates). The WSATC further intends to use information about effective preparatory programs as a resource for RA sponsors who have difficulty diversifying their applicant pools.

All the 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 wages for those who complete now exceed \$89,000.00 annually. There are currently over 22,000 registered apprentices in the state, earning while they learn a trade or profession.

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: [Labor and Industries Apprenticeship Preparation](#)

WSDOT Office of Equity and Civil Rights – 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 socially and economically 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 present their project approach and strategies for performing 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 students 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 helps 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 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, Community and Technical Colleges, 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.

PASS Award Information

PASS Program Providers 2021-2023

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) - \$714,337.50*
- JM Perry Technical Institute (Yakima County) - \$431,000.00
- Tulalip Tribes Tribal Employment Rights Office (TERO) Vocational Training Center (Native American Tribal members statewide can take this training at Tulalip) - \$299,300.00
- Pacific Northwest Ironworkers (King County) - \$316,038.18
- Cement Masons and Plasters (King County) - \$298,400.00*

- Northwest Carpenters Institute (Statewide) - \$363,480.00*

* Awards are currently being amended to increase program outreach through additional funding.

New Initiatives Under the PASS Program:

Career Opportunity Maritime Preparation and Support Services, \$1,189,320.00

WSDOT responded to the Washington State Ferries (WSF) worker shortage by creating the Career Opportunity Maritime Preparation and Support Services (COMPASS) Program. Seattle Jobs Initiatives, who was awarded this contract, began work in the Summer of 2022. This program will offer maritime trades training and preparation for inland waterways trades and support services to obtain necessary documents and U.S. Coast Guard certifications to recruit, serve, train, and support the same target populations the PASS programs are designed to serve.

Individuals who want to enter the maritime workforce face barriers such as long wait times to obtain necessary state and federal certifications, long and complex processes to acquire sea hours and related training, and the hiring process at WSF, which is undergoing changes currently to address this issue, for example, by changing policies around seasonal on-call status, the time to become a permanent fleet employee, and additional FTEs within WSF's Human Resources Office to allow for more responsiveness to applicants throughout the hiring process. Flexibility in program design helped to ensure COMPASS was tailored to the outcomes most pressing - having qualified, work-ready candidates from which WSF could recruit.

Safe and Welcoming Worksite Pilot Program, \$691,500.00

WSDOT is committed to ensuring safe, productive, and respectful worksites on our projects. The PASS Program is funding the Safe and Welcoming Worksite Pilot Program.

This program, being created by the contract awardee, ANEW, will be tailored for application in the following:

- Agency-managed construction project job sites.
- WSF-related job sites and worksites.
- All employee work locations across the state.

One of the program's deliverables is establishing Safe and Welcoming Worksite Program contract language on all agency contracts.

Other Initiatives in Development

WSDOT is currently exploring program development initiatives with the Department of Corrections to support and expand their Flagger training and to develop a CDL training program. This would be a partnership with the Laborers Union to design a pilot program for

Flagger training and other certifications necessary to work in the heavy highway construction trades for houseless individuals.

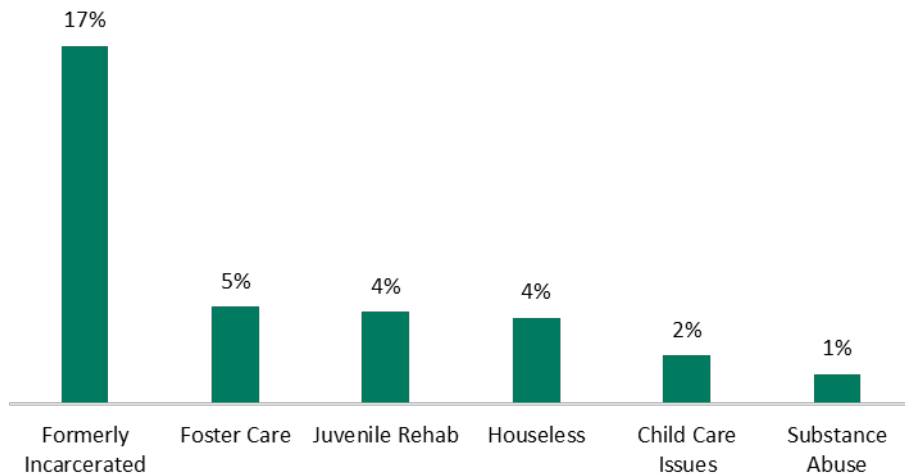
PASS Program 2022 Measures of Success¹

As of November 1, 2022, over 2056 women, minorities, and other socially and economically disadvantaged individuals have participated in the PASS Program since its inception in 2015.

The following summarizes the available data as of November 7, 2022 and is representative of the total number of PASS Program participants. Data is self-reported.

- Program pre-apprenticeship graduation rate of 80% reported from 2018-2022
- Most reported participant barrier – seventeen percent reported being formerly incarcerated
- Foster/Disadvantaged Youth 5 percent, Juvenile Rehab 4 percent, all others at less than 4 percent

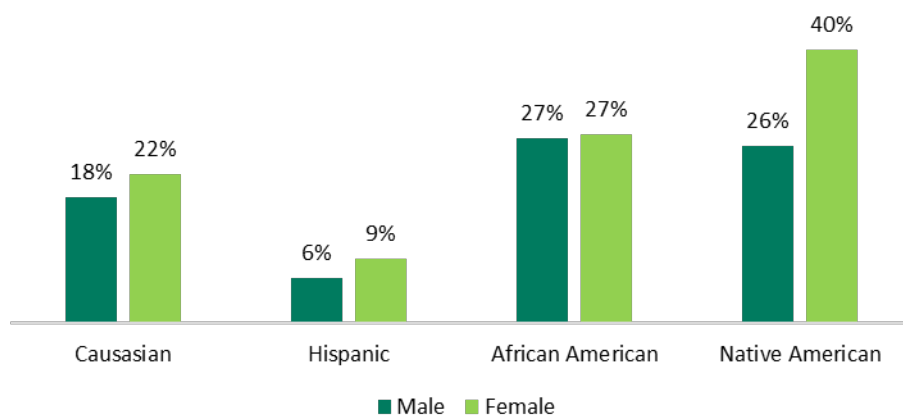
PASS Participant Reported Barriers



- Formerly incarcerated as a percentage of race, ethnicity, and gender

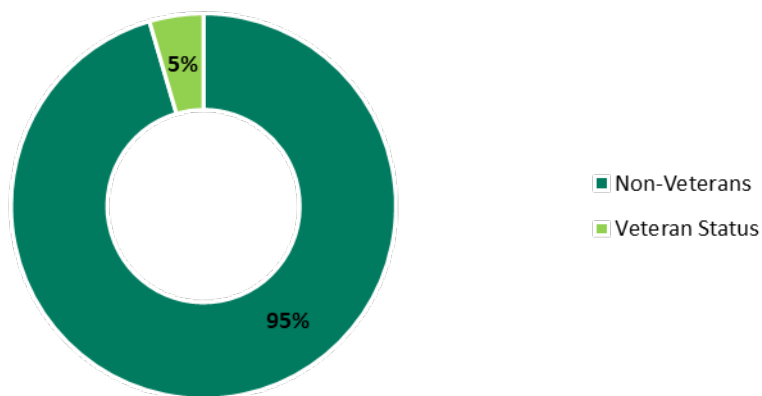
¹ Program data and graphics have been extracted from PASS Program individual intake data forms.

Percentage by Race, Ethnicity and Gender of Participants Reporting as Formerly Incarcerated



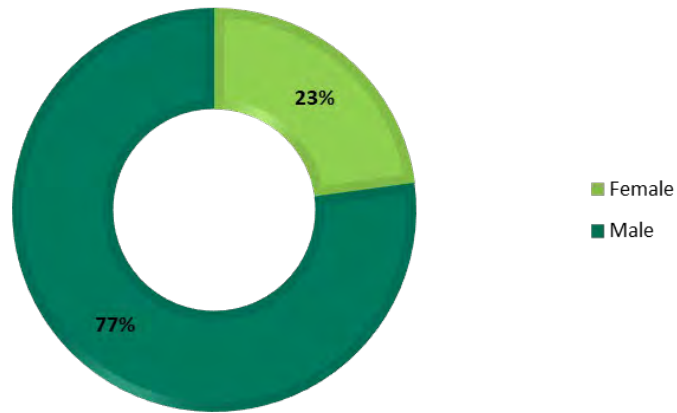
- Five percent Veteran participation

PASS Participants Veteran Status

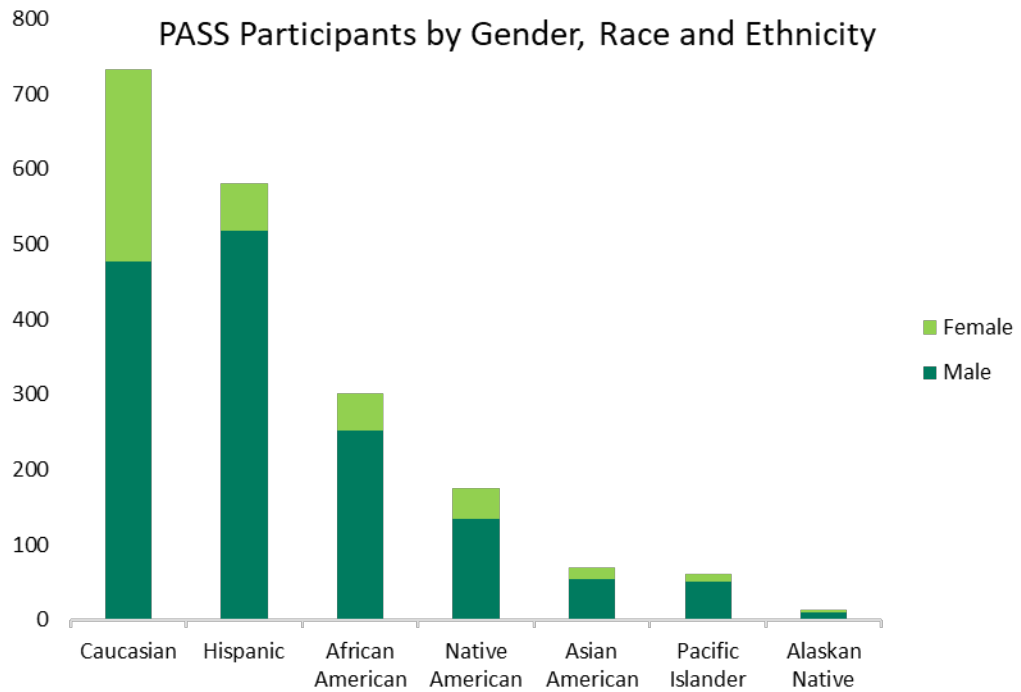


- Overall: Participation by gender, race, and ethnicity:
 - Male 77 percent
 - Female 23 percent
 - Non-binary/Other/Did not report less than 1 percent

TOTAL

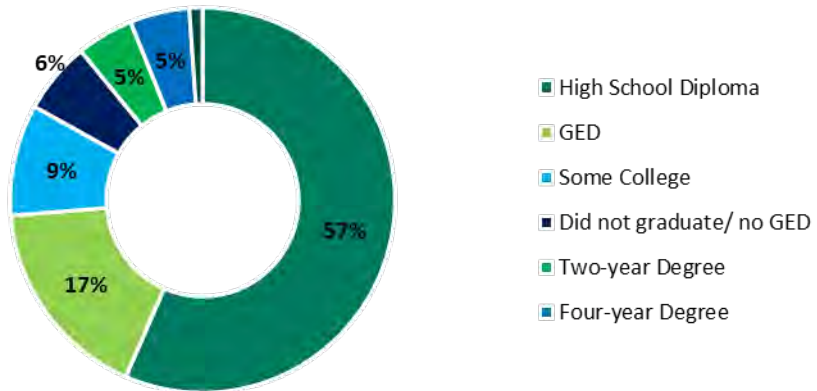


PASS Participants by Gender, Race and Ethnicity



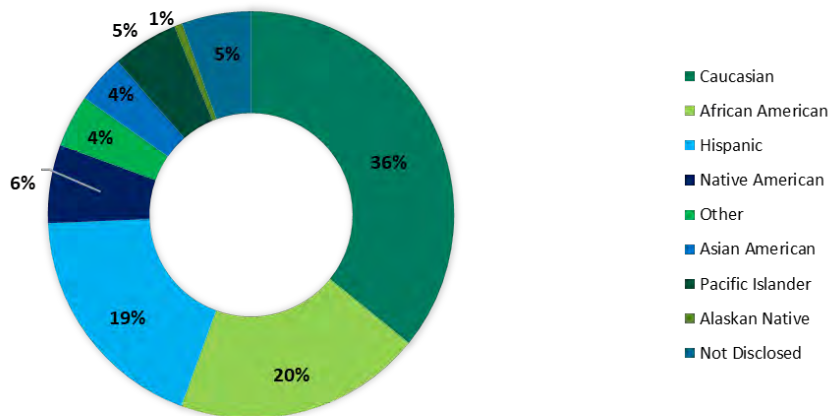
- Participation by education level:
 - High School Diploma 57 percent
 - GED 17 percent
 - Post High School degree 10 percent
 - Some college 9 percent
 - Did not graduate/no GED 6 percent

PASS Participants by Education



- Program participants reporting L&I apprentice registration (ARTS-ID):
 - Pass participants with ARTS-ID 33 percent
 - Caucasian 36 percent
 - African American 20 percent
 - Hispanic 19 percent
 - Pacific Islander 5 percent
 - Not Disclosed 5 percent
 - Native American 6 percent
 - Asian American 4 percent

ARTS-ID



Through our partnerships with training and outreach providers, the PASS Program positively impacts 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 confirm that PASS funds successfully reach women, people of color, the formerly incarcerated, and other socially and economically disadvantaged individuals.

Impacts of COVID-19

It is essential to note the ongoing challenges the state of Washington continues to experience in impacts by the COVID-19 pandemic, and the rollout of vaccine mandates that have created challenges to our PASS providers' training schedules and goals across the state, impacting outcomes. 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. PASS Program providers have worked tirelessly to overcome the difficulties of the pandemic with their students' and staff's health and safety as their priority. They are continually finding ways to resume training, outreach, and support services safely, while also attempting to address issues related to staffing to increase the number of those served.

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 two million dollars meet a 15% apprenticeship requirement.

WSDOT's 2022 data is current through October and is as follows:

- Apprentice Hours: 257,717.16
- Journeyman Hours: 1,128,418.76
- Apprentice Utilization: 18.59%

There were 28 contracts closed out in 2022. Twenty-one contracts, or 75%, met the apprentice requirement through labor hours, six met the requirement through Good Faith Effort and one project did not meet the apprentice requirement.

WSDOT Office of Equity and Civil Rights
FHWA On-the-Job Training Support Services Program (Scholarships)

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 socially and economically 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 Highway Construction and Maritime Trades Scholarship 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 engaging women, minorities, and other socially and economically disadvantaged individuals in Washington State’s heavy highway construction trades, creating a pipeline of individuals ready to work on projects statewide, and retaining them in their craft of choice. Continued support will involve 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 Annual Report for FFY 2022 attached as an appendix.

Appendix

**Office of Equity and Civil Rights
On-the-Job Training Support Services Program
2022 Annual Summary**

**Office of Equity and Civil Rights
On-the-Job Training Support Services Program
2022 Annual Report**

In Federal Fiscal Year (FFY) 2022, WSDOT received \$150,617.00 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 engage 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

WSDOT and other Regional Public Owners (RPO) (e.g., King County, City of Seattle, Port of Seattle, Sound Transit, etc.) forecast a shortage of workers in the heavy highway construction labor force. In 2021, WSDOT and the RPO commissioned a study by Community Attributes, Inc. (CAI) to examine how this labor shortage is affecting the current demographic makeup of today's workforce. This study revealed a statewide shortage in the number of women and minorities represented in the trades, which does not reflect the available demographics of Washington State.

Goals & Objectives

Goal One

The OJT/SS Program awarded \$150,617.00 in direct scholarships to 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, supports women, minorities, and other disadvantaged individuals seeking training in the heavy highway construction areas that the WSDOT OJT/SS program supports. The program allows individuals seeking training in heavy highway construction trades to attend either traditional pre-apprenticeship programs or, due to their location, access to a specialized program that provides training in a specific field in their area. WSDOT pursues partnerships with state colleges, commercial driving schools, other established in-state training programs, and Department of Corrections Trades Related Apprenticeship Coaching (TRAC). Existing partnerships include Tribal Employment Rights Office Vocational Training Center, ANEW, Perry Technical College, the Northwest Carpenters Training Institute, Cement Masons, Plasterers, and the Ironworkers.

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

Objectives

- a) Applicants are screened through an application process that includes personal references, brief essays, and a desire for success in the heavy highway construction field.
- b) Previous scholarship recipients that demonstrated success in their program under their first scholarship may receive priority funding 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 and a first-come, first-served basis.
- d) Tracking participant completion and job placements are ongoing. At least 50 percent of those graduating from their programs get placed into highway construction trades, Federal-aid projects, and other related careers.

The scholarship program allows for detailed tracking of recipients that complete training. As a condition of the award, scholarship 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. We also use an annual web-based survey for the follow-up to assess program accomplishments and locate any unanticipated barriers that may preclude student success on the job. The next survey is scheduled for early 2023.

Accomplishments

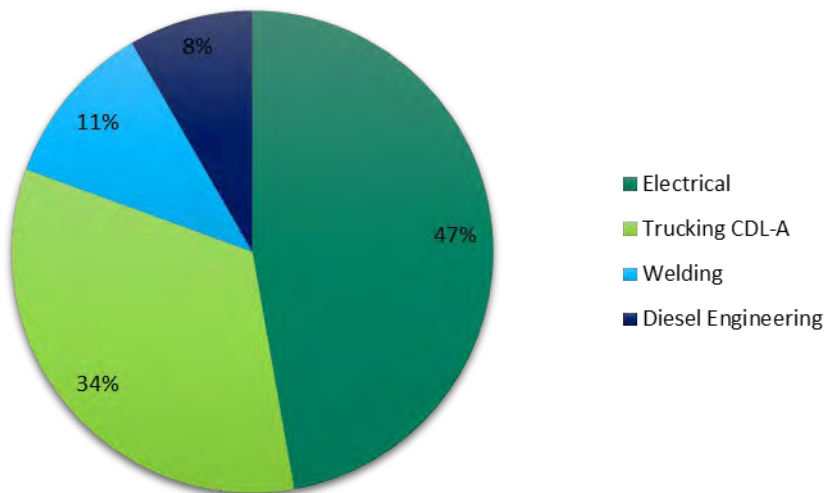
During FFY22, we awarded program scholarships at a steady pace to individuals across the state. Applications arrived in correlation to upcoming or ongoing training and school opportunities. Word was spread about the WSDOT OJT/SS scholarship opportunities through monthly scheduled email blasts, speaking with pre-apprenticeship training providers in phone meetings and Zoom conferences, and working with other public agencies to share the information on their email distribution systems. Many of the training institutions receiving award funds on behalf of their students are new vendors to WSDOT, revealing that the scholarship program continues to gain access to organizations across the state.

Program staff designed and deployed a survey to scholarship participants which unfortunately did not result in enough responses to gather representative data. Work is underway to redesign this survey and determine a better approach before launching to ensure robust results.

For FFY22, the program awarded scholarships in varying construction trades-related training programs across the state:

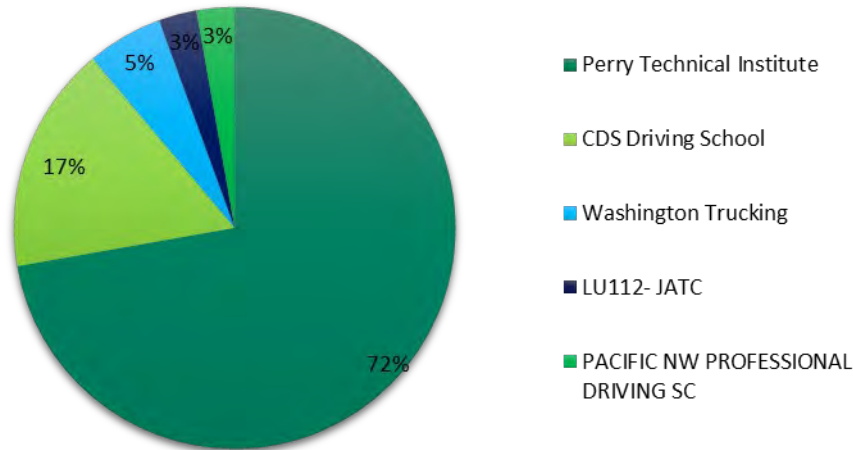
- We had 40 students receive an average of \$4600.00 in scholarship awards.
- Awards by trade: Electrical 47 percent, Trucking CDL-A 34 percent, Welding 11 percent, Diesel Engineering 8 percent.

Awards by Trade



- Awards by Program: 72 percent Perry Technical Institute, 17 percent CDS Driving School, 5 percent Washington Driving School, all others less than 5 percent.

Awards by Program



- Awards by gender: 83 percent male, 14 percent female, all others less than 5 percent.

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 is beneficial to the target audience. Build strategic 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 help inform interested individuals about career pathways into the construction industry. OJT/SS Program staff will also 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

- Attend and/or co-sponsor at least three Construction Career Day-type events, and attend appropriate career fairs, conferences, and other events.
- 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 COVID-19 pandemic, there are no accomplishments to share for FFY22. The statewide Construction Career Days did not resume as scheduled this Fall 2022 due to the continuing health concerns for students, staff, and event volunteers across the state related to the COVID-19 pandemic.

Impacts of COVID-19

Again, this year, the state of Washington has been impacted by the COVID-19 pandemic, which has created challenges to Highway Construction Trades' training schedules and goals across the state. Challenges include the loss of training time, the inability to hold outreach events during high transmission times, and restrictions and guidance from counties and cities. Training providers have worked tirelessly to overcome the pandemic's difficulties with their student's 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 FFY22 Annual Financial Report

OBJECT CODE	EXPENDITURE SUMMARY	Oct-Nov- Dec21	Jan-Feb- Mar22	22-Apr	22-May	22-Jun	22-Jul	22-Aug	22-Sep	FFY21-22 Sub Totals	FFY22-23 Sub Totals	SOW Categories
EA01	Supplies, Materials, Spec and Plans											Misc/ Other
EB03	Communications-Telephone (Cell)											Misc/ Other
EG01	Training Registration Fees											Misc/ Other
EG02	Conference/Tech Meeting & Seminar											Misc/ Other
EG06	Dues/Memberships/Assoc Fees											Misc/ Other
EP01	Insurance											Misc/ Other
EH06	Exhibition Booth Costs											Misc/ Other
EZ02	Advertising											Misc/ Other
ER25	Costs for Dept Sponsored Conference											Misc/ Other
EZ02	Advertising											Misc/ Other
	FFY2021 Subtotal											
NZ03	FHWA Training Tuition Direct or OJT Tuition Assistance	\$15,535	\$91,201	\$0	\$0	\$0	\$0	\$0	\$140,244			\$150,617
	FFY2021 Subtotal	\$4,535	\$91,201	\$0	\$0	\$0				\$292,825		
	FFY2022 Subtotal						\$0	\$0	\$140,244		\$140,244	
GB01	Air Transportation = In-state											Travel
GC01	Private Automobile Mileage											Travel
GD01	Other Travel Expenses											Travel
	FFY2021 Subtotal											
WORK ORDER TOTAL Expended FFY2022										\$292,825		
WORK ORDER TOTAL Expended FFY2023										\$140,244		\$10,373