

Apprentice Utilization

Goals and Requirements:

A Countywide Impact Study

2007 Update



Acknowledgements

We are grateful to the Port of Seattle, City of Seattle, King County, and Sound Transit for providing annual apprentice utilization data for their projects. For more information about this study, contact Port Jobs at portjobs@portseattle.org or 206-728-3882.

Port Jobs is a non-profit organization working to increase access to living wage jobs for residents of the Greater Seattle area. We develop practical programs that make good jobs easier to get and good employees easier to find. We foster a more vibrant and equitable economy throughout King County.

October 2008



Expanding opportunities.
Building success.

Executive Summary

Each year, Port Jobs collects apprentice utilization data from public and private policy sponsors for construction projects in King County and compiles a report on the collective impact of these policies. This report is the tenth in the series.

For more than a decade, apprentice utilization policies have helped expand job opportunities for apprentices in King County. Since 1994, more than 600 contracts valued at greater than \$8.7 billion have been covered by apprentice utilization policies. Of the more than 41 million labor hours worked on these projects, apprentices worked 15% of those hours. Apprentices of color have worked 25% of total apprentice hours and women have worked 13 of these hours%.

In 2007, commercial construction continued to boom despite rumblings of a broader economic recession. Apprenticeship programs enrolled record numbers of new apprentices. Since 1992, women have made up 7% and people of color have made up 24% of the new apprentices entering Washington building and construction trades apprenticeship programs.

In 2007, the Port of Seattle, City of Seattle, King County, and Sound Transit developed projects in King County with apprentice utilization goals. For these projects:

- ✘ Apprentices worked more than 590,000 hours, which is among the highest hours worked by apprentices since tracking began in 1994. The overall apprentice utilization rate increased to 17% after falling the past three years.
- ✘ People of color worked a record high 33% of apprentice hours in 2007 (192,000 labor hours). All sponsors surpassed their goals.
- ✘ Female apprentices worked fewer hours than they did in 2006, and the share of hours worked by female apprentices dropped to 12% in 2007.

Key Outcomes 2007	
Number of contracts	133
Labor hours worked	3.5 million
Apprentice hours worked	590,067
Apprentice utilization rate	16.9%
Percentage of apprentice hours worked by minorities	32.6%
Percentage of apprentice hours worked by women	12.2%

In 2007, the Apprenticeship Opportunities Project (AOP) helped a total of 138 people enter apprenticeship in 12 trades, and another 9 enter trades-related jobs – record high placements for the program. AOP was a recruitment resource for apprenticeship programs in King County. More than 30% of the women and nearly 35% of the women of color who entered the 12 trades were referred by AOP. Nearly 14% of the people of

color who entered those trades in King County were AOP clients. Additionally, AOP clients stayed in their apprenticeship programs at a higher rate than other King County apprentices. Of all the King County apprentices who entered the 12 trades in 2007, 82% were still in their programs as of mid-2008. At the same time, 87% of apprentices who were referred by AOP were still in their programs.¹

Based on the findings in this study, Port Jobs offers the following recommendations for building a diverse, skilled workforce in Washington:

- ✘ Dedicate public funding to expand apprenticeship preparation training, with an emphasis on women. These programs help create a pipeline of workers, and help disadvantaged individuals, women and people of color gain access to good construction jobs.
- ✘ Increase the number of developers using apprentice utilization policies and diversity goals on construction projects.

¹ From Port Jobs' report, *The Impact of the Apprenticeship Opportunities Project: Helping People Enter and Succeed in Apprenticeship*, which will be released in fall 2008.

Introduction

Apprentice utilization policies have been used in King County since 1993 when the Port of Seattle adopted requirements for using apprentices on its construction projects. These policies specify that apprentices work a certain percentage of labor hours on qualifying construction projects – typically 15% of total labor hours. They may also include diversity goals for the share of hours to be worked by women and people of color, often between 10% and 20% of apprentice hours.

Today, apprentice utilization policies are used by local governments and school districts across Washington state for public works projects, often those valued at one million dollars or more. Additionally, some private developers have voluntarily adopted apprentice goals for their own projects.

<p><u>Apprentice Utilization Policy Goals</u></p> <p>Increase the number of apprenticeship opportunities in King County;</p> <p>Help women and people of color gain access to living-wage career opportunities; and</p> <p>Develop a highly skilled, diverse workforce capable of meeting demand for skilled construction labor in the region.</p>

Apprentice utilization policies help drive demand for apprentices. Since 1994, the **Apprenticeship Opportunities Project (AOP)** has worked to help meet that demand in King County. AOP connects disadvantaged individuals, women, and people of color to apprenticeship and trades related jobs. AOP also helps people stay in the trades by providing retention services, such as case management and financial assistance for union dues, tools and emergency needs.

About this report

This report is the tenth in an annual series that examines the impact of apprentice utilization policies in King County. It looks at the economic and construction environment in 2007, highlights apprentice utilization outcomes and findings, and makes recommendations for building a diverse, skilled construction workforce in Washington.²

Policy sponsors provide apprentice utilization data to Port Jobs, including the hours worked by apprentices and journeyworkers, and the percentage of apprentice hours worked by women and people of color. Some sponsors, but not all, report diversity statistics for journeyworkers.

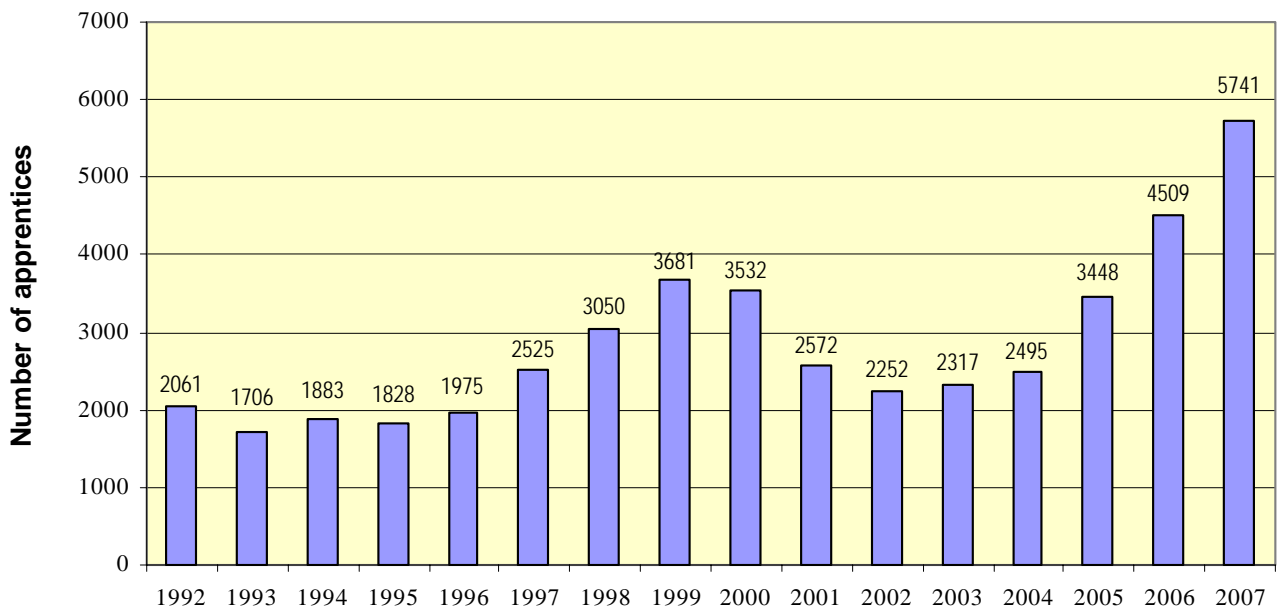
² To download Apprentice Utilization reports (1994-2007), visit www.portjobs.org or call 206-728-3882 to request copies.

The Economic and Construction Environment

Despite the beginning of the mortgage and credit crisis, a downturn in the housing market, and rumblings of a broader economic recession, commercial construction continued to boom in the Puget Sound region in 2007. Construction firms in the region employed an average of 98,800 people that year – continuing a steep upward trend that started in 2004³.

The Washington state apprenticeship system continued to grow rapidly, enrolling more than 5,700 building and construction trades apprentices in 2007 – a record number of enrollments and 27% more apprentices than the previous year. See Figure 1.⁴ Of these new apprentices, 1,791, or about one-third, were residents of King County.

Figure 1: Number of Apprentices Registered in Building and Construction Trades Apprenticeship Programs in Washington State, By Year (1992-2007)



Source: Dept. of Labor & Industries, Apprenticeship Section

³ Washington State Employment Security. *Seasonally Adjusted Construction Employment – King and Snohomish Counties (Seattle-Bellevue-Everett Primary Metropolitan Statistical Area)*. Includes residential, commercial, and highway/street/bridge construction, along with specialty trade contractors.

⁴ Washington State Dept. of Labor and Industries, Apprenticeship Section. Figures reflect 72 building and construction apprenticeship programs in Washington State. Individual plant, reciprocal, and public programs are not included.

Female Apprentices

In 2007, a total of 336 women enrolled in construction-related apprenticeship programs statewide. This is the highest number of women entering apprenticeship in a single year, since at least 1992.⁵ Ninety-six (96) women were residents of King County, making up 29% of all women who enrolled statewide in 2007.

The apprenticeship system has grown at such a rapid pace, however, that record enrollments did not increase women's overall representation in the trades. In 2007, women made up just 6% of the apprentices enrolled statewide that year. See Figure 2.⁶ Between 1993 and 1995, as comparison, women made up 10% to 11% of new apprentices. Since 1992, approximately 3,380 women have enrolled in construction apprenticeship programs statewide compared to 42,200 men (7% of total enrolled). See Appendix 1.

Apprentices of color

A total of 1,635 people of color enrolled in apprenticeship programs statewide in 2007 – more than any year since at least 1992.⁵ Nearly half of these apprentices (48% or 779 apprentices) lived in King County. Since 1992, approximately 10,700 people of color have enrolled in apprenticeship programs statewide (24% of total registrations).

People of color have made up an increasing share of new apprentices over the past 15 years. In 1992, for example, 18% of new apprentices were people of color. Ten years later, people of color made up 23% of new apprentices, increasing to 28% in 2007. Hispanics represented the largest group of apprentices of color (12% of apprentices in 2007), followed by African-Americans (8%). See Figure 3.⁷

Figure 2: Gender of Apprentices Registered in Apprenticeship Programs (2007)

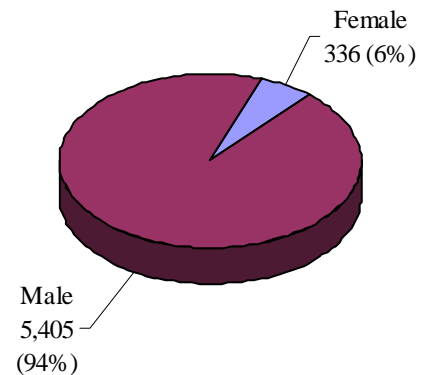
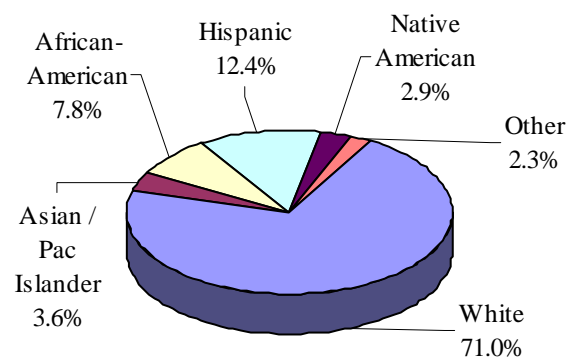


Figure 3: Race of Apprentices Registered in Apprenticeship Programs (2007)



⁵ Port Jobs has examined apprenticeship enrollment data since 1992, and does not have data prior to that year.

⁶ Washington State Department of Labor and Industries, Apprenticeship Section. See footnote 4.

⁷ Ibid.

Apprentice Utilization Outcomes for 2007

In 2007, four public sponsors developed projects in King County with apprentice utilization goals – Port of Seattle, City of Seattle, King County, and Sound Transit.⁸ Nearly 3.5 million hours were worked on these projects. Apprentices worked more 590,000 hours on these projects for an overall apprentice utilization rate of 17%. People of color worked 33% of apprentice labor hours, while women worked 12% of these hours. Table 1 shows outcomes by sponsor.

	# of Projects	Total Labor Hours	Apprentice Labor Hours	Apprentice Utilization	Apprentice Demographics
<i>City of Seattle</i> ⁹	22	428,799	80,993	18.9%	34.7% People of color 5.4% Women
<i>King County</i>	69	657,616	90,916	13.8%	35.0% People of color 8.7% Women
<i>Port of Seattle</i>	41	1,011,505	150,895	14.9%	22.5% People of color 16.4% Women
<i>Sound Transit</i> ¹⁰	1	1,392,812	267,263	19.2%	36.9% People of color 13.1% Women
<i>Outcomes</i>	133	3,490,732	590,067	16.9%	32.6% People of color 12.2% Women
<i>Cumulative 1994-2007</i>		41,423,599	6,303,369	15.2%	25.3% People of color 12.7% Women

Additionally, since mid-2006, Washington State Department of General Administration developed 23 projects in King County valued at more than \$143 million. Apprentices worked nearly 96,000 hours on these projects for a 17% apprentice utilization rate. Female apprentices worked 9% of apprentice hours, while apprentices of color worked 25% of these hours.¹¹

⁸ See Appendix 2 for a list of all policy sponsors and their respective goals. In 2007, the Washington State Legislature passed HB1898, which phases in apprentice utilization requirements on school district public works contracts. These requirements apply to school projects starting in 2008.

⁹ City of Seattle includes projects with City apprenticeship requirements and Federal training requirements.

¹⁰ These data are for Sound Transit's Central Link Light Rail project.

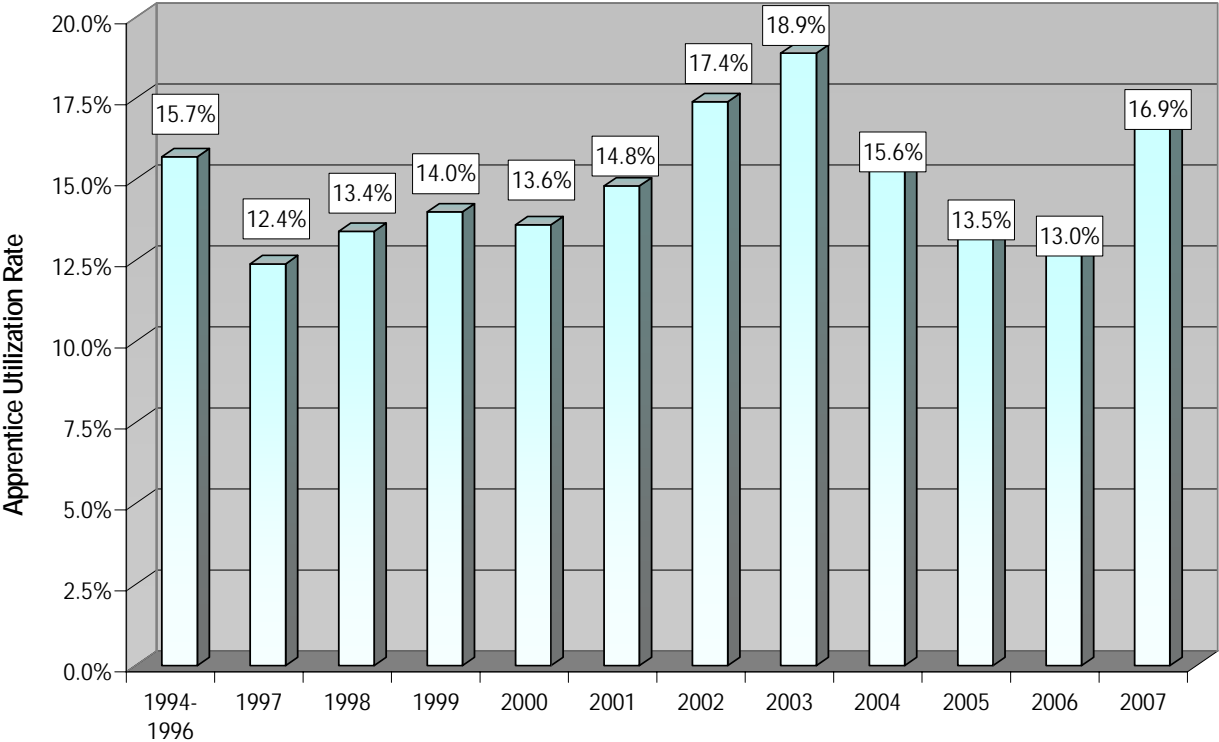
¹¹ Washington State Dept. of General Administration. These numbers include active projects as of April 2008 and projects completed between July 1, 2006, and January 17, 2008. Labor hours and utilization rates reflect cumulative outcomes from the start of each project.

Key Findings 2007

The overall apprentice utilization rate jumped to nearly 17%, reversing a downward trend that started in 2004.

After falling the past three years, the apprentice utilization rate rebounded, increasing to nearly 17% in 2007. See Figure 4. Sound Transit and City of Seattle had the highest apprentice utilization rates among sponsors, with apprentices working 19% of labor hours on these projects.

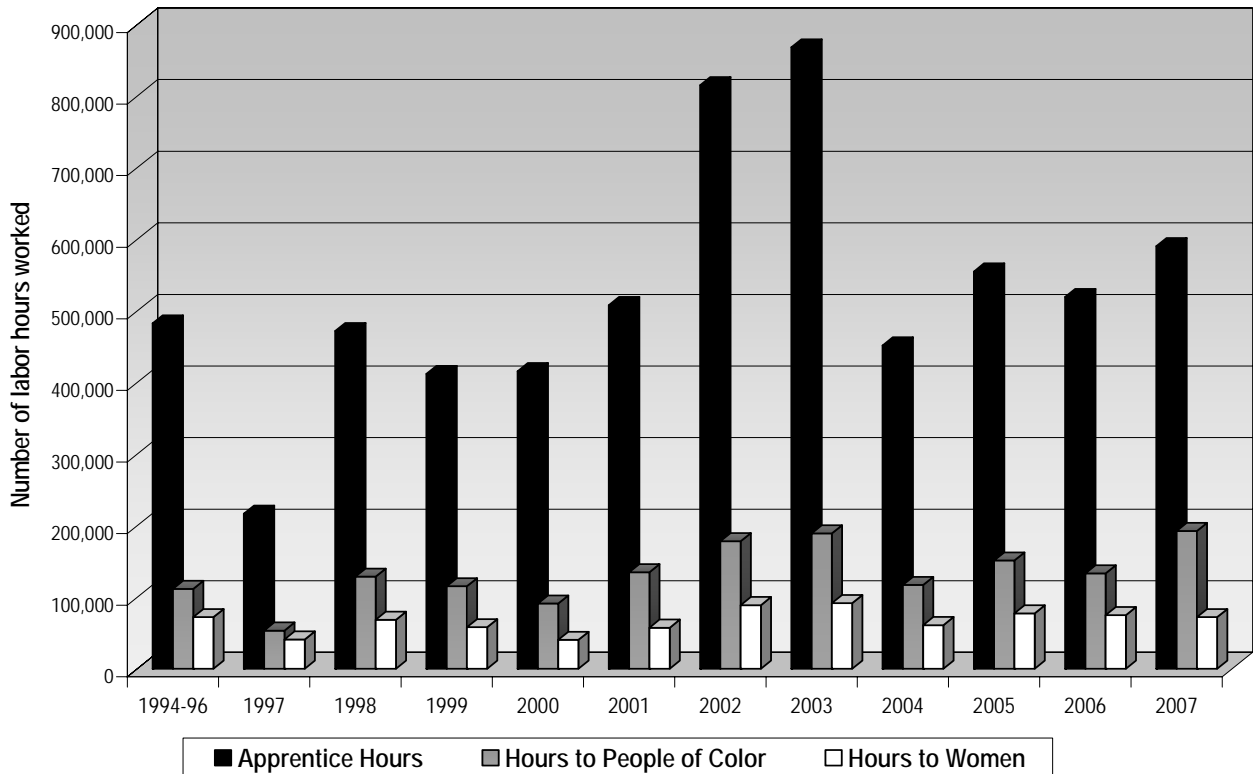
Figure 4: Apprentice Utilization Rates, by year (1994-2007)



The higher apprentice utilization rate led to an increase in the number of apprentice hours worked. Apprentices worked more than 590,000 hours, which is among the highest hours worked by apprentices since tracking began in 1994, though not reaching the record levels of 2002 and 2003. See Figure 5.¹² Nearly half of apprentice hours were worked on Sound Transit’s Central Link Light Rail project. Port of Seattle also provided many job opportunities for apprentices, particularly on projects like the construction of the third runway at Sea-Tac Airport.

¹² See Appendix 6 for a table of labor hours worked by apprentices, journeyworkers, women and minorities.

Figure 5: Hours Worked by Apprentices on Projects with Apprentice Utilization Policies (1994-2007)



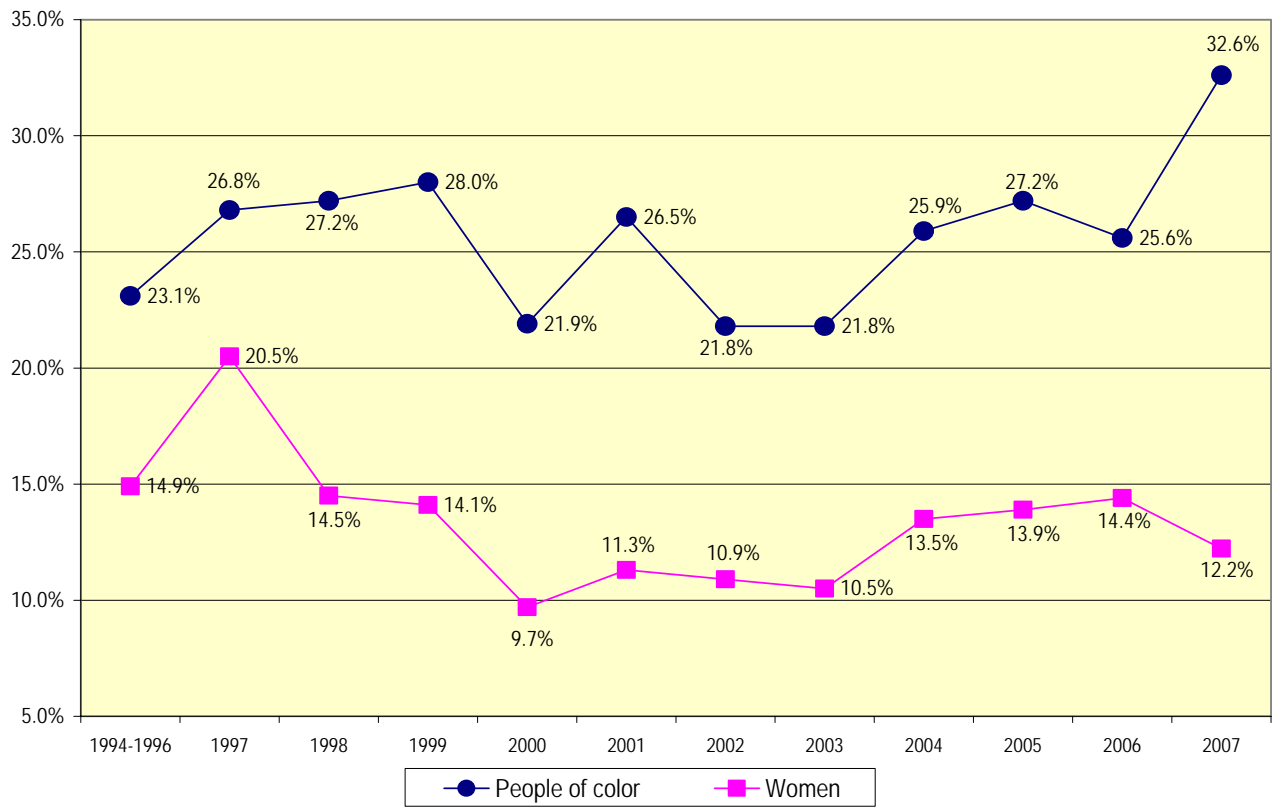
As always, construction cycles contribute to the mix of results. Sound Transit’s Central Link Light Rail project, for example, reached peak construction in 2006, and began slowing down in 2007, though it still provided significant work opportunities for apprentices. At the same time, between 2006 and 2007, King County’s total labor hours nearly doubled, and apprentice hours more than doubled, as construction began on major projects, such the Brightwater Conveyance System, the County’s \$1.2 billion regional wastewater treatment plant.

Apprentice utilization rate and labor hours reach all-time high for people of color

People of color worked 33% of apprentice hours in 2007, or more than 192,000 labor hours, reaching a record high since tracking started in 1994. See Figure 6. All sponsors had strong outcomes, surpassing their goals. For the City of Seattle, King County and Sound Transit, more than one-third of their apprentice hours were worked by apprentices of color.

At the journey level, people of color have worked an increasing share of labor hours as well. For example, journeymen of color worked 16% of journey hours in 2004, increasing to 21% in 2006, and again to 24% in 2007.

Figure 6: The Percentage of Apprentice Hours Worked by Women and People of Color (1994-2007)



Female apprentices worked fewer hours and their utilization rate dropped

While overall apprentice labor hours grew in 2007, female apprentices worked fewer hours than they did in 2006. The share of hours worked by female apprentices dropped to 12% in 2007, after increasing over the previous three years and surpassing 14% in 2006. See Figure 6. The Port of Seattle and Sound Transit had the highest participation rates for women, with female apprentices working 16% and 13% of apprentice hours, respectively. City of Seattle had the lowest rate, with women working just 5% of apprentice hours. Female journeyworker hours remained low, with women working just 4% of journeyworker hours.

It is important to note that statewide, women have made up 7% of new apprentices registered in the apprenticeship system since 1992. Yet in 2007, women worked more than 12% of apprentice hours on local projects with apprentice utilization policies. This suggests that diversity goals help increase women’s participation on construction projects where these kinds of policies are in place. This is particularly true when sponsors have dedicated staff who tracks progress toward diversity goals using real time data.

See Appendices 4 and 5 for annual summaries of participation rates and hours worked for apprentices, journeyworkers, people of color, and women.

Cumulative Impact (1994 – 2007)

Since 1994, more than 600 contracts valued at greater than \$8.7 billion have been subject to apprentice utilization policies. More than 41 million labor hours were worked on these projects, providing significant job opportunities for apprentices, including women and people of color. Apprentices worked more than 6.3 million labor hours, with an overall utilization rate of 15%. People of color worked 25% of total apprentice hours and women worked 13% of these hours.

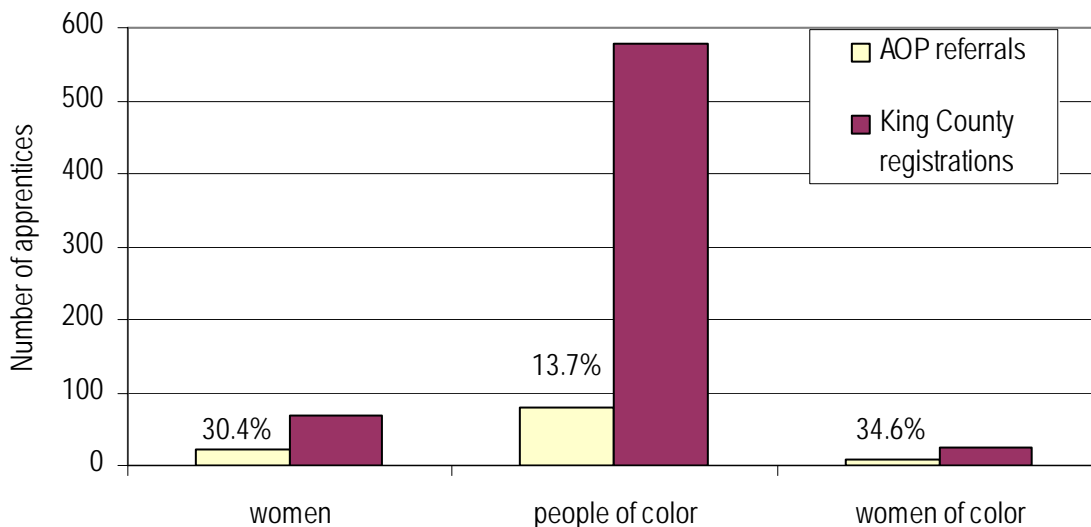
The Apprenticeship Opportunities Project (AOP)

The Apprenticeship Opportunities Project (AOP) helps women, people of color and the economically disadvantaged enter and succeed in apprenticeship and trades-related jobs. AOP provides a wide range of services to help people prepare for the trades, along with retention services, like case management and financial assistance, to help individuals stay on the job and complete their apprenticeship.¹³

In 2007, AOP helped a total of 138 people enter apprenticeship, and another 9 enter trades-related jobs – record high placements for the program. Of these 147 individuals, 16% were women and 64% were people of color. The majority of AOP clients were economically disadvantaged. The average starting wage for apprentices was \$17.61 per hour.

AOP was a recruitment resource for apprenticeship programs in King County, particularly for women. In 2007, AOP placed individuals in 12 trades¹⁴, referring nearly 11% of the 1,193 King County apprentices who enrolled in those trades that year. More than 30% of the women and nearly 35% of the women of color who entered these 12 trades were referred by AOP. Nearly 14% of the people of color who entered those trades in King County were AOP clients. See Figure 7.

Figure 7: AOP Referrals as a Number and Percent of King County Registrations in 12 Trades, 2007

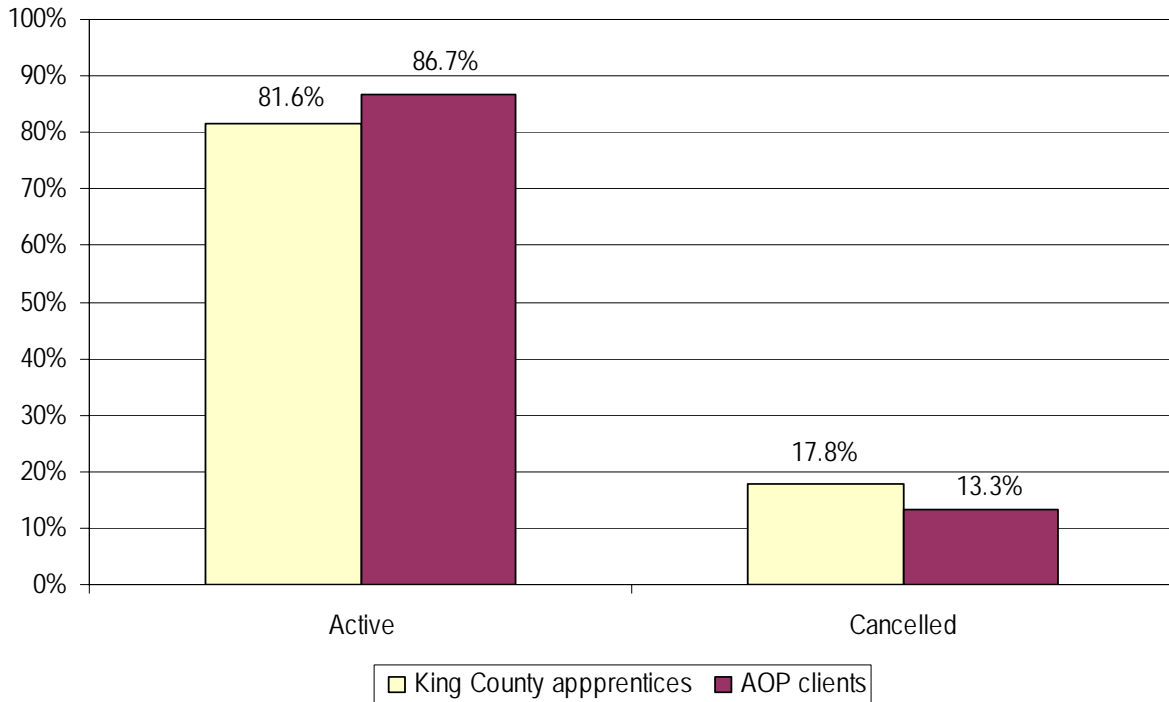


¹³Apprenticeship and Non-Traditional Employment for Women (ANEW) operates AOP under contract with Port Jobs.

¹⁴The 12 trades include: carpenter, cement mason, construction electrician, gypsum drywall systems installer, HVAC service technician, ironworker, laborer, low energy/sound and communications technician, painter and decorator, residential wireman, roofer, and sheet metal worker.

Additionally, AOP clients stayed in their apprenticeship programs at a higher rate than other King County apprentices. Of all the King County apprentices who entered the 12 trades in 2007, 82% were still in their programs as of mid-2008. At the same time, 87% of apprentices who were referred by AOP were still in their programs.¹⁵ See Figure 8.

Figure 8: Retention rates of AOP Clients and King County Apprentices
(2007 entrants, as of July 8, 2008)



Since opening its doors, AOP has placed more than 1,600 people in apprenticeships and other trades-related jobs. Of these, more than 1,250 (75%) individuals were referred to apprenticeship programs.

¹⁵ Entry and retention findings are from Port Jobs' report, *The Impact of the Apprenticeship Opportunities Project: Helping People Enter and Succeed in Apprenticeship*, which will be released in fall 2008.

Recommendations

The rumblings in the larger economy and the housing and financial markets suggest that a slowdown in commercial construction is on the horizon. Through both recession and expansion, King County stakeholders have remained dedicated to improving the opportunities for apprentices and increasing the number of women and people of color in the trades. Port Jobs offers the following recommendations for building a diverse, skilled construction workforce:

Expand apprenticeship preparation training, with an emphasis on women.

Apprenticeship preparation programs create a pipeline of workers and help disadvantaged individuals, women and people of color gain access to good construction jobs. Apprenticeship preparation training in general, and women-focused training specifically, is extremely difficult to fund, however. Additionally, wrap-around support services (which are critical to support people through training) are consistently under-funded and are the first to be cut when funding is tight. Washington State should dedicate funding for apprenticeship preparation training, with an emphasis on women.

Increase the number of developers using apprentice utilization policies and diversity goals on construction projects.

Apprentice utilization policies have helped provide significant opportunities for apprentices, women and people of color. These policies are being used by several public agencies across the state. Increasing the number of public and private developers using apprentice utilization policies and diversity goals would help ensure that Washington has the well-trained workforce it needs to build tomorrow's construction projects. Since 2005, Governor Gregoire has signed a series of bills that incorporate apprentice utilization requirements on state public works projects and school district public works projects.

Conclusion

In King County, opportunities for apprentices improved in 2007. The countywide apprentice utilization rate increased to 17% and apprentices worked among the highest number of labor hours since tracking began in 1994. People of color worked a record-high 33% of apprentice hours, and women worked 12% of those hours. The Apprenticeship Opportunities Project continued its efforts to bring people into the trades in King County, helping place 147 individuals into apprenticeship.

While the construction shows signs of slowing, the industry will continue to need skilled workers. The average age of construction workers is approaching 50 years old. As aging construction workers retire, the building and construction trades may face a skilled labor

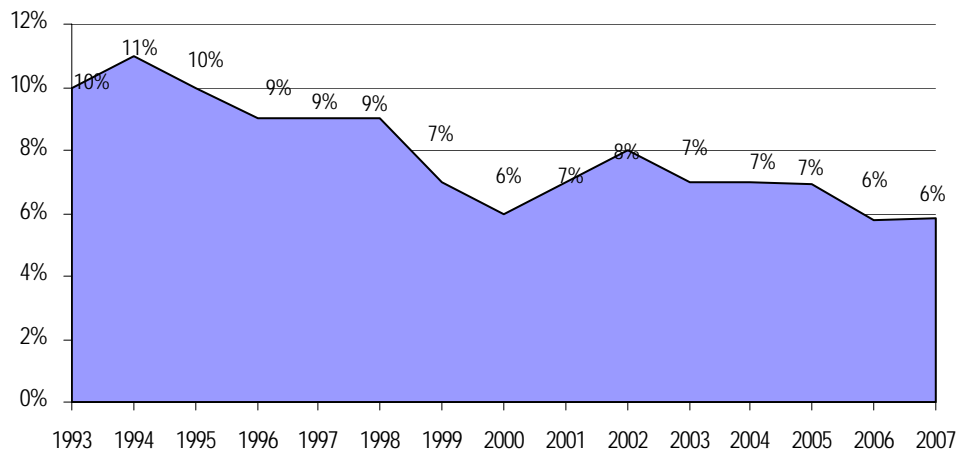
shortage, as young people choose other career paths. Programs like Helmets to Hardhats and Running Start for the Trades help bring new workers into the trades; however, more needs to be done. Washington should build a stable pipeline of workers by investing state dollars in apprenticeship preparation programs, particularly those that target women. Additionally, more public and private developers should adopt apprentice utilization policies and diversity goals to ensure that tomorrow's workforce is being trained today. Together these efforts will ensure that the industry has the skilled workers it needs and that all community members have access to these good jobs.

APPENDICES

APPENDIX 1: Gender of Apprentices Enrolled in Washington State Construction-Related Apprenticeship Programs (1992-2007)

Year	# Women	Women as a % of total registered	# Men	Men as a % of total registered	Total registered
1992	177	9%	1884	91%	2061
1993	174	10%	1532	90%	1706
1994	208	11%	1675	89%	1883
1995	179	10%	1649	90%	1828
1996	177	9%	1798	91%	1975
1997	220	9%	2305	91%	2525
1998	260	9%	2790	91%	3050
1999	261	7%	3420	93%	3681
2000	211	6%	3321	94%	3532
2001	185	7%	2387	93%	2572
2002	181	8%	2071	92%	2252
2003	153	7%	2164	93%	2317
2004	165	7%	2344	93%	2509
2005	238	7%	3210	93%	3448
2006	261	6%	4248	94%	4509
2007	336	6%	5405	94%	5741
Totals	3,386	7%	42,203	93%	45,589

Women as a percentage of new apprentices registered, by year (1992-2007)



APPENDIX 2: Current and Former Policy Sponsors and Apprentice Diversity Goals

Active Policy Sponsors (Year initiated)	Apprentice Utilization Goals	Apprentice Diversity Goals
Port of Seattle (1993)	15%	15% people of color 10% female
<i>For Port projects under the Airport Modernization Project Labor Agreement</i>	20%	33% women, people of color, and the disadvantaged Women, people of color, and the disadvantaged work 50% of 1st year apprentice hours
City of Seattle (1995)	15%	21% people of color 20% female
King County (1997)	15%	20% people of color 18% female 7% economically disadvantaged youth 2% qualified disabled persons
Sound Transit (1999)	20%	21% people of color 12% female
Washington State (2000)	15%	20% people of color 16% female
School district public works contracts (2007)	10% (1/08-12/08 for projects \$3M+) 12% (1/09-12/09 for projects \$2M+) 15% (1/10 forward for projects \$1M+)	No diversity goals
Former Sponsors (Year initiated)		
Pine Street Development (1997)	15%	No diversity goals
Public Facilities District (1997)	15%	No diversity goals
Starwood Lodging (1997)	15%	20% people of color 21% female
Vulcan, Inc (1997)	15%	21% people of color 20% female
Cancer Care Alliance (1999)	15%	20% people of color 20% female
Harbor Steps North (1999)	15%	21% people of color 20% female (4.5% women of color)
Summit at First Hill (1999)	15%	20% people of color 20% female
Amgen (2000)	15%	21% people of color 20% female

APPENDIX 3: Apprentice Utilization Outcomes for King County Sponsors - Hours Worked in 2007

PUBLIC SPONSORS	# of Projects	Total \$ Amount of active contracts		Total Labor Hours	% of total, per year ¹	Apprentice Labor Hours	% of total, per year ¹	Apprentice Utilization	Demographics		
		% of total, per year ¹	% of total, per year ¹						Apprentice	Journey	Combined
<i>City of Seattle²</i>	22	\$161,851,758	4.2%	428,799	12.3%	80,993	13.7%	18.9%	<i>34.7% People of color 5.4% Women</i>	<i>26.9% People of color 4.8% Women</i>	<i>28.4% People of color 4.9% Women</i>
<i>King County</i>	69	\$987,913,740	25.6%	657,616	18.8%	90,916	15.4%	13.8%	<i>35.0% People of color 8.7% Women</i>	<i>Not available</i>	<i>Not available</i>
<i>Port of Seattle</i>	41	\$1,789,523,097	46.4%	1,011,505	29.0%	150,895	25.6%	14.9%	<i>22.5% People of color 16.4% Women</i>	<i>14.9% People of color 6.3% Women</i>	<i>16.0% People of color 7.8% Women</i>
<i>Sound Transit</i>	1	\$918,398,793	23.8%	1,392,812	39.9%	267,263	45.3%	19.2%	<i>36.9% People of color 13.1% Women</i>	<i>29.8% People of color 2.9% Women</i>	<i>31.2% People of color 4.9% Women</i>

	# of Projects	Total \$ Amount of active contracts	Total Labor Hours	Apprentice Labor Hours	Apprentice Utilization	Demographics		
						Apprentice	Journey	Combined
Total Impact	133	\$3,857,687,388	3,490,732	590,067	16.9%	<i>32.6% People of color 12.2% Women</i>	<i>23.9% People of color 4.4% Women</i>	<i>25.6% People of color 6.0% Women</i>

¹ "% of County total, per year" columns calculate each sponsor's share of the total County volume for either contract value or labor hours. For example, the City of Seattle's share of total labor hours in 2007 was 12.3% (428,799 hours / 3,490,732 total hours).

² These data include projects with City apprenticeship requirements *and* Federal training requirements. Federal requirements specify a fixed number of hours to be worked by women and people of color, not a percentage of hours to be worked.

APPENDIX 4: Apprentice Utilization History (1994-2007)

	1994-1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Total Apprentice Hours	15.7%	12.4%	13.4%	14.0%	13.6%	14.8%	17.4%	18.9%	15.6%	13.5%	13.0%	16.9%
% Hours to People of Color	23.1%	26.8%	27.2%	28.0%	21.9%	26.5%	21.8%	21.8%	25.9%	27.2%	25.6%	32.6%
% Hours to Women	14.9%	20.5%	14.5%	14.1%	9.7%	11.3%	10.9%	10.5%	13.5%	13.9%	14.4%	12.2%
Total Journey Hours	84.7%	87.6%	86.6%	86.0%	86.4%	85.2%	82.6%	81.1%	84.4%	86.5%	87.0%	83.1%
% Hours to People of Color	15.5%	19.0%	19.0%	17.0%	15.7%	15.2%	18.6%	15.6%	16.3%	19.8%	20.9%	23.9%
% Hours to Women	5.9%	7.0%	7.4%	6.0%	6.2%	5.2%	6.0%	3.5%	4.4%	5.7%	5.9%	4.4%
Combined Labor Hours												
% Hours to People of Color	16.7%	20.0%	20.5%	18.3%	15.8%	17.1%	21.4%	15.9%	17.6%	21.0%	21.6%	25.6%
% Hours to Women	7.3%	8.6%	8.5%	7.0%	6.3%	6.2%	7.8%	4.7%	5.9%	6.9%	7.1%	6.0%

APPENDIX 5: Labor Hours Worked (Apprentices, Journeyworkers, and Combined), 1994-2007

	1994-96	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	TOTAL
Apprentice Hours	482,132	216,349	471,661	411,678	415,504	507,727	814,973	867,785	451,516	554,754	519,224	590,067	6,303,369
Hours to People of Color	111,470	53,226	128,462	115,099	90,843	134,583	177,899	189,069	116,751	151,018	133,137	192,429	1,593,987
Hours to Women	72,055	40,744	68,357	57,851	40,218	57,154	88,615	91,504	60,848	77,173	74,731	72,098	801,348
Total Journey Hours	2,596,633	1,501,330	3,042,495	2,520,396	2,646,309	2,911,678	3,856,991	3,715,897	2,435,565	3,541,046	3,463,421	2,900,666	35,132,427
Hours to People of Color	401,527	267,844	530,466	385,093	327,424	401,427	495,683	445,268	294,555	613,197	662,911	556,916	5,382,311
Hours to Women	152,152	97,772	206,323	134,713	130,203	136,927	157,077	99,090	78,863	174,864	187,715	103,357	1,659,056
Combined Labor Hours	3,066,570	1,717,679	3,514,153	2,932,075	3,061,813	3,419,405	4,671,964	4,583,682	2,887,081	4,095,800	3,982,645	3,490,732	41,423,599
Hours to People of Color	512,997	321,070	658,928	488,895	395,450	536,010	673,582	591,268	376,556	764,215	796,048	749,345	6,864,364
Hours to Women	224,207	138,515	274,680	186,494	157,504	194,081	245,692	176,494	126,389	252,036	262,446	175,455	2,413,993

Overall Apprentice Utilization Rate (1994-2007): 15.1%
 Percentage of apprentice hours worked by people of color: 24.5%
 Percentage of apprentice hours worked by women: 12.8%

APPENDIX 6: Apprentice Utilization Summary 2007

	2007		
Total Apprentice Hours	590,067	16.9%	of combined hrs
Hours to People of Color	192,429	32.6%	of apprentice hrs
Hours to Females	72,098	12.2%	of apprentice hrs
Total Journey Hours	2,900,666	83.1%	of combined hrs
Hours to People of Color	556,916	23.9%	of journey hrs
Hours to Females	103,357	4.4%	of journey hrs
Combined Labor Hours	3,490,732		
Hours to People of Color	749,345	25.6%	of combined hrs
Hours to Females	175,455	6.0%	of combined hrs

Note: Some sponsors do not break out journey-level labor hours or combined labor hours worked by women and people of color. In 2007, King County did not report hours these data. To avoid understating participation rates of women and people of color, King County data were subtracted before calculating these statistics for journey hours and combined labor hours.

For example, the total journey hours worked on all projects was 2,900,666, but the total number of journey hours worked on projects where sponsors reported diversity data was actually 2,333,966. Therefore, the lower number was used to calculate participation rates for women and people of color at the journey level (i.e., the percentage of journey hours worked by women: $103,357 / 2,333,966 = 4.4\%$).

APPENDIX 7: Contact Information

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Port Jobs Reports

Other construction-related reports produced by Port Jobs include:

The Impact of the Apprenticeship Opportunities Project: Helping People Enter and Succeed in Apprenticeship (2007 Update)

This study examines the impact of the Apprenticeship Opportunities Project on King County building and construction trades apprenticeship programs in 2007. The report, which is a follow-up to a similar study that Port Jobs did in 2000, asks two questions: First, what share of the women and people of color who entered apprenticeship in King County were recruited by AOP? Second, how did AOP clients fare in comparison with other King County apprentices who entered the same trades? *To be released in fall 2008.*

Building the Foundation: Opportunities and Challenges Facing Women in Construction in Washington State

This report identifies opportunities to increase women's participation in the building and construction trades. It provides perspectives on factors that help and hinder women and profiles their entry into/completion of apprenticeship programs over a twelve-year period. (2007)

Apprenticeship Utilization Goals and Requirements: A Countywide Impact Study

This annual report studies the use of apprentices on major construction projects throughout King County. Reports are available for: 1994-96, 1997, 1998, 1999, 2000, 2001-2002, 2003, 2004, 2005-2006, and 2007.

Model Curriculum Guide for Apprenticeship Preparation Programs

This guide identifies the core competencies that applicants need to be competitive for building and construction trades apprenticeship programs. It provides a common framework for apprenticeship preparation programs to align their curriculum to the skills needed to enter apprenticeship. (2005)

The Impact of AOP Referrals on Entrants into King County Apprenticeship Programs, 1998

This report examines the share of new apprentices who were recruited and referred by the Apprenticeship Opportunities Project (AOP) and compares AOP clients' retention rate to apprentices who were recruited through other pathways. (2000)

Entry and Retention of Women and Minorities in Six King County Apprenticeship Programs

Designed to learn how women and minorities fare in the apprenticeship system, this study examines who enters apprenticeship programs and compares retention rates by race and sex. (2000)

Room to Grow: A Study of the Space Needs of King County Building and Construction Trades Apprenticeship Programs

This study is a joint project of the Western Washington Coordinators Association, the Port of Seattle, the Port Jobs, and Business Government Community Connections. It explores possible solutions to the lack of apprenticeship training space in the region. (2000)

For copies of these reports, visit www.portjobs.org, email portjobs@portjobs.org or call 206-728-3882.