

**Appendix A: Policy Provision Rationale**

<b>Provision</b>	<b>Rationale</b>
Development and adoption of procedures to implement, administer, and monitor apprenticeship utilization in Bellevue.	The intent is to develop procedures that provide clear direction to Contractors and align with the policy requirements.
Contractors to meet utilization goals or pay a fee of \$10 for each hour that is not achieved (that will be deposited into a separate account and utilized to support pre-apprenticeship and training programs).	The intent is to induce contractors to utilize apprentices, where feasible and, if not, contribute to the development of talent via other opportunities.
Contractors and subcontractors who utilize apprentices to become registered training agents.	The intent is to ensure apprentices are working in the best conditions for learning their trade.
The City to partner with academic institutions (to include the Bellevue School District and Bellevue College) and non-profit human service providers to assist with connecting community members with apprenticeship opportunities.	The intent is to acknowledge and promote collaboration with agencies/actors who identify, recruit, train, and place apprentices.
Public work projects (as defined in KCC 3.70.030 and RCW 39.04.010) with an estimated construction design cost greater than \$1,000,000 to have no less than 15 percent of the labor hours performed by workers subject to prevailing wages employed by the contractor or its subcontractors be performed by apprentices enrolled in a state-approved apprenticeship program.	The intent is to ensure we're continuing to provide equal opportunity to MWBE and not adversely impacting small contractors.
Contractors comply with the City's Equal Opportunity Requirements (BCC 4.28.170).	Same as above
The City to collect, and provide a report to the council on a quarterly basis, the following metrics: number of hours worked by trade, craft, gender, race/ethnicity, home city and zip code, veteran status, and age.	The intent is to identify gaps/needs and opportunities for improvement in apprenticeship utilization.
Flexibility by allowing apprenticeship requirements to be waived or adjusted in bid documents under the following circumstances: 1. The apprenticeship requirement conflicts with state or federal funding conditions,	The intent is to acknowledge that all projects are able to accommodate apprenticeship utilization and provide flexibility during implementation in those cases.

<p>or the conditions of any other grant or funding program;</p> <ol style="list-style-type: none"><li>2. An insufficient number of apprentices is available to meet the contract requirements;</li><li>3. There exists a disproportionately high ratio of material costs to labor hours, which does not make feasible the required minimum level of apprentice participation;</li><li>4. The contractor has demonstrated and provided supporting documentation that it has utilized its “best efforts” to meet the established percentage requirement, but remains unable to fulfill the goal; or</li><li>5. For reasons deemed appropriate by the city manager and not inconsistent with the purpose and goals of this chapter.</li></ol>	
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