



MEMORANDUM

TO: Megan Dunn, Council Chair
County Council

FROM: Dave Somers
County Executive

VIA: Bill Thornton, Purchasing Manager
Purchasing Division

RE: 2025 Apprentice Utilization Report

DATE: April 30, 2026

Pursuant to Snohomish County Code (SCC) 3.05.060, the County Executive shall report to the County Council annually on the use of apprentices and priority hire for construction projects. The 2025 Apprentice Utilization Report provides a background on the county's apprentice requirements as well as apprentice utilization information for individual projects.

Background

SCC Chapter 3.05, Construction Projects - Apprentice and Priority Hire Requirements, requires that a labor hour goal for the use of apprentices be established on all county construction projects estimated to cost more than \$1,000,000, and priority hire to be utilized for all projects estimated to cost more than \$5,000,000.

The current established goals are for apprentices to perform at least 15% of the total labor hours on each qualifying project and a minimum of 25% of total apprenticeship hours performed by a combination of preferred entry and priority hire candidates when required.

Prior to the implementation of priority hire requirements, the executive must develop a model community workforce agreement to be used for each public works construction project requiring the use of priority hire, and make a good faith effort to negotiate and execute the agreement.

During 2025, the Executive's team worked to develop a draft model community workforce agreement and began conversations to move toward negotiating a final agreement.

2025 Projects Awarded Estimated to Cost More Than \$1M

There were 12 construction projects estimated to cost more than \$1,000,000 that went to bid and were awarded in 2025, three of which were federally funded and did not include apprenticeship requirements. Ten projects carried over from 2024 as shown in Table 2.

2025 Projects Awarded Estimated to Cost More Than \$5M

There were three construction projects estimated to cost more than \$5,000,000 that went to bid and were awarded in 2025, one of which was federally funded and did not include apprenticeship requirements. None of the projects included priority hire requirements as the model community workforce agreement had not yet been negotiated and executed.

Apprentice Utilization Goals Established for 2025 Projects/Activities

A 15% apprenticeship goal was established for each of the 19 projects with activity in 2025. Six projects were completed during the year with two of those contractors failing to meet the 15% goal, neither contractor requested a modification to their apprenticeship goal as reflected in Table 2. Both contractors failed to identify the potential need for a modification prior to project completion, due to complications as outlined in the attached Apprentice Memo's.

Actual Apprentice Utilization Reported in 2025

On projects for which work was reported in 2025, Table 2 indicates there were 82,618.6 labor hours for the year, 14,129.9 of which were apprentice hours, or 17.10% overall.

Minority, Women, and Veteran Apprentice Utilization in 2025

Table 3 provides information on minority, women, and veteran apprentice utilization. Of the 154 apprentices working on County projects in 2025, there were 33 (21.4%) minority, 14 (9.1%) women, and 5 (3.2%) veteran apprentices.

Trade Utilization for Apprentices in 2025

Apprentice utilization by trade and project is provided in Table 4. Nineteen (19) different trades were represented by apprentices. The largest trade category utilized was Laborer with 39 (25.3%) apprentices.

Attachments:

2025 Apprentice Utilization Report Tables 1-4

Attachment A - PW-23-007SB Apprentice Memo

Attachment B - PW-24-009SB Apprentice Memo