



***Workforce Development and
Disadvantaged Business Enterprise (DBE) Program Updates***

***Leslie Jones, Chief Small Business and Labor Compliance Officer
Citizens Oversight Panel
February 7, 2019***



Workforce Development Update

Mark Wheeler

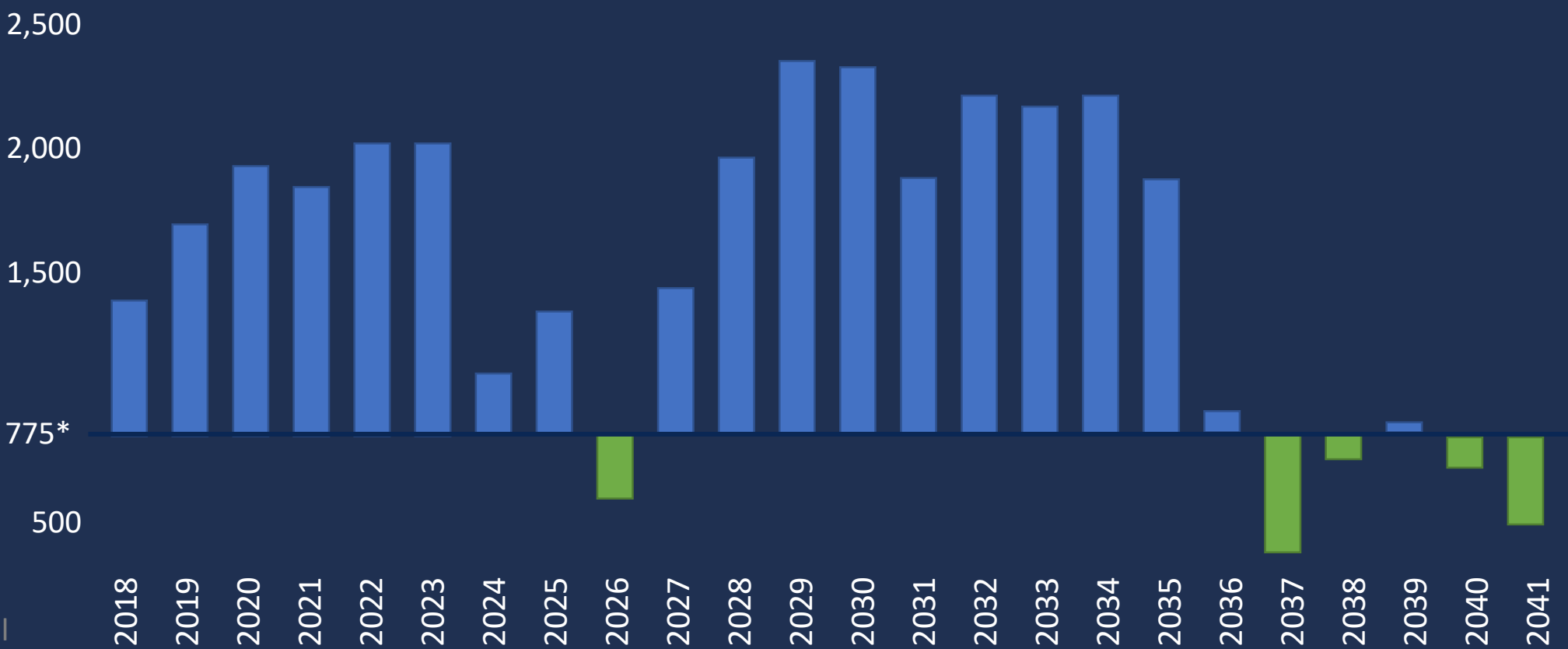
Deputy Director Project Labor Compliance

The Problem

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

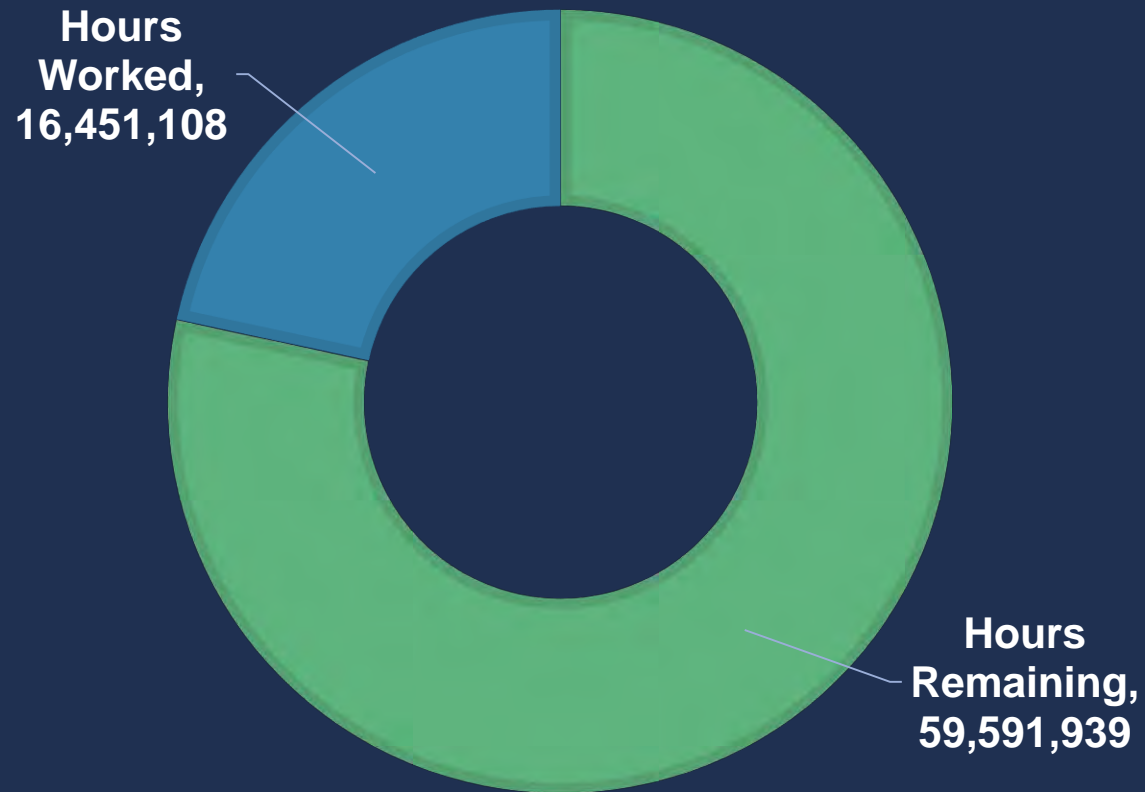
—*Sound Transit ST3 Workforce Analysis*,
March 2017 by Community Attributes Inc. (CAI)

ST Construction Workforce Demands



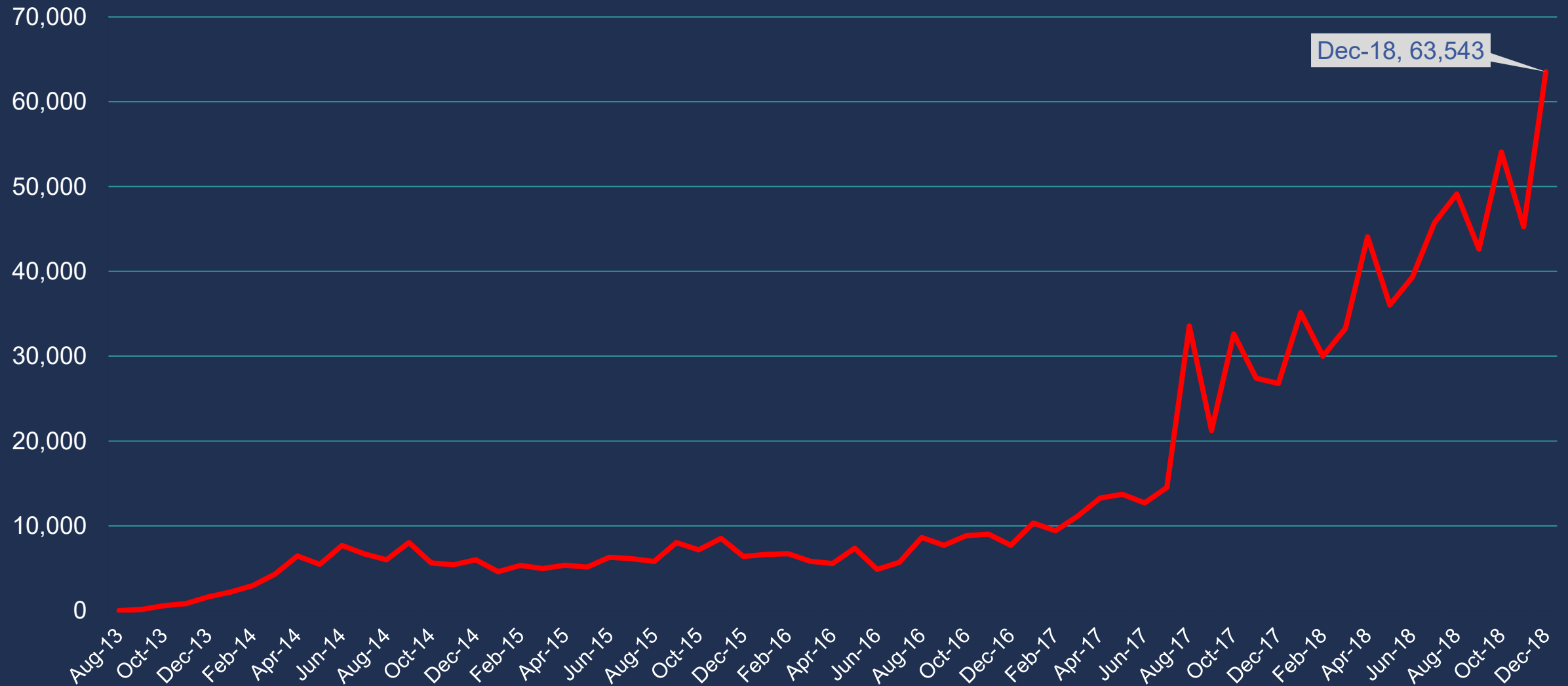
*2017 YTD Actual

Sound Transit Hours Worked vs. Hours Remaining

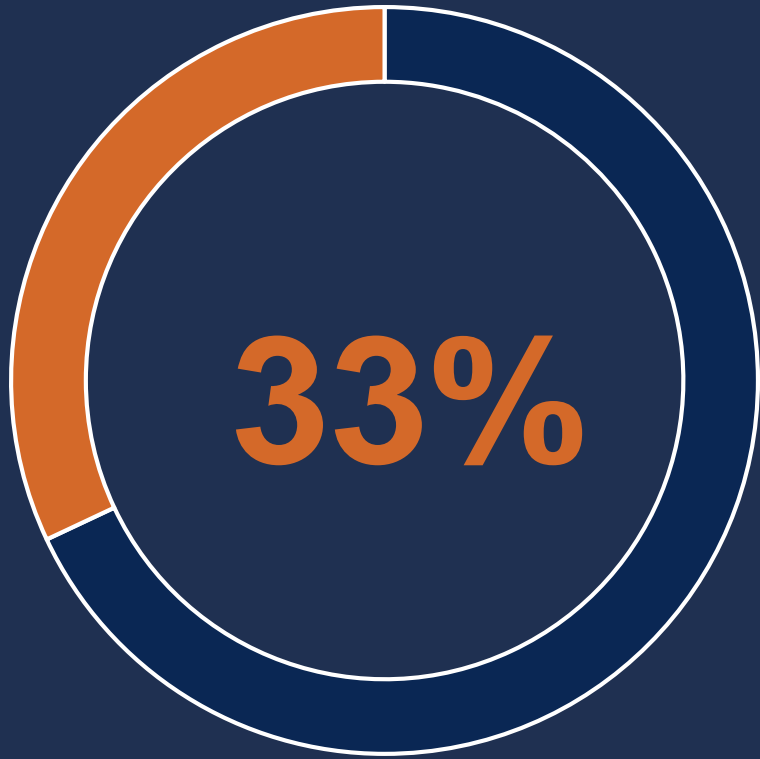


Apprentice Hours

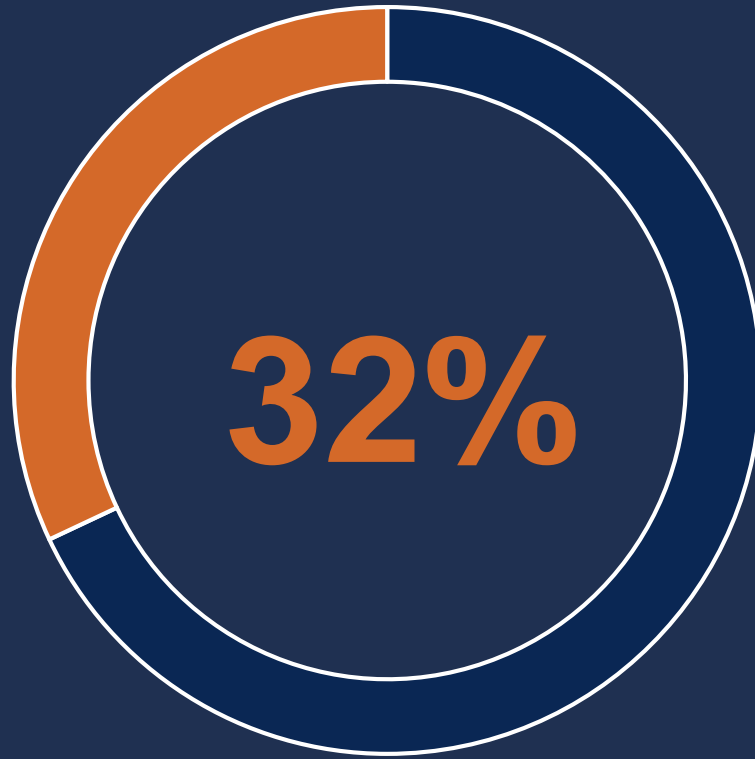
Apprenticeship Hours Worked by Month



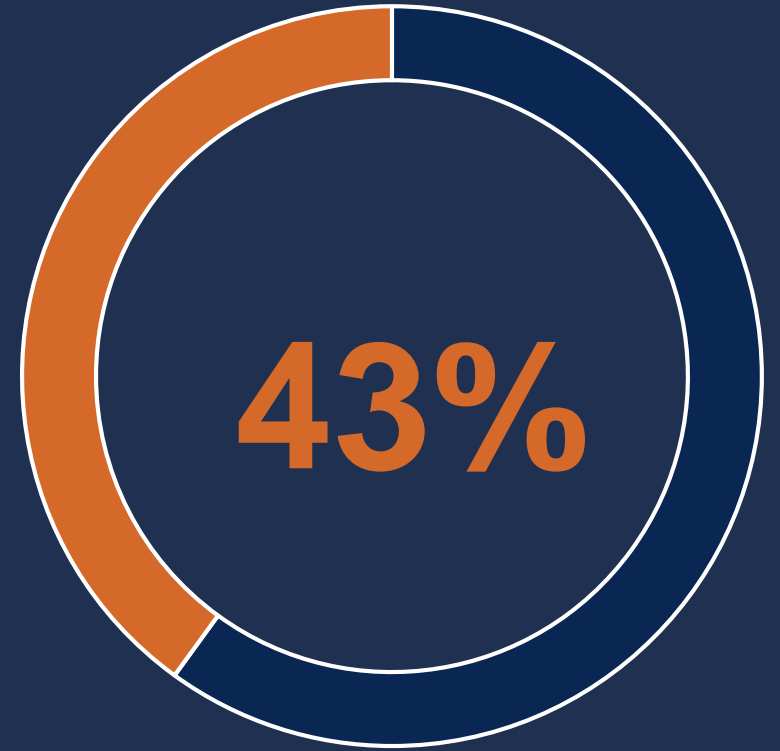
Apprentice Completion Rate



People of Color



Women

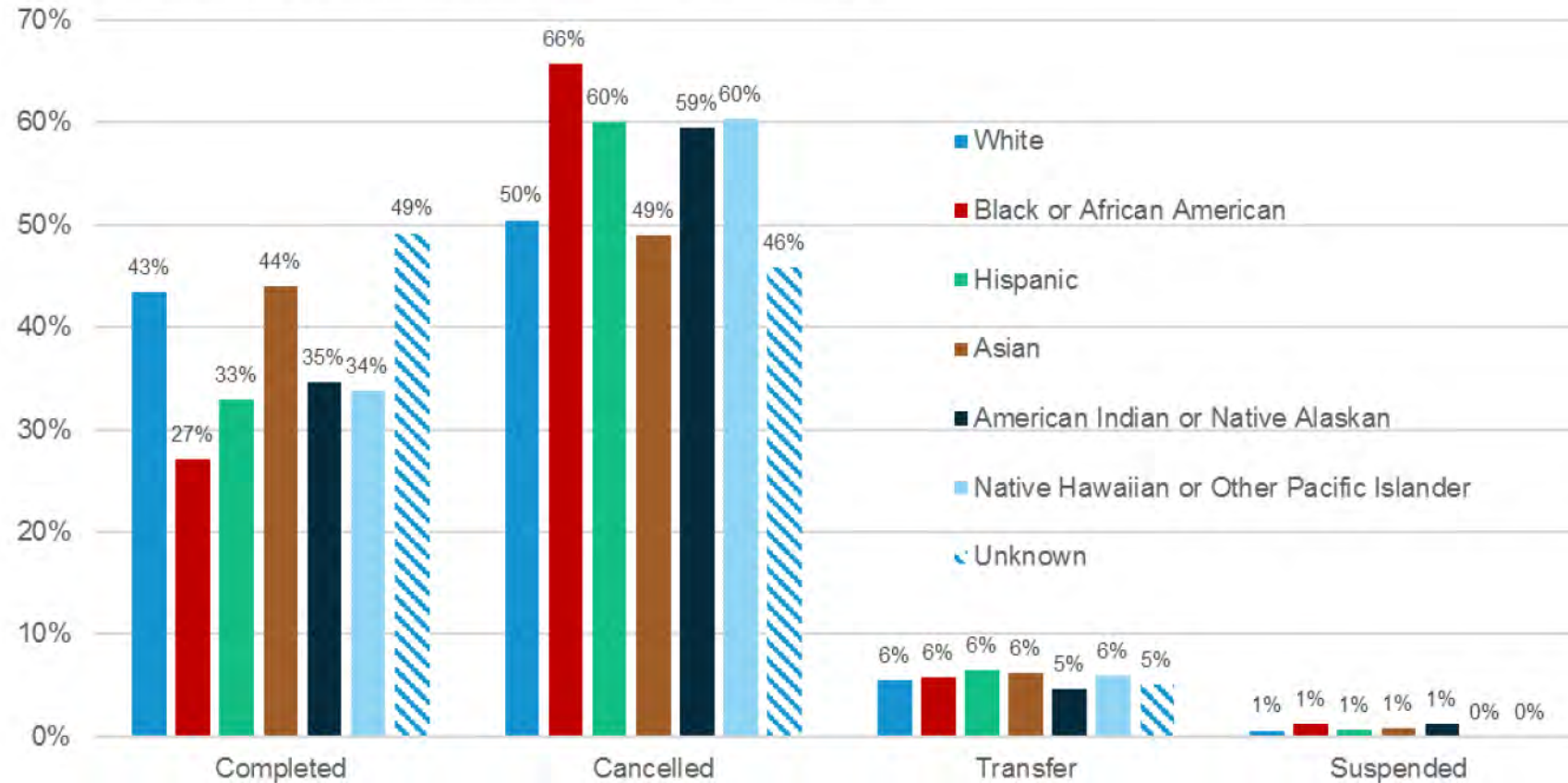


White

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

The Sound Transit Apprenticeship Pipeline

	Apprentice Hours		Journey-Level Hours		Combined Hours	
Total Hours	950,766.4		5,125,656.5		6,076,422.8	
People of Color	360,127.4	37.9%	1,467,358.3	28.6%	1,827,485.7	30.1%
Female Hours	176,628.8	18.6%	315,571.5	6.2%	492,200.3	8.1%

	Apprentice Utilization	
Total Hours	950,739.9	16.8%

What are we doing about it?

1

- Pre-apprentice Training Programs

2

- Retention Support Services

3

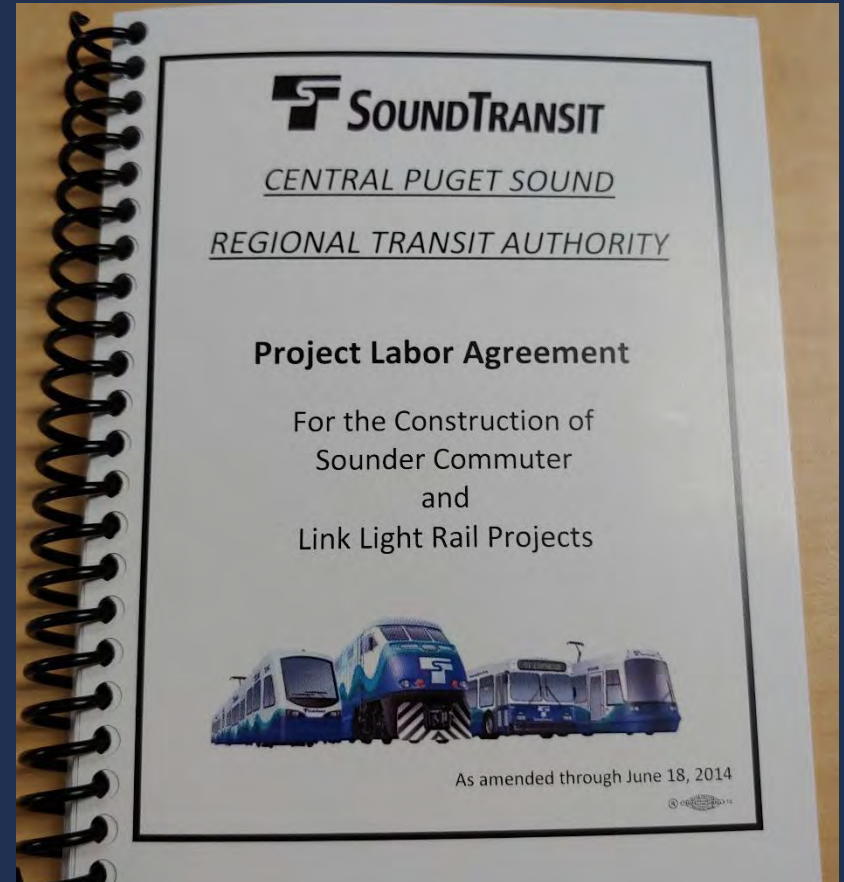
- Mentorship Matters®

4

- RISE UP

This Work is a Part of the Project Labor Agreement

- Our PLA is a legally binding agreement between Sound Transit and labor
- Negotiated in 1999
- The goal is to ensure we can complete the projects as promised to voters
- Workforce Development is covered in articles 6,7, & 8



1. Pre-Apprenticeship Training



Pre-Apprenticeship Program Support





SVI Graduating Class



2. Retention Support Services



Removing the barriers that prevent apprentices and pre-apprentices from completing their programs

- Work tools and PPE
- Childcare Service
- Transportation Assistance
- Driver's license reinstatement
- Ex-offender life skills
- Soft skills

3. *Mentorship Matters*



Mentorship Matters ®

- Training journey level workers how to mentor and transfer knowledge to apprentices
- Training apprentices on soft skills and how to access resources
- 17 journey people trained
 - Overall evaluation score 4.6 out of 5
- 28 apprentices trained
 - Overall evaluation score 4.6 out of 5

4. RISE UP Program



- Partnership with ANEW
- Working with Absher's leadership- including their president
- Goal: promote a safe and productive workplace
- Purpose: address behavior such as bullying, harassment, hazing, and intimidation on the worksite
- Increase retention

RAPID Fund Investments

Focus of the RFP:

- Youth experiencing homelessness
- Youth exiting foster care



How are we tracking our outcomes?

Clear deliverables on each contract

- Quarterly or monthly reports

Details tracking sheets for each contract

- Demographic information
- Outcome tracking

Portland State University Consultant

- Mentorship Matters Evaluation
- RISE UP Evaluation

LCPTTracker

- Track apprentices who have graduated using our funds
- Can see all hours worked on Sound Transit projects

Beta Testing Workforce Manager

- Will be able to follow a worker throughout their career

How are we making a difference?

TRAC graduates:

- 8 graduates have worked on our projects
- 3,700 hours worked
- \$121,000 wages earned



Program Highlights

- 2 RFP processes held
 - \$450,000 for Workforce Development Funds
 - \$200,000 for RAPID Fund
- 8 contracts issued totaling \$813,284
- 2 sponsorships awarded totaling \$99,000
- Numerous new partnerships and relationships developed



What's coming up in 2019?

- Additional re-licensing contracts
- Apprentice Opportunity Program
- TOOL Center in Tacoma
- CDL initiative
- RISE UP full implementation
- Continue to train on Mentorship Matters



Disadvantaged Business Enterprise Program Update

Brenda Nambi
Deputy Director Small Business Program



What is a Disadvantaged Business Enterprise?

- At least 51% owned by one or more individuals who are socially and economically disadvantaged
- With a personal net worth of under \$1.32 million
- Business size standard of \$23.98 million or less

DBE Program Objectives

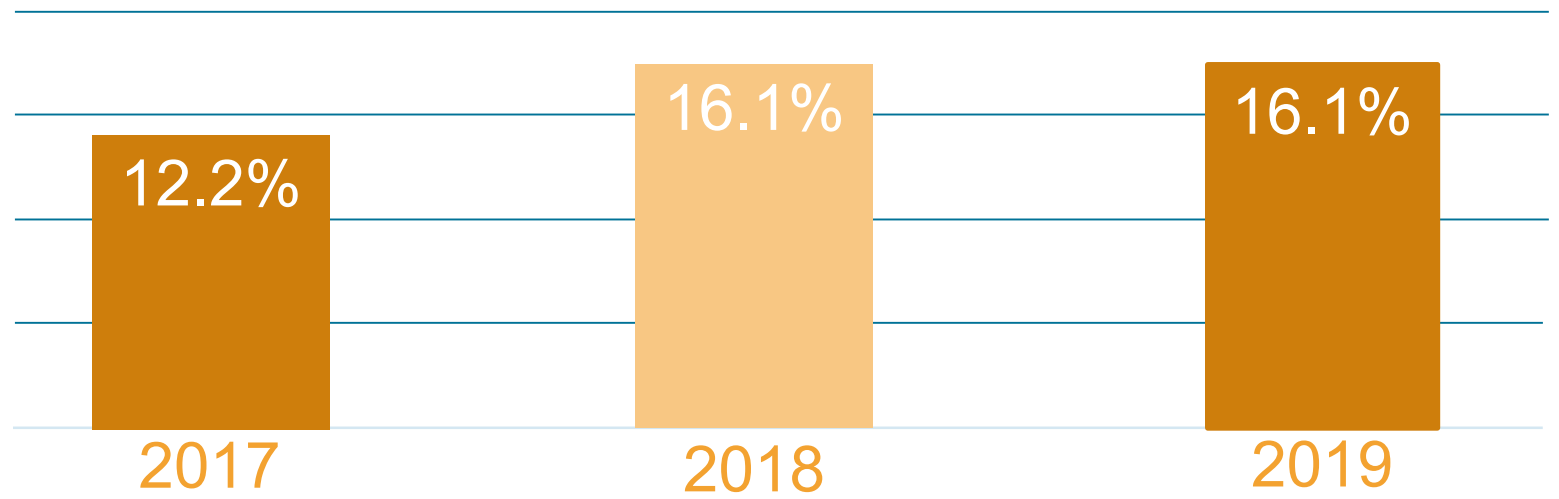
- Create a level playing field so that DBEs can compete fairly
- Ensure nondiscrimination
- Help to remove barriers
- Ensure regulatory monitoring, compliance and enforcement
- Promoting the use of all types of DBEs

DBE Goal Modification

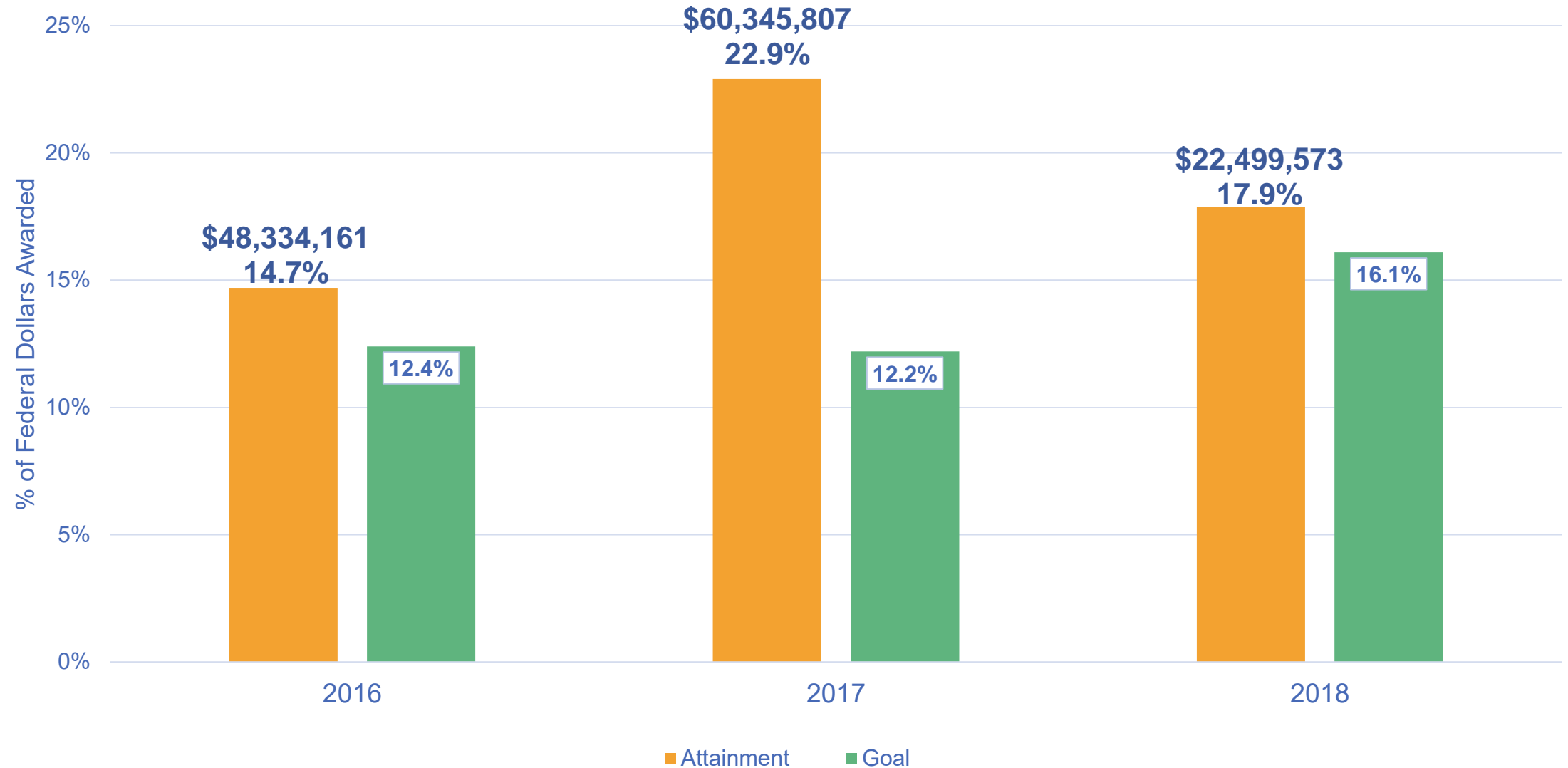
- The original DBE goal for 2017 – 2019 was 12.2%
- The new goal 16.1% includes system expansion projects
- FTA approved the goal methodology

DBE FFY goal ■

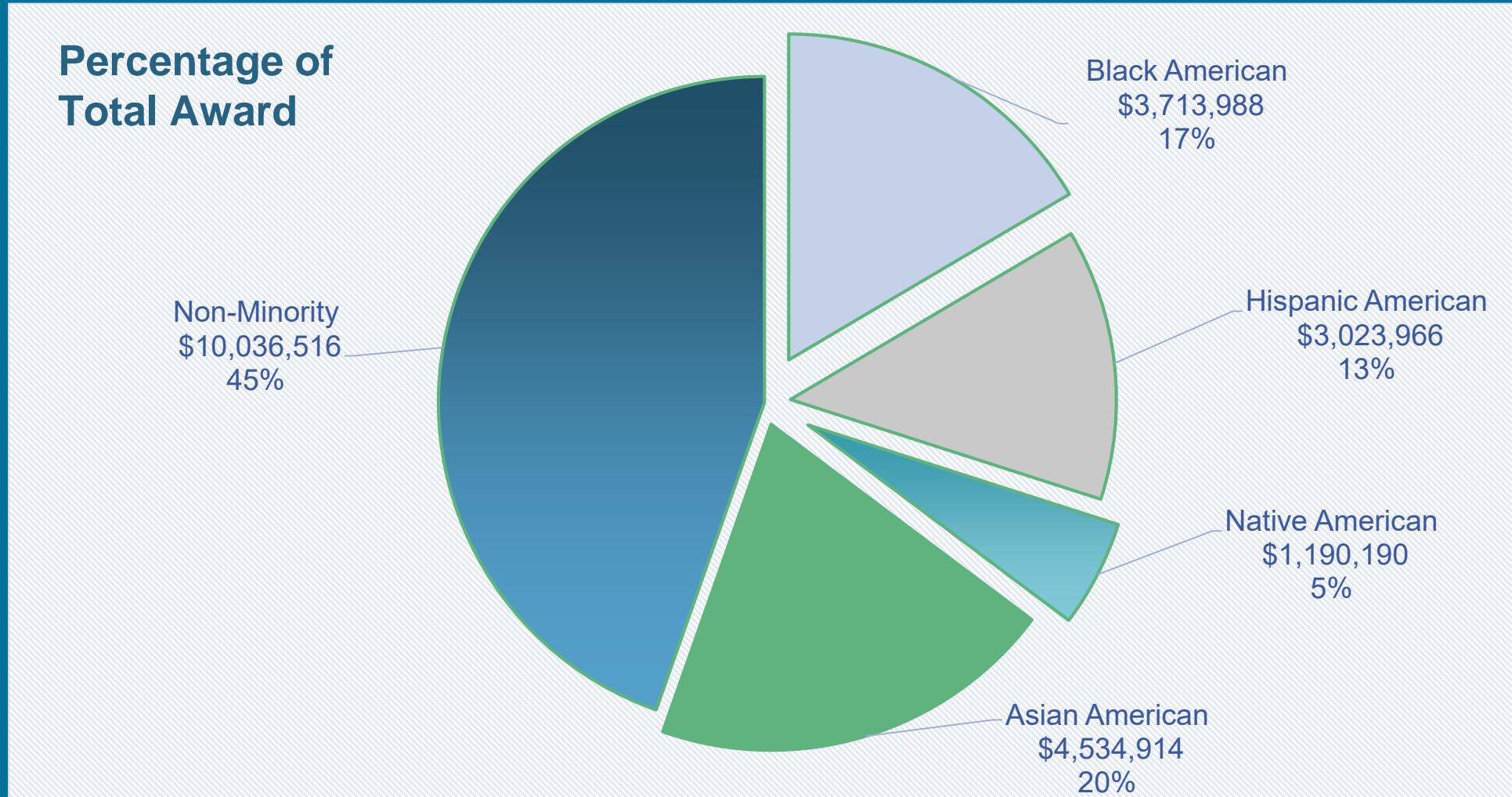
Modified goal ■



DBE Goal vs Attainment

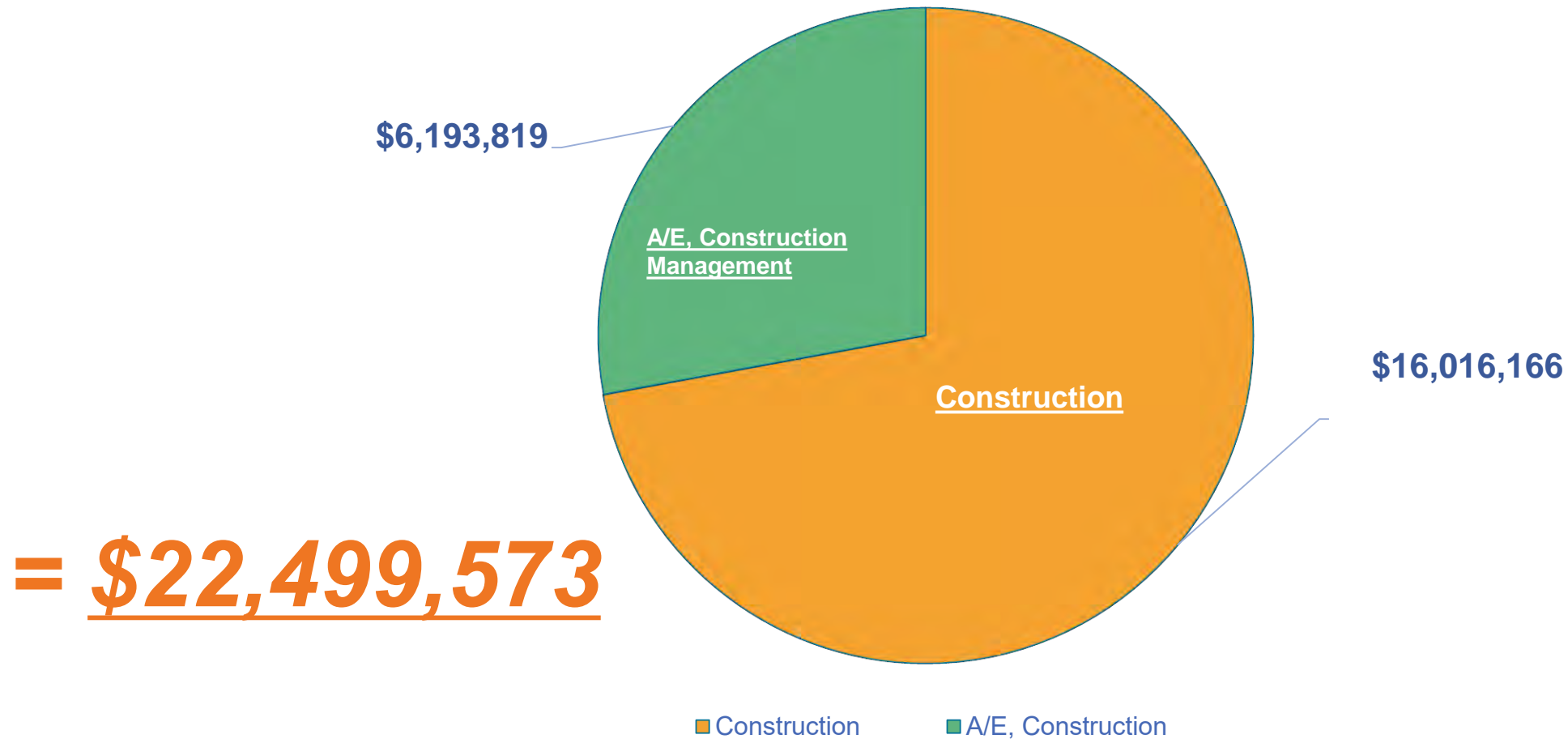


DBE Demographic Breakdown of \$22,499,574



Contract Type by Dollar

2018 DBE Dollars by Contract Type



DBE /SBE Participation by Alignment

NORTH LINK

Contract Value	DBE Invoiced	SBE (Non-DBE) Invoiced
\$1,069,728,631	\$68,216,334	\$21,182,167

EAST LINK

Contract Value	DBE Invoiced	SBE (Non-DBE) Invoiced
\$1,828,073,615	\$62,515,730	\$54,732,915

Combined DBE/SBE Dollars for North and East Link:

\$205,290,847

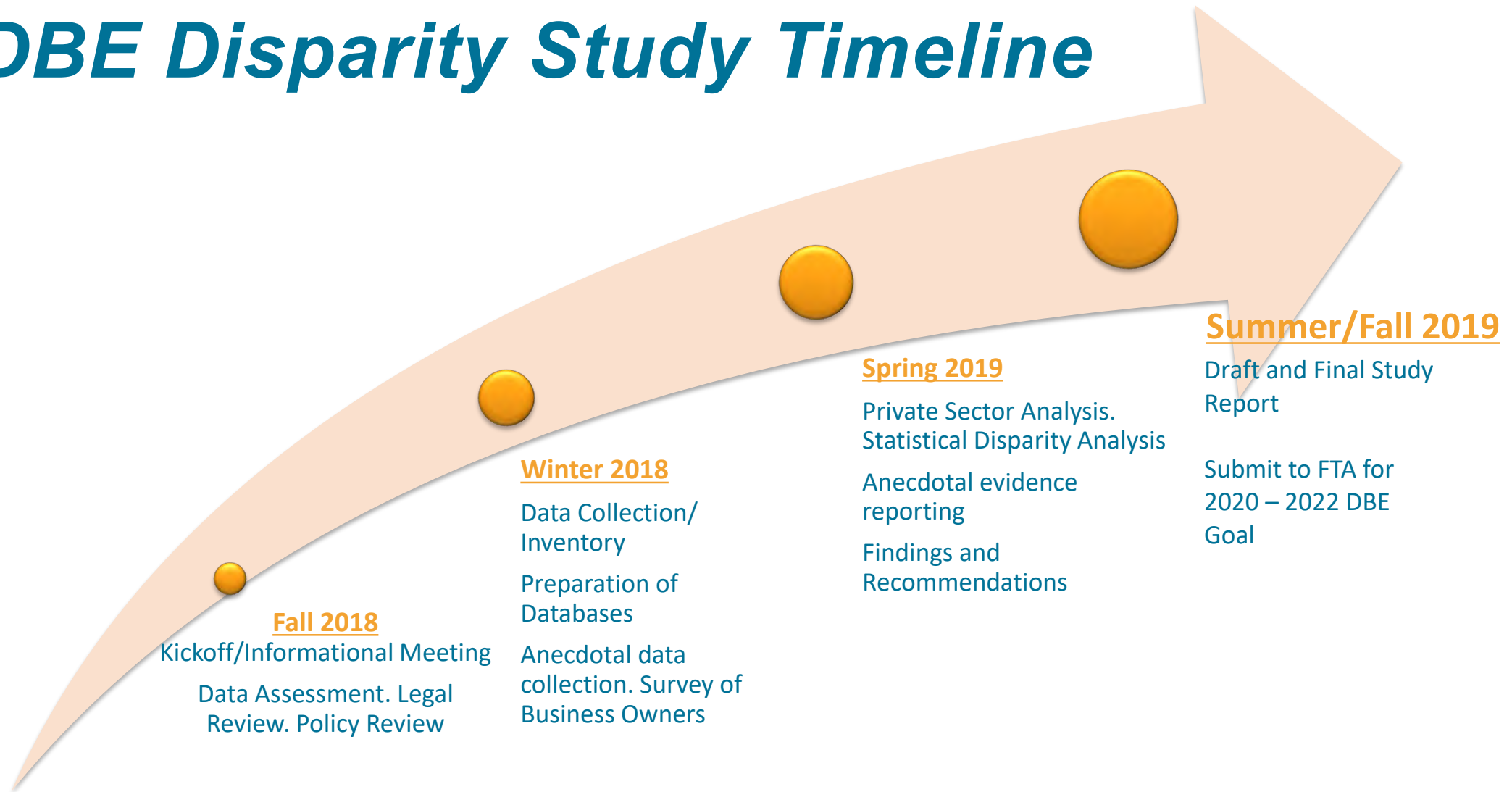
DBE/SBE Technical Assistance

- ***Financial Planning***
- ***Cost Accounting***
- ***Certification***
- ***Bonding***
- ***Access to Capital***
- ***Marketing***
- ***Project Management***
- ***Bidding & Estimating***
- ***Creative Teaming Arrangements***

DBE/SBE Bonding Technical Assistance

- **A&D Quality Construction** **\$2 million**
- **Electrical Systems Solutions** **\$1.5 million**
- **JKA & Associates** **\$ 750,000**
- **HiGrade Construction Asphalt** **\$ 1 million**
- **Pacificmark Construction** **\$ 4 million**

DBE Disparity Study Timeline





Thank you!