



Sound Transit Construction Workforce Initiative

EnoMAX 2019

ST SOUNDTRANSIT



SAVANNAH
FILM FESTIVAL
2016
OFFICIAL SELECTION
GLOBAL SHORTS FORUM
SCAD

Official Selection 2016
BLUESTOCKING
FILM SERIES

BRONZE LENS
2016
OFFICIAL
SELECTION

BEST
SHORT FILM
39TH PORTLAND
INTERNATIONAL
FILM FESTIVAL
2016

WORKERS UNITED FILM FESTIVAL 5
2016
Best Narrative Short
"Sista In The
Brotherhood"

OFFICIAL SELECTION
St. Louis
International Film Festival

san francisco
black film festival
OFFICIAL SELECTION
2016

OFFICIAL SELECTION
BALTIMORE INTERNATIONAL
Black Film Festival
2016

OFFICIAL SELECTION
BENDFILM
a celebration of independent cinema
2016

SISTA IN THE BROTHERHOOD

OFFICIAL SELECTION
2016
AFRICAN AMERICAN
WOMEN IN CINEMA

OFFICIAL SELECTION
LOCAL SIGHTINGS

Official Selection
AFRICAN AMERICAN
WOMEN IN CINEMA

2016 TIBEX DE WOMEN'S FILM FESTIVAL

2016
PORTLAND OREGON
WOMEN'S
FILM FESTIVAL
OFFICIAL

2016
OFFICIAL SELECTION

OFFICIAL SELECTION
REVOLUTION ME
FILM FESTIVAL

Official Selection
Afrikana
Independent Film Festival

2016
Official Selection
OREGON
LEN

OFFICIAL SELECTION
PORTLAND

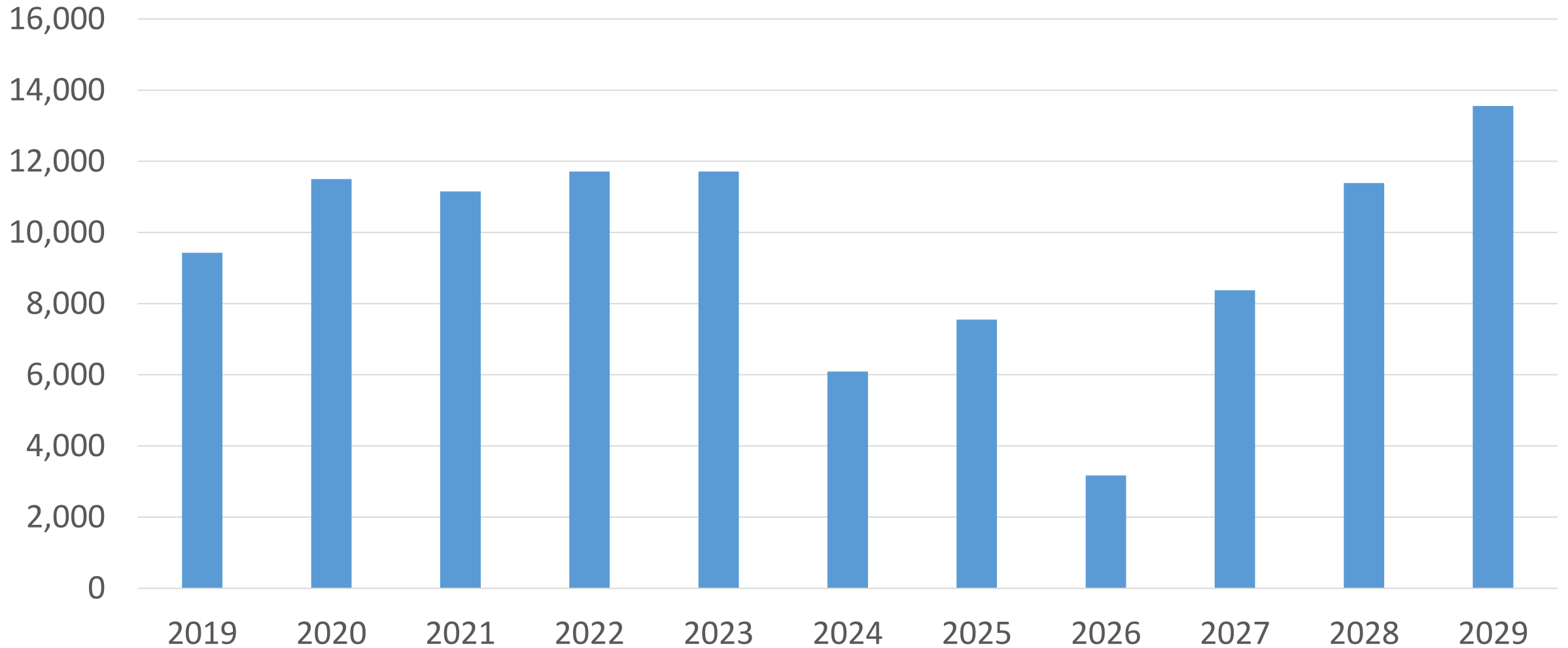
The Problem

“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

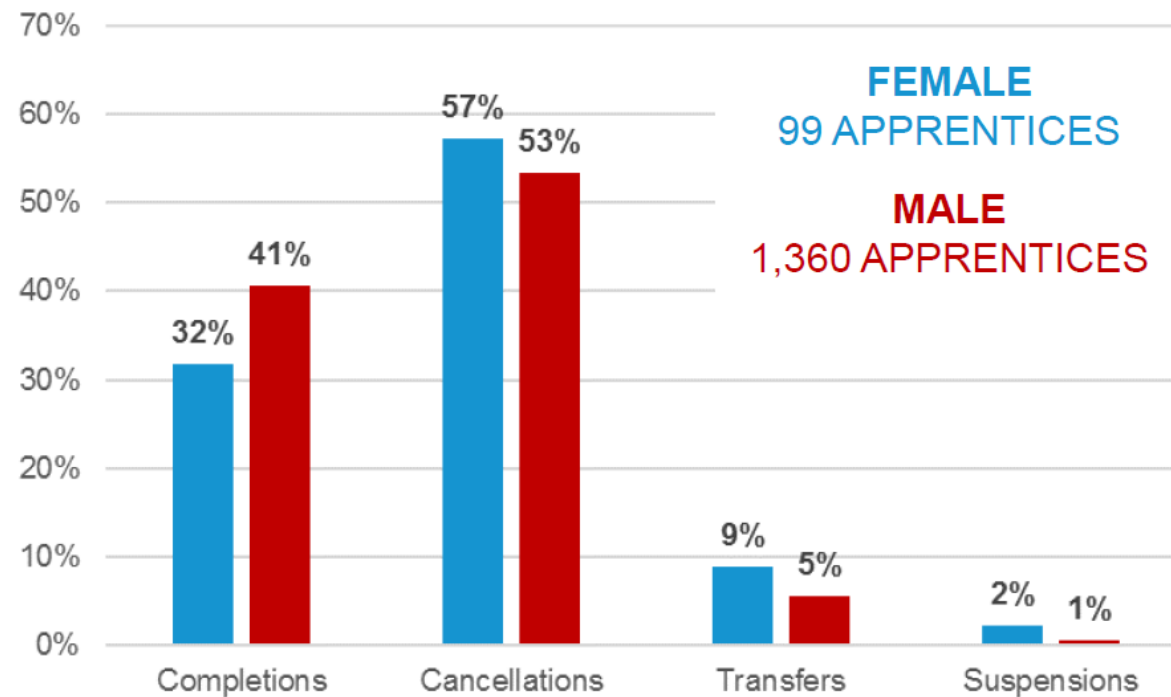
Employee Count



Apprenticeship Status by Gender

EXHIBIT 15. CONSTRUCTION APPRENTICESHIP STATUS BY GENDER

King, Pierce, and Snohomish Counties; 2011-2015 average

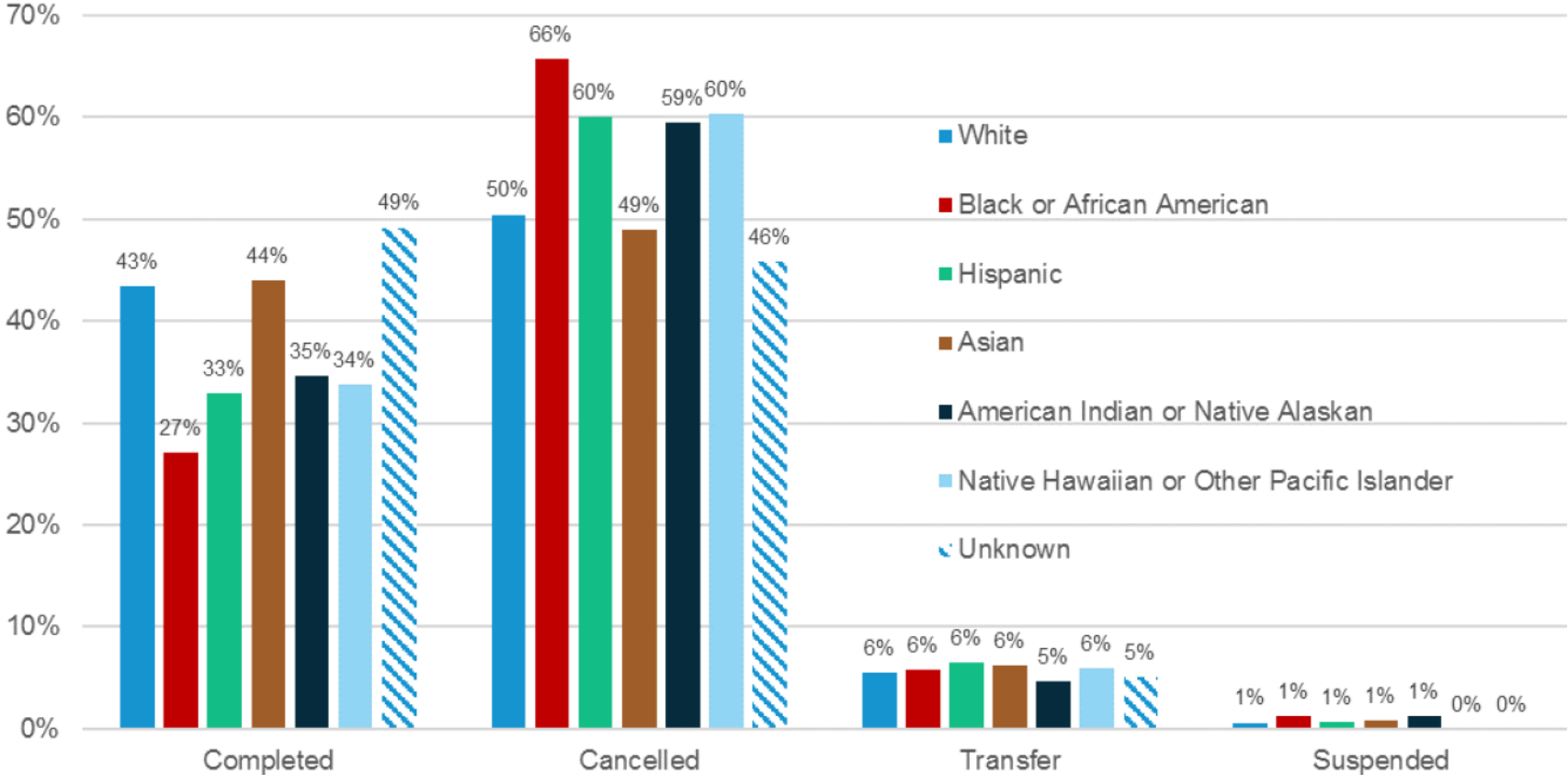


Source: Washington State Department of Labor and Industries, 2016; Community Attributes Inc., 2016.

Apprenticeship Broken Out By Race

EXHIBIT 17. CONSTRUCTION APPRENTICESHIP STATUS BY RACE

King, Pierce, and Snohomish Counties, 2011-2015 average



Sources: Washington State Department of Labor and Industries, 2016; Community Attributes Inc., 2016.

Sound Transit Apprentices

Applying the Completion Rates to Sound Transit's 2018 Apprentices*

Race	2018 Apprentices	Completion Rate	Apprentices Completed	Apprentices Cancelled
African American	127	27%	34	93
Asian	40	44%	18	22
Caucasian	662	43%	285	377
Hispanic	176	33%	58	118
Native American	25	34%	9	17
Other	222	32%	71	151
Totals	1,252		474	778

*2018 Apprentices through 12-01-2018

How Can We Improve Apprenticeship Retention?

1

- Pre-Apprenticeship Program Support

2

- Mentorship Matters

3

- Retention Support Services

4

- Respectful Workplaces

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 Matters Goals

Mentors:

- Effective Communication
- Skills transfer
- Providing feedback and assessing progress



Mentees:

- Effective Communication
- Active Listening
- Asking Questions
- Receiving Feedback
- Proactive Learning

3. Retention Support Services

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

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

4. Respectful Workplaces

Increasing Retention Through:

Manager Training

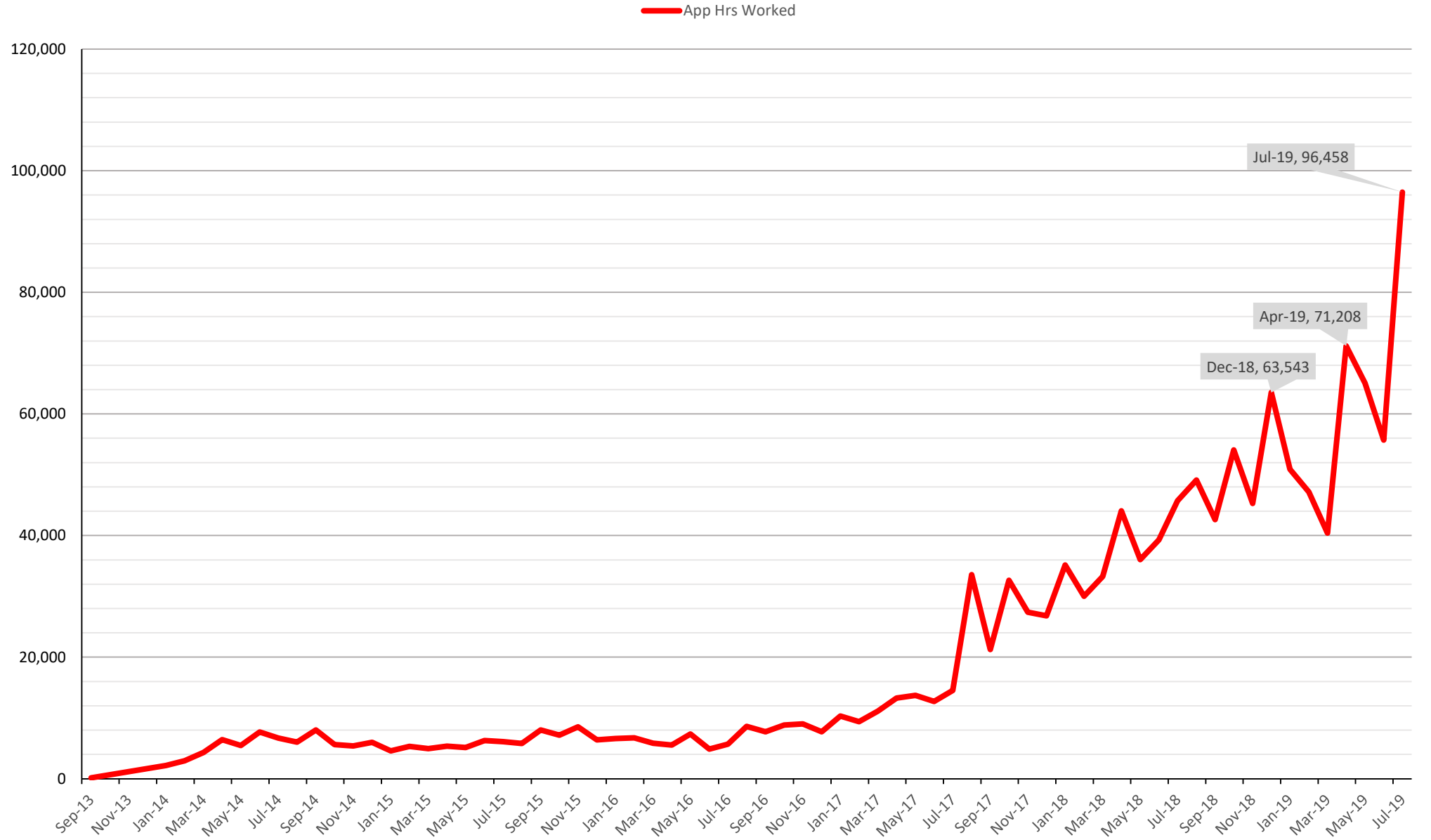
- Emphasizing Inclusivity
- Awareness and Understanding of bullying, hazing, harassment or retaliation
- Identifying, addressing, and resolving unacceptable behaviors
- Building an inclusive culture on site

The Sound Transit Apprenticeship Pipeline

	Apprentice Hours		Journey-Level Hours		Combined Hours
Total Hours	1,409,599.9		6,571,796.2		7,981,396.1
People of Color	524,416.6	37.2%	1,893,152.3	28.8%	2,417,568.9
Female Hours	253,611.8	18.0%	386,549.7	5.9%	640,161.5

	Apprentice Utilization		Journey-Level Utilization	
Total Hours	1,409,599.9	17.7%	6,571,796.2	82.3%

Apprenticeship Hours Worked by Month



Getting Our Story Out



Sound Transit CEO Peter Rogoff and Sound Transit being honored by receiving a blanket from the TERO Pre-Apprenticeship Program.



Getting Our Story Out



Sound Transit's Chief Business & Labor Compliance Officer Leslie Jones with TERO Graduate and Carpenter Apprentice Richard Laffey.

Getting Our Story Out







 **SOUNDTRANSIT**
RIDE THE WAVE

