

Increasing Diversity in the Transportation Workforce

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Department of Transportation**

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Labor & Industries
Apprenticeship Services

**Joint Transportation Committee
October 24, 2012**

2012 Legislation



- HB 2673: Addressing Transportation Workforce Development
 - Use federal funds to increase diversity on highway transportation projects.
 - Collaborative effort between the Washington State Department of Transportation and Washington State Department of Labor & Industries' Washington State Apprenticeship and Training Council.
 - Report progress to the Legislature.

What is Pre-Apprenticeship

- Safety Training
- Workplace Skills
- Physical Fitness
- Math Skills
- Contextual Learning
- Formal Agreement with the Apprenticeship Programs



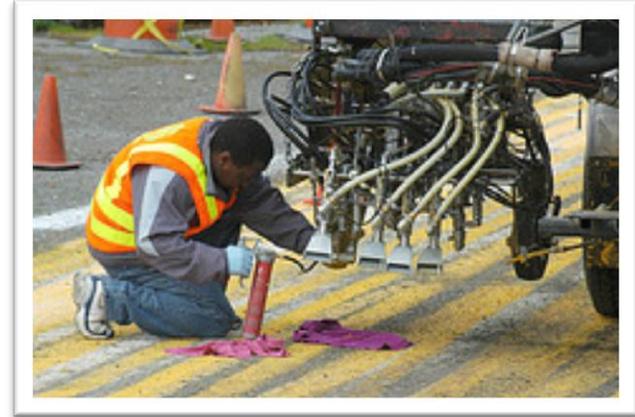
Apprenticeship Advantage

- Efficient training combination of on-the-job and related school instruction
- Family wage jobs
- Elevated wages
- Training the future workforce:
 - Retirement increasing
 - Focus on diverse workforce
 - Entrepreneurial efforts supported by apprenticeship training
- Assists in supporting one of the best training systems available



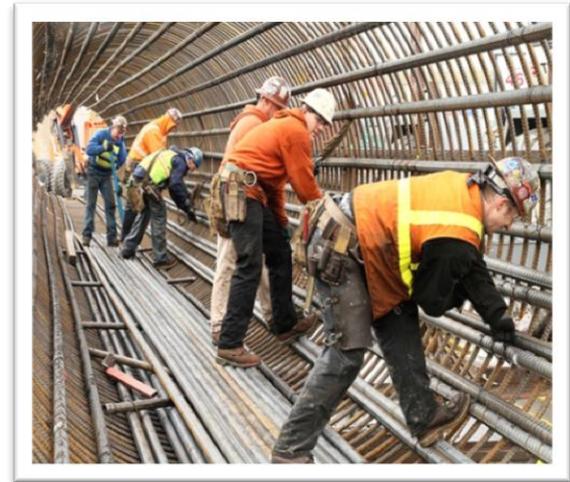
WSDOT Heavy Highway Trades

- Electricians
- Laborers
- Carpenters
- Operating Engineers
- Painters
- Ironworkers
- Plumbers
- Other Crafts



Pre-Apprenticeship Program Examples

- Apprenticeship & Non-Traditional Employment for Women (ANEW)
- Seattle Vocational Institute
- WSDOT Initiatives:
 - Spokane
 - Tri-Cities
 - Southwest Washington



Apprenticeship & Non-Traditional Employment for Women

- Have assisted over 1,000 individuals in gaining family wage jobs so far in 2012
- Unique Trades “Rotation”
- 14 Registered Trades Partners
- Workshops & Customized Training
- Technical Assistance
- Support Services



“ANEW provided me with a solid foundation and career pathway for my 30 years in the apprenticeship world. I owe any success I have had in my career to the training and support from ANEW and the ANEW community.”

Anne Wetmore, United States Department of Labor

Seattle Vocational Institute

- 46 participants in their Pre-Apprenticeship Construction Training Program so far in 2012.
- The Pre-Apprenticeship Construction Training consists of:
 - Construction Skills Training
 - Job Readiness Training
 - Physical Education
 - Flagging/Forklift Certification



Spokane Pre-Apprenticeship Initiative

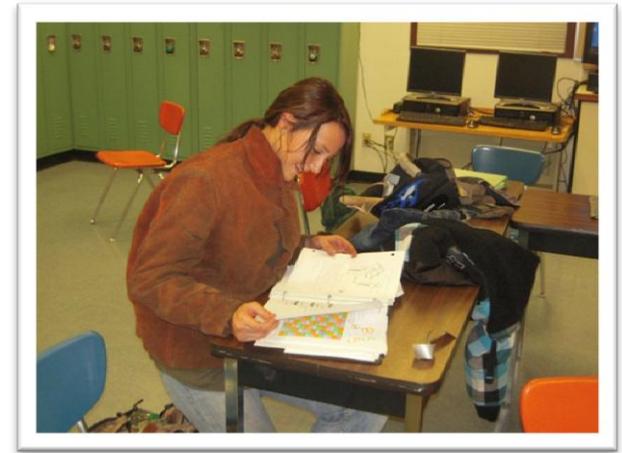
- Started August 2012
- Outreached to 1,500 individuals
- Assessed and screened 40 individuals
- Training currently under way



"I was bouncing from dead-end job to dead-end job and I love to work with my hands so when I saw this program, I knew it was the right fit."
Nicholous Johnson, Spokane Initiative Participant

Tri-Cities Pre-Apprenticeship Initiative

- Started September 2012
- Joint effort between National Association of Women in Construction and Tri-Tech Skills Center
- 14 individuals enrolled in the program
- Classes Started October 16th
- 8 Week Course:
 - OSHA, First-Aid/CPR
 - Skills Training:
 - Blue Print Reading
 - Electrical
 - Welding, Carpentry, etc.
 - Forklift and Flagging
 - Career Counseling & Development

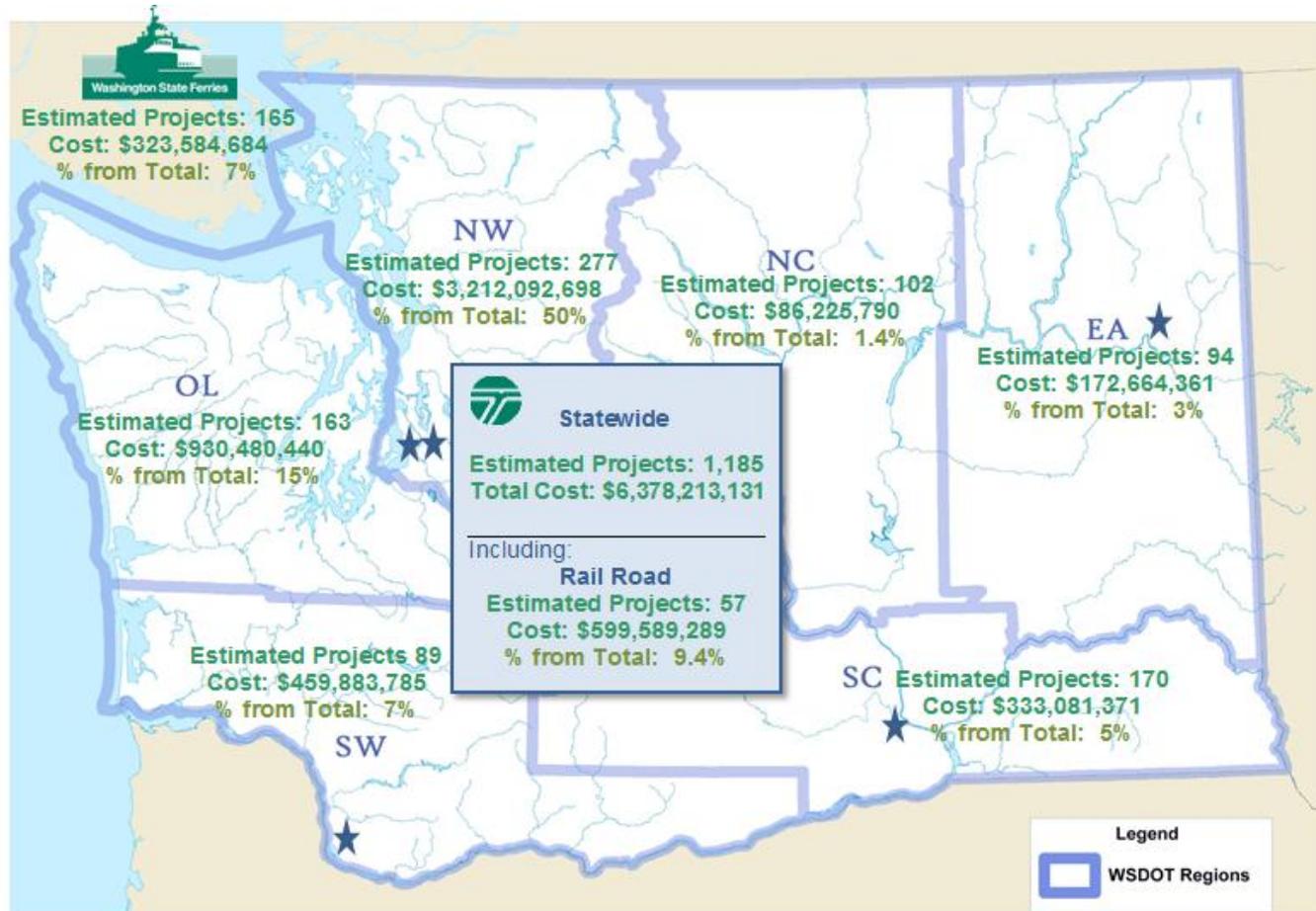


Southwest Washington Pre-Apprenticeship Initiative

- Anticipated start date - November 2012
- Partnership between Apprenticeship & Non-Traditional Employment for Women and Oregon Tradeswomen, Inc.
- Will assist 75 individuals

Washington State Department of Transportation Projections

October 2012 through September 2015



Financing & Outcomes

- \$320,000 of Federal Funds until September 30, 2013
 - \$75,000 Spokane Initiative
 - \$45,000 Tri-Cities Initiative
 - \$45,000 Southwest Washington Initiative
 - \$20,000 Apprenticeship & Non-Traditional Employment Sponsorship
 - \$11,000 Seattle Vocational Institute Sponsorship
 - \$10,000 Support Services Supplies (e.g. hardhats, safety vests, etc.)
 - \$40,000 Construction Career Days
 - \$74,000 Approximately remaining
- As required by HB 2673, WSDOT will update the Legislature on the continuing success of the program in December 2012.

Testimonials regarding Program Benefits

- Randy Ambuehl, Training Director for the Electrical Industry Joint Apprenticeship & Training Committee.
- Janelle Carson, Seattle Vocational Institute Pre-Apprenticeship Construction Training.
- Donesha Hall, Apprenticeship & Non-Traditional Employment for Women Graduate.

For more information on Transportation Workforce Diversity please contact:

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