



# Washington State Department of Transportation

Office of Equity and Civil Rights  
Pre-Apprentice Support Services  
&

Minority and Women's Business Enterprise Support Services Program  
2024 Report to the Legislature



## **Report Background**

As required by Revised Code of Washington (RCW) *47.01.435 Highway Construction Workforce Development – Report*, and *ESHB 1125 Highway Construction Workforce Development Report*, 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 the progress of highway transportation workforce development, 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.

### **WSDOT Office of Equity and Civil Rights**

#### **On-the-Job Training Program Pre-Apprenticeship and Support Services Grant**

The WSDOT 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 presenting their project approach and strategies for performing the abovementioned services.

## **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:



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 CONNECT WASHINGTON  
**CAREER PREP**

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 Office 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 aged 18 and over in highway construction trades training.



CAREER CONNECT WASHINGTON  
**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 Program Awards and Providers 2023-2025**

Contracts from the 2022-2023 cycle were renewed. 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:

- Apprenticeship and Non-Traditional Employment for Women (ANEW) (King County) - \$1,332,600
- JM Perry Technical Institute (Yakima County) - \$807,880
- Tulalip Tribes Tribal Employment Rights Office (TERO) Vocational Training

Center (Native American Tribal members statewide can take this training at Tulalip) - \$327,500

- Pacific Northwest Ironworkers (King County) - \$354,992
- Cement Masons and Plasters (King County) - \$438,744
- Northwest Carpenters Institute (Statewide) - \$761,090

The current contracts under the PASS program expire on 06/30/25. The program is currently developing a Request for Quotations and Qualifications for the 2025-2027 biennium. We will put the contracts out to bid for the program in the Spring of 2025 and make determinations about award recipients in the late Spring of 2025. Our focus will continue to be on improving the program by aligning the barriers and needs of our individuals and the highway construction workforce with the program's goals.

### **Other Initiatives Under the PASS Program:**

#### **Career Opportunity Maritime Preparation and Support Services, \$1,505,602**

WSDOT responded to the shortage of workers at the Washington State Ferries (WSF) by creating the Career Opportunity Maritime Preparation and Support Services (COMPASS) Program. This program offers 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.

Seattle Jobs Initiative (SJI) was awarded this contract, which started development in the summer of 2022 and ran through the summer of 2024. A total of 32 students completed the program. Demographics are shown below.

- African American: 38%
- Latino/Hispanic: 9%
- Asian: 6%
- Pacific Islander: 3%
- Caucasian: 35%
- Native American: 2%
- Other: 7%

SJI invoiced a total of \$799,502.20 to develop the program's curriculum and run three

cohorts. WSDOT determined to terminate this contract and use the remaining funds to establish a new, more robust program that focuses on applying the most useful training to fill current gaps in employment. The new agreement, which is currently being built, will focus on collaboration with training staff to apply best practices.

### **Safe and Welcoming Worksite**

WSDOT is currently exploring ways to improve on the Safe and Welcoming Worksite Pilot program with other agencies around the Puget Sound Region. We are meeting with local agencies to collaborate on how similar programs were piloted throughout the region.

### **Department of Corrections, Training Agreement, \$66,000**

WSDOT has partnered with the Department of Corrections to create an agreement to train individuals nearing release from correctional facilities through their selected vendors. These training certifications include road flagging, Occupational Safety and Health Administration 10-hour training (OSHA 10), First Aid/CPR, HAZWOPER, and other road construction-related skills training.

The biggest contributor for reducing recidivism of those re-entering our communities from a Department of Corrections facility is having stable employment upon release. WSDOT continues to look for ways to improve this program and collaborate on new ways to improve the program.

As of 10/19/2024, this agreement has trained 82 participants. Of those 82 individuals, 56 were male, and 26 were female.

#### **82 total participants:**

- Caucasian: 53 or 64.6%
- African American: 14 or 17.1%
- Native American: 6 or 7.3%
- Latinx: 7 or 8.5%
- Pacific Islander: 1 or 1.2%
- Other: 1 or 1.2%

## **Spokane Right-of-Way Workforce Training Initiative – Camp Hope & SR 520 Bridge**

In the fall of 2022, WSDOT initiated a program to offer training and road construction-related jobs to interested individuals within the more than 600 persons residing on a WSDOT right-of-way in Spokane, Washington, called Camp Hope. Through a partnership with Innovative Impact Strategies, Empire Health Foundation, and various training partners, including the #86 Laborers Union, the Pre-Employment Preparation Program, and Spokane Community College, participants received support services, barrier mitigation, pre-employment preparation, and hands-on training to earn certificates in OSHA 10, First Aid, CPR, forklift, and Traffic Control.

The program has since expanded to include a project on the west side of Washington state offering the same services to those individuals living on WSDOT right of ways on State Route 520. These efforts have been critical for supporting individuals as they learn vital skills to obtain stable and equitable employment.

As of October 2024, the program has provided training and services to 48 individuals of which 36 were males and 12 females.

48 Total Participants:

- Caucasian: 32
- Latinx: 6
- African American: 6
- Pacific Islander: 1
- Native American: 1
- Other/ Undisclosed: 2

## **WSDOT-PacTrans High School Summer Camp Summary**

Resources for modernizing and managing transportation systems are dwindling, while shifts in demographics, increased mobility demands, and environmental challenges necessitate investments in technology and infrastructure. The transportation workforce must be equipped to confront and resolve these pressing challenges, requiring training and education tailored to the evolving landscape. The primary objective of the PacTrans-WSDOT Summer High School Transportation Camp program is to inform the next generation, pre-college students, about the possibilities of a career in Science, Technology, Engineering, and Math (STEM)-related fields associated with transportation. The program was open to all students with an emphasis on promoting the program to a diverse STEM workforce that included participation of women and underrepresented groups.

The 2024 Washington Summer High School Transportation Camp aimed to inspire high school students, particularly women and minority groups, to pursue advanced degrees and careers in STEM fields related to transportation. This program seeks to foster a skilled and diverse STEM workforce by increasing participation from underrepresented groups. The program, designed

as a six-day, five-night residential camp experience, was hosted at Washington State University (WSU) in Pullman from July 21-26 and the University of Washington (UW) in Seattle from August 4-9. Generously funded by WSDOT and PacTrans, the camp was provided free of charge for all participants, with 25 students at UW and 11 at WSU. Feedback from students and parents was overwhelmingly positive.

The camp's long-term goal is to build a skilled and diverse STEM workforce by achieving the following objectives:

- Engaging minority youth, young women, and disadvantaged individuals with opportunities in transportation-related STEM fields.
- Increasing awareness among high school students about the diverse career paths in the transportation industry.
- Inspiring students from various backgrounds to consider careers in transportation.

The demographic distribution of students attending the UW camp were:

- 32% White, 23% Asian, 23% Hispanic or Latinx, 10% Black or African American, and 9% Native Hawaiian or Pacific Islander; reflecting greater diversity than the 2023 cohort.
- An even gender split with 50% male and 50% female participants.
- GPA distribution: 50% between 3.7 and 3.95, 22% above 3.95, 14% between 3.3 and 3.37, and 14% between 3.0 and 3.3.

The success of the 2024 camp program was evident in the overwhelmingly positive feedback received from students and parents alike. The engagement of our guest speakers, the interactive nature of participatory lectures, the eye-opening field trips, and the thought-provoking student-led team project all played vital roles in enriching the learning experience. There is great potential for this program. There are also opportunities for the program to improve in future years. Considerations for next year include refining weekly schedules to allow for more engagement and addressing logistical challenges both to attend the camp, and for traveling between venues during the camp.

### **PASS Program 2024 Measures of Success**

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

As of October 14, 2024, over 3,230 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 October 14, 2024, and is representative of the total number of PASS Program participants. This data is self-reported.



The below graph and data show the reported barriers for those who have enrolled in the PASS program. The bar graph displays the most reported barriers, and the table displays all program-tracked barriers shown as a percentage of all enrolled participants. The supportive services provided through this program aid in overcoming these barriers.

**PASS Program Barriers 2023-Current**

This current biennium, the PASS program has supported 633 individuals. Of those individuals, we were able gather data on 560 participants of the program. The following table represents the number of individuals indicating a barrier or challenge they are facing while applying for the program.

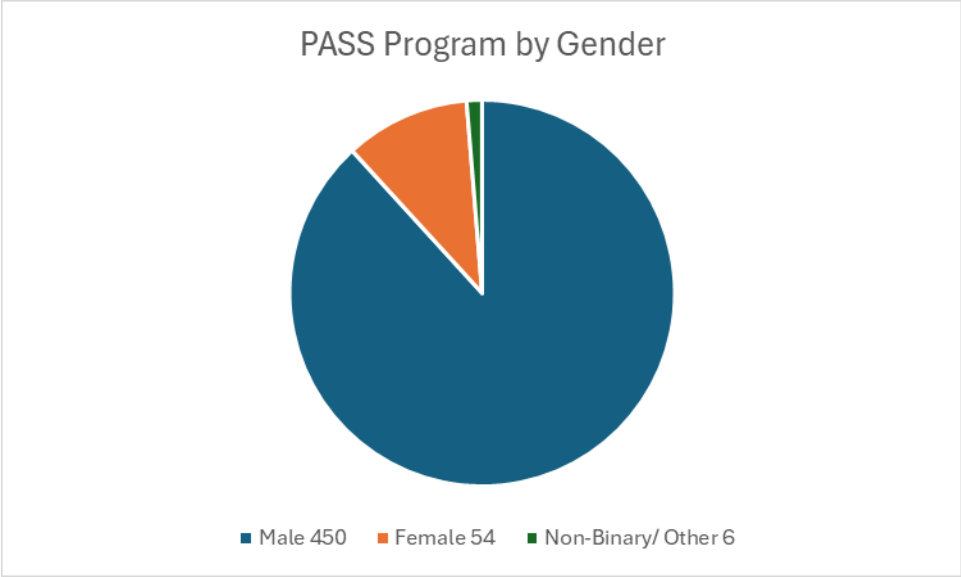
Barrier	# of Individuals Reporting
Currently Unhoused	40
Lack of Reliable Childcare	29
Limited English Proficiency	22
Substance Abuse	44
No Dependable Transportation	72
Disability	29
No High School Diploma and/or GED	42
Received Supportive Services	138

WSDOT’s PASS program also collected valuable data around what type of program participants were entering applying for. The following graph depicts this information.

Type of Program	# of Individuals Reporting
CDL 6 - week program	61
Pre-Apprenticeship Program	97
1-Year Training Program	124
2-Year Training Program	112

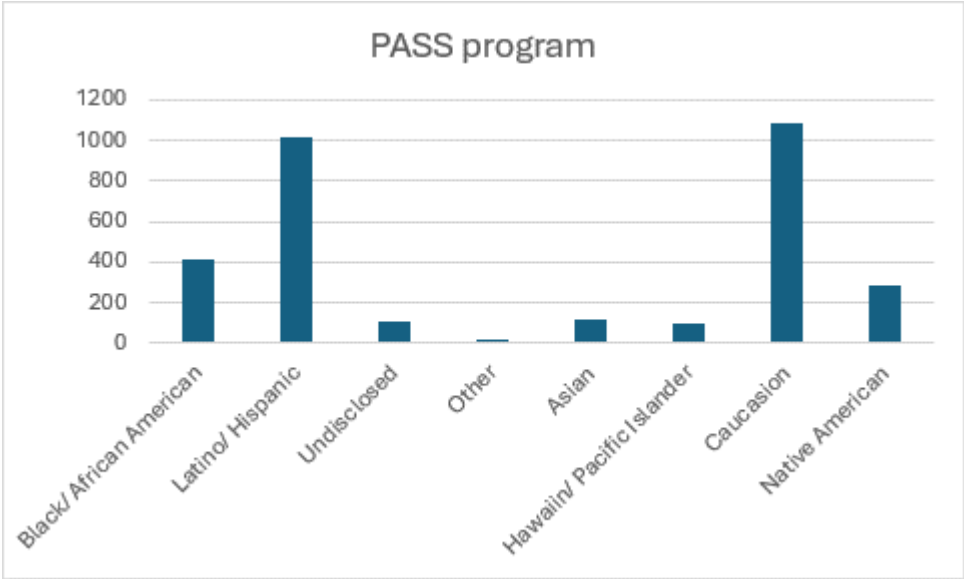
**Participation by gender:**

- Male: 88.2%
- Female: 10.5%
- Non-binary/Other/Did not report: 1.3%



**Demographics of participants since 2015 total of 3230 participants:**

- Caucasian: 33.6%
- Hispanic: 31.5%
- African American: 12.9%
- Native American: 8.9%
- Undisclosed: 3.2%
- Asian: 3.6%
- Another race not listed: Less than 1%
- Hawaiian/Pacific Islander: 2.9%



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.

### **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 WSDOT OJT/SS Program aims 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. 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 2024 attached as an appendix.

### **Initiatives under the Minority and Women’s Business Enterprise Program**

#### **Trucking Consortium \$500,000**

To assist minority and women-owned trucking companies in competing with the larger trucking companies, The Washington State Department of Transportation created a Trucking Consortium. The consortium will allow for a Trucking Consortium/Third Party Administrator to pool the resources of DBE-certified trucking companies to compete with trucking companies with more extensive operations while increasing their business capacity.

On August 15, 2024, 18 small trucking firms attended an informational meeting.

## **Minority and Women Business Enterprise Support Services**

The Washington State Department of Transportation's Minority and Women Business Enterprises Support Services (MWBE/SS) is a state-funded program that provides supportive services and training to minorities, women, and other socially and economically disadvantaged firms. WSDOT contracts with the Vendor, Tabor 100, to Manage the Disadvantaged Business Enterprise Supportive Services Program.

The Tabor 100 Technical Assistance Program offers a diverse range of workshops, one-on-one assistance, and access to hardware and software licensing to help members thrive in their respective industries. Workshops include:

The following summarizes the available data as of June 1, 2023, to October 31, 2024, and is representative of the total number of MWBE/SS participants by number of service months. This data is self-reported.

- June 1, 2023 to December 31, 2023 the program serviced 67 participants totaling 125 service months.
- January 1, 2024 to October 31, 2024 the program serviced 55 participants totaling 168 service months.

### **One-on-One Help:**

This program offers personalized support through one-on-one consultations in the following areas:

- Accounting practices
- Business development strategies
- Web development support
- Sales and marketing tactics
- Preparing and securing bids
- Navigating legal aspects
- Streamlining workflow and operations
- Hardware and software licensing

## **WSDOT Office of Equity and Civil Rights**

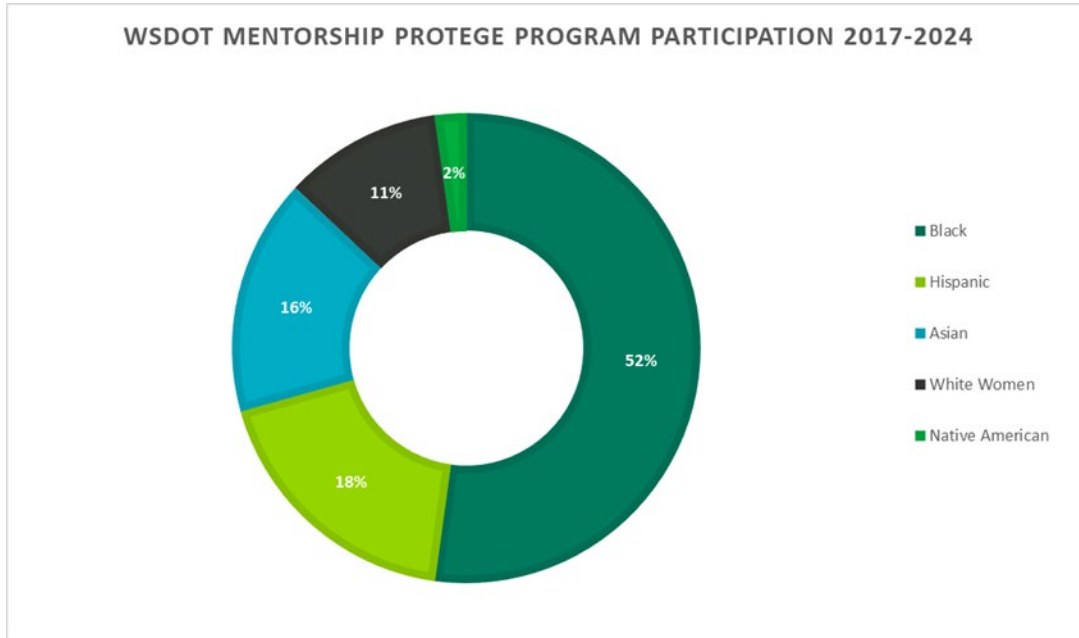
### **Capacity Building Mentorship Program**

#### **Overview**

WSDOT's Capacity Building Mentorship Program (CBMP) partners with Sound Transit, the Washington Minority Business Development Association, the Association Council of Engineering Companies, and the Association of General Contractors. By supporting CBMP, the construction industry increases the capacity of small and diverse businesses, ensuring that all Washington contractors are provided fair and equitable opportunities and support. Through pairing active prime contractors and consultants with smaller, diverse contractors, the program builds relationships, increases profitability for small firms by strengthening the protégés' capacity to work on transportation-related projects, and benefits larger contractors by equipping better subcontractors.

Since 2017, the CBMP program has assisted over 90 protégés in establishing mentor-protégé partnerships.

- Black owned firms 52 percent
- Hispanic-owned firms 18 percent
- Asian Pacific-owned firms 16 percent
- Woman-owned firms 11 percent
- Native American-owned firms 2 percent
- Other ethnicities comprise less than 1%.



# Appendix

## Office of Equity and Civil Rights On-the-Job Training Support Services Program 2024 Annual Summary



## Office of Equity and Civil Rights On-the-Job Training Support Services Program 2024 Annual Report

In the Federal Fiscal Year (FFY) 2024, WSDOT received \$150,617 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 to support individuals seeking training that will enable them to enter union apprenticeships 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 \$149,960 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, and other established in-state training programs. Existing partnerships include Tulalip Tribes 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 who demonstrated success in their program under their first scholarship may receive priority funding to continue supporting 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 on a first-come, first-served basis.
- d. Participant completion and job placements are tracked continuously. At least 50 percent of those graduating from their programs are placed into highway construction trades, Federal-aid projects, and related careers.

WSDOT will 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.

### **Accomplishments**

During FFY24, we awarded program scholarships to individuals across the state at a steady pace. 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. Annual surveys are being conducted to collect information about scholarship program graduates. Work is underway to redesign the survey and determine a better approach before launching it to improve results.

FFY24, the following individuals were awarded scholarships in varying construction trades-related training programs across the state:

Date of Complete Application	Last Name	First Name	Trade School	Program Trade	Awarded Tuition Amount
8/18/2023			Skyline	CDL	\$4,785.00
9/5/2023			CDS	CDL	\$7,161.50
9/5/2023			CDS	CDL	\$7,161.50
8/31/2023			PNW	CDL	\$4,265.00
8/31/2023			Perry Tech	Electrician	\$4,000.00
9/1/2023			Perry Tech	Electrician	\$7,000.00
9/1/2023			Perry Tech	Diesel Mech	\$8,000.00
9/1/2023			Perry Tech	Diesel Mech	\$8,000.00
9/1/2023			CDS	CDL	\$6,951.50
9/1/2023			Perry Tech	Electrician	\$8,000.00
9/1/2023			Perry Tech	Electrician	\$5,000.00
9/27/2023			Perry Tech	Electrician	\$6,000.00
9/27/2023			Perry Tech	Carpenter	\$6,000.00
9/27/2023			Perry Tech	Electrician	\$6,000.00
9/27/2023			Perry Tech	Carpenter	\$8,000.00
9/27/2023			Perry Tech	Electrician	\$8,000.00
9/27/2023			Perry Tech	Ironworker	\$8,000.00
9/27/2023			Perry Tech	Electrician	\$8,000.00
9/27/2023			Perry Tech	Welding	\$4,000.00
4/8/2024			Perry Tech	Electrician	\$4,000.00
4/10/2024			Perry Tech	Electrician	\$8,000.00
4/10/2024			PNW	CDL	\$4,140.00
4/10/2024			VOLTA	Linemen	\$8,000.00

Note: The time frame in which scholarships are awarded and invoices are paid can vary, and the above numbers will differ from the budget-expended totals.



## **Goal Two**

**Obtaining increased funding to support the high demand for participants applying for the program, inquiring about best practices among other states, and building strategic partnerships across the state with others interested in building the state's construction workforce.**

### **Narrative**

The OJT/SS Program staff will continue to build and strengthen strategic partnerships with other states, regional, and community-based agencies, as well as organizations, to continue to promote the OJT/SS program.

### **Objectives**

- a. Attend and/or co-sponsor a Construction Career Day-type events and attend appropriate career fairs, conferences, and other events.
- b. Through strategic partnerships across the state, the program will be exploring ways to combine similar efforts across the state in an effort to attain more resources for our high demand program. Strategically attending beneficial events and outreach opportunities that lead to partnerships across agencies, Regional Owner Groups, Pre-Apprenticeship training providers, allies, schools, and others, will allow us to develop interpersonal relationship with other leaders across our region to expand our program goals and outreach.

### **Accomplishments**

Scholarship application submissions are paused until additional funding is received. Until then, OJT/SS has updated the web page and added new verbiage to the application. We will continue building partnerships with others interested in state construction workforce development. WSDOT was proud to host FHWA and state DOTs from Rhode Island, Montana, Minnesota, and Oregon for the first-ever Strategic Workforce Development Workshop, which focused on Tribal governments, programs, and relationships from 10/28/24 – 10/30/24. This amazing Tribal Summit hosted by the Federal Highway Administration gave states a chance to collaborate and share ideas around successful pre-apprenticeship programs focused on Tribal governments.



**Washington State  
Department of Transportation**

FHWA OJT/SS FFY24 Annual Financial Report

Federal Fiscal Year 2024 (October 1, 2023-September 30, 2024) Final Report

OBJECT CODE	EXPENDITURE SUMMARY	FFY Q1	FFY Q2	FFY Q3	FFY Q4	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
GB01	Air Transportation= In-state					Travel
GC01	Private Automobile Mileage					Travel
GD01	Other Travel Expenses					Travel
Incoming Dollars	FHWA Training Tuition Direct or OJT Tuition Assistance - <b>Incoming Dollars</b>	\$150,617.00				\$150,617.00
NZ03	FHWA Training Tuition Direct or OJT Tuition Assistance - <b>Expenditures</b>	\$138,639.00	\$(7,143.00)	\$16,140.0	\$2,360.00	\$149,996.00
Subtotal	FFY2024 Subtotal	\$138,639.00	\$(7,143.00)	\$16,140.0	\$2,360.00	\$149,996.00
Remaining Funds						\$621.00