



# Sound Transit Construction Workforce Initiative

Developing the Construction Workforce

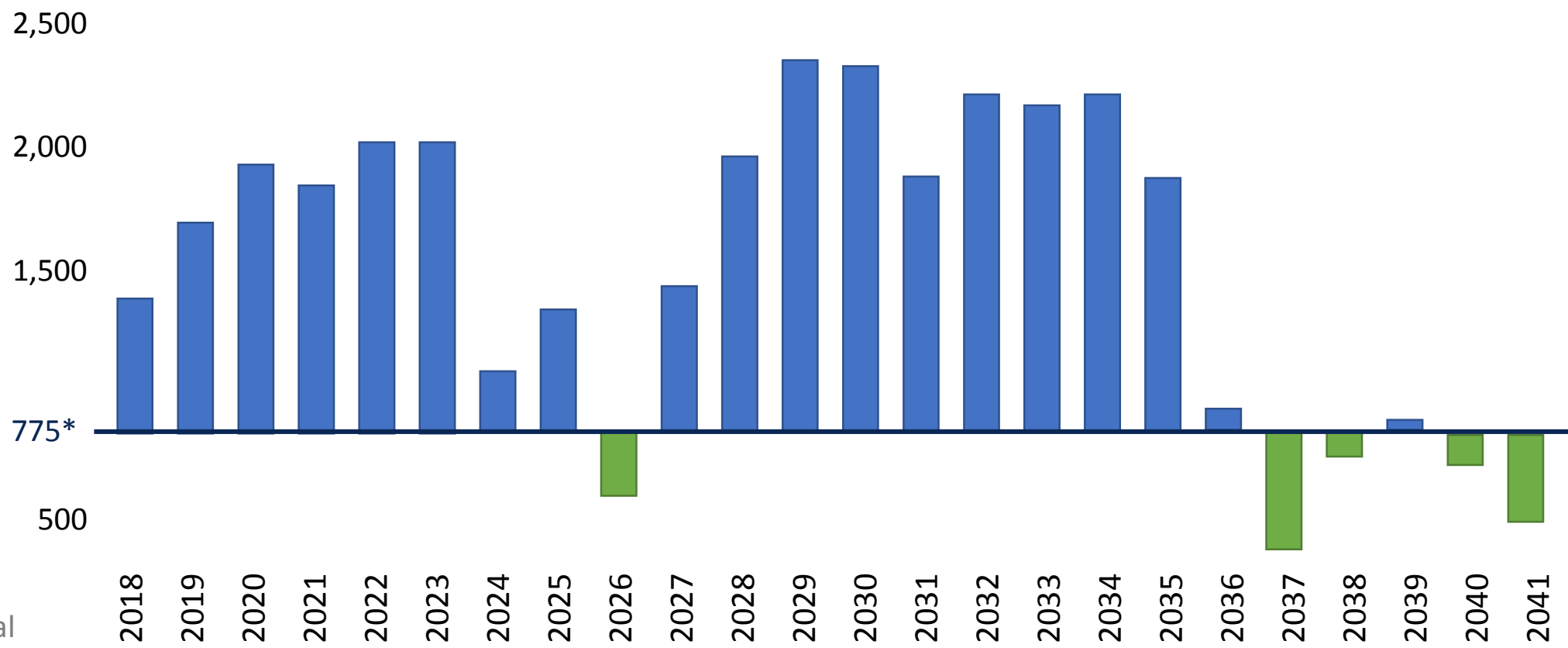
**ST SOUND TRANSIT**

# The Problem

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

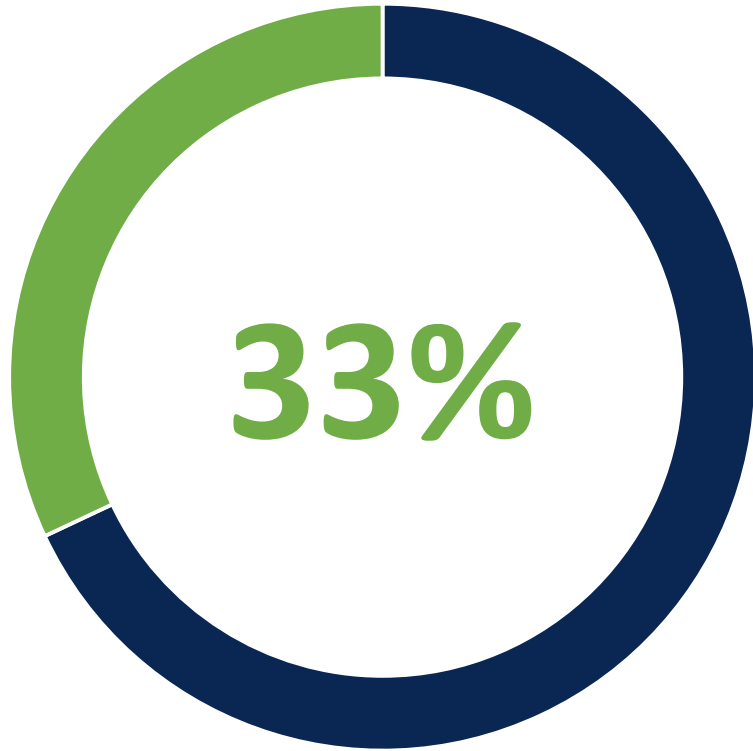
—*Sound Transit ST3 Workforce Analysis*,  
March 2017 by Community Attributes Inc. (CAI)

# ST Construction Workforce Demands

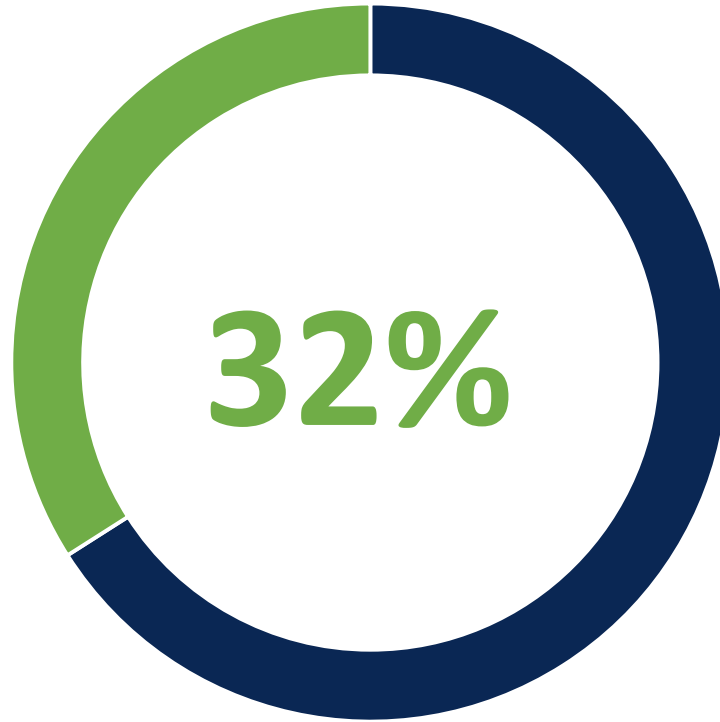


\*2017 YTD Actual

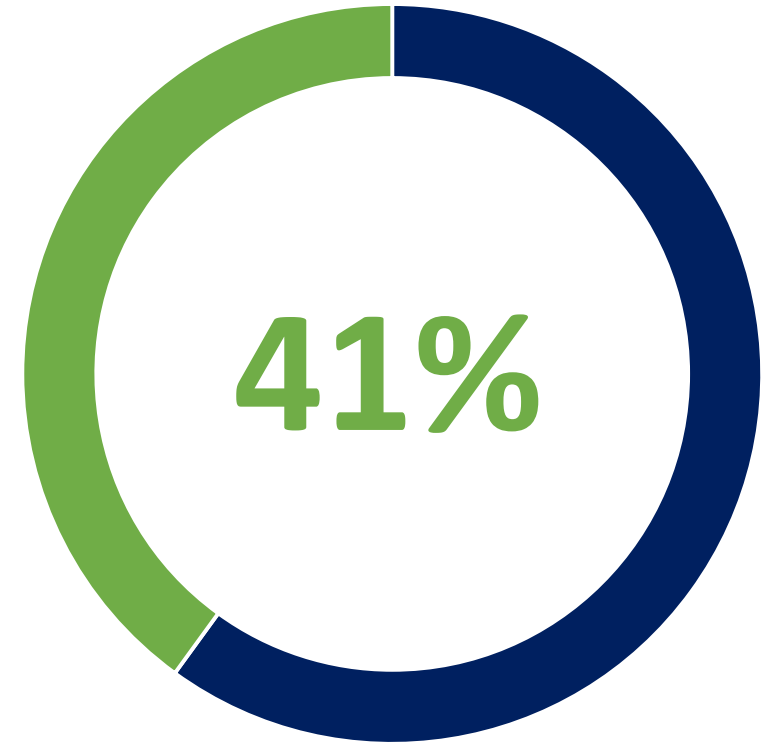
# Average Apprenticeship Completion Rates



**People of Color**



**Women**



**Caucasian**

# How Can We Improve Apprenticeship Retention?

1

- Pre-Apprenticeship Program Support

2

- Mentorship

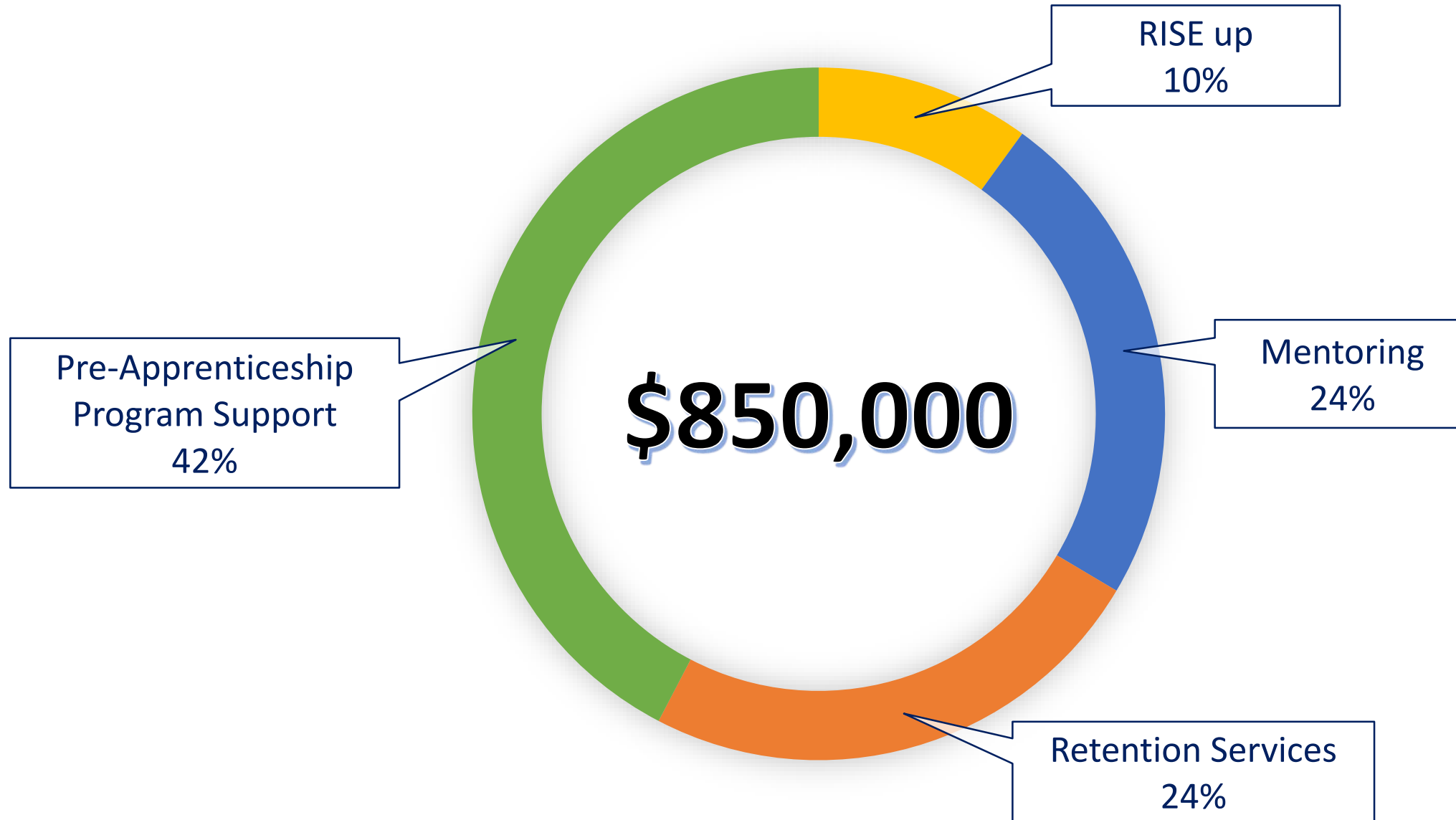
3

- Retention Support Services

4

- R.I.S.E. up!

# Annual Workforce Development Budget



# 1. Pre-Apprentice Training Support



What is a Pre-Apprenticeship Training Program?

A Pre-Apprenticeship Training Program takes unemployed and under-employed men and women with little or no construction experience and prepares them to safely and effectively enter a construction apprenticeship program and provide value to their employer on day one.



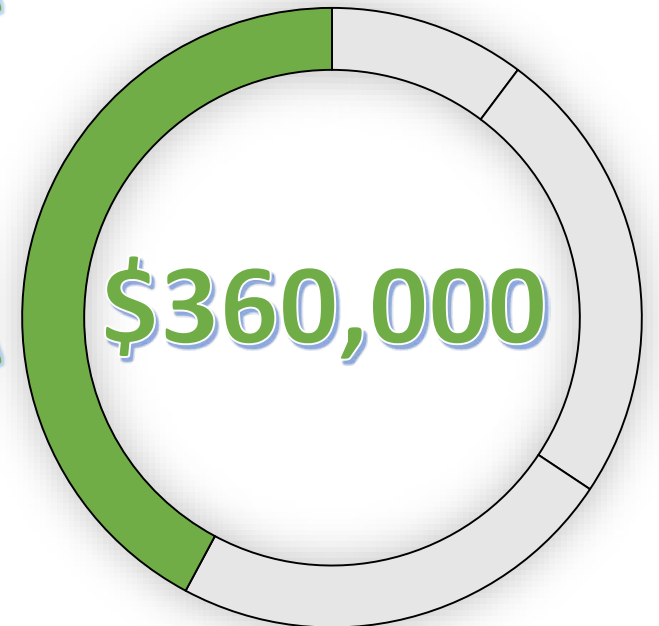
How Do Pre-Apprenticeship Programs Impact Retention?

Graduates of Pre-Apprenticeship Programs have a higher apprenticeship completion rate, by giving graduates a fuller understanding of the construction industry.



How is this money going to help the Pre-Apprenticeship Programs?

- Hiring quality program trainers and math instructors
- Increase the number of students trained
- Purchase additional training equipment
- Fund multiple Training Programs



## 2. Mentorship

### How will these funds be used?

Pay for trainers and materials for the Mentorship Matters<sup>®</sup> training program

Expanding the training Program to more project sites

Quarterly refreshers on jobsites





## 3. Retention Support Services

**Providing tangible support to help ensure that pre-apprentices and newer apprentices can successfully complete their apprenticeship program.**

- **Child or Elder care assistance**
- **Transportation assistance: ORCA card, fuel card, auto repair, etc.**
- **Assisting with drivers licensing issues: help with reinstatement, or obtaining their initial driver's license**
- **Purchase boots, rain gear, work clothes and work tools**



## 4. R.I.S.E. up! (Respect, Inclusion, Safety, Equity)

### Increasing Retention Through:

#### Manager Training

- Emphasizing Inclusivity
- Accountability for diversity metrics
- How to communicate and provide feedback
- Building an inclusive culture on site

#### Employee Training

- Value based training relating to diversity as part of onboarding
- Addresses jobsite policies and the realities of the working environment
- Approaches to working in a diverse environment





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*RIDE THE WAVE*

