

# Apprenticeship Advisory Committee Meeting Summary

June 22, 2017

9:30 -12:00 PM

WSDOT HQ Mt. Rainier Room (3F22)

**Attendees:** **Committee Members Present:** Chris Christopher, Pamp Maiers, Tom Zamzow, Dean Smith

**Committee Members Absent:** Don McLead, Lee Newgent, Josh Swanson, Terry Tilton, Bob Adams

**Other Attendees:** Mark Gaines, Amy Palo, Dan Gasche, Heidi Jensen, Jerry Vanderwood, Sarah Swarthout, John Hurd

## Welcome and Introductions

Chris Christopher welcomed the committee, reviewed the agenda, went over safety procedures for the Mt. Rainier Conference Room and asked the attendees to introduce themselves.

Heidi Jensen reviewed current committee membership and shared the RCW that required establishment of the committee. Current membership does not account for all required parties as we do not have a member who represents a contractor with less than 35 employees. Historical retainage of a committee member meeting this requirement has been problematic, as most of these contractors would not be qualified to bid on projects requiring apprenticeship utilization as a prime, who is ultimately responsible for goal attainment. WSDOT will open the committee to additional membership if contractors who meet this requirement can be identified. If unable to locate contractors who meet the requirement, or are unwilling to participate in committee membership, WSDOT will pursue to possibility of changing the RCW.

## Program Update

Heidi Jensen shared five reports with the committee and audience members. She introduced a new report that summarized the percent of contracts that have met their apprenticeship goals for the past two years plus the first quarter of 2017. This report, *WSDOT Contracts Meeting Apprenticeship Requirements for Projects Completed January 1, 2015 through March 31, 2017* shows the overall percentage of contracts which have met apprenticeship utilization goals through either apprentice hours or good faith efforts, reported by year. It also displays the number of projects completed and the number of projects that met their goal. Heidi also explained the data in the current quarter represented a small data set for 2017, and that this percentage would likely change as projects reach completion.

The other four reports were standard reports that are usually shared at the meeting. They were:

- *WSDOT Apprenticeship/Journeymen Participation Summary – Completed Projects*
  - 2015
  - 2016
  - 2017 (Current Quarter)

- *WSDOT Apprenticeship/Journeymen Participation Summary – Active Projects*
- *Overall WSDOT Apprenticeship Participation Summary*
  - 2015
  - 2016
  - 2017(Current Quarter)
- *Apprenticeship Occupation by Trade*

The committee requested to have one of the reports modified to show how many contracts met apprenticeship utilization goals by combination of labor hours in conjunction with good faith efforts opposed to contracts that met the goal strictly through labor hours. This information will be included on the report titled *WSDOT Contracts Meeting Apprenticeship Requirements*, for presentation at future meetings.

The committee discussed how other agencies are managing their apprenticeship programs, noting significant differences between the public agencies. Committee members shared an industry concern that apprentices will not be available to meet contract requirements in the near future given the amount of projected public work projects.

Truck drivers were specifically mentioned as an example of a trade where it is difficult to find sufficient workforce to accommodate demand. The report titled *Apprenticeship Occupation by Trade through March 31, 2017* shows truck driver apprenticeship utilization at 1%, indicating that very few truck drivers are entering the work force through the apprenticeship program. Mark Gaines asked why truck drivers are such a low percentage of apprenticeship utilization. There were several reasons shared by committee members; insuring young truck drivers creates limitations as there are minimum age requirements, truck driving apprenticeship programs are lacking, and federal regulations impose restrictions that make it a less desirable craft by regulating/limiting work hours (which caps income). Amy Palo shared information with the committee regarding some of the challenges with crafts that are hard to fill, such as truck drivers.

Mark Gaines discussed 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 tracking this data will identify trends within WSDOT's apprenticeship program. WSDOT will develop and standardize a report to show diversity in the apprenticeship program on an annual basis and will present this information at future committee meetings.

Mark also shared the WSDOT and L&I joint Contractor Bulletin distributed on June 20, 2017, providing guidance regarding working apprentices outside of their approved work process. The bulletin did not provide new or changing information regarding regulations, but provided clarity that it is a violation of RCW's and WAC's to work an apprentice outside of their approved work process as outlined in their standards of apprenticeship. Committee members expressed concern regarding apprentices not being allowed to work a second job when work within their apprenticeship program was not available and suggested that it would be beneficial to discuss this further to determine if this is in the best interest of apprentices. Discussion should primarily engage L&I as they are the authority on the rules and regulations of the state apprenticeship program.

### **Provide example of acceptable Good Faith Effort documentation**

Heidi Jensen shared the WSDOT contract language regarding requirements for good faith effort documentation and provided an example of an approved good faith effort. Heidi also shared a document detailing how the hours of a graduated apprentice can be counted toward a good faith effort credit through the end of the calendar year if the apprentice remains continuously employed with the same contractor. WSDOT's contract language will be updated to allow counting graduated apprentices towards a good faith effort credit. The change will be shared with the committee for comment before including it in the January 2018 amendments.

The procedure WSDOT follows to inform L&I when a contractor fails to meet contract apprenticeship utilization requirements was discussed. The current notification process includes sending L&I a quarterly report identifying completed projects that did or did not meet apprenticeship utilization requirements. The committee was informed that Heidi has contacted L&I to determine if the current process is sufficient, or if additional notifications are required. WSDOT will inform the committee of any changes.

### **OEO Pre-Apprenticeship**

Amy Palo passed out her contact information, discussed her responsibilities regarding pre-apprenticeship activities, and shared available resources. One resource shared with the committee was the availability of legislature funding to assist with starting apprenticeship programs. WSDOT recognizes that there are obstacles and are working with contractors to overcome hurdles to create a network where apprentices can be easily found and utilized.

### **Next Meeting Scheduling and Topics**

Update committee on the following meeting action items:

- Modify the WSDOT Contracts Meeting Apprenticeship Requirements report to include GFE information – Heidi
- Develop and standardize a report to show diversity in the apprenticeship program on an annual basis – Heidi
- Update WSDOT's contract language to allow counting graduated apprentices towards a good faith effort credit – Heidi
- Determine if current notification process to L&I is sufficient when a contractor fails to meet contract apprenticeship utilization requirements – Heidi/L&I

Chris asked the committee if they felt that meeting twice a year was necessary, or if reducing the frequency to once a year in January would be sufficient. The committee responded that meeting once a year in the first half of January would be sufficient. Heidi will set up a meeting in early January 2018. At the January meeting, WSDOT will check in again with the team to reaffirm that an annual meeting is appropriate and sufficient.

Next meeting date and time: January 9, 2018 9:30AM to 12:00PM

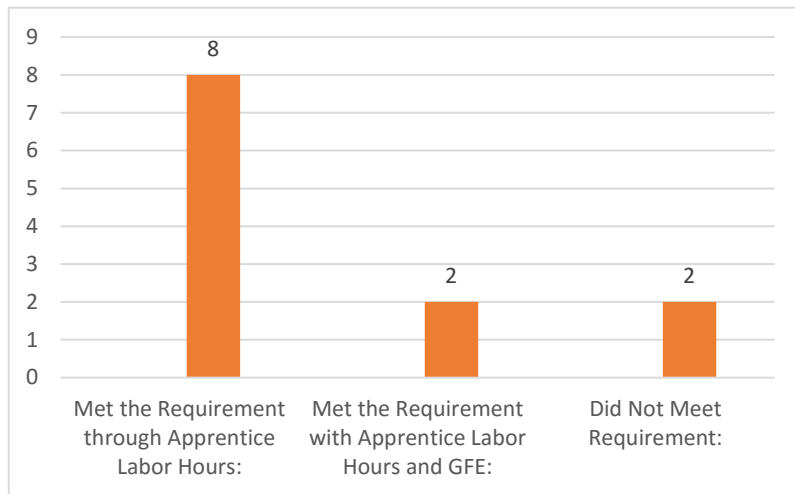
# WSDOT Apprentice/Journeymen Participation Summary - Projects Completed from January 1, 2017 through March 31, 2017



Contract Number	Contract Title	Contractor Name	Notice To Proceed	Bid Amount	App Hours	Journey Hours	Total Hours Performed on the Contract	Required App %	App % Attained	Complete Date	Met App % Labor Hours	GFE Submitted	GFE Approved	Pass/Fail	Category
008864	Us 2 Et Al, 2016 Eastern Region Chip Seal	Central Washington Asphalt, Inc.	04/26/2016	\$3,559,142	1377	6334	7711	15%	18%	01/2017	YES	NO	N/A	PASS	Asphalt Concrete Paving
008022	I-90 Sullivan Rd To Barker Rd Additional Lanes	Acme Concrete Paving, Inc.	12/22/2010	\$14,949,578	7697	63942	71639	15%	11%	01/2017	NO	YES	YES	PASS	Bridge & Structures, Cement Concrete Paving
007948	Sr 529, Ebey Slough Br - Replace Bridge	Granite Construction Company	07/02/2010	\$21,541,000	10346	47568	57914	15%	18%	01/2017	YES	NO	N/A	PASS	Bridge & Structures
008016	I-5, Joe Leary Slough To Nulle Rd Vic Paving Desig	Granite Construction Company	02/18/2011	\$14,553,000	3692	44030	47722	15%	8%	01/2017	NO	YES	YES	PASS	Asphalt Concrete Paving
008630	Sr 530, Skaglund Hill Vic To C-Post Road Vic - Eme	Guy F. Atkinson Construction, Llc	06/03/2014	\$20,570,001	3895	35012	38907	15%	10%	01/2017	NO	NO	N/A	FAIL	Asphalt Concrete Paving
008363	Sr 9, Pilchuck Creek Replace Bridge	Granite Construction Company	10/29/2012	\$8,891,324	4463	23450	27913	15%	16%	02/2017	YES	NO	N/A	PASS	Bridge & Structures
008272	I-5, Mellen Street To Blakeslee Junction Stage 1	Cascade Bridge, Llc	05/21/2012	\$21,596,150	9989	91297	101286	15%	10%	02/2017	NO	YES	NO	FAIL	Bridge & Structures and Clearing, Grubbing, Grading and Drainage
008753	Sr 542, Anderson Creek Culvert	Granite Construction Company	06/04/2015	\$4,728,673	2115	9155	11270	15%	19%	02/2017	YES	NO	N/A	PASS	Bridge & Structures
008841	Us 12 Et Al, 2016 Scr Region Wide Chip Seal Chip S	Central Washington Asphalt, Inc.	03/10/2016	\$5,093,000	2294	9739	12033	15%	19%	02/2017	YES	NO	N/A	PASS	Bituminous Surface Treatment
008288	Sr 520, Evans Creek Eastside Wetland Mitigation	Goodfellow Bros Inc	06/11/2012	\$3,856,069	996	3266	4262	15%	23%	03/2017	YES	NO	N/A	PASS	Clearing, Grubbing, Grading and Drainage
008832	I-5, Nb Nooksack River To Blaine - Paving	Lakeside Industries	03/03/2016	\$5,137,473	3501	14398	17899	15%	20%	03/2017	YES	NO	N/A	PASS	Asphalt Concrete Paving
008808	Sr 9 Et Al Mt Baker Area Bst 2016	Doolittle Construction Llc	11/17/2015	\$3,486,784	2110	12233	14343	15%	15%	03/2017	YES	NO	N/A	PASS	Bituminous Surface Treatment
					<b>52,475</b>	<b>360,424</b>	<b>412,899</b>								

## 2017 Summary

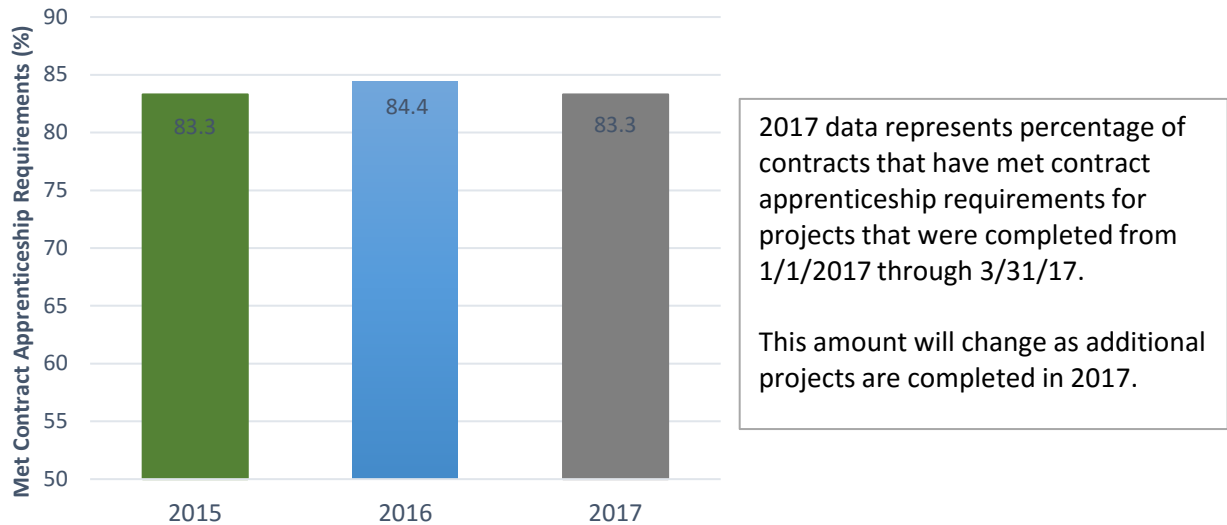
Total Number of Contracts:	12	52,475 Total Apprentice Hours
Met the Requirement through Apprentice Labor	8	360,424 Total Journeyman Hours
Met the Requirement with Apprentice Labor Hours	2	412,899 Total Contract Hours
Did Not Meet Requirement:	2	<b>12.8% is the 2017 Percent of Apprentice Labor Hours Attained</b>



83.3% of all contracts in 2017 met the Apprenticeship requirement.  
 16.7% of contracts did not meet the requirement.  
 12.8% Is the 2017 Percent of Apprentice Labor Hours Attained.

# WSDOT Contracts Meeting Apprenticeship Requirements for Projects Completed January 1, 2015 through March 31, 2017

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2015 - 60 projects completed, 50 met apprenticeship contract requirements through apprentice hours and good faith efforts

2016 - 45 projects completed, 38 met apprenticeship contract requirements through apprentice hours and good faith efforts

2017 - 12 projects completed, 10 met apprenticeship contract requirements through apprentice hours and good faith efforts



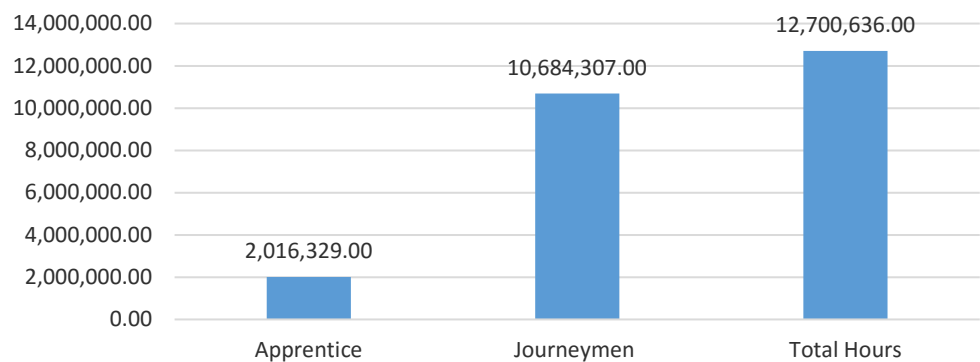
# WSDOT Apprentice/Journeymen Participation Summary - Active Projects as of March 31, 2017



Contract Number	Contract Title	City	Contractor Name	Notice To Proceed	Bid Amount	Amount Paid	Complete	Apprentice Hours	Journeyman Hours	App % Female	App % Minority	Required App %	Apprentice % Attained
007963	Sr 520, Eastside Transit And Hov Project A Design	Bellevue	Eastside Corridor Constructors	11/29/2010	\$306,278,000	\$364,131,001	100%	156648	989543	17%	26%	15%	14%
007999	Sr 99, Bored Tunnel Alternative - Design Build Pro	Seattle	Seattle Tunnel Partners	01/06/2011	\$1,089,700,002	\$1,371,105,399	100%	477335	3547981	12%	32%	15%	12%
008066	Sr 520 / I-5 To Medina - Evergreen Point Floating	Seattle	Kiewit General Manson Joint Venture	08/31/2011	\$586,561,000	\$759,690,717	100%	485274	1769307	16%	33%	15%	22%
008127	I-90, Snowshed To Keechelus Dam Phase 1c - Replace	Easton	Guy F. Atkinson Construction, Llc	08/19/2011	\$177,144,343	\$160,021,433	90%	54794	343221	14%	22%	15%	14%
008128	Sr 522, Snohomish River Bridge To Us 2 Vic Widening	Monroe	Scarsella Bros., Inc.	06/16/2011	\$73,138,890	\$77,247,113	100%	70608	320663	5%	13%	15%	18%
008140	Sr 9, 212th St Se To 176th St Se Stage 3 Widening	Bothell	Northwest Construction, Inc.	07/12/2011	\$24,297,000	\$21,302,886	88%	20857	104979	20%	7%	15%	17%
008166	Sr 28, E. End Of The George Sellar Br. Construct B	Wenatchee	Klb Construction Inc.	07/19/2011	\$16,363,378	\$16,729,188	100%	10573	57827	3%	31%	15%	15%
008204	I-405, Ne 6th St To I-5 Widening And Express Toll	Multiple	Flatiron Constructors Inc	02/01/2012	\$155,500,001	\$161,323,491	100%	73599	521682	14%	27%	15%	12%
008229	Us 2, Stevens Pass West Slope Stabilization	Skykomish	Midwest Rockfall, Inc.	01/20/2012	\$5,291,071	\$6,244,765	100%	989	25213	0%	50%	15%	4%
008286	Us 2, Bickford Ave I/C Safety And Culvert Replacem	Snohomish	Granite Construction Company	06/11/2012	\$14,311,311	\$16,458,211	100%	13663	57473	16%	39%	15%	19%
008311	I-5 / I-205, Ne 134th St. Interchange(I-5/I-205) S	Vancouver	Max J. Kunej Company	07/19/2012	\$43,416,929	\$42,795,197	99%	31657	128175	10%	14%	15%	20%
008376	Us 101, Shore Rd To Kitchen-Dick Rd Widening	Port Angeles	Scarsella Bros., Inc.	12/11/2012	\$27,069,690	\$28,164,402	100%	19006	83567	19%	23%	15%	19%
008378	Cheney-Spokane Road New I/C - New Interchange	Spokane	Selland Construction, Inc.	12/07/2012	\$6,408,375	\$6,781,989	100%	3553	19888	15%	1%	15%	15%
008400	Sr 92 / I-90, Intersection Improvements & Regionwi	Multiple	Graham-Marshbank Jv	04/16/2013	\$7,131,691	\$7,168,396	100%	4696	31761	20%	22%	15%	13%
008439	Sr 104 To 52nd/220th Sw Paving I-5/220th St Sw I/C	Mountlake Terrace	Granite Construction Company	04/22/2013	\$3,624,239	\$3,172,608	88%	1811	9304	6%	9%	15%	16%
008473	I-5, Mellen Street To Blakeslee Junction - Stage 2	Chehalis	Scarsella Bros., Inc.	07/16/2013	\$48,221,444	\$47,124,174	98%	30244	151312	21%	30%	15%	17%
008496	Us 395, Nsc - Bnsf Railway Structures/Realignment	Spokane	Apollo, Inc.	10/03/2013	\$15,368,730	\$15,638,136	100%	8325	69773	37%	10%	15%	11%
008501	I-5, Sr 510 To Sr 512 Congestion Management	Lakewood	Granite Construction Company	08/05/2013	\$9,823,888	\$10,932,373	100%	8595	44846	49%	45%	15%	16%
008513	Sr 167, Puyallup River Bridge - Bridge Replacement	Tacoma	Guy F. Atkinson Construction, Llc	10/18/2013	\$23,220,888	\$24,672,403	100%	8434	46325	32%	28%	15%	15%
008549	Sr 99, Alaskan Way Viaduct - Replacement North Acc	Seattle	Guy F. Atkinson Construction, Llc	01/24/2014	\$41,640,623	\$53,371,305	100%	35443	159050	5%	54%	15%	18%
008560	Sr 9, 32nd St Se & 84th St Ne - Safety Improvement	Lake Stevens	Rodarte Construction, Inc.	03/18/2014	\$5,699,005	\$5,705,879	100%	3895	20780	0%	46%	15%	16%
008572	Sr 6, Rock Creek Bridges - Replace Bridges 6/102 &	Pe Ell	Scarsella Bros., Inc.	02/25/2014	\$11,612,612	\$11,249,558	97%	9110	37018	1%	32%	15%	20%
008573	Sr 502, I-5 To Battle Ground Add Lanes Stage 2	Vancouver	Rotschy, Inc.	04/09/2014	\$27,544,360	\$25,094,698	91%	12408	62696	4%	13%	15%	17%
008597	Sr 520, 108th Ave Ne To W Lk Sammamish Pkwy Paving	Bellevue	Granite Construction Company	05/05/2014	\$2,975,187	\$2,661,977	89%	1455	6528	16%	62%	15%	18%
008601	I-405, Sb Se 8th St To Northup Way Vic - Paving	Bellevue	C.A. Carey Corporation	05/19/2014	\$3,787,598	\$3,898,007	100%	9181	1901	0%	0%	15%	17%
008607	I-5, M St To Portland Ave - Hov	Tacoma	Max J. Kunej Company	07/01/2014	\$98,175,444	\$83,703,204	85%	58894	270249	5%	19%	15%	18%
008623	Sr 532, Davis Slough Bridge Replacement Widening F	Stanwood	Scarsella Bros., Inc.	07/07/2014	\$11,718,295	\$10,420,600	89%	9648	30176	5%	27%	15%	24%
008625	Sr 520, Montlake To Evergreen Pt. Bridge West Appr	Seattle	Flatiron West Inc	08/20/2014	\$199,537,371	\$169,980,564	85%	101323	398361	24%	31%	15%	20%
008633	I-5, Ne 117th St To Sr 104 Pavement Repair And Its	Shoreline	Granite Construction Company	07/17/2014	\$9,287,455	\$10,423,274	100%	9716	43477	25%	50%	15%	18%
008657	I-90, Lake Washington Floating Bridges Anchor Cabl	Seattle	Orion Marine Con (Nw Marine Cns To 2011)	09/26/2014	\$2,380,744	\$2,713,076	100%	2003	6575	19%	50%	15%	23%
008662	Two-Way Transit & Hov Operations Stage 3	Seattle	Imco General Construction, Inc.	12/03/2014	\$120,105,661	\$116,080,151	97%	82385	271066	9%	21%	15%	23%
008664	I-205, Mill Plain Interchange To Ne 18th St Build	Vancouver	Cascade Bridge, Llc	10/22/2014	\$24,309,057	\$23,414,930	96%	16217	78867	10%	22%	15%	17%
008665	Sr 167 / 8th St E Vic To S 277th St Vic - Southbou	Federal Way	Guy F. Atkinson Construction, Llc	12/30/2014	\$53,999,888	\$54,043,401	100%	25537	140312	22%	35%	15%	15%
008670	I-5, Portland Avenue To Port Of Tacoma Road - Nort	Tacoma	Hamilton Construction Co	12/22/2014	\$134,709,930	\$104,385,094	77%	39925	244714	10%	71%	15%	14%
008676	Sr 203, Coe-Clemons Creek Ced	Duvall	Pcl Civil Constructors Inc	02/10/2015	\$1,772,452	\$1,953,056	100%	1438	6220	29%	34%	15%	19%
008677	Sr 104, Hood Canal Bridge - Anchor Cable Replaceme	Paulsbo	Manson Construction/Engineering Co.	12/17/2014	\$7,324,203	\$12,353,427	100%	6231	28769	0%	29%	15%	18%
008685	Sr 162, Puyallup River Bridge - Bridge Replacement	Puyallup	Selby Bridge Company, Inc.	01/05/2015	\$5,482,395	\$5,413,441	99%	3051	9430	0%	2%	15%	24%
008703	I-90, Columbia River Vantage Bridge - Painting	Ellensburg	Abhe & Svoboda, Inc.	03/23/2015	\$6,711,770	\$6,194,953	92%	3696	18673	26%	29%	15%	17%
008715	I-90, Keechelus Dam To Stampede Pass Phase 2a- Add	Hyak	Guy F. Atkinson Construction, Llc	05/07/2015	\$72,777,532	\$44,137,318	61%	16327	85213	13%	20%	15%	16%
008727	Sr 99, George Washington Memorial Bridge - Paintin	Seattle	Hercules Painting Company, Inc.	06/08/2015	\$15,869,269	\$14,895,285	94%	8729	46490	0%	57%	15%	16%
008738	Sr 290, Sullivan Rd To Idaho State Line - Paving	Spokane	Poe Asphalt Paving, Inc.	05/12/2015	\$3,700,981	\$3,744,345	100%	3198	11472	14%	22%	15%	22%
008740	I-90, Oakes Ave I/C To Peoh Rd Bridge Vic Wb - Rep	Cle Elum	Mid-Mountain Contractors, Inc.	05/22/2015	\$10,632,684	\$11,528,776	100%	6419	32630	21%	5%	15%	16%
008760	Sr 3, Belfair Area - Widening & Safety Widening &	Belfair	Ceccanti Inc	06/16/2015	\$10,255,073	\$8,414,522	82%	5161	37403	42%	0%	15%	12%
008766	Sr 14, 6th St To Bingen - Chip Seal	Multiple	Granite Construction Company	06/16/2015	\$3,988,988	\$5,742,068	100%	1340	15455	0%	73%	15%	8%
008773	I-5, Union, Steamboat, & Ebey Slough Bridge Specia	Marysville	Pcl Civil Constructors Inc	07/02/2015	\$3,656,924	\$4,579,308	100%	2213	7783	40%	52%	15%	22%
008775	Sr 503/Sr 500, Orchards To Battle Ground - Grind &	Battle Ground	Granite Construction Company	06/23/2015	\$4,404,404	\$4,467,569	100%	2408	13593	28%	33%	15%	15%
008795	Sr532, Davis Slough Bridge Replacement Dugualla Ba	Camano Island	Trimaxx Construction	08/19/2015	\$4,209,170	\$3,999,224	95%	1953	5818	0%	29%	15%	25%
008811	Design Build I-405, Sr 167 Interchange Direct Conn		Guy F. Atkinson Construction, Llc	07/13/2016	\$115,899,599	\$20,786,628	18%	516	2208	3%	93%	15%	19%
008816	I-5, Sb S 320th St To Duwamish River Br- Concrete	Tukwila	Mid-Mountain Contractors, Inc.	01/11/2016	\$20,471,129	\$19,608,531	96%	12536	76957	24%	49%	15%	14%

Contract Number	Contract Title	City	Contractor Name	Notice To Proceed	Bid Amount	Amount Paid	Complete	Apprentice Hours	Journeyman Hours	App % Female	App % Minority	Required App %	Apprentice %	
008818	Design Build - I-5 / Sr16 Realignment - Hov Struct		Skanska Usa Civil West California Distri	08/29/2016	\$121,575,000	\$21,214,561	17%	291	3969	0%	0%	15%	7%	
008830	Sr522, Snohomish River Bridge To Us 2 Vic Roadside		A-1 Landscaping And Construction	02/08/2016	\$2,987,786	\$1,889,478	63%	217	3773	0%	72%	15%	5%	
008840	I-5, Fisher Creek - Fish Passage		Interwest Construction Inc	04/01/2016	\$5,358,535	\$3,799,149	71%	1309	10774	0%	37%	15%	11%	
008842	Us 12 Et Al, Tri-Cities Vicinity Paving & Ada Comp		Central Washington Asphalt, Inc.	03/21/2016	\$5,867,933	\$5,846,848	100%	3539	14792	21%	45%	15%	19%	
008843	I-90, Peoh Rd Bridge To Elk Heights Rd Vic Wb-Repl		Acme Concrete Paving, Inc.	03/28/2016	\$17,712,492	\$11,464,728	65%	2447	10610	0%	30%	15%	19%	
008844	I-90, Wb Mercer Slough To W Lake Sammamish Parkway		Lakeside Industries	03/28/2016	\$4,242,692	\$4,229,657	100%	540	2860	42%	30%	15%	16%	
008847	Sr 520, Union Bay Natural Area West Approach Wetla		Matia Jansen Jv	04/26/2016	\$4,377,478	\$3,758,896	86%	463	3285	27%	0%	15%	12%	
008855	I-90, Us 97 To Stevens Rd Vic - Paving		Central Washington Asphalt, Inc.	04/12/2016	\$5,987,356	\$6,075,065	100%	2083	11698	38%	23%	15%	15%	
008861	Sr 16, Anderson Creek Trib To Sinclair Inlet - Fis		Scarsella Bros., Inc.	04/19/2016	\$4,375,813	\$3,931,652	90%	799	6826	0%	0%	15%	10%	
008863	I-5 & Sr 534, Hill Ditch Bridge To Joe Leary Sloug		Granite Construction Company	04/26/2016	\$7,305,100	\$5,797,045	79%	4188	16322	18%	22%	15%	20%	
008865	Sr 202, Little Bear Creek Fish Barrier Removal		Olson Brothers Excavating Inc	04/29/2016	\$4,995,037	\$1,663,464	33%	240	2091	42%	58%	15%	10%	
008866	Sr 202 & Sr 203, Ne 124th St Vic-Tolt River Bridge		Watson Asphalt Paving Co. Inc.	04/26/2016	\$3,329,140	\$3,135,356	94%	1047	7265	2%	5%	15%	13%	
008882	Sr 99/Sr 525 Interchange Vic To Lincoln Way Vic -		Cemex Construction Materials Pacific	05/18/2016	\$3,353,816	\$2,763,473	82%	2237	9396	42%	2%	15%	19%	
008886	I-405, Ne 6th St To I-5 Nb Hard Shoulder Running &		Graham Contracting, Ltd.	12/21/2016	\$7,290,000	\$935,000	13%	8500	1056	0%	0%	15%	11%	
008890	Us 2, Ncr Seal 2016		Central Washington Asphalt, Inc.	05/24/2016	\$5,521,951	\$5,326,582	96%	1592	8589	6%	34%	15%	16%	
008895	Tacoma Amtrak Cascades Station / Freight House S		Garco Construction, Inc.	06/01/2016	\$10,317,000	\$5,847,632	57%	3209	12997	13%	15%	15%	20%	
008900	I-5, Cowlitz River Bridge To Koontz Rd Vicinity -		Lakeside Industries	06/13/2016	\$5,070,332	\$5,372,021	100%	2357	12898	30%	40%	15%	15%	
008901	Sr 500 & Sr 504, Pavement Rehabilitation		Doolittle Construction Llc	06/13/2016	\$3,138,219	\$2,837,936	90%	868	9935	14%	19%	15%	8%	
008912	Us 12 & Sr 506, Pavement Rehabilitation		Granite Construction Company	07/05/2016	\$5,658,548	\$4,780,873	84%	2290	12421	23%	33%	15%	16%	
008915	Sr 4 Et Al, Pavement Rehabilitation		Granite Construction Company	06/20/2016	\$4,539,539	\$1,798,394	40%	443	5607	0%	2%	15%	7%	
008916	Us 12, Old Naches Highway Vic To I-82 An Sr 823/ Y		Columbia Asphalt & Gravel, Inc.	06/28/2016	\$4,455,260	\$4,614,161	100%	1664	11019	0%	29%	15%	13%	
008918	I-5, I-205 To North Fork Lewis River Bridge - Reha		Granite Construction Company	06/13/2016	\$3,950,950	\$3,618,154	92%	1035	4939	0%	47%	15%	17%	
008921	Sr 99, Alaskan Way Viaduct-Replacement South Acces		Interwest Construction Inc	07/11/2016	\$3,564,142	\$2,743,868	77%	1936	8461	10%	72%	15%	19%	
008968	Sr 104, Hood Canal Bridge Special Repair Gear Box		Northbank Civil And Marine Inc	11/17/2016	\$2,643,803	\$241,405	9%			0%	0%	15%	0%	
008971	Sr 124, Monument Dr/Rr Xing - Construct Bridge		Scarsella Bros., Inc.	12/17/2016	\$6,442,879	\$41,484	1%			0%	0%	15%	0%	
008976	Sr 8 Middle And East Forks Wildcat Creek Remove Fi		Ceccanti Inc	12/28/2016	\$10,708,835	\$146,500	1%			0%	0%	15%	0%	
008977	I-90 Adams County Line To Spokane County Line Pavi		Kerr Contractors Oregon Inc	01/10/2017	\$9,721,681	\$0	0%			0%	0%	15%	0%	
008989	Sr 20, Sedro Woolley To Concrete Vicinity - Bst Bs		Granite Construction Company	01/10/2017	\$2,918,335	\$0	0%	18		0%	0%	15%	0%	
008993	I-5, Mounts Rd To Center Dr Auxiliary Lane Extensi		Scarsella Bros., Inc.	01/18/2017	\$7,878,788	\$190,024	2%			0%	0%	15%	0%	
009006	Ncr 2017, Pavement Rehabilitation And Seal		Granite Construction Company	02/22/2017	\$9,603,928	\$0	0%			0%	0%	15%	0%	
009009	Sr 112 / Us 12 / Sr 109, Chip Seal		Doolittle Construction Llc	02/10/2017	\$3,608,234	\$0	0%			0%	0%	15%	0%	
009011	Us 395, Nsc Freya St - Structures		Max J. Kuney Company	02/21/2017	\$7,655,561	\$0	0%			0%	0%	15%	0%	
009025	Us 2, Fern Bluff Rd Vic To 10th St Vic Paving & Ad		Lakeside Industries	03/22/2017	\$3,054,340	\$0	0%			0%	0%	15%	0%	
009028	Ebey Slough Bridge To Sr 531 I/C Paving & Ada Comp		DW Not Applicable	03/27/2017	\$6,847,569	\$0	0%			0%	0%	15%	0%	
009040	N Fork Issaquah Creek Fish Passage		DW Not Applicable		\$5,186,640	\$0	0%			0%	0%	15%	0%	
009050	Sr 20 And Sr 525, Bob Galbreath Rd To Holbrook Rd		Granite Construction Company	12/12/2016	\$11,849,265	\$0	0%	0		0%	0%	15%	0%	
<b>Contract count</b>	<b>85</b>		<b>Apprentice and Journeyman Hours on Completed Contracts:</b>						2,016,329	10,684,307				

Apprentice / Journeyman Hours on Active Projects through March 31, 2017



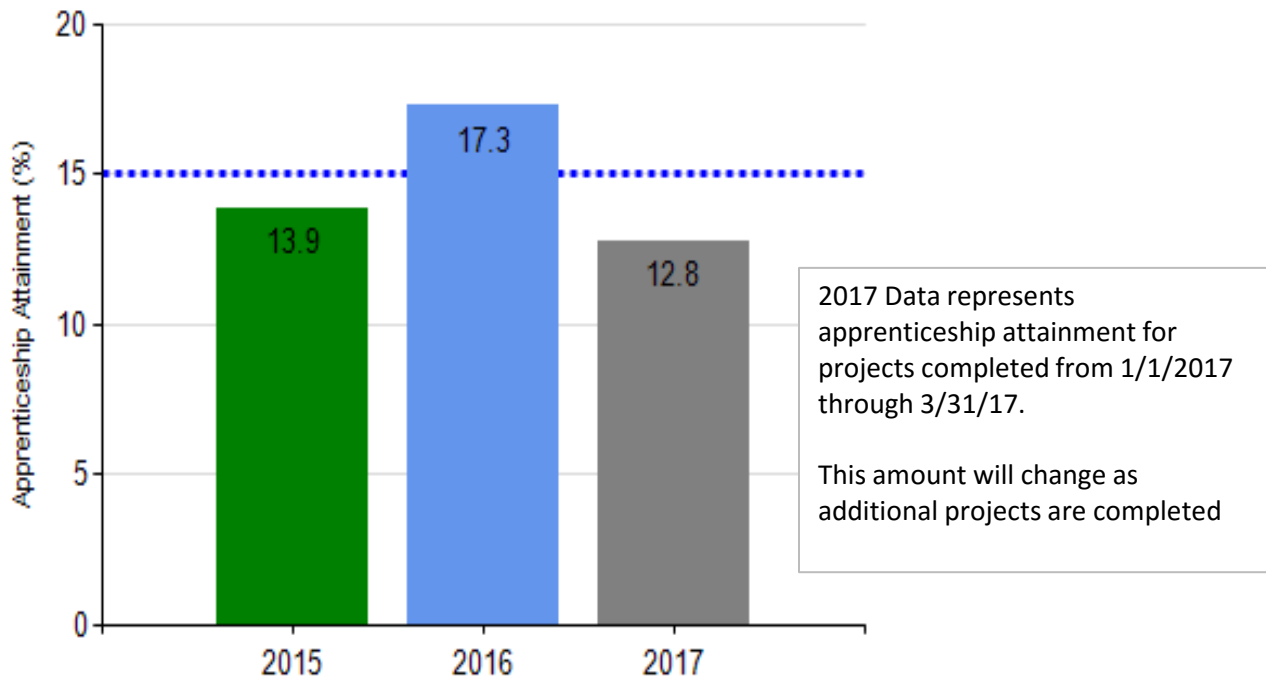
Apprentice	2,016,329.00	15.9%
Journeymen	10,684,307.00	84.1%
Total Hours	12,700,636.00	100.0%

**Note 1:** For contracts showing 100% complete, all work is done but no Contract Completion Date granted.

**Note 2:** Only hours that have been locked to the Contractor and the Project Office are reflected in the totals

## Overall WSDOT Apprentice/Journeymen Participation Summary for Completed Projects January 1, 2015 through March 31, 2017

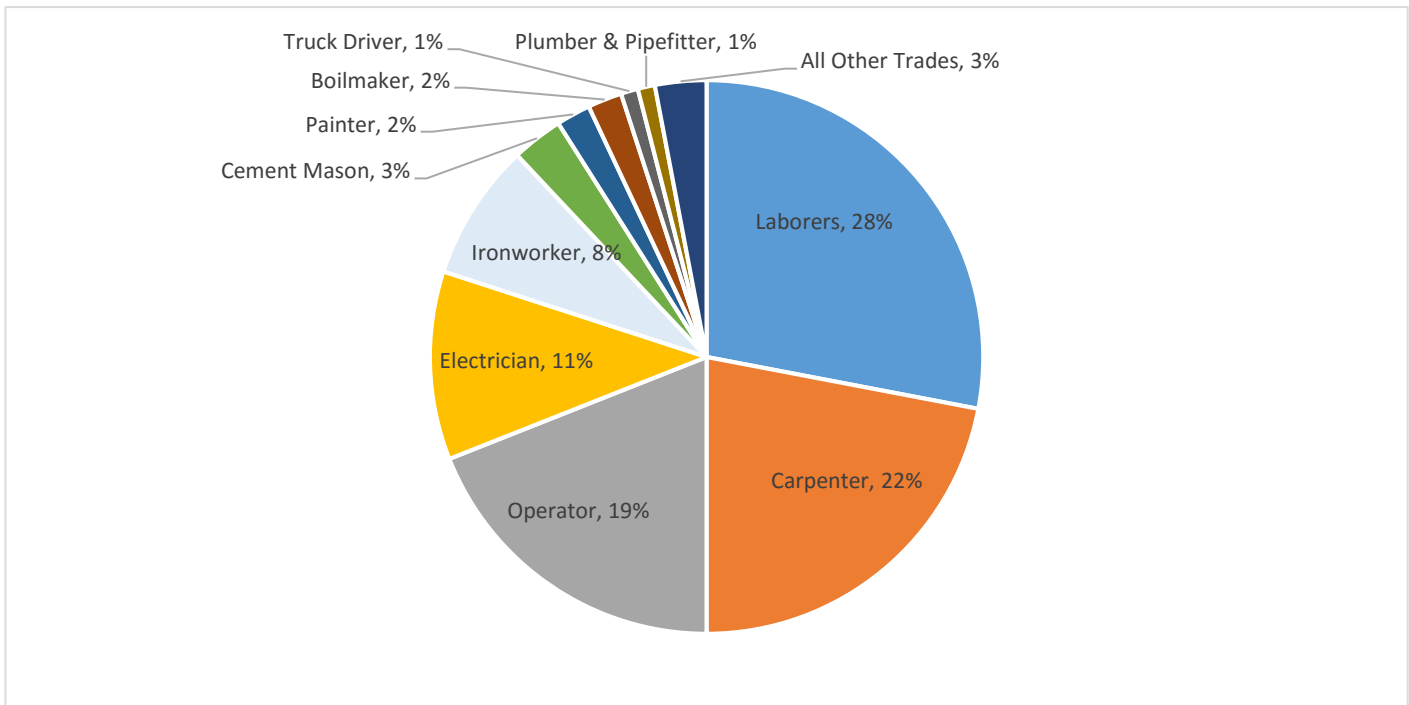
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Total Number of Completed Contracts	117	
Number of Contracts that met the requirement through Apprentice Labor	78	66.7%
Number of Contracts that met the utilization requirement through GFE	20	17.1%
Number of Contracts that did not meet the requirement	19	16.2%
<b>Contracts that have met the apprentice utilization Requirement through Good Faith Effort Attainment or by Utilization Labor Hours</b>	<b>98</b>	<b>83.8%</b>
Total Apprenticeship Hours	1,005,020	15.4%
Total Journeyman Hours	5,511,717	84.6%
Total Contracted Hours	6,516,737	
<b>Total Apprenticeship Attainment 2015 through March 31, 2017</b>	<b>15.4%</b>	



# Apprenticeship Occupation by Trade through March 31, 2017



Apprentice Occupation	Total Hours Worked	Percent of Total
Laborer	1,175,480	28%
Carpenter	924,968	22%
Operator	783,738	19%
Electrician	456,289	11%
Ironworker	346,566	8%
Cement Mason	115,562	3%
Painter	85,512	2%
Boilermaker	66,841	2%
Truck Driver	50,561	1%
Plumber & Pipefitter	38,633	1%
Miscellaneous	124,909	3%
<b>Total</b>	<b>4,169,061</b>	<b>100%</b>

Occupation hours are retrieved from active and completed contracts as captured in the monthly reports submitted by the Prime Contractor. Data in this report is current through March 31, 2017.



For more information, please call the WSDOT Construction Office at (360) 705-7820 or <http://www.wsdot.wa.gov/Business/Construction>

# WSDOT's Apprenticeship Program

## AN AT-WORK EXAMPLE OF INCLUSION AND WORKFORCE DEVELOPMENT

**W**ith the approval of the \$16 billion Connecting Washington transportation package in 2015, the Washington State Department of Transportation has a renewed emphasis and focus on three areas as we prepare to deliver effective, strategic investments in our transportation system. These emphasis areas create an ethic for how we will deliver projects:

- Workforce development – addressing recruitment and retention issues, employee training and development, and succession planning for WSDOT's future
- Inclusion – making sure there are fair and equal opportunities to participate in WSDOT employment, contracts and decision making, and that every voice is heard
- Practical solutions – improving the performance of the multimodal transportation system at the least cost; funding for future preservation and emergent needs makes this a critical focus area

### Program At-A-Glance

In 2005, the Legislature passed a law requiring public works contracts to phase in a requirement to utilize apprentice labor. Over the years, the contract value threshold and percentage has changed, leading up to the criteria we have today. Currently, a 15 percent apprenticeship requirement is placed on all contracts with an engineering estimate of \$3 million or more.

- From 2007 through 2016, WSDOT has completed 335 projects with apprenticeship requirements. Earlier projects used a 10 percent or 12 percent attainment goal, but more recent projects have had a 15 percent requirement.
- These 335 projects represent 12,691,300 Journeyman hours and 2,046,700 apprenticeship hours. This provides an overall apprenticeship attainment of slightly greater than 16 percent.

- Of the 2,046,705 apprenticeship hours:
  - 313,430 hours, or 15.3 percent represent female apprentices<sup>1</sup>
  - 508,700 hours, or 24.9 percent represent minority apprentices

In 2016 alone:

- 2,986,051 total labor hours
- 516,658 total apprentice hours
- 17.3 percent apprentice labor hours
- 201,496 total women and minority apprentice hours

### Pre-Apprenticeship Program Support

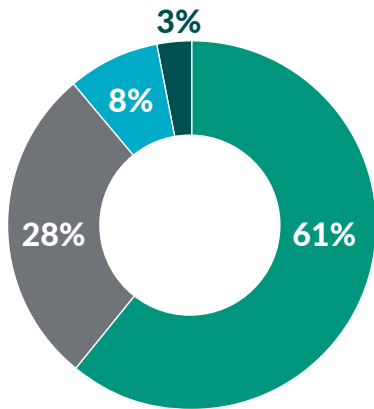
In April 2015, the Legislature funded a \$5.25 million WSDOT On-the-Job Training Program. Funds from this package are awarded statewide to pre-apprenticeship organizations that support minorities, females and socially and economically disadvantaged individuals that need assistance gaining the necessary skills to enter apprenticeship in highway construction trades. This program is managed and tracked by WSDOT's Office of Equal Opportunity.

### Tying it all together – preparing and growing our apprenticeship program

The work done within the apprenticeship program ties in with the renewed focus on workforce development, inclusion and practical solutions. Training and preparing our future WSDOT and contractor workforce is critical to our state's transportation future and delivery of Connecting Washington. WSDOT's values also reflect an increased commitment to diversity and inclusion in planning, operations and services, both internally and externally. Simply put, WSDOT needs to look like the diverse communities that we serve.

<sup>1</sup>There is some overlap in these categories because apprentices who are minority females are captured in both.

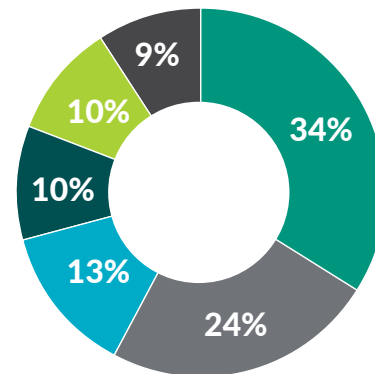
**Apprentice Hours on all Contracts  
C.Y. 2016  
516,658 Hours**



- White Male
- Minority Female
- Minority Male
- Non-Minority Female

315,161 Hours performed by White Male  
201,496 Hours performed by Women/Minorities

**Minority Male & Minority Female  
Hours for Apprenticeship Program  
C.Y. 2016  
160,164 Hours**



- Hispanic
- Black
- Native American
- Pacific Islander
- Other

Finally, apprentices working with WSDOT will have an opportunity to see our approach to achieving the WSDOT mission – how we plan, design, build, operate and maintain the state’s transportation system. Our goal is to identify and solve problems, not just apply standards.

**Good for Washington’s economy and future**

The apprenticeship and pre-apprenticeship programs can help strengthen our communities and Washington’s economy. These programs provide support and training to underserved individuals and teach them the skills needed to be successfully employed in construction trades. By learning on the job, these individuals can support their family, be a productive member of their community and contribute to Washington’s future economic growth.

**MORE INFORMATION**

**Chris Christopher**  
State Construction Engineer  
360-705-7821  
[ChristC@wsdot.wa.gov](mailto:ChristC@wsdot.wa.gov)

**Americans with Disabilities Act (ADA) Information:** This material can be made available in an alternate format by emailing the Office of Equal Opportunity at [wsdotada@wsdot.wa.gov](mailto:wsdotada@wsdot.wa.gov) or by calling toll free, 855-362-4ADA(4232). Persons who are deaf or hard of hearing may make a request by calling the Washington State Relay at 711.

**Title VI Notice to Public:** It is the Washington State Department of Transportation’s (WSDOT) policy to assure that no person shall, on the grounds of race, color, national origin or sex, as provided by Title VI of the Civil Rights Act of 1964, be excluded from participation in, be denied the benefits of, or be otherwise discriminated against under any of its federally funded programs and activities. Any person who believes his/her Title VI protection has been violated, may file a complaint with WSDOT’s Office of Equal Opportunity (OEO). For additional information regarding Title VI complaint procedures and/or information regarding our non-discrimination obligations, please contact OEO’s Title VI Coordinator at (360) 705-7082.

## APPRENTICESHIP UTILIZATION CONFORMANCE ON PUBLIC WORK CONTRACTS

Date: June 16, 2017

Public work contracts administered by WSDOT currently require 15 percent of the total labor hours be performed by state-approved apprentices for projects estimated to cost \$3 million or more. The Washington State Department of Transportation (WSDOT) met with the Department of Labor and Industries to discuss industry concerns regarding compliance with requirements pertaining to WSDOT's apprenticeship utilization program.

The regulation in question relates to working an apprentice outside of their approved work process as outlined in their standards of apprenticeship. Registered apprentices are employed to learn a specific apprenticeable occupation. They are required to sign an agreement that they will perform their apprenticeship in conformity with the Washington State Apprenticeship and Training Council (WSATC) approved standards in a specific trade. Under the current law, a bidder on a public works project is not considered a responsible bidder and qualified to be awarded a public works project if found to have worked apprentices outside their approved work processes during the year preceding the bid solicitation. Additionally, work performed by a registered apprentice that is outside of their approved work processes would not count towards a public work contract's apprenticeship utilization requirement.

Apprenticeship program Sponsors and their partner employers (Training Agents) share the responsibility for training apprentices in the work of the trade they agreed to learn. Training Agents are not permitted to work an apprentice outside of the work of their occupation as stated in the work processes outlined in the Standards of Apprenticeship. Apprenticeship violations on public works contracts will be addressed in accordance with WAC 296-05-015; consequences may include prohibition from bidding on future projects per RCW 39.12.055 and failure to meet responsible bidder status per RCW 39.04.350. Please direct apprenticeship compliance concerns to the Department of Labor and Industries' Apprenticeship Division.

Additional information regarding the Apprenticeship Program is available at:


<http://www.lni.wa.gov/TradesLicensing/Apprenticeship/default.asp>

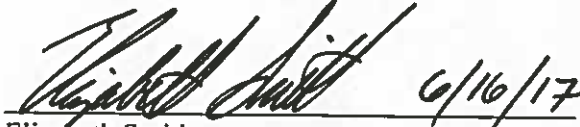
<http://www.wsdot.wa.gov/Business/Construction/ApprenticeshipProgram.htm>

If you have any questions regarding this information, please contact:

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Wash. State Dept. of Labor & Industries  
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[Jody.Robbins@Lni.wa.gov](mailto:Jody.Robbins@Lni.wa.gov)

  
Robert E. Christopher III, P.E. Date 6/19/17  
Director of Construction Division  
Washington State Dept. of Transportation

  
Elizabeth Smith Date 6/16/17  
Assistant Director, WSATC Secretary  
Washington State Dept. of Labor & Industries