

# *Citizen Oversight Panel*

*Construction Workforce Shortage*

*Leslie Jones, Chief Labor Relations Officer*

*August 18, 2021*



# Construction Industry Forecasts

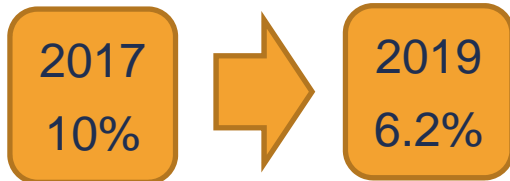
## Construction Workforce Analysis Update

February 2020



# CAI Comparison Highlights 2017 & 2019

## Projected Regional Labor Deficit (ST Tri-County Region)



## Projected Workforce Shortage

	2017	2019
• Carpenter	9-11%	• 6.4%
• Operators	10%	• 5.5%
• Electricians	9-11%	• 4.8%
• Truck Drivers	9-11%	• 6.4%
• Laborers	9-11%	• 6.7%

## Projected Apprentice Completions (for 2019)

	2017	2019
• Carpenter	95	• 137
• Operators	19	• 42
• Electricians	178	• 290
• Truck Drivers	0	• 8
• Laborers	110	• 135

# Construction Industry Forecasts

Employment by Source in King, Pierce, and Snohomish counties, 2019-2023

Source of Employment Demand	2019	2020	2021	2022	2023
Public Works	21,200	21,700	22,100	22,500	22,800
State and Local Government	15,800	16,100	16,400	16,700	16,900
Sound Transit	1,500	1,700	2,000	2,100	2,100
ST2	1,500	1,500	1,300	1,200	1,200
ST3	-	200	700	900	900
Federal Government	5,500	5,600	5,700	5,800	5,900
Private Sector	124,500	127,100	129,500	131,700	133,600
Households	5,600	5,800	5,900	6,000	6,100
<b>Total Construction Employment</b>	<b>151,300</b>	<b>154,600</b>	<b>157,500</b>	<b>160,200</b>	<b>162,500</b>

Sources: WA Office of Financial Management, 2017; WA Department of Revenue, 2018; WA Employment Security Department, 2019; Puget Sound Regional Council, 2019; US Bureau of Labor Statistics, 2018.

# Annual Occupational Supply Gaps for ST

Occupation	Supply	Demand	ST Demand	Gap
Carpenters	27,400	29,200	205	1,800
Laborers	25,000	26,700	375	1,700
Electricians	11,800	12,300	30	500
Truck Drivers	16,800	17,900	115	1,100
Equipment Operators	5,100	5,300	280	200
All Other	72,600	77,200	895	4,600
<b>Total</b>	<b>158,700</b>	<b>168,600</b>	<b>1,900</b>	<b>9,900</b>

Sources: WA Office of Financial Management, 2017; WA Department of Revenue, 2018; WA Employment Security Department, 2019; WA Labor & Industries Department, 2019; Puget Sound Regional Council, 2019; Sound Transit, 2017; US Bureau of Labor Statistics, 2018; National Center for Education Statistics, 2019; Community Attributes Inc., 2017, 2019.

# Construction Worker “Pipeline”

	Apprentice Hours		Journey-Level Hours		Combined Hours	
Total Hours	2,654,613.1		11,444,904.1		14,099,517.2	
People of Color	1,061,443.0	40.0%	3,396,045.9	29.7%	4,457,488.9	31.6%
Female Hours	443,344.8	16.7%	554,133.7	4.8%	997,478.5	7.1%

Apprentice  
Female + POC  
57%

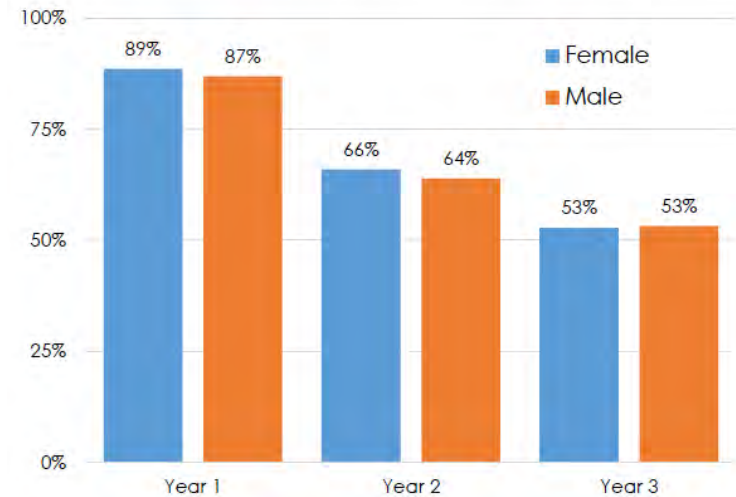
Journey-Level  
Female + POC  
35%

# Apprentice Retention by Gender

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

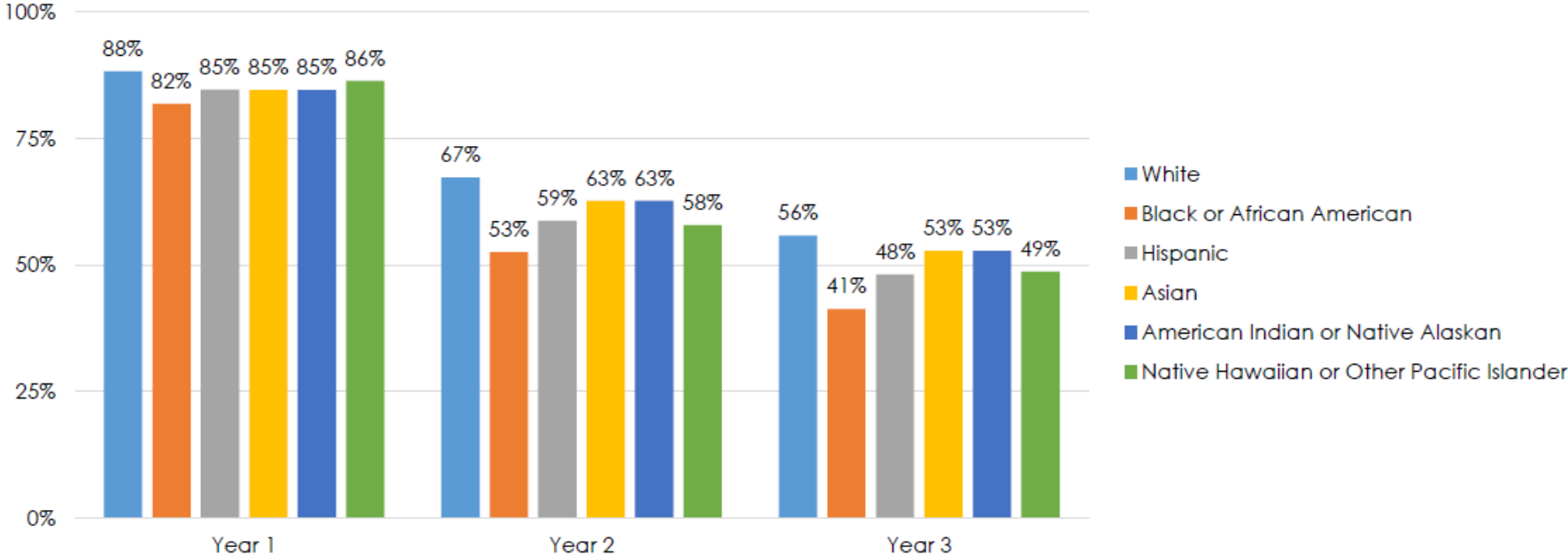
EXHIBIT 6. AVERAGE RETENTION RATE BY GENDER

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



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

# Retention by Race



Construction Apprenticeship Retention Rates by Race  
King, Pierce, and Snohomish Counties, 2014 – 2018 average



# Workforce Utilization Summary – July 2021

Project	Hours Worked	% Complete xxxxx 2021	Apprentice Goal = 20%	People of Color Goal = 21%	Women Goal = 12%
ALL ACTIVE PROJECTS	12,566,722		20.1%	31.5%	6.9%
E130 Kiewit/Hoffman	2,221,844	96.1%	20.2%	37.3%	8.2%
E320 - Shimmick/Parsons	1,482,899	97.9%	20.0%	33.6%	4.8%
E335 - SWA	1,415,041	97.6%	21.7%	29.2%	5.9%
E340 - Max Kuney	484,091	97.2%	21.5%	30.9%	9.4%
E360 - Kiewit Hoffman	928,407	96.8%	18.0%	35.3%	4.7%
F200 - Kiewit	297,083	34.9%	17.7%	26.0%	7.5%
L200 - SKH	882,733	47.4%	20.0%	28.2%	8.7%
L300 - Skanska	823,573	42.2%	14.3%	29.7%	6.2%
M200 - Hensel Phelps	704,701	99.7%	21.0%	26.3%	3.6%
N140 - Hoffman	675,021	99.5%	22.0%	31.5%	6.4%
N150 - Hoffman	711,739	99.9%	21.2%	30.9%	6.4%
N160 - Absher	814,774	98.6%	24.3%	28.3%	9.4%
N180 - UWS to NGS	711,739	100.0%	17.7%	39.1%	13.4%
N830/E750/L800 - Mass Electric	296,940	See Notes	21.2%	29.2%	5.6%
PSAI - Hensel Phelps	37,984	46.0%	15.0%	37.8%	2.8%
R200 - SWK	151,812	30.5%	15.7%	27.6%	4.8%
T100 - Walsh Construction	428,135	85.0%	20.2%	26.3%	11.2%

***RISE Up***





# Knowledge, Tools And Skills For Creating a Respectful Workplace

Training for Individuals in a Supervisory or  
Project Management Role



# A Respectful Workplace Is...

one where all employees are treated fairly, difference is acknowledged and valued, communication is open and civil, conflict is addressed early and there is a culture of empowerment and cooperation.



# RISE Up! Training Overview

## Training Components

### Awareness

- Equity vs. Equality
- Implicit Bias
- Subtle Acts of Exclusion
- Intention vs. Impact

### Knowledge

- What is a respectful workplace?
- Examples of bullying, hazing, harassment and retaliation

### Tools

- Conflict Resolution
- Bystander Intervention
- Giving & Receiving Corrective Feedback

# RISE Up! Training

- To date, over 350+ supervisors and staff have been trained over 18 sessions
- Provides Knowledge, tools and skills for front line supervisors
- Includes resources such as Tool Box talks, jobsite posters & pocket cards



***Trades Related Apprenticeship  
Coaching (TRAC)***



# Trades Related Apprenticeship Coaching



- On Sound Transit projects
- 20 TRAC graduates
  - Working more than 25,000 hours
  - Earning over \$863,000 plus \$486,000 in benefits

*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 plus \$51k in benefits.*



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



# *Workforce Development Initiatives*



# Sound Transit Workforce Initiatives

## Pre Apprenticeship Programs

- Palmer Pathways/ Pierce County
- ANEW/ Pierce County
- PACT/ King County/2022
- Edmonds College/ Snohomish County

## Retention Services

- Cares of Washington/King County/Sound Transit
- ANEW/Apprenticeship Opportunities Project (AOP)/2022
- Urban League re -licensing services- Apprentices/ Pre Apprentices

## Jobsite Culture

- RISE Up trainings
- Mentorship Matters training/ JATCs

# Sound Transit – City & Port of Seattle

## Pre Apprenticeship Programs

- PACT – 4 cohorts
- Carpenter – 5 cohorts
- Ironworkers – 4 cohorts
- ANEW – 4 cohorts

## Retention Services

- Urban League Metropolitan Seattle – 160 Apprentices/Journey level workers
- ANEW/AOP – 160 Apprentices/Journey Level workers

## Recruitment/ Job Readiness

- Rainier Beach Action Coalition – 60 placements /16-24 age
- Urban League Metropolitan Seattle – 270 placements/ WDC

# REGIONAL PUBLIC OWNERS (RPO)

## Goal:

Meet regional public construction project demand by diversifying, expanding and retaining the workforce

## Purpose:

Work collectively and coordinate efforts to meet the common goal



Seattle



King County



# 2020 Apprenticeship Guidebook



*For More Information on  
Construction Apprenticeship and  
Pre-Apprenticeship Programs:*



[www.bitly.com/apprenticeshipguidebook](http://www.bitly.com/apprenticeshipguidebook)

*Thank you.*



 [soundtransit.org](https://www.soundtransit.org)

