



City of Tacoma, Washington

**Webinar – The Role of Cities in Fostering Apprenticeships:
Discovering Best Practices Between the EU and US**



••• AGENCIES REPRESENTED



- **City of Tacoma, Washington - United States**
 - **Local Employment & Apprenticeship Training Program (LEAP)**
- **Washington State Department of Labor and Industries**
 - **WA State Apprenticeship & Training Council**
- **City of Tacoma, Washington – United States**
 - **Tacoma Water Utility Apprenticeship Program**

AGENDA



- LEAP Purpose and Background
- Program Overview
- LEAP Advisory Committee
- Program Outcomes
- Benefits to Workers and Families
- Benefits to Contractors





PURPOSE AND BACKGROUND



- Purpose – employment opportunities for local residents
- Establishment of Program
- Compliance Measures – workforce utilization requirements
- Oversight



Types of Projects with Requirements

- Public Work & Improvements and Related Service Contracts
 - Civil Projects such as road repairs
 - Building Projects are those that
 - require a building permit

Types of Requirements

- Local Employee
- Apprentice





Thresholds for LEAP Requirements

- Civil Projects of \$250,000 and up
Local Employee
- Building Projects \$750,000 and up
Local Employee
- Projects of \$1 million and up
Both Local Employee and additional Apprentices Requirement



OVERVIEW



- Measuring Compliance
- Noncompliance Consequences
- Benefits to Workers and Families
- Benefits to Contractors

Percent of Requirement Met	Assessment per Unmet Hour	
100%	\$ 0.00	
90% - 99%	\$ 12.00	(2.00)
75% - 89%	\$ 21.00	(3.50)
50% - 74%	\$ 30.00	(5.00)
1% - 49%	\$ 45.00	(\$7.50)
0%	\$ 60.00	(\$10.00)

● ● ● LEAP ADVISORY COMMITTEE



The LEAP Advisory Committee meets quarterly to provide program oversight and policy recommendations

Voting Members are from seven constituency groups:

Residents of Tacoma

Construction companies doing business with the City of Tacoma

Members of the Puyallup Tribe

Members of organized labor representing various industry crafts

Community-based organizations

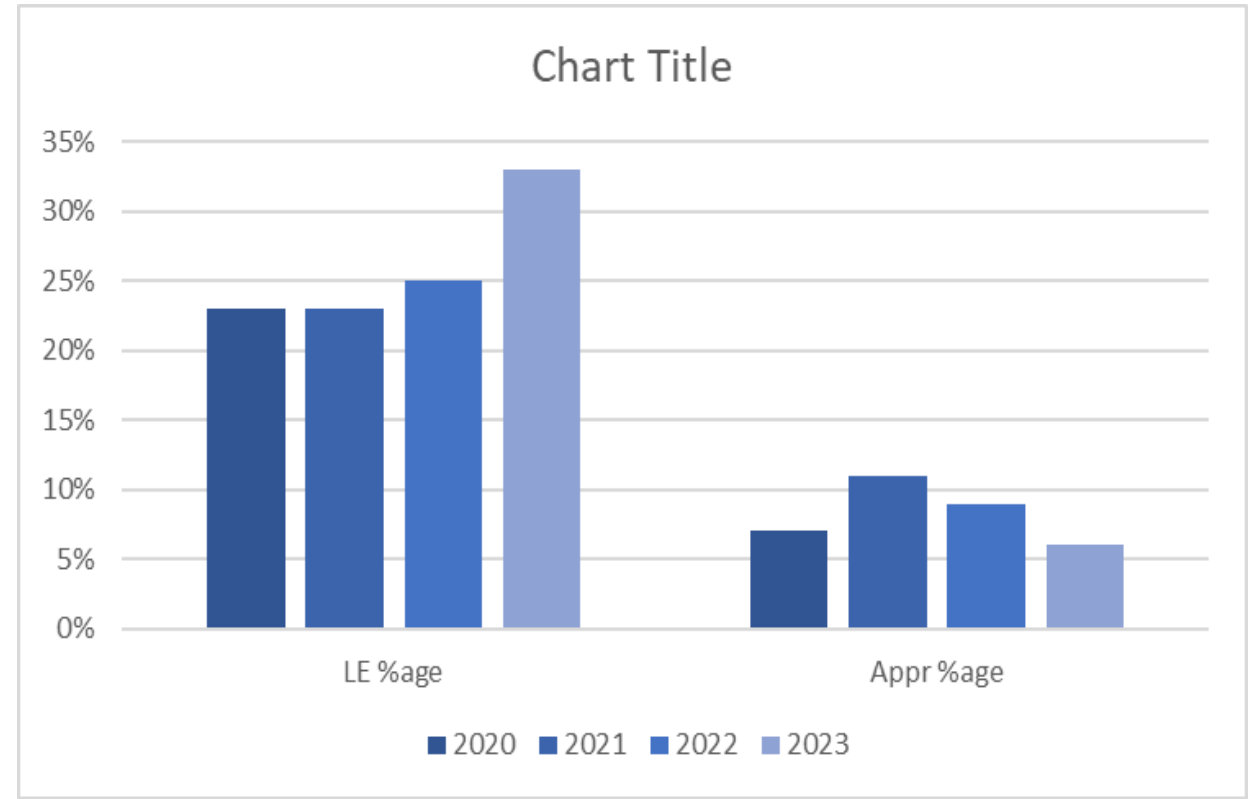
City staff

Educational institutions



PROGRAM OUTCOMES UP TO 2024

- Past Data 2008 – 2015
 - Local Employee Utilization average 17%
- Current Data 2020 - 2023
 - Local Employee Utilization average 26%
 - Apprentice Utilization average 8%





Regulatory Authority:

- The Washington State Apprenticeship and Training Council (WSATC) approves registered apprenticeship programs and apprenticeship preparation programs for federal and state purposes.
- Washington State regulates apprenticeship as authorized by the Federal Department of Labor, Code of Federal Regulations, Parts 29 and 30.
- Council members are appointed by Labor & Industries (L&I) which includes representatives from employer and employee organizations within the business and labor communities, and a public member.
- L&I provides administrative support for the Council.



Registered Apprenticeship – Earn While You Learn

- The Department of Labor & Industries (L&I) registers apprenticeship programs and apprentices.
- The agency also issues credentials to those who successfully complete training.
- L&I performs annual compliance reviews to ensure apprentices are progressing in their On -the Job Training and Classroom training as specified in the Standards.
- For occupations requiring an exam for journey level status, successfully completing an apprenticeship qualifies the individual to take the exam.



Registered Apprenticeship – Earn While You Learn

- Formal Training agreement between the employer, training entity and the apprentice.
- Employment & Training consists of:
 - 2,000+ hours of supervised on-the-job training
 - At least 144 hours of classroom instruction per 2,000 hours of on-the-job-training.
- Most apprenticeships take 2-5 years to complete.
- Multiple pathways to apprenticeship.
- Continuing-education and associate-degree credentials available.



Registered Apprenticeship – Today

- Over 3,400 participating employers.
- 189 registered programs spanning over 200 occupations with active apprentices.
- Approximately 19,00 active apprentices (Jan 1, 2023 – Dec 31, 2023).
 - Nearly 7,000 new registered apprentices, compared to about 6,500 in prior year.
 - Roughly 20% (3,700) in non-construction trade occupations.
 - About 13% (2,900) active female apprentices.

Registered Apprenticeship



APPRENTICESHIP COMMITMENT

- 2 years- approx. 3,000 hours
 - 11 after hours classes
 - Step reviews every 6-months
-
- **Joint Apprenticeship established in 1986**
 - **Foundational position for our organization**



JATC JOURNEY

EDUCATE • EXPOSE • EXPERIENCE

EDUCATE

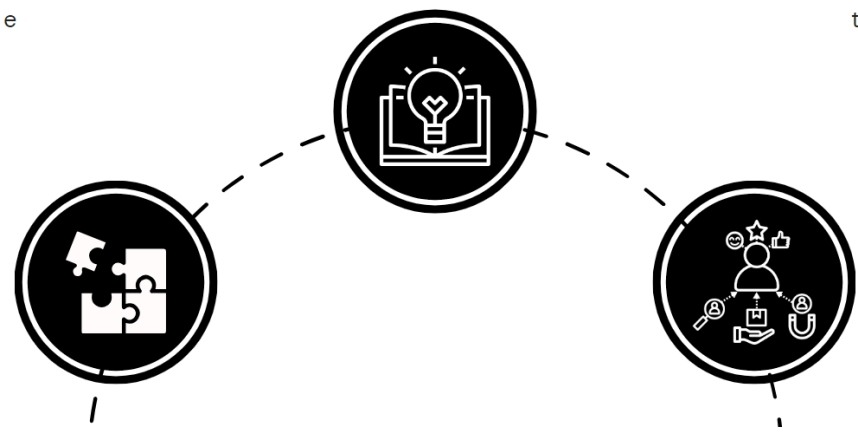
Educate on how all areas of Water work together to make providing clean reliable water possible

EXPOSE

Expose them to other career opportunities around the organization.

EXPERIENCE

Experience the day to day around the organization to see if they can envision themselves there.





Annual Community Events:

- TPU Apprenticeship Expo
- Women in Trades

Tacoma Public Schools

- Utility Career Tour & Job Shadow Program

Community Partnerships



Community Partnership



Brad Gronlund
Hired:
March 1999
Permanent:
June 2001



James Southern
Hired:
Jan 2004
Permanent:
Jan 2005



Savanara Tith
Hired:
Aug 2005
Permanent:
Jan 2007



Daniel Broussard
Hired:
Aug 2005
Permanent:
July 2006



Gabe Hernandez
Hired:
April 2006
Permanent:
Oct 2007



Maurice Jackson
Hired:
March 2008
Permanent:
March 2011



Toby Holland
Hired:
July 2017
Permanent:
July 2019



D'Aaron Barksdale
Hired:
June 2018
Permanent:
May 2021



Kiyante James
Hired:
Dec 2021
Permanent:
March 2023



Gadyliza Untalan
Hired:
March 2023
Permanent:
July 2023



Justin Martin
Hired:
March 2023
Permanent:
Feb 2024



Sahji Johnson
Hired:
March 2023
Permanent:
Feb 2024



Isaiah Woolworth
Project Hired:
March 2023



Jet Reyes
Project Hired:
March 2023



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