



**2017 Annual Report
WSDOT Office of Equal Opportunity
On-the-Job Training Support Services Program**

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Background

As required by Revised Code of Washington (RCW) *47.01.435 Highway Construction Workforce Development – Reports*, the Washington State Department of Transportation (WSDOT) in coordination with the Washington State Department Labor and Industries (L&I) is required to submit a report to the legislature annually which outlines progress related to highway transportation workforce development. This statute furthers Washington State’s commitment to the On-the-Job-Training Support Services (OJT/SS) Program. This statute requires WSDOT to expend federal funds received under 23 USC Section 140(b) to increase diversity in the highway construction workforce. To effectively utilize all available resources to deliver the most comprehensive services available, this statute creates a collaborative effort between WSDOT and L&I. WSDOT and L&I provide services to prepare individuals interested in entering the highway construction workforce. These services include pre-apprenticeship programs, pre-employment counseling, orientation to the programs, basic skills improvement classes, career counseling, remedial training, entry requirements, transportation assistance, child care, jobsite mentoring, retention services, safety equipment and tools.

ESB 5096, Section 217 (1) requires reporting on the grant program funded through the Connecting Washington Program (Pre-Apprenticeship & Support Services). The Washington State Department of Transportation is required to report on grants that have been awarded and the amount of funds disbursed to organizations that are providing On-the Job Training and Support Services.

WSDOT Office of Equal Opportunity – On-the-Job Training Program Pre-Apprenticeship & Supportive Services Grant 2017-2019 Award Information

The following statewide organizations were awarded PASS grant funding through a competitive selection process for the 2017-2019 biennium. Grant contracts began in July of 2017, with training schedule start dates varying by organization based on their current schedules.

Pre-Apprenticeship Construction Education (PACE) - \$120,000

PACE is an 11-week apprenticeship preparation program focusing on training diverse students, especially those who are low-income, minority, female, ex-offenders, or veterans. The curriculum includes tool use, material handling, basic construction skills, trades math, tours of jobsites, apprenticeship programs, and preparation for the apprenticeship application process. PACE has an 86% graduation rate and serves students from King, Pierce, Snohomish, Thurston, and Kitsap counties.

JM Perry Technical Institute - \$300,025

JM Perry Technical Institute is proposing to provide outreach, recruitment, and training for individuals interested in the highway construction trades through three training programs: Agriculture Equipment Technician, Construction, and Electrical. The Agriculture Equipment Technician program will prepare students interested in becoming a technician focused on heavy equipment repair, including the mechanical skills identified as in demand for highway construction trades.

Spokane Community College - \$50,000

SCC's Skills Trade Preparation Program (STP) will be supplemented with support services funds to provide equipment, transportation assistance and childcare to individuals enrolled in construction trades training.

Pacific Northwest Ironworkers - \$204,522

The PNW Ironworkers four-week training program will prepare participants to work as an Ironworker and provide employment opportunities upon completion of the program. Under the grant, the program will expand participation in areas of Southwest and Eastern Washington, connecting with existing Ironworker training programs in those regions.

Apprenticeship and Non-Traditional Employment for Women – \$678,110

Last year, WSDOT began a pilot program with Apprenticeship & Non-Traditional Employment for Women (ANEW). WSDOT will continue this pilot which involves an extensive collaboration between ANEW, Carpenters-Employers Apprenticeship & Training Trust Fund, Cement Masons and Plasterers Training Centers of Washington, Juvenile Rehabilitation, Department of Corrections, State Board of Community Colleges, and King County Community Services Division. The pilot concept will continue to utilize ANEW's pre-apprenticeship program to teach students soft skills, trades math, as well as basic hand and power tool skills for the first nine weeks. For the second phase of the training, students that opt into a specialized trade pre-apprenticeship will receive additional program related training by the Carpenters and Cement Masons. Upon completion of both programs and successful demonstration of skills, the students will earn direct entry into the selected apprenticeship program. The pilot includes a partnership with the Department of Corrections, the State Board of Community and Technical Colleges and Juvenile Rehabilitation to incorporate recognized pre-apprenticeship programs in correctional facilities and pathways to jobs after release. Youth will also be targeted through a partnership with the King County Community Services Division to provide several two-week long Career Exploration cohorts and work-based learning internships. The pilot proposal was competitively scored with all received applications.

PASS Grant 2015-2017 Progress Report

The following projects were awarded under the 2015-2017 PASS grant program. Program delivery began July 1, 2016, and completed June 30, 2017.

ANEW (King County) - \$89,378

JM Perry Technical Institute (Yakima County) - \$88,107

Spokane Community College (Spokane County) - \$62,505

Cooper Zietz/Akana (South West Washington) - \$120,000

In addition, each of the following programs received \$33,336 for tuition assistance and supportive services for students enrolling in their pre-apprenticeship program:

- Seattle Vocational Institute Pre-Apprenticeship Construction Training (PACT) program
- Tulalip Vocational Training Center
- King County PACE (Pre-apprenticeship Construction Education) Program

PASS Grant Awardees Project Summary FY 2015-2017

Approximately 273 students enrolled in the seven WSDOT funded provider programs, and an estimated 206 graduated, demonstrating an overall program pre-apprenticeship graduation rate of 76%. Of the students graduating from the pre-apprenticeship programs, an estimated 95 (46%) moved into a state recognized apprenticeship program. A number of the students (25, or 12%) who graduated the pre-apprenticeship program didn't enter the apprenticeship programs, but they did enter directly into construction jobs, as they had the pre-requisite skills to be successful with direct entry.

Under PASS grant guidelines, a student is eligible to receive funding for training and support services if they are a minority, female or have a social or economic disadvantage.

Akana, Vancouver - \$120,000

Description of Project:

The program consisted of two pre-apprenticeship training classes focused on training and job readiness support for women, minority, and economically disadvantaged individuals. Major elements of the project included outreach and recruitment, pre-apprenticeship training, job placement assistance, job readiness support (e.g. tools, boots, protective clothing, travel assistance, etc.), mentoring, case management, as well as project management and reporting.

Akana partners or conducts outreach with the following organizations: Washington State Department of Social & Health Services, Clark County Community Services, Salvation Army-Women's Ministries and Social Service Programs, WorkSource, Boys & Girls Club, Vancouver Housing Authorities, Share Programs, YMCA-Independent Living Skills Program, Goodwill Employment Assistance, Clark College Veterans Resource Center, and Work Source Veterans Assistance Program.

Results:

Akana offered a nine-week pre-apprenticeship course three times a year. These classes averaged 23 students each, with a graduation rate of 78%. Of these classes, 22% of the students were placed directly into apprenticeship programs including Carpenters, Laborers, and Electricians. For 2017, Akana's total student enrollment supported with PASS funds was 23.

ANEW, Renton - \$127,378

Description of Project:

ANEW will continue to address the lack of gender diversity in the construction workforce, and provide programs that tackle the challenges faced in a male-dominated industry by developing a pre-apprenticeship program that focuses on proven strategies for improving the pipeline into construction jobs for women. The program will provide women who are interested in pursuing a career with the highway building and construction trades, and who meet the minimum student participation requirements, an opportunity to participate in a training program. In this program,

they will receive intense training and the curriculum focuses on job readiness, technical skills coursework (concrete flatwork, blueprint reading, site plans, site work, tools use, etc.) & Occupational Health & Safety Administration (OSHA) 10 certification, as well as interviewing skills, life skills & career exploration. Trainees will be provided assistance to become placed into Washington's highway construction trade unions, apprenticeship programs and with WSDOT highway construction contractors.

The expansion will include serving the Finishing Trade Institute and Construction Industry Training Council with support services and retention services for the apprentices enrolled in their respective program in the expanded counties of Thurston, Benton, Franklin, Kitsap, and Yakima. The expansion will also serve the women completing the Trades Related Apprenticeship Coaching Program at the Washington Correction Center for Women with support and retention services.

The expansion will also increase the number of women trained in the Trades Rotation Program by 25%, including a training program expansion serving women of Pierce County in collaboration with Clover Park Technical College. In addition, the expansion will include the enrollment and case management of ten immigrants through training, support services, employment placement and retention services.

Results:

ANEW offered an eleven week pre-apprenticeship course four times a year. These classes averaged 23 students, with an average graduation rate of 87% per class, and placed over 60% of their students into apprenticeship programs including Carpenter, Electrician, Ironworker, Sheet Metal Worker, Operator, Insulator, Roofer, Heating and Frost, Plumber and Laborer. Some of the remaining students are currently awaiting entry into labor training programs. ANEW's total student enrollment for 2017 supported with PASS funds was 82.

JM Perry Technical Institute, Yakima - \$88,107

Project Description:

JM Perry Technical Institute's project will train individuals for the highway construction trades through the addition of a construction program that began in October 2016. The program has been approved as a one-year training that will prepare students for entry-level work, providing students with a broad base of knowledge and skills necessary for employment including learning about layouts, blueprints, tool usage, safety, and concrete. As with all JM Perry Technical Programs, the construction program will also encompass the soft skills that result in effective employees. The training will be operated much like a jobsite with students dressing appropriately, clocking in and out and with strict behavioral and conduct standards, including participation in random drug testing. The importance of safety will be incorporated into every aspect of the training. The program is open to 20 students and will take place on the JM Perry Technical Institute campus. Upon successful implementation, JM Perry Technical Institute will determine whether or not it is feasible to expand the program to reach more students.

In addition to the technical skills training, JM Perry Technical Institute will work with students to help them understand the employment opportunities available to them and help them prepare for careers in fields such as the highway construction trades. This exposure will occur through

speakers on the highway construction trades, a field trip to job sites and participation in relevant career fairs. JM Perry Technical Institute's career services department work with individuals on job searches, resume preparation, and interview skills.

JM Perry Technical Institute will work with the Association of General Contractors Apprenticeship Center and help students understand the program and benefits available to them. For students interested in pursuing this path, Perry will facilitate having an AGC Apprenticeship representative on campus to answer questions and facilitate recruitment.

Results:

JM Perry Technical Institute offers one pre-apprenticeship class for a school year. This year's class had 17 students with a graduation rate of 83%, with all 14 graduating students placed into construction jobs. Due to the structure of their program, the majority of students are still enrolled in school but have been placed in construction internships. JM Perry Technical Institute total student enrollment served under the PASS grant for 2017 was 17.

Spokane Community College, Spokane - \$62,505

Project Description:

This project is designed to strengthen the pathways for women and minorities into apprenticeship trade programs through our pre-apprenticeship program and to help the students obtain employment in the construction trades. The grant will provide support services and necessary classroom equipment to prepare students for entry into the trades.

Several partnerships have been created that will be valuable to this project and will strengthen SCC's partnerships. The STP Navigator is provided through a partnership with Work Source. The Next Generation Zone (through North East School District 101) will provide training for their students in areas they currently do not train in (flagging and fork lift driving) and will refer students to the STP program as appropriate. This endeavor will strengthen our partnership with the Apprenticeship Training Council by providing more students financial assistance as they enter their programs.

Results:

SCC offers ten-week pre-apprenticeship courses four times a year. These classes averaged 23 students each with graduation rates averaging 56%, placing an average of 60% of their students into apprenticeships. SCC's total student enrollment served under the PASS grant in 2017 was 43.

Pre-Apprenticeship Program Tuition Assistance

The TERO Vocational Training Center (TVTC) program, operated by the Tulalip Tribe, the Seattle Vocational Institute (SVI) and the Pre-Apprenticeship Construction Education Program (PACE), received \$33,336 each to support the current programs and provide tuition assistance support for those that need help paying for training. These three programs will be reporting on fund use similar to other grant recipients.

SVI – PACT offers a ten-week course where students earn a short-term certificate in a Pre-Apprenticeship Construction. These classes occur two times a year and can have up to 18 students in each class. Graduation rates average over 60%. Thirty five percent of these students are placed directly into apprenticeship programs including the Carpenters, Lathing, Acoustical and Drywall (LADS) and Laborers. PACT’s total student enrollment for students served under the PASS grant was 21.

PACE offers eleven-week courses twice a year, offering both pre-apprentice and equipment certifications. The classes average 26 students with an average graduation rate of 85%. On average, 28% of students were placed into apprenticeship programs and 36% went directly to construction related jobs, with the majority of those placed in apprenticeships going into Electrical and Labor programs. Of those not yet placed into apprenticeship programs, the details include those awaiting entry into trade of choice, individuals needing additional barrier removal, and some awaiting prison release for program entry. PACE’s total student enrollment served under the PASS grant was 26.

Tulalip TVTC offers 14-week courses twice a year, and offers equipment certifications. These classes averaged 22 students, with an average graduation rate of 77%. On average, 40% of these students were placed in apprenticeship programs. TVTC’s total student enrollment under the PASS grant was 43.

WSDOT/Pacific Northwest Ironworkers Pilot Program

Project Description:

WSDOT developed a pilot program with an allocation of \$225,000 to two community organizations that work specifically with immigrant populations in King County; Partner in Employment, in partnership with the South King County Emerging Community for Equity; and the Coalition of Immigrants, Refugees and Communities of Color. These two organizations are familiar with the unique needs of the members of these communities. A partnership with the Ironworkers was also created as part of this program to provide direct training and job placement opportunities. The intent of this pilot program is to develop a new model for partnership that community organizations can use to learn how to create programs and partnerships with apprenticeships that will qualify for grant assistance to connect their community members with the heavy highway construction industry.

Results:

Since August of 2016, WSDOT has sponsored two training classes, with 28 individuals completing the training, and 25 of those are currently employed as Ironworker Apprentices. The chart below shows the total wages earned to date for both classes.

WSDOT Training Investment	Class Start Date	Graduated	Total wages & fringe as of August 2017
\$ 34,910.31	8/29/2016	13	\$ 239,451.78
\$ 48,052.39	2/2/2017	15	\$ 298,447.83
\$ 82,962.70		28	\$ 537,899.61

Through the Connecting Washington Program, WSDOT invested \$82,962.70 in training costs for this pilot program, and the wages of the graduated ironworkers was \$537,899.61 – a 548% return

on investment. Partner in Employment and the Coalition of Immigrants, Refugees and Communities of Color provided outreach and recruitment for the first group that went through training in September of 2017 at a cost of \$55,000. The second training class that started in February 2017 was selected from the Ironworkers waiting list and recruited from the existing Seattle area pre-apprenticeship program graduates.

The majority of these students faced significant barriers while attempting to find employment. Typical barriers for low-income individuals trying to find better paying jobs are:

- Lack of reliable transportation
- Gas money
- Proper safety equipment
- Work boots
- Language barriers
- Overcoming driver's license issues

After employment, these same barriers cause issues with their ability to maintain their jobs. WSDOT works with our partners to provide retention assistance to support these individuals with continued employment in the highway construction trades.

The program made a significant impact on individuals who were dependent on social programs, working multiple low wage jobs to support their family, or were unemployed. From the PASS Program, they received trade specific training in four weeks that gave them the ability to make \$25.63 per hour with regular wage increases. The wages created through these jobs will not only support their families in a more meaningful way, but now these individuals contribute to the local economy and have reduced or eliminated dependence on public assistance. Below are some success stories from the program:

- One participant entered the program with their spouse.
- One participant did not have their driver's license and grant funds paid for driver's training.
- A portion of one month's housing cost was provided.
- Gas cards were provided while waiting for their first paycheck.
- Safety equipment was provided for both individuals.
- WSDOT invested \$1,300 in support services for this couple.
- One spouse's wages since November of 2016 are \$57,932, and the other has earned \$54,292 since September 2016.

**WSDOT Office of Equal Opportunity
FHWA On-the-Job Training Support Services Program**

For Federal Fiscal Year (FFY) 2017, WSDOT received funds from the Federal Highway Administration (FHWA) for the OJT/SS program through an allocation formula in the amount of \$117,801.

Program Summary

The primary goal of WSDOT's OJT/SS program is to prepare minorities, women and other disadvantaged individuals in highway engineering, construction and construction-related fields for employment with prime contractors, municipalities and state government.

The WSDOT 2017 Statement of Work continues to utilize a pre-established foundation of successful relationships with pre-apprenticeship providers (e.g., SVI, ANEW, Tulalip Tribes, etc.) as well as public and statewide partners that assist WSDOT in a networked service delivery model to reach the goal of establishing a highly successful highway workforce development program.

Washington State is experiencing new growth in the construction sector, which has spurred a shift in the previous focus of the OJT/SS program from recruitment to assisting with retention, placement, and the continued employment of minorities and women in the trades. The rebound of the construction industry has contractors, union, and trade organizations alike struggling to replace the retiring workforce and meet additional workforce demands, which are already reaching deficit levels in the Puget Sound area. Women and minorities continue to be disproportionately represented in the State's construction workforce compared to the diverse demographic population of the State of Washington.

This year has seen a dramatic increase in agency and partner collaboration statewide, and this has had the effect of dramatically shifting progress in areas such as outreach and recruitment. Continued support for apprentices once they are working continues to be an issue, as retention statistics are low. Approximately 50% of all apprentices (minority, female and white male) are canceling out of apprenticeship programs before they reach Journeyman status.

Progress of the performance period of 2017 includes an increased regional and statewide collaborative effort and partnerships in the region to improve the quality of training, support service and job placement efforts. These efforts are outlined in the information provided in this report.

Program Goals

WSDOT has identified goals that are designed to have the greatest impact in educating minorities, females and other socially and economically disadvantaged individuals about careers in the heavy highway construction trades; assisting in removing barriers for these individuals so they can pursue training; and providing support during the first year of employment as an apprentice or trainee.

WSDOT will continue to expand coordination and partnership efforts statewide to include state agencies, community based organizations and other qualified service providers. Coordination of efforts will result in more efficient use of funds, create sustainable partnerships and lead to higher success in outreach efforts.

Through partnerships with community, city, county, and state organizations, WSDOT will continue to coordinate services in an effort to eliminate duplication of services that other state and local agencies are providing, and create unified partnerships at the regional and statewide levels with colleges, workforce development councils, unions, apprenticeship and other agencies. Through regional partnership efforts, of which WSDOT has been a part, systems are being developed to provide assistance with barriers such as driver's license reinstatement. DSHS has services available for worker retraining that include supportive services and assistance with child support and job search and placement assistance. An increased focus on coordination of programs will not only increase sustainability, long-term success, and provide a less complicated pathway to services, but it will increase the number of training program options available for individuals statewide.

WSDOT developed a plan to achieve the following five goals during October 1, 2016 through the September 30, 2017 performance period:

Goal 1

Development and implementation of outreach services coordinated with the DSHS Employment Pipeline, Workforce Development and other agencies that service job seekers and other similar organizations to allow for recruitment from this ready-made "pool" of qualified individuals taking part in dislocated worker and worker retraining programs. Community organizations will be utilized to assist in identifying individuals and helping to direct them to services and training as appropriate. Recruitment and outreach efforts will continue to be expanded into disadvantaged populations such as immigrant communities, disadvantaged youth and those transitioning back into society from incarceration.

Accomplishments

Increased coordination with other state and local agencies through the Regional Public Owners (RPO) group has led to discussions and establishment of a work plan to create new ideas to meet the challenge of increased demand for apprentices statewide. The RPO group is in the process of aligning priorities across agencies for the purpose of funding and supporting pre-apprenticeship and apprenticeship training programs that have the ability to provide outreach, recruitment, and training to qualified individuals.

In addition to WSDOT's coordination with the RPO group, WSDOT continues participation in the Regional Pre-Apprenticeship Collaboration (RPAC). The RPAC has progressed steadily this past year, creating a charter, by-laws and establishing committees to drive the mission and direction of the collaboration. The goal of RPAC was to bring training programs, community service organizations, Labor, contractors and others with an interest in supporting the recruitment, training and continued support of those interested in entering apprenticeship together to discuss and find solutions for these issues. The group focuses on addressing areas such as barriers to employment and connecting program graduates with employment. The RPO

group is a part of this collaboration, and both groups are working together to address the issues of putting qualified minorities, females and other disadvantaged individuals to work in the construction trades while addressing the upcoming construction workforce shortages.

WSDOT continues to support the three statewide Construction Career Days (CCD). Events are held in Spokane (900 students in attendance), Seattle (500 students in attendance) and the Tri-Cities (600 students in attendance). Pizza, Pop, and Power Tools (400 students in attendance), an event sponsored by Spokane community College’s Skilled Trades Program for eighth grade girls, was supported as well.

On April 11, 2017, WSDOT established a CCD in Southwest Washington. Over 900 students attended this first event, and contractors and educators were supportive and excited about a construction education event being established in Southwest Washington. Transportation costs were paid to the Evergreen School District to assist with getting students from their schools to the event.

Details are listed below for expenses for each event. Due to additional funding being left over in the scholarship fund, the Spokane, Tri-Cities and Seattle CCD events were allocated an additional \$1,000 each to cover expenses.

Date	Location	Purpose	Amount
10/4/2017	Tri-Cities (Pasco)	Fairground Rental	\$ 1,250.00
		Security	847.91
10/4/2017	Seattle	Fairground Rental	2,000.00
10/11/17 and 10/12/17	Spokane	Fairground Rental	2,000.00
5/26/2017	Pizza, Pop and PT, Spokane	Equipment Rental	500.00
4/11/2017	Evergreen School Dist.		432.45
Total all events			\$ 7,030.36
Amount Allocated			\$ 5,000.00

Goal Two

Marketing and promotion of the program by utilizing multiple media sources and different types of events and venues, taking advantage of technology to create informative program information. Target tailored recruiting efforts to the desired audience, considering age, preferences for social or printed media, etc.

Accomplishments

Increased collaboration between the RPO and the RPAC have brought multiple partners together to promote apprenticeship programs and resources available for entry into training and a successful apprenticeship program. The pre-apprenticeship programs and community groups, such as Urban League, have taken the responsibility for targeted outreach to recruit qualified individuals, and creating advertising through WSDOT in addition to these services is not necessary at this time. WSDOT will continue to work in collaboration with these groups and support organizations that were recipients of WSDOT’s Pre-Apprenticeship and Support

Services Grant (PASS) state funding. This collaborative approach is creating a more systematic and specialized way of coordinating services of outreach and recruitment, and creating a network of resources to better support minorities and females interested in entering the highway construction trades.

Goal Three

Develop a contract for award to provide recruitment, training and job placement services.

Accomplishments

It has been shown that higher vetting standards in training programs lead to higher retention rates across apprenticeship preparation. Also contributing to successful program completion is the use of a case management approach that includes navigation type services. WSDOT proposes the following program be competitively secured to provide recruitment from disadvantaged populations of females and minorities that are presently underemployed and unemployed.

The consultant, ANEW, was selected through competitive solicitation, and the contract was awarded for three years. Contract delivery began in April of 2017, and the following provides an overview of the services and contract spending through September.

ANEW Program Summary April – September 2017

Recruitment, Outreach & Partnership Building

- April – ANEW participated in 6 outreach events
- May - ANEW participated in 11 outreach events
- June - ANEW participated in 5 outreach events
- July - 7 orientations were offered with a total of 15 attendees
- August - 10 orientations were offered with a total of 27 attendees
- September - 8 orientations were offered with a total of 50 attendees

Curriculum and Training - April – June

Enrolled into Training: 22

Graduated: 17

Number of hours in Training: 368

Number placed in construction: 14

Curriculum and Training – July - September

Enrolled into Training: 15

Graduated: 13

Number of hours in Training: 315

Number placed in Construction: 8

Cost of the contract by month is broken down below.

Date	ANEW billed amount
4/1/2017	\$ 5,027.00
5/1/2017	\$ 8,239.16
6/1/2017	\$ 5,361.83
7/1/2017	\$ 15,237.68
8/1/2017	\$ 14,233.44
9/1/2017	\$ 31,907.09
Total	\$ 80,006.20

Goal Four

Provide supportive services in the form of limited tuition and program assistance for highway construction-related existing pre-apprenticeship training programs. This will include providing support for training programs in the form of classroom materials related to training, limited equipment rental, and other approved activities that are designed to increase the overall participation of minorities and women in federal-aid highway construction projects. Priority will be given to programs in areas of the state where there are limited opportunities to participate in pre-apprenticeship and apprenticeship training or to females and minorities in need of assistance with no other funding alternatives.

Accomplishments

Provided \$5,000 in tuition assistance to the ANEW program. Assistance was used for five women to help pay for training costs associated with the 11-week program. In addition, ANEW provides needed equipment and support services during training and into the first two years of apprenticeship. All five of these women were reported by ANEW to be employed as apprentices as of July 1, 2017.

Tuition Assistance ANEW \$5,000 Cohort 90			
Last Name	Ethnicity	Gender	Amount Requested
Student 1	Caucasian	F	\$1,000
Student 2	Caucasian	F	\$1,000
Student 3	Asian	F	\$1,000
Student 4	Caucasian	F	\$1,000
Student 5	African-American	F	\$1,000
Total			\$5,000

Goal Five

Continue to develop the scholarship program to provide assistance to individuals interested in attending a preparation program in the identified highway construction areas OJT supports. A pre-determined number of scholarships will be available, with criteria for

application, selection and award developed. Relative applicant information will be collected, and tracking from enrollment through program completion and employment will be gathered to determine usefulness and effectiveness of a scholarship program. (Limits on awards, variety of programs) tracking reporting information collecting.

Accomplishments

Two scholarships were awarded in January of 2017:

- \$4,637.67 was awarded to a Hispanic male to complete his final quarter of the Electrical program at Perry Technical Institute in Yakima.
- \$3,000.00 was awarded to a female to participate in the Heavy Operators' Equipment training offered through the Association of General Contractors (AGC) in Spokane, Washington.

The scholarship budget for FFY 2017 was \$14,000, with \$7,637.67 being awarded as outlined above. Two other scholarships were received, but denied funding because the applicants did not follow through in providing required information.