



Washington Office of Superintendent of
PUBLIC INSTRUCTION

Federal Way Pre-Apprenticeship Pathways

1. **Purpose:**

Funding was provided to Federal Way Public Schools (FWPS) to work with local partners and continue the development and expansion of a recognized pre-apprenticeship pathways program in the skilled trades, specifically in the construction field.

2. **Description of services provided:**

The Federal Way Construction Pre-apprenticeship Program provides opportunities for students to become college and career ready. Upon completion of the program, participants will gain preferred entry into trades aligned with the Carpenter, Electrical and Laborer's unions. The program allows students the opportunity to earn industry-recognized credentials to include OSHA 10 Safety, Forklift, and Flagger Certifications. The program also provides students the opportunity to earn college credit through Renton Technical College, while simultaneously earning CTE, Science and Math credit requirements for a high school diploma. The program was recognized by the Washington State Trades Apprenticeship Council in July 2021.

The program gives students exposure to, and preparation for, multiple careers in the trades. Activities included: Worksite and apprenticeship program tours, as well as numerous opportunities to engage with panels of speakers focused on multi-level construction occupations, women in trades, and diversity. Participation in related events, such as the Showcase at the Showare Center, Pierce County Construction Days, Women in Trades, Spring and Summer week-long Construction Exploration Programs (one focused on multilingual learners), a six week Pre-Apprenticeship Bootcamp in partnership with ANEW, and Trades Math expand students' understanding of opportunities in the trades. Provided support services include career preparation via mock interviews, college and scholarship application assistance, support with obtaining Drivers Licenses, and understanding the tools and PPE needed for entry into the trades, in partnership with ANEW, Urban League, Centro de la Raza and Youth Force.

3. **Criteria for receiving services and/or grants:**

Federal Way Public Schools is sole grantee for this proviso.



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Beneficiaries in the 2022-23 School Year:

Number of School Districts: 1

Number of Schools: 1

Number of Students: 30

Number of Educators: 1

Other:

The breakdown of student participation in the pre-apprenticeship program opportunities includes:

- 30 students participated in the Construction Pre-Apprenticeship course
- 27 students participated in the Summer Pre-Apprenticeship Bootcamp
- 9 students participated in the Multilingual Spring Break Construction Exploration Program
- 10 students participated in the week-long summer Construction Exploration Program

4. Are federal or other funds contingent on state funding?

No

5. State funding history:

Fiscal Year	Amount Funded	Actual Expenditures
2023	\$250,000	\$250,000
2022	\$250,000	\$250,000

6. Number of beneficiaries (e.g., school districts, schools, students, educators, other) history:

Fiscal Year	Number of Schools
2023	1
2022	1

7. Programmatic changes since inception (if any):

Federal Way Public Schools Construction Pre-Apprenticeship Program changes included:

- The addition of a second course, expanding the program for 11th grade and 12th grade students.



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- Partnering with Low Income Housing Institute to build Tiny Homes as a capstone community service project.
- Partnering with Youth Force, Urban League, Centro de la Raza and other Regional Pre-Apprenticeship programs to provide wraparound service for our diverse pre-apprentices.
- Development of a [promotional video](#).

Numerous partners have added their support to this project: NW Enterprises, Turner Construction, Absher Construction, 7 Gen Manufacturing, Boeing, Boys and Girls Club Youth Force, Department of Vocational Rehabilitation, Urban League, Cento de la Raza, Youth Build, Build to Lead, and Game of Life.

Previously identified partners continued participation this year. These included: ANEW Consulting, BNB Builders, Bassetti Architects, Priority Hire, Port of Seattle, Sound Transit, Operators, Sheet Metal manufacturers, AJAC, Seattle Building Trades, Arcade Wayfinding, Seattle Urban League, Women in Trades, Synergy Contractor, NEW Construction, Marysville Regional Pre-Apprenticeship program, Synergy Contractors, Regional Pre-Apprenticeship Collaboration & Renton Technical College.

8. Program evaluation or evaluation of major findings:

A junior level course was added to create a two-year pathway for the Construction Pre-Apprenticeship program. Students participated in recruitment sessions to increase the enrollment of underrepresented students. Enrollment increased by five to 30 students, with a current waitlist for the upcoming school year.

Industry partners increased and enabled monthly construction guest speakers or site visits for pre-apprentices. Pre-apprentices increased their awareness of different careers in the Construction pathway including surveyors, project managers, accountants, engineers, architects and more. Two separate programs were hosted with community partners to increase occupational awareness for Multilingual and Special Education students.

The completion of the outdoor courtyard provided pre-apprentices with the opportunity to learn and practice work in outdoor settings. The grand opening event was attended by local and county elected officials, as well as college and industry partners. In addition, students learned to use new technologies in construction including the use of Virtual Reality devices.



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9. **Major challenges faced by the program:**

Due to a bus driver shortage, transportation to college and construction tours were impacted, allowing the program to only take one class at a time to off-campus events this year.

The program is reliant upon continuing grant funding to purchase supplies.

10. **Future opportunities:**

The program will:

- Seek funding opportunities to support transportation, and the purchase of needed supplies and materials.
- Further develop partnership with the Low-Income Housing Institute to build Tiny Homes as a capstone community service project.
- Partner with Women in Trades to increase enrollment of female students enrolled.

11. **Statutory and/or budget language:**

\$500,000 of the workforce education investment account—state appropriation is provided solely for the Federal Way school district to establish pre-apprenticeship pathways and career connected learning programs in the skilled trades in Federal Way.

12. **Other relevant information:**

Local partnerships include diverse, skilled trades businesses interested in hiring program graduates directly after high school.

13. **Schools/districts receiving assistance:**

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14. **Program Contact Information:**

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