



Sound Transit Construction Workforce Initiative

Construction workforce demands

SOUND TRANSIT



Building the Region's Economy

1. Increasing the mobility of goods to market
2. Creating and sustaining family-wage jobs for thousands of Washingtonians
3. Providing opportunities for unemployed and underemployed individuals

Construction Work = Prosperity Wages

Economic opportunity for thousands of skilled workers

\$25hr

Apprentice level

\$54hr

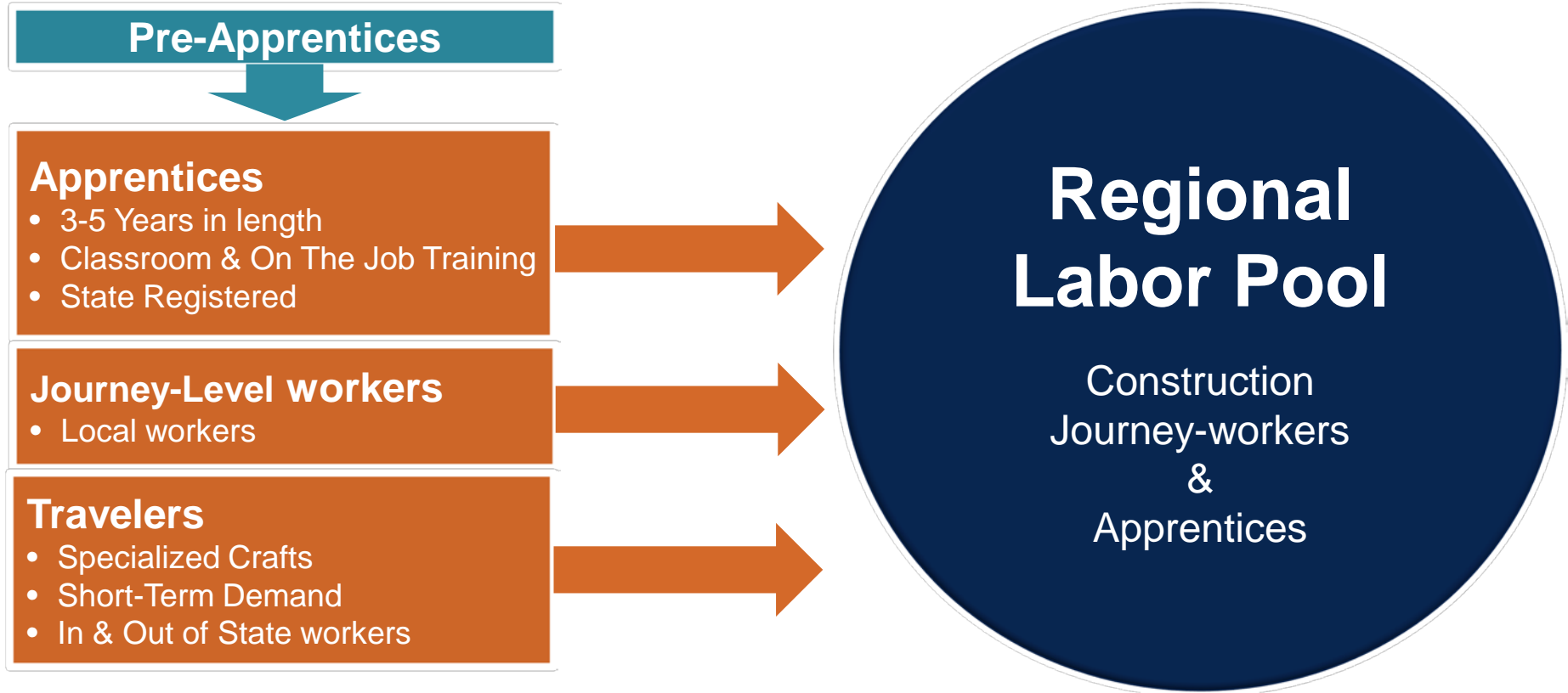
Journeyman level

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)

Building the Region's Workforce



Regional Construction Labor Demand

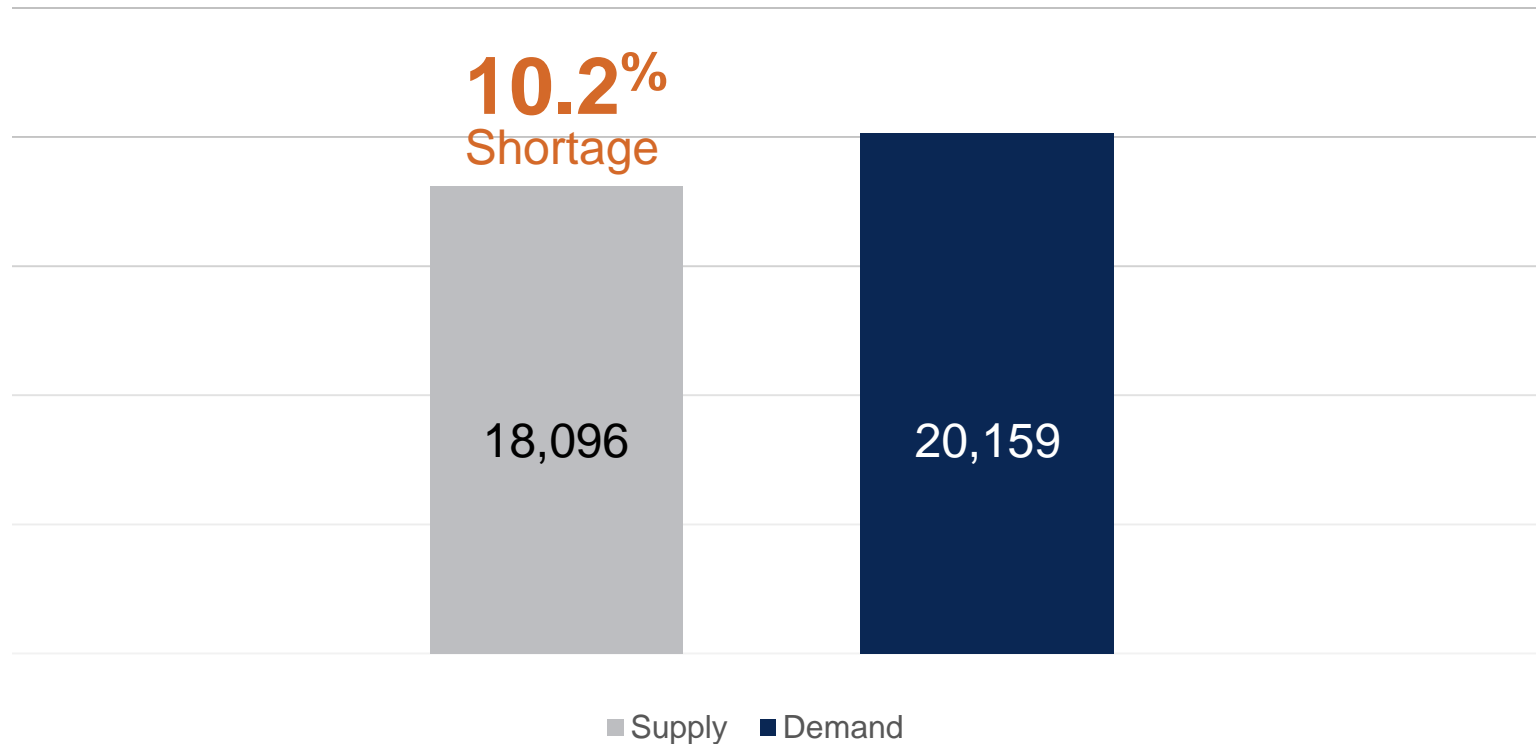


Private: 87% vs. Public: 13%

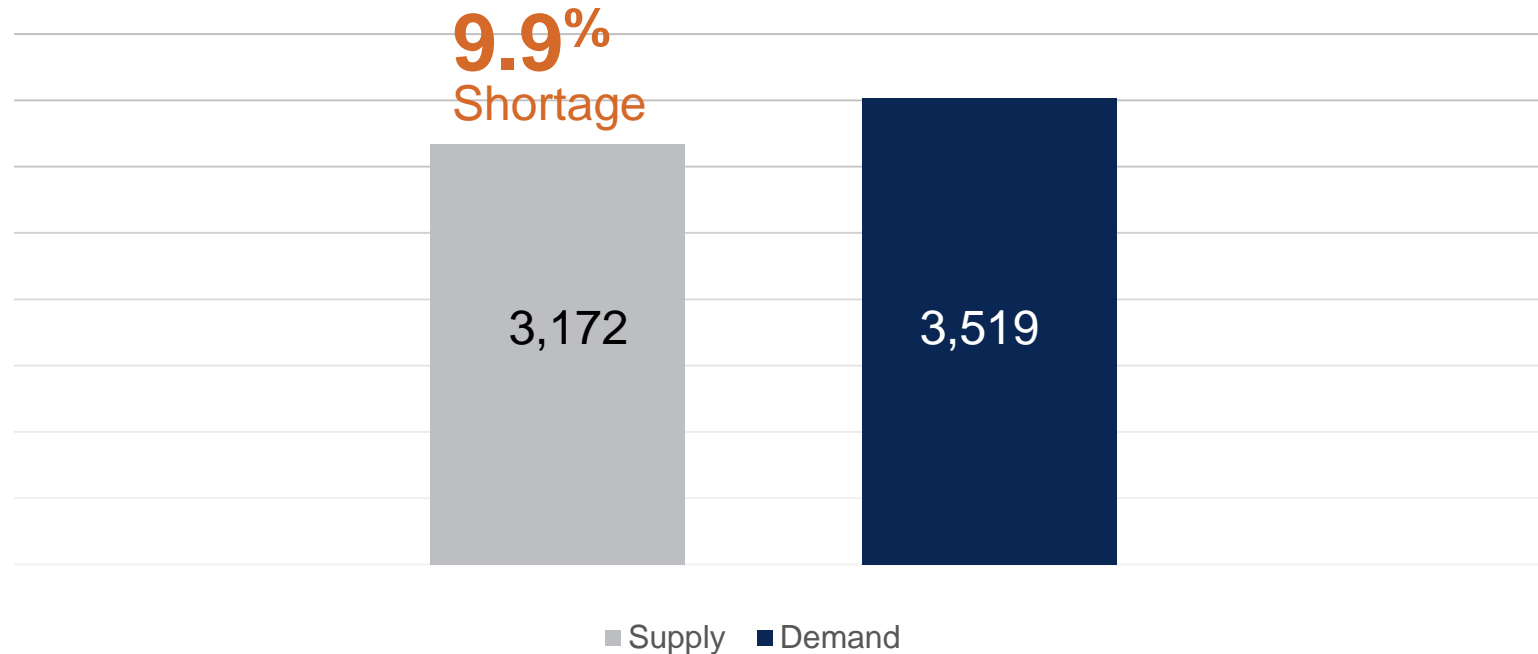
1.3%
ST Work

11.7%
Other Public
Works

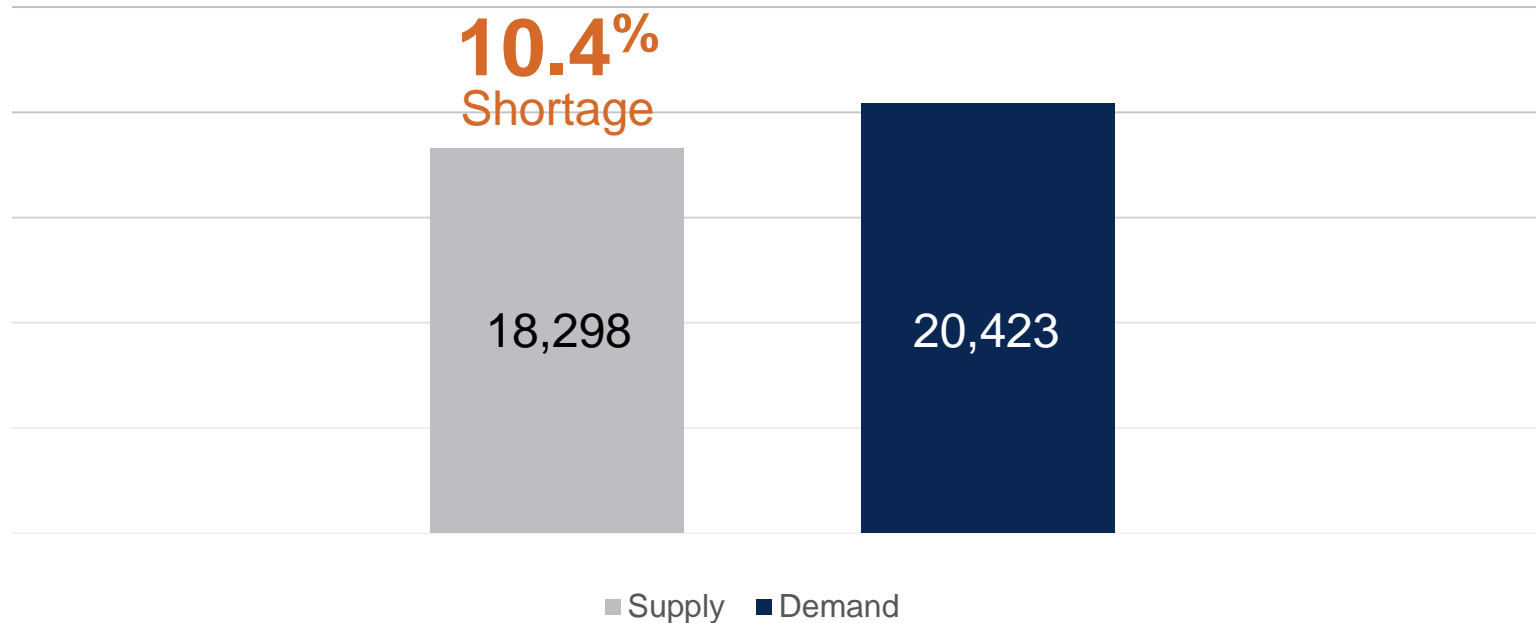
Regional Annual Laborer Shortage



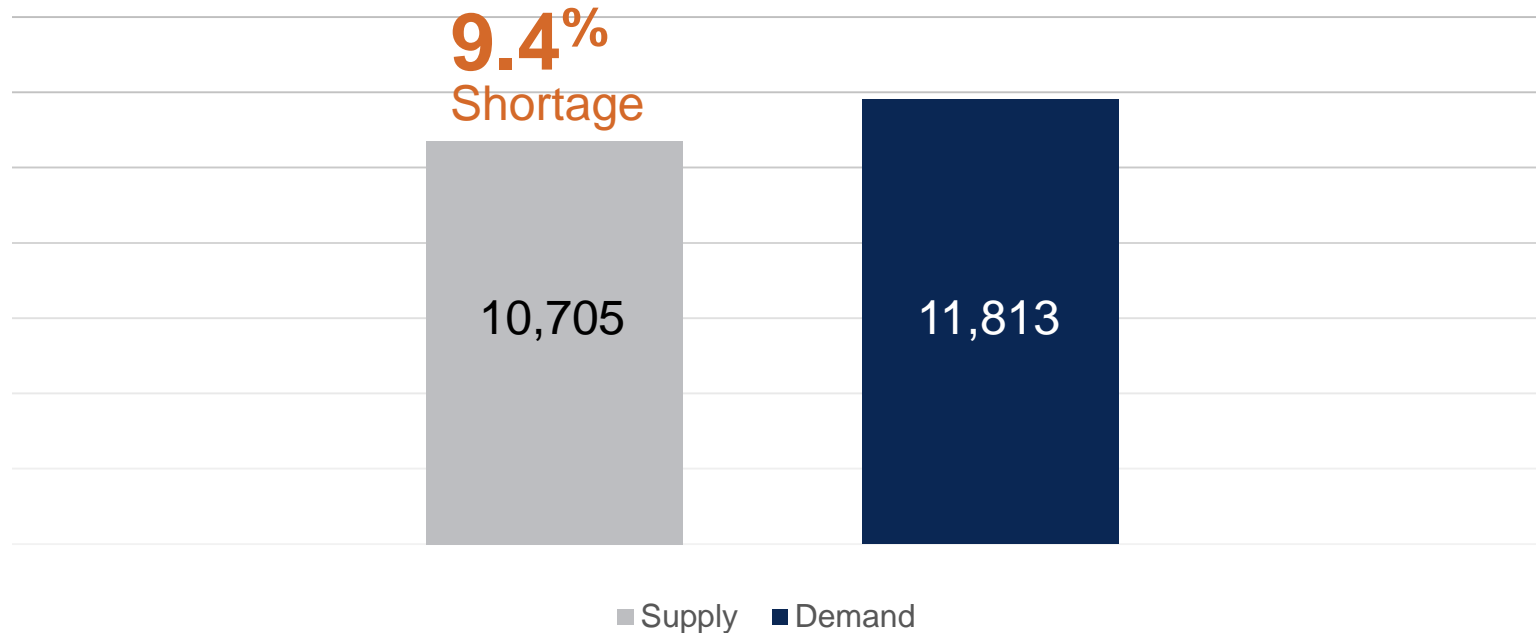
Regional Annual Operating Engineer Shortage



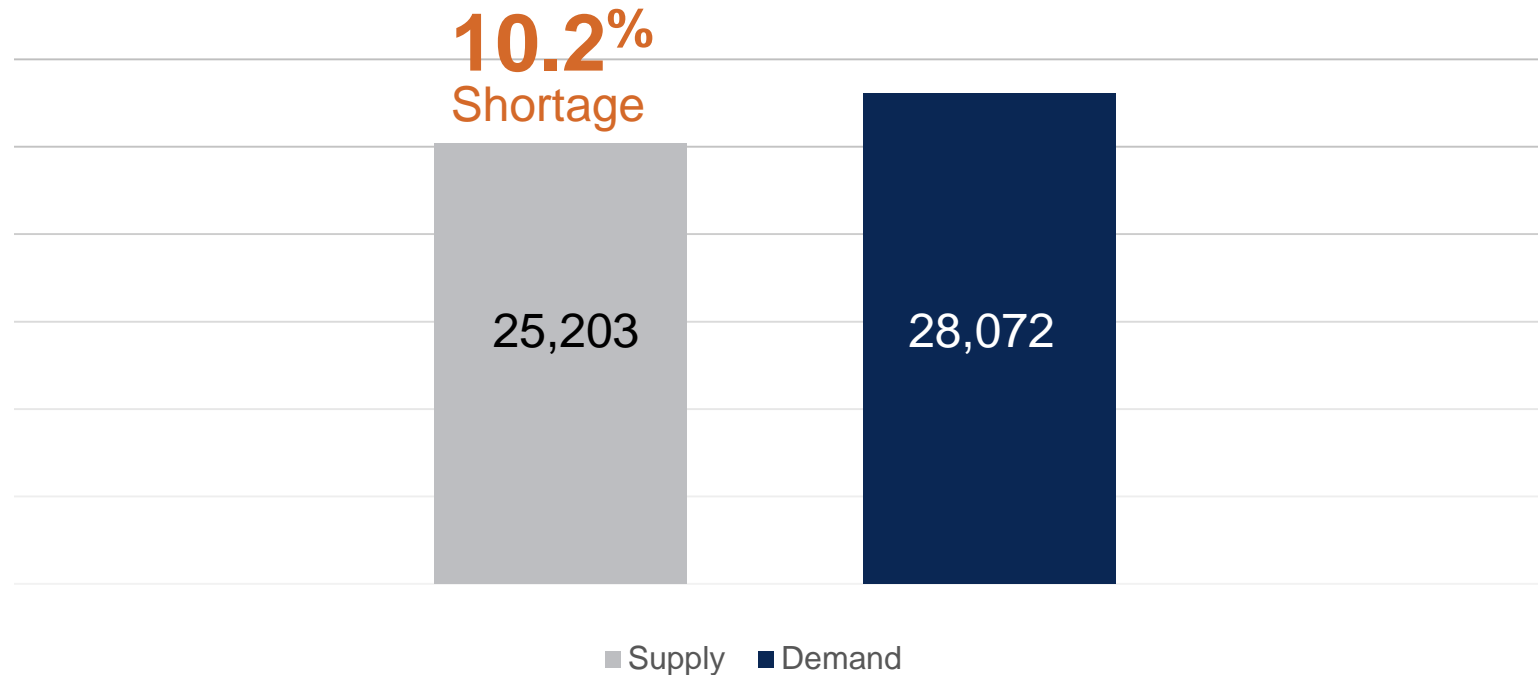
Regional Annual Truck Driver Shortage



Regional Annual Electrician Shortage



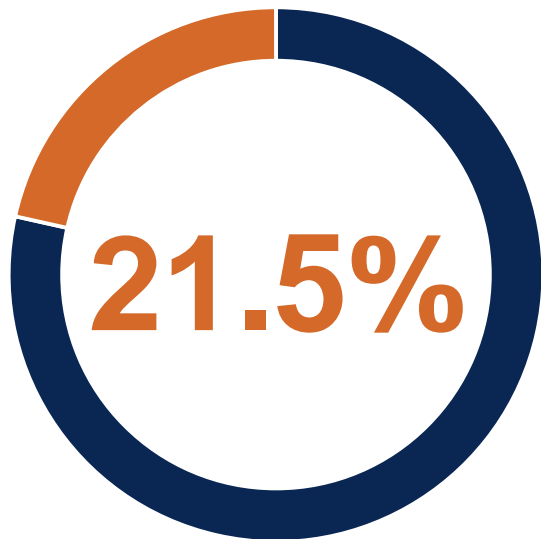
Regional Annual Carpenter Shortage



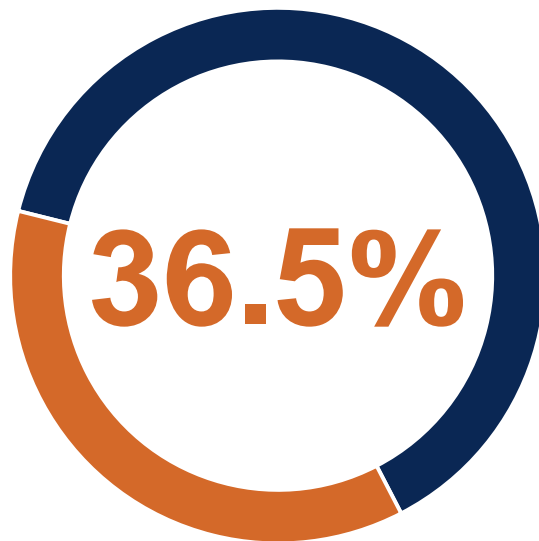
The image shows the front of a transit bus with a wheelchair lift extended. The bus is dark-colored and has a white wheelchair lift platform extended from the front. The lift has a handrail and a wheelchair. The bus has a large windshield with wipers and a side mirror on the left. The number '9543' is visible on the front of the bus. The background is a solid dark blue color.

Sound Transit Construction Workforce: Current and Future Demand

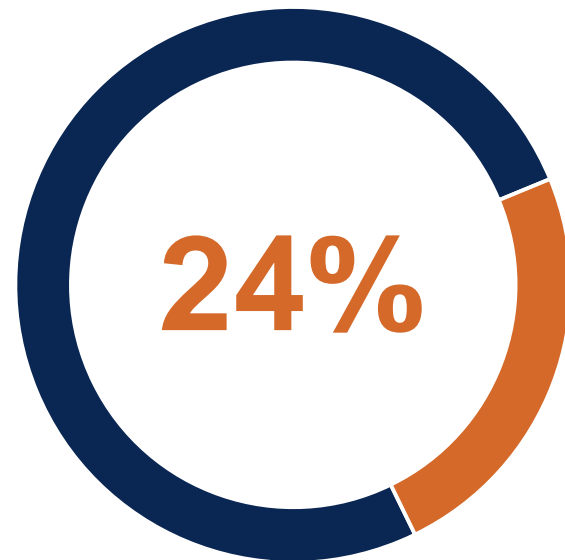
Where ST's Construction Workforce Comes From



Pierce County



King County



Snohomish County

Who Works on Sound Transit's Projects?



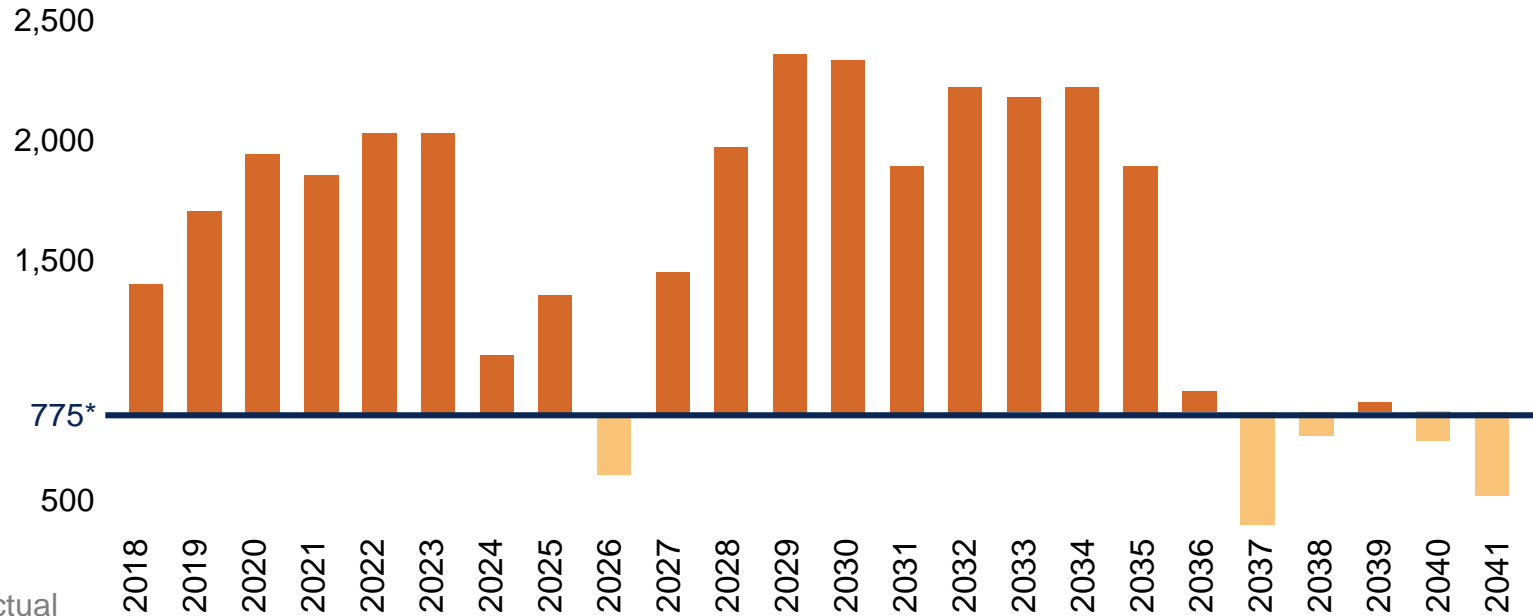
7.34%

Women

27.4%

**People of
Color**

ST Construction Labor Demand through 2041



*2017 YTD Actual

Apprentices Working on ST Projects



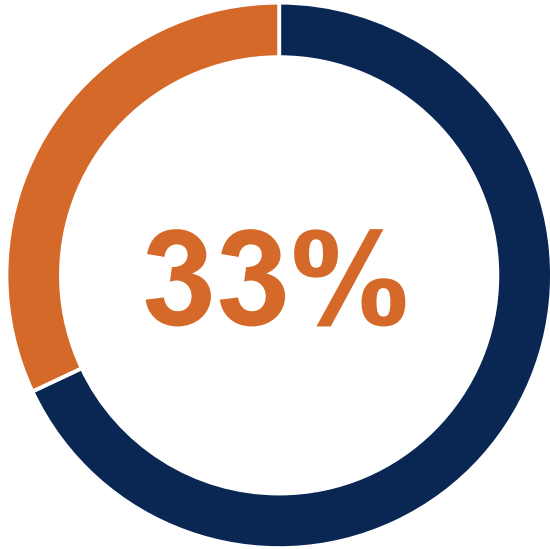
20%

Women

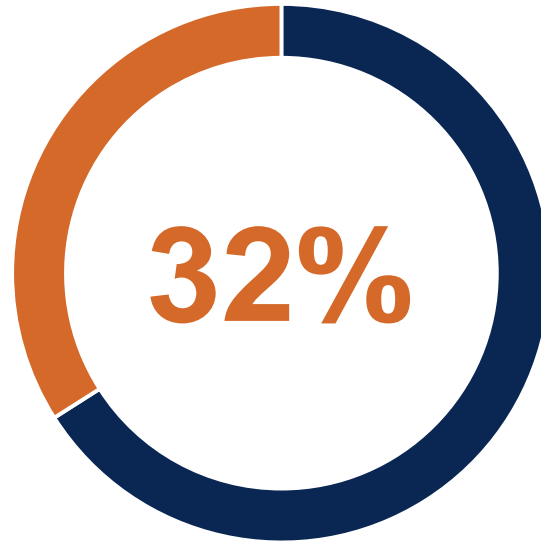
35%

People of Color

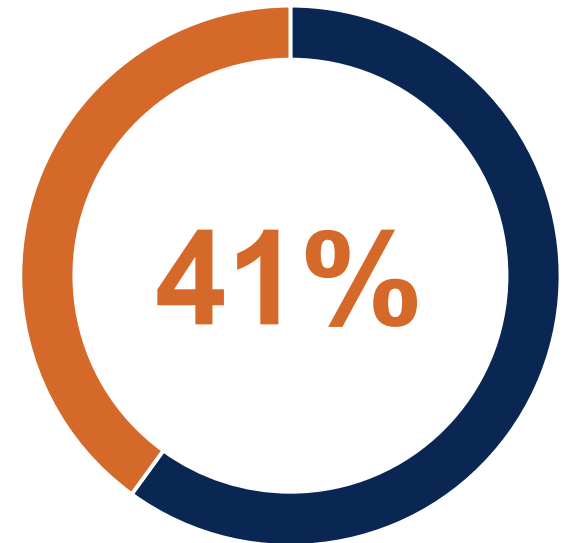
Average Apprenticeship Completion Rates



People of Color



Women



Caucasian

Strategies to Increase the Completion Rates

10%



300

**increase in
completion rates**

**additional workers
annually over next
25 years**

1. Mentorship

Mentorship Matters ®

- Trains Journey level workers:
 - To effectively and constructively transfer knowledge to apprentices
- Teaches apprentices:
 - How to develop active listening skills;
 - Seek constructive feedback;
 - How to access resources
- Inaugural class was held on November 7th with Hoffman Construction. (Roosevelt Station)
- Granite Construction to start training in 1st Quarter 2018. (Northgate Station)
- Meeting to expand to Stacy & Witbeck. (Downtown Bellevue)



2. Retention services

Removing the barriers that prevent apprentices from completing their program

- Providing resources for childcare and reliable transportation
- Driver's license reinstatement
- Providing ex-offender life skills
- Training for communication and leadership skills
- Providing craft tools, i.e. tool belts, hand tools, etc.



3. Pre-Apprenticeship Support

PACE

PRE APPRENTICESHIP CONSTRUCTION EDUCATION



TVTC
TERO VOCATIONAL
TRAINING CENTER



ANEW

Apprenticeship & Non-Traditional Employment for Women



YOUTHCARE'S
YOUTHBUILD



**SEATTLE VOCATIONAL
INSTITUTE**

One of The Seattle Colleges

4. Promoting a Respectful Project Site

Creating a respectful project site that values diversity and inclusion

- Pilot project: RISE-UP (Respect, Inclusion, Safety, Equity)
 - A multi-pronged training program that:
 - Sets a code of conduct for the project site;
 - Advocates for diversity and inclusion
 - Allows for open and safe discussions on race and gender
 - Avoids disproportionate assignment of undesirable tasks to women and people of color.
 - Promotes confidential reporting
 - Provides for periodic surveys to measure success of the program

Sound Transit Is Working Regionally

Snohomish County

- Ladders of Opportunity Grant
- TERO
- Agreement for Apprenticeship Preferred Entry

King County

- SVI-PACT
- Agreement for Apprenticeship Preferred Entry

Pierce County

- Links to Opportunity Grant
- Agreement for Apprenticeship Preferred Entry



Conclusion

- **Increasing workforce retention, especially for new workers in the pipeline, contributes to the regional labor pool from which ST will draw for the duration of our system expansion plan.**
- **We will continue to work with our partners in labor and across the public and private sectors to take meaningful action to mitigate current labor shortage forecasts.**

