



Washington State Department of Transportation

Office of Equity and Civil Rights Pre-Apprentice Support Services & Small Business Support Services Program 2025 Report to the Legislature



Report Background

WSDOT responded to the shortage of workers at the Washington State Ferries (WSF) by creating the Workforce Advancement and Vocational Education (WAVE) 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.

Previously, the WAVE program was known as the Career Opportunity Maritime Preparation and Support Services (COMPASS) Program. The name change took effect in April 2025 and was done to reduce confusion in the maritime industry, as several other classes and training entities used COMPASS in their organizational names.

As required by Revised Code of Washington (RCW) *47.01.435 Highway Construction Workforce Development – Report*, and *ESSB 5161 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
- Mentoring
- Retention services
- Safety equipment
- Occupation-specific tools

As noted above, WSDOT is required to report on the status of grants awarded to organizations providing Pre-Apprenticeship and Support Services (PASS) Grant Program.

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Workforce Advancement and Vocational Education (WAVE) Program

In March 2025, the WAVE program issued a request for quotations and qualifications and received five applications from non-profit organizations. Through an extensive and competitive process, WSDOT awarded the Youth Marine Foundation (YMF) a \$500,000 WAVE Grant to perform the requested scope of work.

The WAVE program started July 1, 2025, and we will be working closely with the Youth Marine Foundation to develop a curriculum, schedule outreach events, create flyers, and explore other exciting opportunities. Our team will visit the YMF facility in person to meet students, engage in training, and attend a kick-off event for the WAVE program.

While transitioning the program to a new vendor, WSDOT ran a Maritime Credential Scholarship Program, which prepared individuals to work for WSF by covering the costs of the U.S. Coast Guard certifications. The scholarship program ran for a few short weeks and credentialed eight people, removing barriers and preparing them to apply for entry-level jobs. WSDOT plans to revisit this scholarship program when additional funding becomes available.

Seattle Public Schools BRIDGES Memorandum of Understanding

WSDOT has a partnership with Seattle Public Schools in a volunteer program at Washington State Ferries terminal locations for post-high school students with disabilities. These students are greeting travelers and gaining employment skills for their future. WSDOT plans to expand this program to other areas of WSF to encourage and empower young adults with disabilities.

Pre-Apprenticeship and Support Services (PASS) Grant Program

The WSDOT PASS Grant Program was created to help grow the diversity of WSDOT's highway construction workforce. PASS providers target their outreach to 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 providers who present their project approaches and strategies for performing the abovementioned services.

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 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

PASS Program Awards and Providers 2025-2027

The current contracts under the PASS program expired on June 30, 2025. In March of 2025, the PASS Grant Program put out a request for quotations and qualifications and received 15 applications from non-profit organizations. Through an extensive and competitive process, the following organizations have been awarded funds to provide outreach, pre-apprenticeship training, and support services to socially and economically disadvantaged individuals across Washington State.

- Apprenticeship and Non-Traditional Employment for Women (ANEW) (King County/ Northwest Region) - \$500,000
- Career Path Services (Benton, Franklin, and Spokane Counties/ North Central, South Central, and Eastern Regions) - \$500,000
- Palmer Scholars (Pierce County/ Olympic Region) - \$575,000
- Edmonds College (Snohomish County/ Northwest Region) - \$575,000
- Tulalip Tribes (Northwest Region) - \$300,300
- Perry Technical Institute (Yakima County/ South Central Region) - \$1,056,120
- Pacific Northwest Ironworkers (King and Spokane Counties/ Northwest and Eastern Regions) - \$596,280
- Electrical Workers Minority Caucus of Seattle (King County/ Northwest Region) - \$60,445

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 PASS initiatives:

Department of Corrections, Training Agreement

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.

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

From November 1, 2024, to October 1, 2025, this partnership between DOC and WSDOT trained 778 participants. Of those 778 individuals, 542 were male, 200 were female, and 36 preferred not to disclose.

- Asian: 11
- Caucasian: 453
- African American: 91
- Native American: 55
- Latino: 103
- Pacific Islander: 30
- Other: 35

Innovative Impact Strategies: Employment Training Agreement

WSDOT has partnered with Innovative Impact Strategies, LLC (i-2) to design, implement, and manage a vital employment program aimed at assisting individuals experiencing homelessness in the WSDOT Right of Way. Since 2022, i-2 has made significant strides in the WSDOT Eastern Region and has expanded this impactful work to the Olympic and Northwest Regions in 2023 and 2024. This initiative focuses on building strong partnerships with local community-based agencies, including pre-apprenticeship programs, community colleges, nonprofits, and homeless housing services, to deliver training and educational opportunities tailored for individuals experiencing homelessness.

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.

The program aims to accomplish two key objectives: (1) to connect these individuals with stable, long-term employment, and (2) to create and implement comprehensive employment preparation training that equips them for successful job placements. As of October 2025, the program had provided training and services to 48 individuals, 36 of whom were males and 12 females.

Of the 48 individuals taking part in the program, 26 individuals indicated their ethnic background as represented below:

- Latino: 6
- African American: 2
- Pacific Islander: 1
- Caucasian: 14
- Native American: 3

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 WSDOT-PacTrans 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, including but not limited to 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 disadvantaged groups. The program, designed as a six-day, five-night residential camp experience, was hosted at Washington State University (WSU) in Pullman from June 22 through June 28 and the University of Washington (UW) in Seattle from August 3 through August 9. Generously funded by WSDOT and PacTrans, the camp was provided free of charge for all participants, with 26 students at UW and 13 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:

- Reach out to minority youth, young women, and other disadvantaged individuals to introduce them to the opportunities within transportation-related STEM fields.

- Increase awareness among high school students about the diverse and rewarding careers available in the transportation industry.
- Encourage and inspire high school students from diverse backgrounds to consider pursuing a vocation in transportation.

The demographic distribution of students attending the UW camp were:

- 51% White, 8% Asian, 20% Hispanic, 15% Black, 3% Egyptian, and 3% Undisclosed.
- 54% of participants identify as male and 46% identify as female.

The demographic distribution of students attending the WSU camp were:

- 48% White, 12% Asian, 20% Hispanic, 16% Black, and 4% Egyptian.
- 44% of participants identify as male and 56% identify as female.

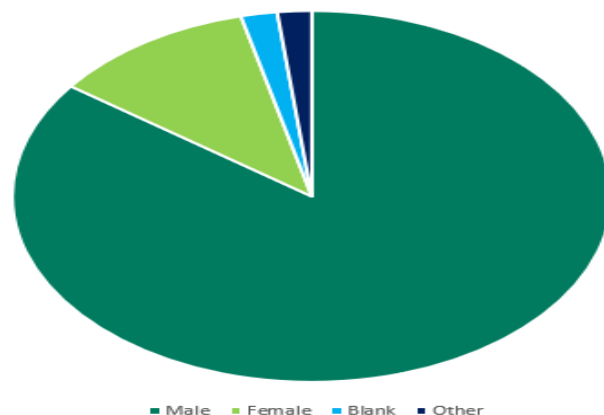
The success of the 2024 camp program was evident in the overwhelmingly positive feedback received from students and parents alike. The engagement of our guest speakers, the interactive nature of participatory lectures, the eye-opening field trips, and the thought-provoking student-led team project all 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 Measures of Success

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

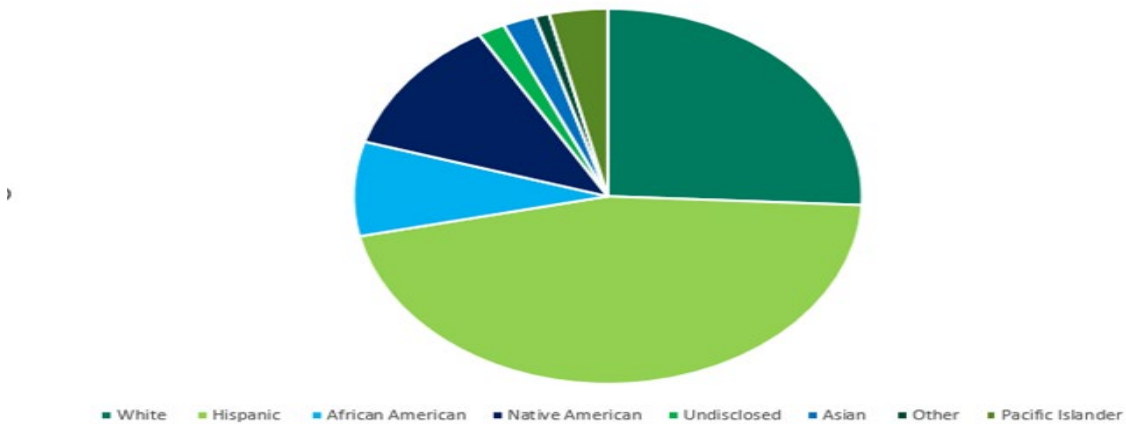
As of October 14, 2025, over 4,171 women, minorities, and other socially and economically disadvantaged individuals have participated in the PASS Program since its inception in 2015.

Participation by gender 2023-2025:



Gender	# of Individuals Reporting
Male	738
Female	96
Blank	17
Other	16

Demographics of participants 2023-2025:



- White: 250
- Hispanic: 445
- African American: 79
- Native American: 115
- Undisclosed: 17
- Asian: 20
- Another race not listed: 9
- Hawaiian/Pacific Islander: 36

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 socially and economically disadvantaged individuals.

PASS Program Barriers 2023-2025

The graph and data below show the reported barriers for those who have enrolled in the PASS program.

The following summarizes the available data as of October 1, 2025, and is representative of

the total number of PASS Program participants from July 1, 2023, to June 30, 2025. This data is self-reported.

During the 2023-2025 fiscal state biennium, the PASS program supported 858 individuals.

We were able to gather data on 836 participants. The following table represents 501 individuals who indicated a barrier or challenge they are facing while applying for the program.

Barrier	# of Individuals Reporting
Currently Unhoused	48
Lack of Reliable Childcare	41
Limited English Proficiency	30
Disability	65
Substance Abuse	58
Limited Math Skills	107
No Dependable Transportation	109
No High School Diploma or GED	43

WSDOT’s PASS program also collected valuable data on the type of programs participants were applying for. The following table represents 858 individuals.

Type of Program	# of Individuals Reporting
CDL Program	108
Pre-Apprenticeship Program	162
1-Year Training Program	253
2-Year Training Program	175
Support Services	139
Other Program	21

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FHWA On-the-Job Training Support Services Program (Scholarships)

Washington State Department of Transportation (WSDOT) receives annual funding from the Federal Highway Administration (FHWA) for the On-the-Job Training Support Services (OJT/SS) program.

WSDOT's OJT/SS and Pre-Apprenticeship Support Services Program (PASS) offers pre-apprenticeship opportunities, training, and scholarships to support the participation of socially disadvantaged individuals in the highway construction and maritime workforce. These programs aim to create a pipeline of individuals ready to work on highway construction projects across the state.

The OJT/SS Highway Construction and Maritime Trades Scholarship Program is available statewide to assist individuals seeking training that will help them enter union apprenticeship programs or qualify for non-union “trainee” positions in highway

construction jobs. Continued support will include providing direct scholarships to qualified individuals and helping pre-apprentices gain construction-related skills and maximize their potential in the workforce.

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 where none currently exist. Please find the OJT/SS Annual Report for FFY 2024 attached as an appendix.

WSDOT and Career Connect Washington Intersections



The Washington State Department of Transportation (WSDOT) is proud to partner with Career Connect Washington (CCW) Initiative, which was launched in 2017. 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. 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



These WSDOT programs give students and young adults hands-on experience in the transportation career track or industry, help them prepare for a professional setting, and help them make 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 Launch programs combine paid, meaningful work experiences with aligned classroom learning so students can receive a credential and become competitive job candidates. These include 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.

Small Business Support Service Programs

Following federal guidance and in accordance with WSDOT's conformity statute RCW 47.04.070, WSDOT expanded the business support programs enabled by ESSB 5161, Section 218 (1)(a)(ii).

Small Business Support Services

The Washington State Department of Transportation's Small Business Support Services (SBSS) is a state-funded program that provides supportive services and training to minorities, women, and other socially and economically disadvantaged firms. After a competitive acquisition, WSDOT signed a new contract with Tabor 100 to manage the SBSS 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.

From January 2023 to June 2025, 161 Washington State small businesses received support services 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

Small Business Enterprise Program Trucking Consortium

The Washington State Department of Transportation created a Trucking Consortium to help minority and women-owned trucking companies compete with larger firms. This consortium lets small trucking businesses pool their resources, helping them compete more effectively against companies with larger operations and grow their business capacity.

WSDOT Office of Equity and Civil Rights Capacity Building Mentorship Program

The Capacity Building Mentorship Program (CBMP), launched in 2017, is part of WSDOT's State Funded Contracts Diversity Roadmap. CBMP started as a partnership between Thor Construction, the Association Council of Engineering Companies, and the Association of General Contractors, with Sound Transit joining in 2021. In late 2025, the program will be reintroduced as a regional initiative involving the Port of Seattle, King County, and the City of Seattle.

By supporting CBMP, the construction industry enhances the capacity of small and diverse businesses, ensuring all Washington contractors have fair and equitable opportunities and support. By pairing active prime contractors and consultants with smaller, diverse contractors, the program fosters relationships, boosts profitability for small firms by strengthening their ability to work on transportation-related projects, and benefits larger contractors by providing better subcontractors.

Since its inception in 2017, over 92 small businesses have participated in mentor-protégé partnerships.

Appendix

Office of Equity and Civil Rights

On-the-Job Training Support Services Program 2024 Annual Summary



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On-the-Job Training Support Services Program 2024 Report

In the Federal Fiscal Year (FFY) 2024, WSDOT received \$98,617 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 \$97,990.50 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:

- Applicants are screened through an application process that includes personal references, brief essays, and a desire for success in the heavy highway construction field.
- 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.
- 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.
- 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. During FFY24, the following scholarships were awarded in varying construction trades-related training programs across the state:

Date of Reviewed Application	M/F/O	Zip Code	Program Trade	1 = first 2 = 2nd 3 = 3rd	Awarded Tuition Amount
12/11/2024	M	98439	CDL	1	\$8,000.00
12/15/2024	M	98930	Electrician	1	\$8,000.00
12/15/2024	M	98444	CDL	1	
12/15/2024	M	98951	Carpenter	1	\$8,000.00
1/13/2025	M	98310	CDL	1	\$7,226.50
1/13/2025	M	98087	CDL	1	\$7,026.50
1/13/2025	F	98597	CDL	1	\$6,205.00
1/13/2025	M	98366	CDL	1	\$7,226.50
1/14/2025	M	98092	CDL	1	\$7,026.50
1/14/2025	M	98392	CDL	1	\$7,226.50
1/14/2025	M	98357	CDL	1	
1/16/2025	M	99337	Electrician		\$8,000.00
1/16/2025	M	98311	CDL	1	\$7,026.50
1/16/2025	M	98383	CDL	1	\$7,026.50
7/14/2025	M	98952	Electrician	1	\$5,000.00
7/2/2025	M	98944	Diesel Mechanic	1	\$5,000.00

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 and organizations to promote the program.

Objectives:

- Attend and/or co-sponsor a construction career-type event and attend appropriate career fairs, conferences, and other events.
- Through strategic partnerships across the state, the program will be exploring ways to combine similar efforts across the state 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 relationships 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.

Federal Fiscal Year 2024 (July 1st, 2025, through September 30, 2025) Fourth Quarter 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 Department-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 - Incoming Dollars	\$98,617.00				\$98,617.00
NZ03	FHWA Training Tuition Direct or OJT Tuition Assistance - Expenditures		\$ 87,990.00	\$5,000.00	\$5,000.00	\$97,990.00
Subtotal	FFY2024 Subtotal	\$ -	\$87,990.00			\$97,990.00
Remaining Funds						\$627.00