

***Office of Labor Relations
Workforce Development Update***

*System Expansion Committee Meeting
Leslie Jones, Chief Labor Relations Officer
Chris Elwell, Deputy Director, Labor Compliance*

August 13, 2020



Why we are here

- Present information to you about the workforce development initiatives supported by the Board in 2017
- Discuss the efforts undertaken to establish and maintain a workforce that is reflective of the region
- This presentation is for your information only – no decisions needed

Pre-Apprenticeship Video



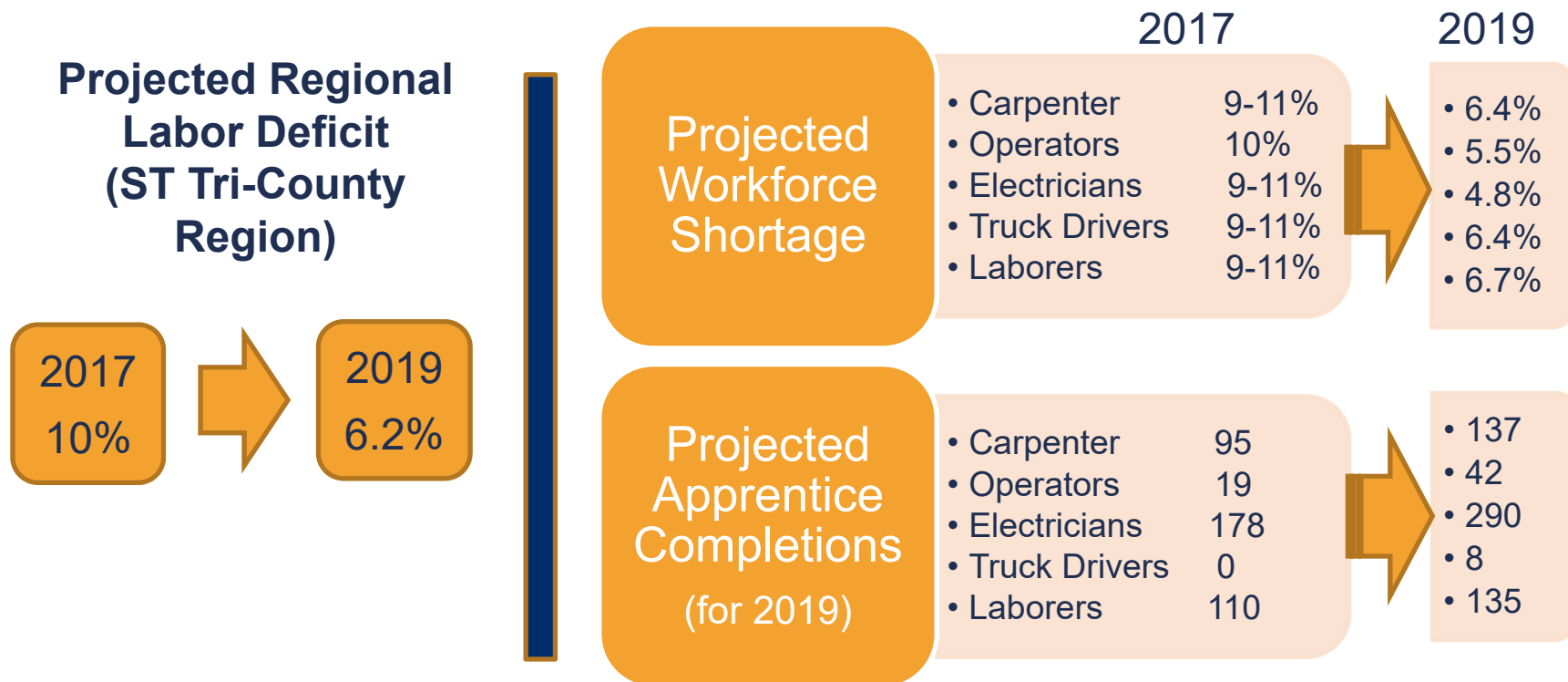
2017
Construction Workforce Analysis

The Problem (2017)

“Regionally, there is forecasted to be a construction occupational supply shortage of 9%-10% during the 2018-2042 period.”

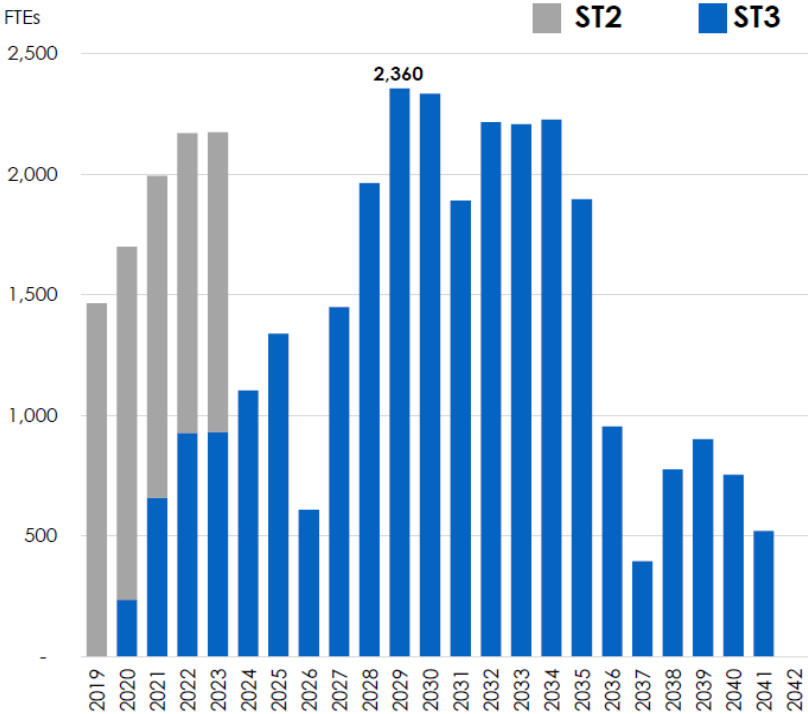
*—Sound Transit ST3 Workforce Analysis,
March 2017 by Community Attributes Inc. (CAI)*

CAI Comparison Highlights 2017 & 2019



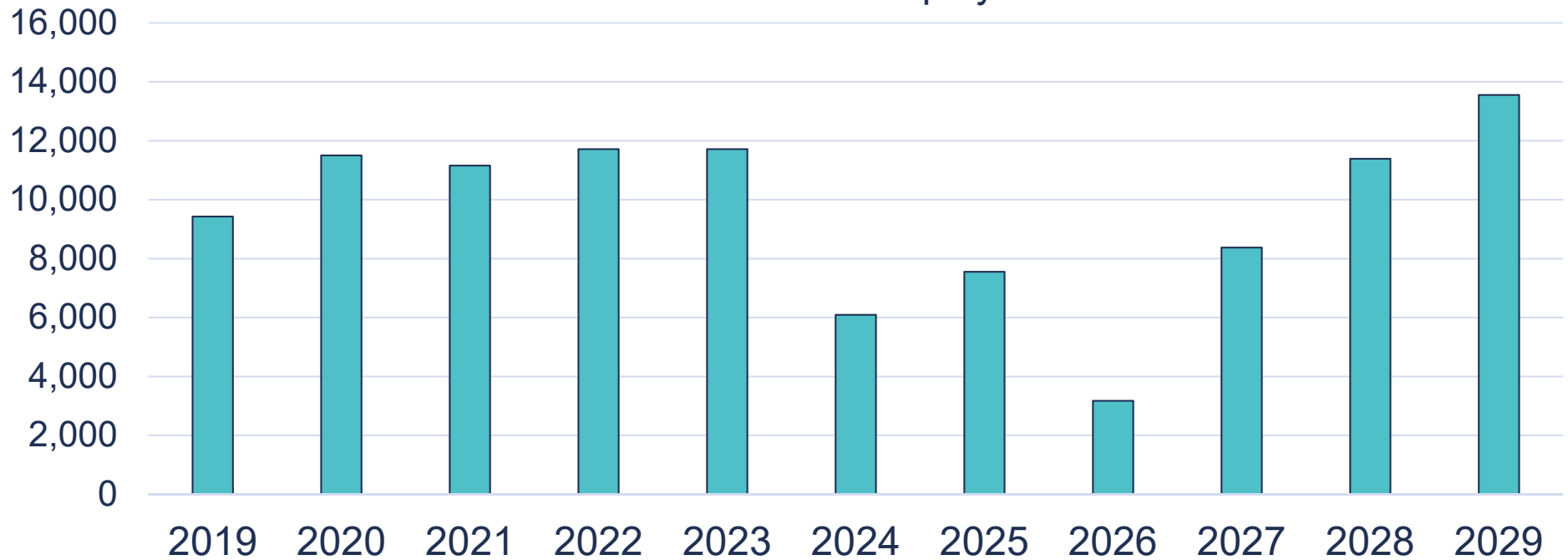
Sound Transit Construction Worker Demand

Estimated FTEs by Year, 2019 - 2042



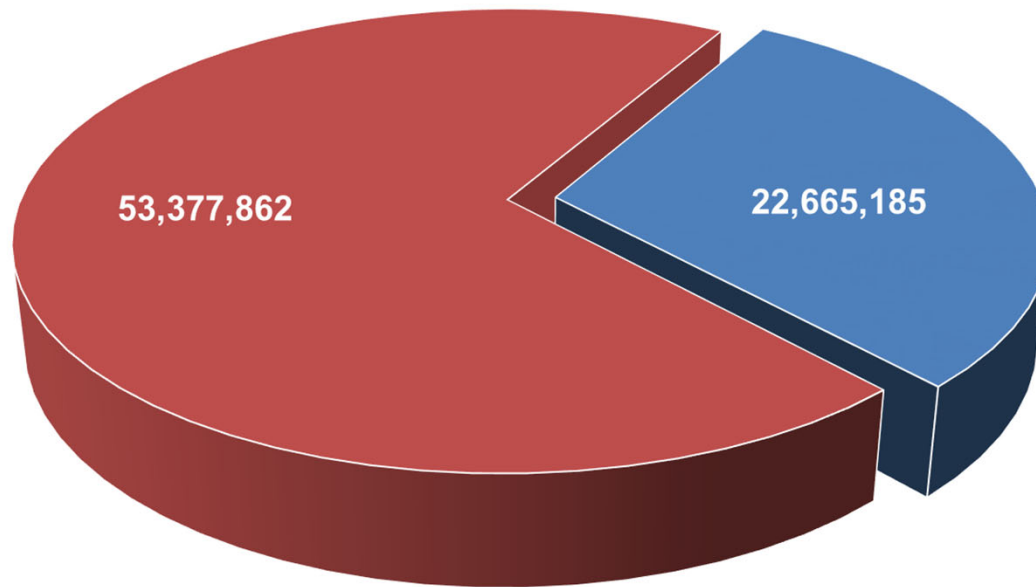
ST Construction Workforce Demands

Estimated Employee Count



Workforce & Economic Development

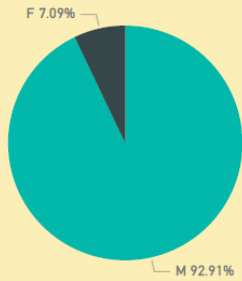
Sound Transit System Expansion Hours Through July 2020



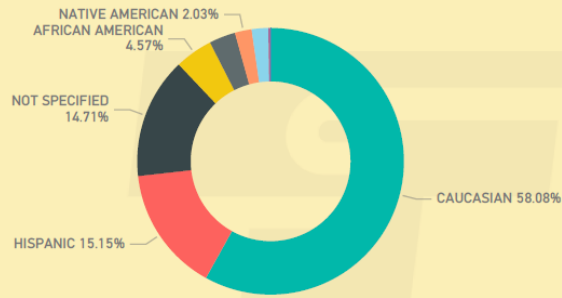
■ Hours Worked on ALL PLA Construction to Date ■ Estimated Hours Remaining

Labor Compliance Dashboard

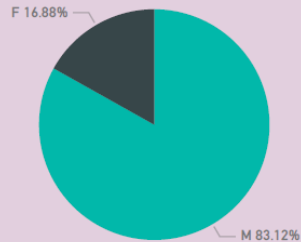
Total Hours by Gender



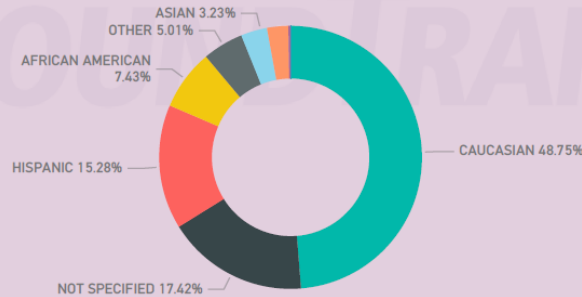
Total Hours by Ethnicity



Apprentice Hours by Gender



Apprentice Hours by Ethnicity



Project Name

- Tacoma Trestle Track & Signal Project
- T-100 Tacoma Link Extension
- R-200 Redmond Link Extension
- Puyallup Station Access Improvement
- N-830/E-750 Northgate & East Link Systems
- N-180 Trackwork from UWS to NGS
- N-160 Northgate Station, Elevated Guideway and Par...
- N-150 Roosevelt Station Finishes
- N-140 U-District Station Finishes
- M-200 - OMF East
- L-300 NE 200th Street to Lynnwood Transit Center
- L-200 Lynnwood Link Extension-Northgate to NE 200th
- L-115 Lynnwood Link Early Demolition
- Job Order Contracting - Facilities & Operations 2019

Total Wages Paid

\$452,628,328

Total Hours Worked

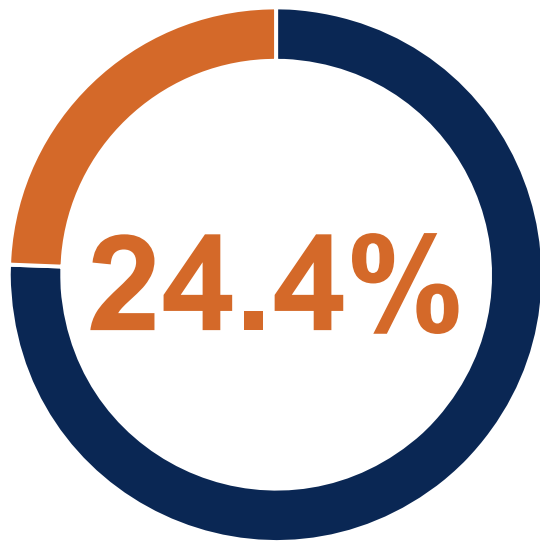
10,107,673

Total Number of Workers and Apprentices

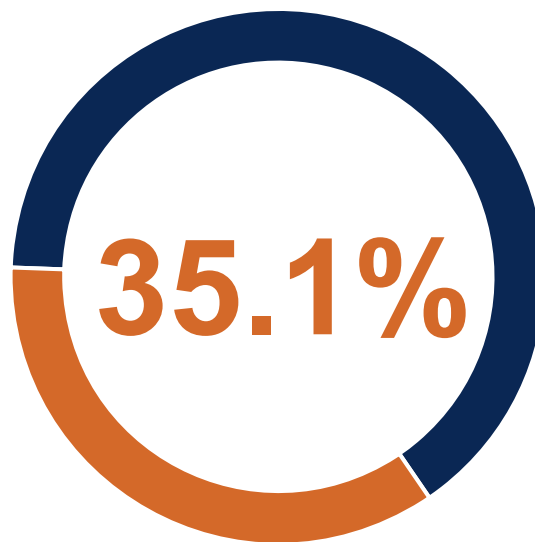
3,257

17,626

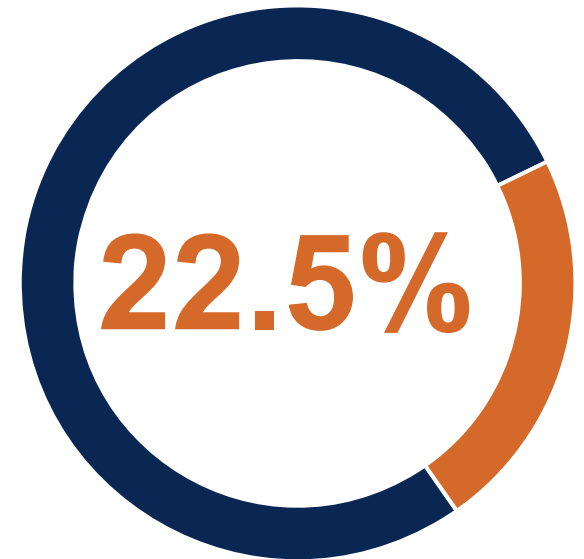
Where the ST construction workforce lives



Pierce County



King County



Snohomish County

Workforce Development Initiatives

Workforce Development Initiatives



Pre-Apprentice Training



Support Services



Respectful Workplaces/RISE Up



Mentorship Matters

Pre-Apprentice Training

Pre-Apprenticeship Programs



SEATTLE VOCATIONAL
INSTITUTE
One of The Seattle Colleges



Pre-Apprentice Training Highlights

Sound Transit supported

- *6 programs*
- *17 cohorts*
- *313 students enrolled*
- *228 graduated*

Focus on training for:

- *Foster/homeless youth*
- *People of color*
- *Women*
- *Under employed*

Pre-Apprentice Training Demographics

Participation by Race

- 76% people of color



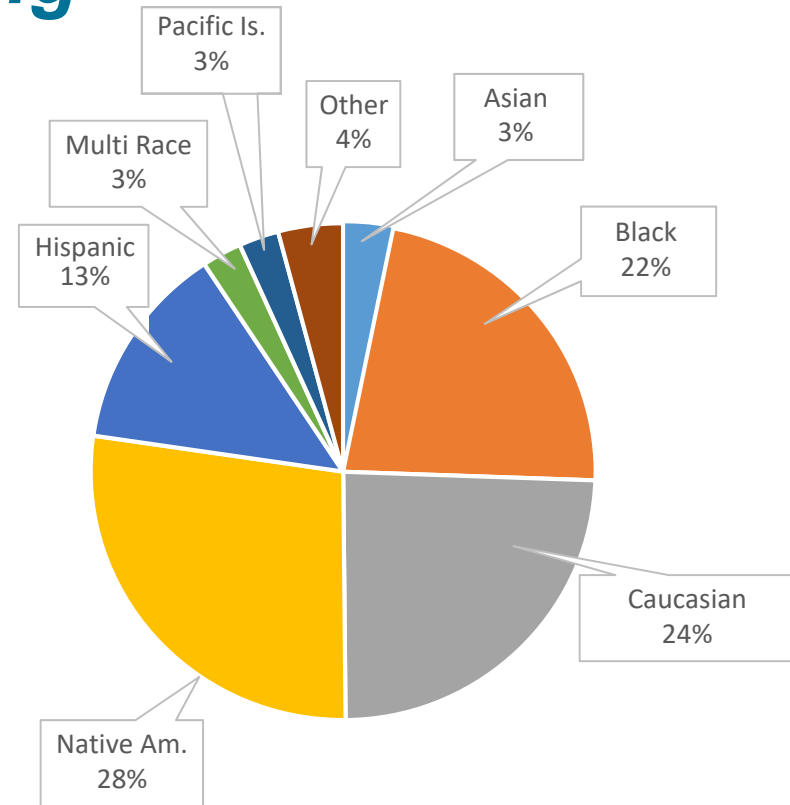
Participation by Gender



35%



65%



Pre-Apprenticeship Sponsorships

- ***TRAC – Trades Related Apprentice Coaching located in 2 women’s correctional facilities***
- ***Goodwill’s YouthBuild – Tacoma***
- ***RAP – Regional Apprenticeship Pathways – located in North Snohomish County***

Trades Related Apprentice Coaching (TRAC)



On Sound Transit project

- 13 TRAC graduates
- Working more than 15,000 hours
- Earning over \$509,000

Ali, a graduate from TRAC Mission Creek, joined local 528 and is working on the E130 Eastlink Extension project for Kiewit. She has worked over 2700 hours, earning over \$87k in wages.



TRAC student's giving ST staff a tour and proudly showing off the new Mission Creek facility they helped build with the sponsorship.

Support Services

Support Services

ANew / AOP

Support Services for pre-apprentices and apprentices in Pierce and Snohomish Counties

- 105 received support
- 42% POC
- 28% Women



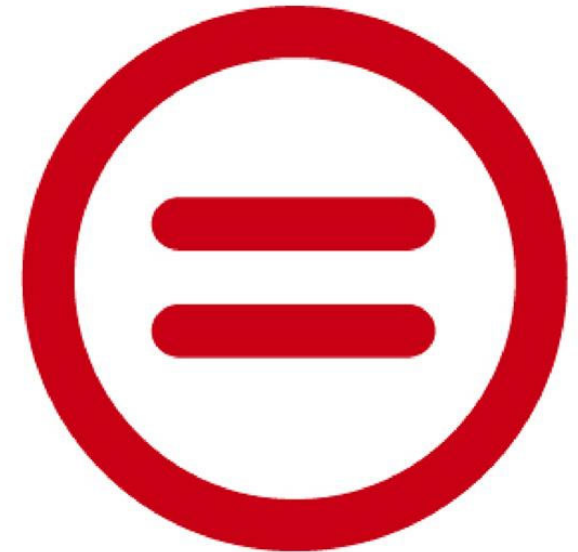
SOUND OUTREACH

Funding for support services for TOOL Center participants in Tacoma

- 27 received support
- 67% POC
- 29% Women

Support Services - Relicensing

- ***Partnership with Urban League of Metropolitan Seattle to provide relicensing services***
- ***Lack of valid driver's license is a barrier to enter a registered apprenticeship.***
- ***43 individuals have been re-licensed through 2019***



RISE Up!
(Respect, Inclusion, Safety, Equity)

Respectful Workplace Training

Changing Workforce Demographics

	Apprentice Hours		Journey-Level Hours		Combined Hours	
Total Hours	1,924,595.3		8,289,372.5		10,213,967.8	
People of Color	647,018.3	33.6%	2,118,711.2	25.6%	2,765,729.5	27.1%
Female Hours	324,212.6	16.8%	399,442.8	4.8%	723,655.3	7.1%

RISE Up! Training

- July 2020 rollout of RISE Up! training at L300 project
- Knowledge, tools and skills for front line supervisors
- Tool Box talks, jobsite posters & pocket cards



RISE Up! Training

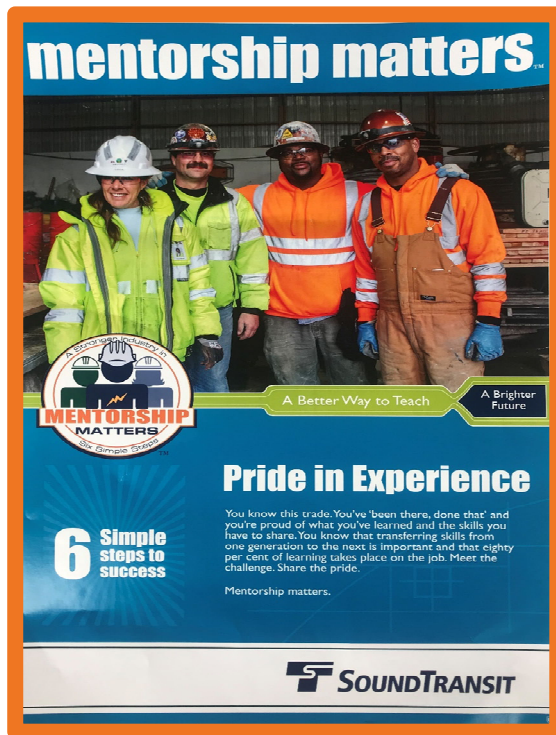
Training Components		
Awareness	Knowledge	Tools
<ul style="list-style-type: none">• Implicit Bias• Equity vs. Equality• Intention vs. Impact	<ul style="list-style-type: none">• Examples of bullying, hazing, harassment, discrimination and retaliation• Sound Transit respectful workplace expectations• Sound Transit policies and procedures	<ul style="list-style-type: none">• Conflict Resolution• Bystander Intervention• Giving & Receiving Corrective Feedback• Tool Box Talks

Next Steps

- ***RISE Up! training was held on the L300 project with Skanska's Construction supervision***
- ***Six additional training sessions have been scheduled with the following contractors:***
 - ***Absher, Hoffman, Kiewit, Stacy&Witbeck***

Mentorship Matters

Mentorship Matters Training



2019 Results:

- Workshops delivered to 7 project sites
- 100 apprentices and journey level workers participated
- Participant surveys have an average score of 4.8 (of 5) for apprentices, and 4.6 (of 5) for journey level

Apprenticeship Analysis

***Sound Transit hired
Community Attributes
Inc. to analyze
construction
apprenticeship
retention rates***

Sound Transit Construction Hiring Analysis

APPRENTICESHIP ANALYSIS

March 19, 2020

President & CEO:
Chris Mefford

Analysts:
Spencer Cohen, PhD
Zack Tarhouni
Tyler Coyle

Community Attributes Inc.
500 Union St, Suite 200
Seattle, Washington 98101
www.communityattributes.com

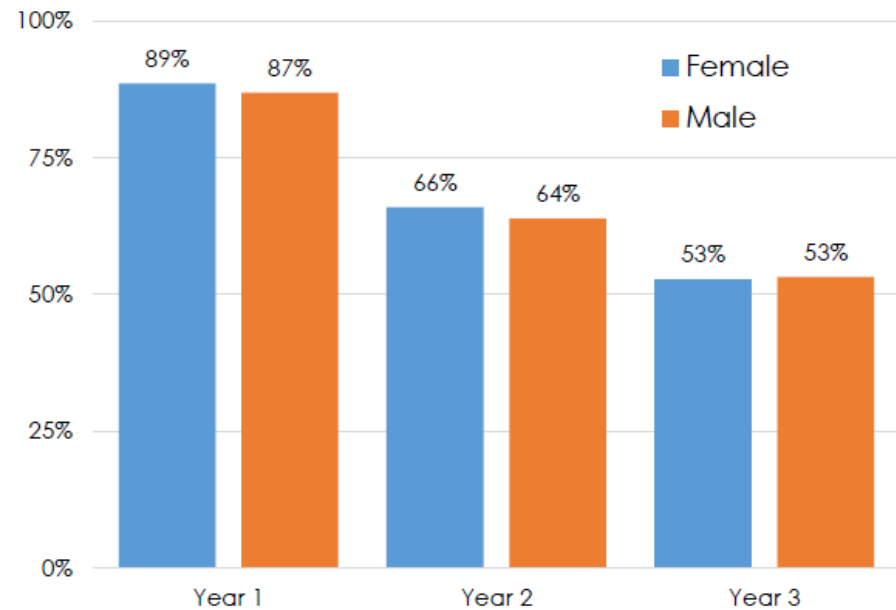


Retention by Gender

Retention rates for men and women are similar in King Pierce and Snohomish counties

EXHIBIT 6. AVERAGE RETENTION RATE BY GENDER

King, Pierce, and Snohomish Counties; 2014-2018 average

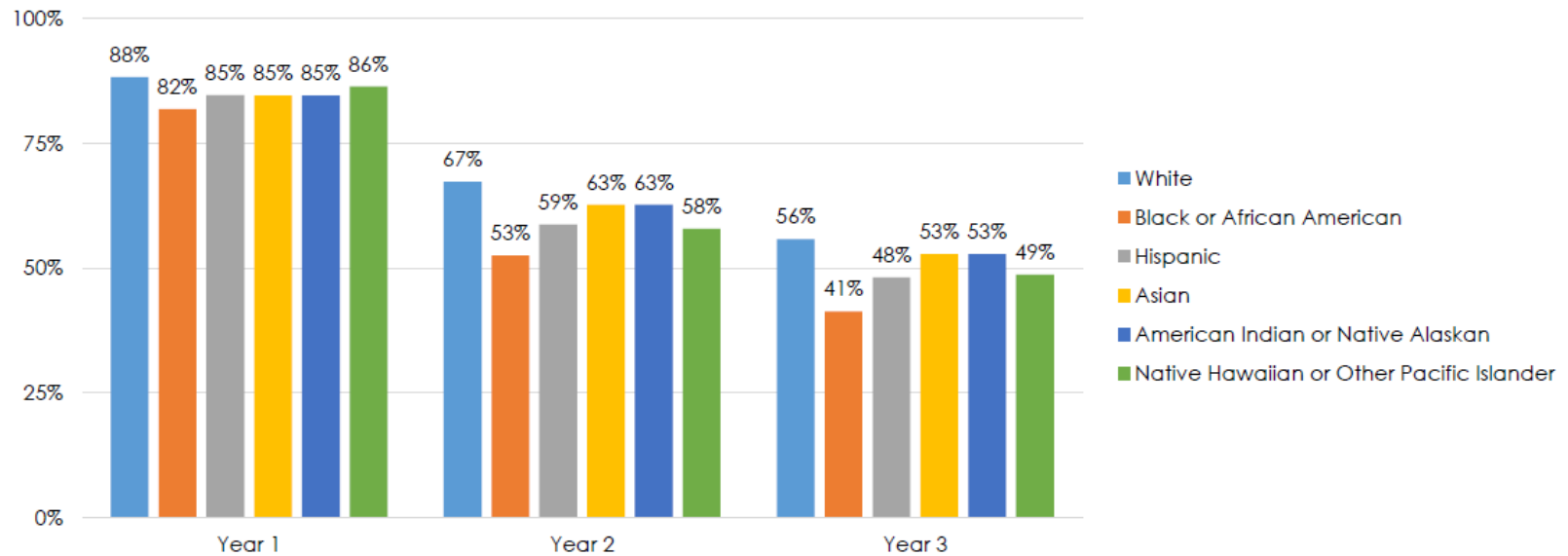


Source: Washington State Department of Labor and Industries, 2020; Community Attributes Inc., 2020.

Retention Rates by Race

EXHIBIT 8. CONSTRUCTION APPRENTICESHIP RETENTION RATES BY RACE

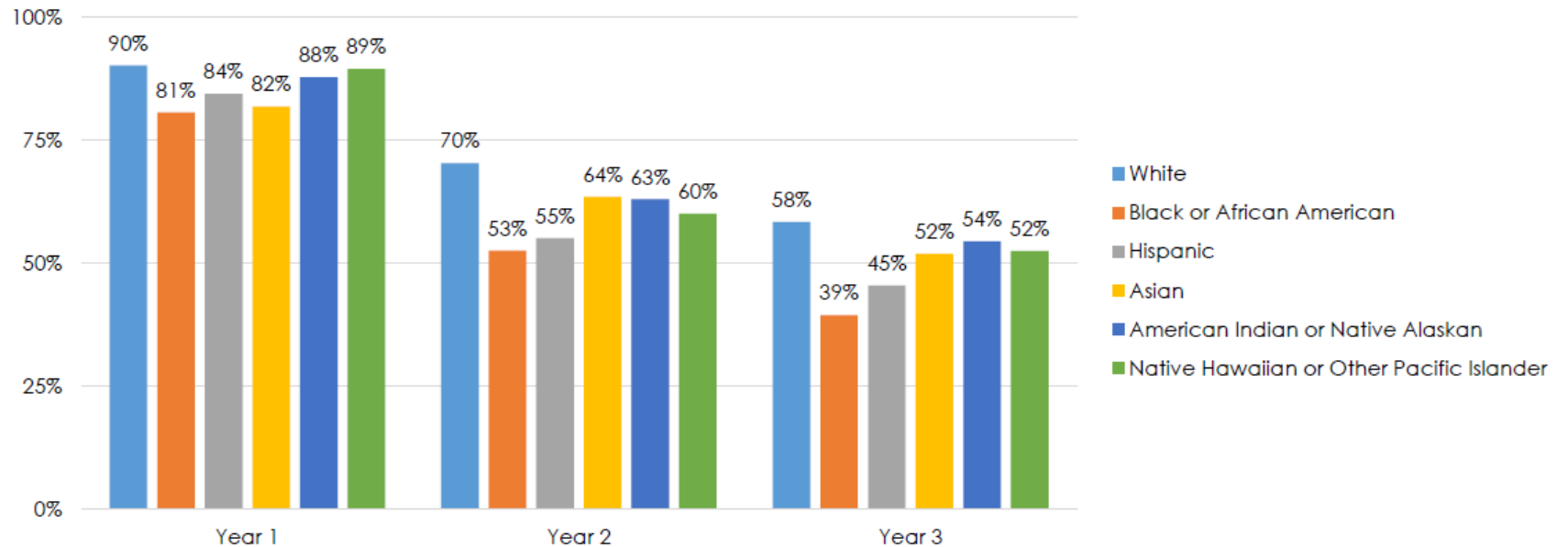
King, Pierce, and Snohomish Counties, 2014-2018 average



Retention Rates by Race – King County

EXHIBIT 9. CONSTRUCTION APPRENTICESHIP RETENTION RATES BY RACE

King County, 2014-2018 average



CAI Apprenticeship Disparity Study

Apprenticeship Retention and Completion Disparity Analysis

Task 1. Data Analysis

***Task 2. Initial Interviews with Program and Industry
Representatives and Survey and Outreach Design***

***Task 3. Survey and Interview Outreach with Current
and Past African American Apprentices***

Lessons Learned

Lessons Learned

- ***ST's Labor Partners are fully committed to success***
- ***New nights & weekends Pre-Apprenticeship program helps the working poor succeed***
- ***Disparity in apprentice completion rates***
- ***Difficult to effectively track retention***
- ***Support Services needs include basic needs like food assistance***
- ***Programs geared towards high risk youth (homeless/foster) have additional challenges***



One of the key objectives and guiding principles of the PLA is to establish and maintain a workforce that is reflective of the region

Thank you.

Thank you.



 soundtransit.org/blc

