



The Problem

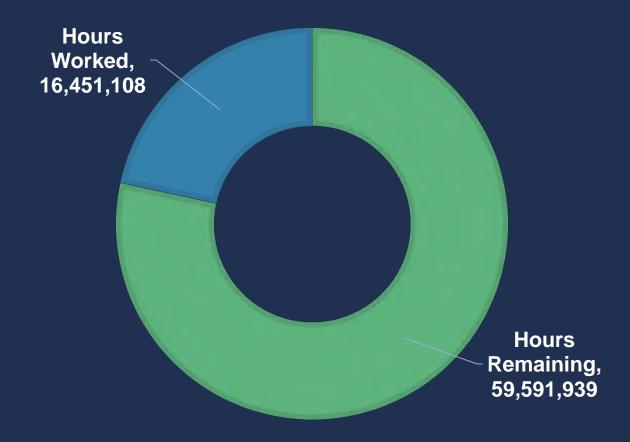
"Regionally, there is forecasted to be a construction occupational supply shortage of 9%-10% during the 2018-2042 period."

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

ST Construction Workforce Demands



Sound Transit Hours Worked vs. Hours Remaining

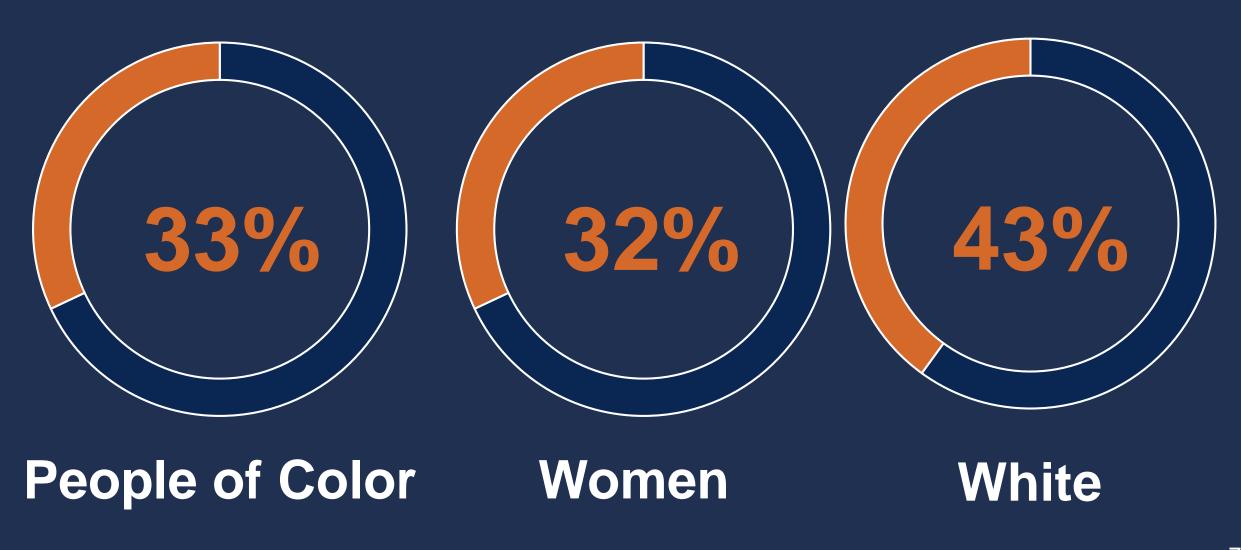


Apprentice Hours

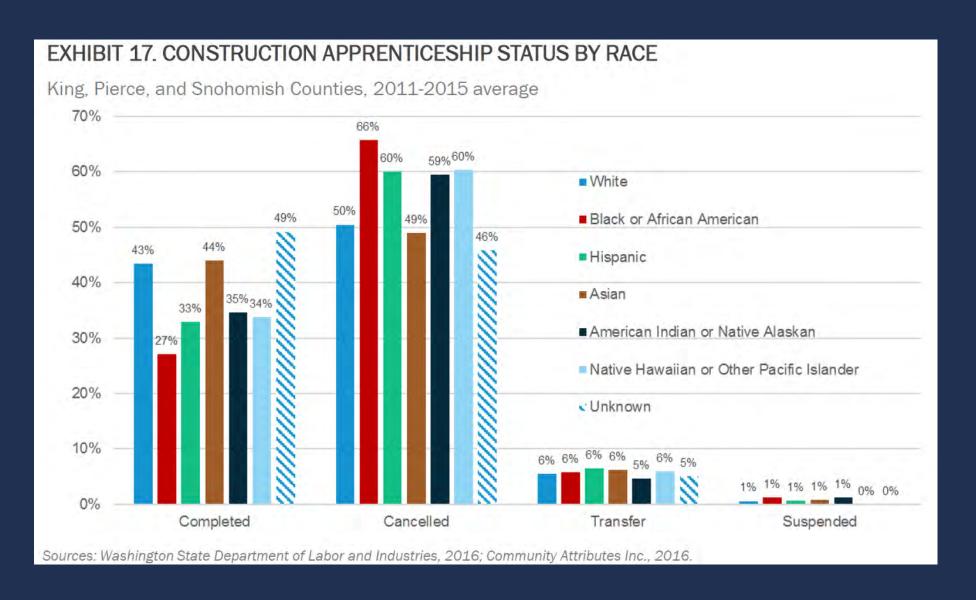




Apprentice Completion Rate



Apprenticeship Broken Out by Race



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?

Pre-apprentice Training Programs

Retention Support Services

Mentorship Matters®

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



Hate crimes skyrocket in state, almost double in Seattle in 2017

NATIONAL FBI SURVEY

Largest number of Seattle cases involved race and ethnicity

By RYAN BLETHEN Seattle Times staff reporter

Hate crimes increased in Washington by 32 percent in 2017, outstripping a 17 percent national increase in hate-motivated crimes according to data released Tuesday

Washington law-enforcement agencies submitted 613 total hate-

motivated offenses stemming from 510 separate incidents to the FBI's Uniform Crime Report last year everything from homicide and rape to burglary and "intimidation" more than any other state except California, according to the FBI's

On a per-capita basis, Washington had the third-highest rate of hate crimes reported in 2017, coming in behind Washington, D.C., and Kentucky. Washington was also third in 2016.

In Seattle, the number of reported hate crimes almost doubled, from 118 incidents in 2016 to 234 in 2017

Atotal of 243 Washington lawenforcement agencies participated in the annual FBI survey, 10 more agencies than participated in 2016.

An analysis of the FBI data, however, indicates that those additions — all small- to medium-sized towns and cities — would account for only a small fraction of the increase in hate crimes.

The largest number of hate crimes reported by Seattle to the FBI targeted someone's race and/or ethnicity, which accounted for 120 of the total cases.

Forty-five cases involved crimes

motivated by someone's religion; 57 for sexual orientation, one for gender and 11 targeted someone's gender identity.

Most of the reported crimes involved some sort of intimidation.
There were 15 murders, 23 rapes and 990 aggravated assaults nationally with a hate-crime motivation, according to the FBI.

Washington reported one homicide, one rape and 72 aggravated assaults motivated by hate or bias.

"In the wake of the tragic events in Pittsburgh that impacted the nation, we want to assure Washingtonians that their safety and civil

- 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

LCPTracker

- 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





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

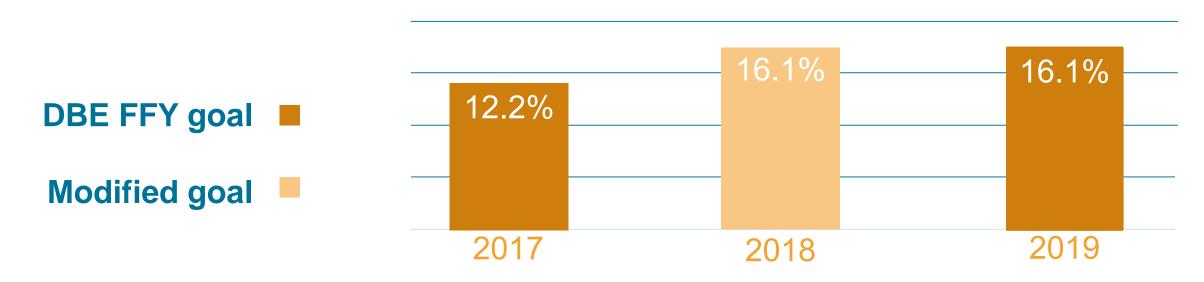
DBE Program Objectives

- 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

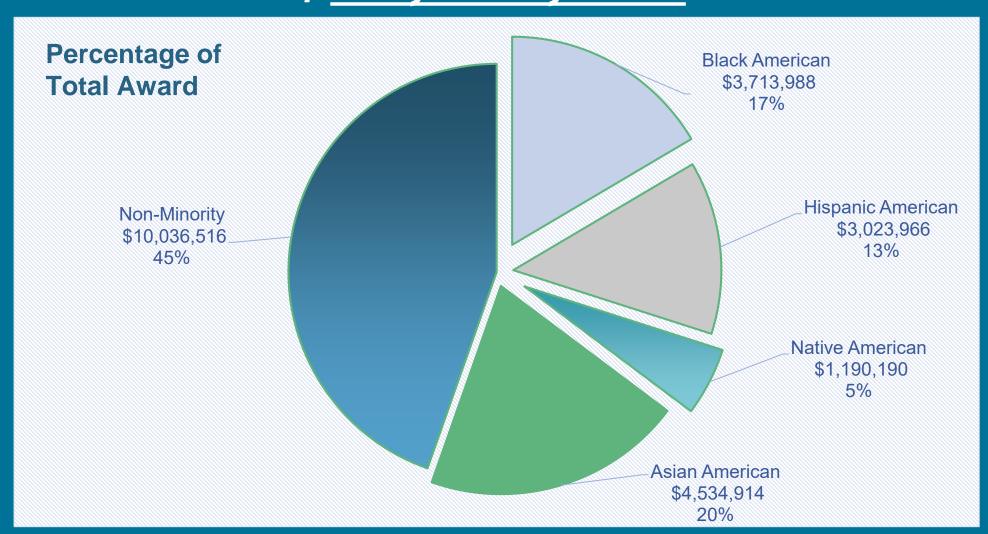
- The original DBE goal for 2017 2019 was 12.2%
- The new goal 16.1% includes system expansion projects
- FTA approved the goal methodology



DBE Goal vs Attainment

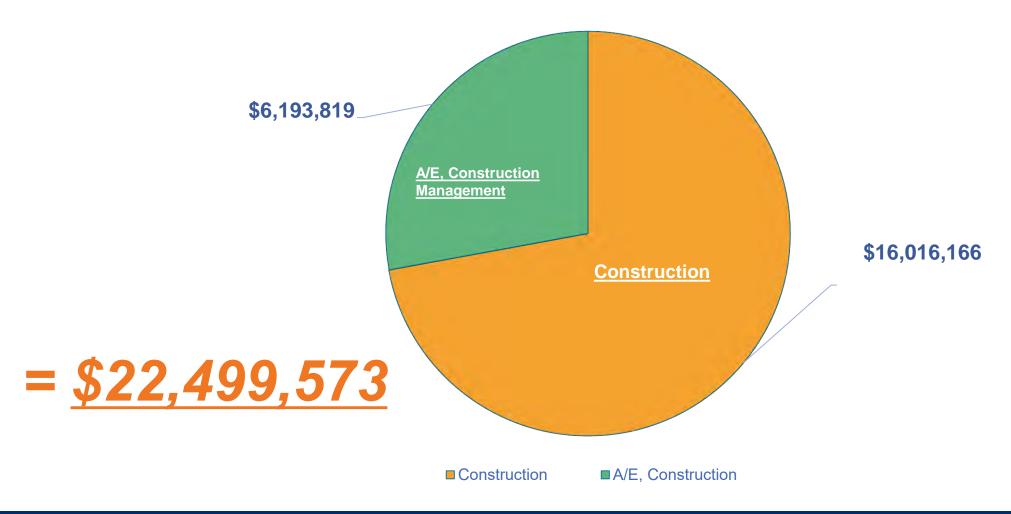


DBE Demographic Breakdown of \$22,499,574



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:

\$<u>205,290,847</u>



DBE/SBE Technical Assistance

- Financial Planning
- Certification

- Access to Capital
- Project Management
 - Creative Teaming Arrangements

- Cost Accounting
- Bonding
- Marketing
- Bidding & Estimating

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



Review. Policy Review

Winter 2018

Data Collection/ Inventory

Preparation of Databases

Anecdotal data collection. Survey of Business Owners

Spring 2019

Private Sector Analysis. Statistical Disparity Analysis

Anecdotal evidence reporting

Findings and Recommendations

Summer/Fall 2019

Draft and Final Study Report

Submit to FTA for 2020 – 2022 DBE Goal



