Sound Transit Construction Workforce Initiative
Developing the Construction Workforce
“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
Average Apprenticeship Completion Rates

- People of Color: 33%
- Women: 32%
- Caucasian: 41%
How Can We Improve Apprenticeship Retention?

1. Pre-Apprenticeship Program Support
2. Mentorship
3. Retention Support Services
4. R.I.S.E. up!
Annual Workforce Development Budget

- RISE up: 10%
- Mentoring: 24%
- Retention Services: 24%
- Pre-Apprenticeship Program Support: 42%

Total Budget: $850,000
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

How will these funds be used?

- Pay for trainers and materials for the Mentorship Matters® training program
- Expanding the training Program to more project sites
- Quarterly refreshers on jobsites

$200,000
3. Retention Support Services

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

- Child or Elder care assistance
- Transportation assistance: ORCA card, fuel card, auto repair, etc.
- Assisting with drivers licensing issues: help with reinstatement, or obtaining their initial driver’s license
- Purchase boots, rain gear, work clothes and work tools
4. R.I.S.E. up! (Respect, Inclusion, Safety, Equity)

Increasing Retention Through:

Manager Training
- Emphasizing Inclusivity
- Accountability for diversity metrics
- How to communicate and provide feedback
- Building an inclusive culture on site

Employee Training
- Value based training relating to diversity as part of onboarding
- Addresses jobsite policies and the realities of the working environment
- Approaches to working in a diverse environment

$85,000