

CITY OF BELLEVUE, WASHINGTON

RESOLUTION NO. _____

A RESOLUTION acknowledging the value of having apprenticeship utilization requirements in the City of Bellevue and directing Staff to return to Council with implementation details for the proposed apprenticeship utilization policy for the City of Bellevue.

WHEREAS, Bellevue is the largest city on the eastside, and one of the fastest growing cities in Washington with an increasing need for projects that require skilled labor to build and maintain structures and infrastructure; and

WHEREAS, apprenticeships create opportunities for members of our community to learn the skilled trades and gain the necessary experience via apprenticeships that can help them earn a family wage, achieve economic mobility, and thrive—especially when other pathways to earning may be limited; and

WHEREAS, apprenticeships create workforce development opportunities in our community--aligning with Council's priority of achieving human potential; and

WHEREAS, apprenticeships are required for people entering the skilled trades learning how to do the work required to make structures and infrastructure in our community a reality (e.g., carpentry, plumbing, electrical, masonry, painting, and more); and

WHEREAS, there's a strong demand for skilled labor as well as a growing challenge with finding skilled workers and retaining skilled workers who are aging out of the trades; and

WHEREAS, like with the education system, government has a role to play in educating/training our community because access to education/training is a key determinant of whether members of our society can live a productive and rewarding life; and

WHEREAS, Bellevue does not have an apprenticeship utilization policy, but there were five out of seventeen contracts over \$1M in 2020 that could have utilized apprentices; and

WHEREAS, State representatives and other local elected officials have recognized the value that apprenticeships have in building up the skills of our region's future workforce; and

WHEREAS, the need for a skilled trained workforce is of growing importance to ensure timely completion of future projects given the passage of the federal infrastructure bill, Bellevue's growth targets, and our aging infrastructure; and

WHEREAS, organizations, such as the Construction Industry Training Council of Washington (located in Bellevue) and Unions (e.g., LiUNA), are working with local school districts and programs like ANEW to create more opportunities for people interested in the skilled trades and increase the pipeline into the skilled trades via pre-apprenticeship programs.

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF BELLEVUE, WASHINGTON, DOES RESOLVE AS FOLLOWS:

Section 1. Value. The City of Bellevue finds value in the proposed apprenticeship utilization policy requiring:

- Development and adoption of procedures to implement, administer, and monitor apprenticeship utilization in Bellevue.
- 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).
- Contractors and subcontractors who utilize apprentices to become registered training agents.
- 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.
- 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.
- Contractors comply with the City's Equal Opportunity Requirements (BCC 4.28.170).
- The City to collect the following metrics and provide a report to the Council on a quarterly basis: # of hours worked by trade, craft, gender, race/ethnicity, home city and zip code, veteran status, and age.
- Flexibility by allowing apprenticeship requirements to be waived or adjusted in bid documents under the following circumstances:
 - The apprenticeship requirement conflicts with state or federal funding conditions, or the conditions of any other grant or funding program;
 - An insufficient number of apprentices is available to meet the contract requirements;
 - There exists a disproportionately high ratio of material costs to labor hours, which does not make feasible the required minimum level of apprentice participation
 - 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
 - For reasons deemed appropriate by the city manager and not inconsistent with the purpose and goals of this policy

Section 2. Direction. The City Manager or his designee is hereby directed to determine the implementation details (viz., legal, fiscal, and timing) for the proposed apprenticeship utilization policy and return to Council with those details.

PASSED by the City Council this _____ day of _____, 2022, and signed in authentication of its passage this _____ day of _____, 2022.

(SEAL)

Lynne Robinson, Mayor

Attest:

Charmaine Arredondo, City Clerk

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