



Article X. Public Works Apprentice Program

April 2026



2025 AUR Ordinance Update

- 2025 AUR Summary and Recap
- 2025 AUR Report
- Updates for 2026 – State/City Integration



ARTICLE X. Public Works Apprentice Program

- Public Works projects over \$600K
- Subcontracts over \$100K
- Trade Based

Not be disqualified from bidding on any public works contract 39.06.010 or 39.12.065 (3).

Public Works construction projects, as defined in RCW 39.04.010, with a value of one hundred thousand dollars (\$100,000) or more, at least fifteen (15) percent of the labor hours for each project shall be performed by apprentices enrolled in a state-approved apprenticeship program; and for each contract in the project fifteen (15) percent of the labor hours shall be performed by apprentices enrolled in a state-approved apprenticeship program for Spokane County that has an available state-approved apprenticeship program for Spokane County and performs more than one hundred sixty (160) hours in each contract shall be required to enroll in a state-approved apprenticeship program.

Subcontracting Requirements. The utilization percentages for apprentices for Public Works construction contracts shall also apply to all subcontracts valued at one hundred thousand dollars (\$100,000) or more within those contracts. At least fifteen percent (15%) of the labor hours for each such subcontract shall be performed by apprentices in a state-approved apprenticeship program for Spokane County that has an available apprenticeship program for Spokane County and performs more than one hundred sixty (160) hours on each project. At least fifteen percent of the labor hours shall be performed by apprentices enrolled in a state-approved apprenticeship program.

Each subcontractor which this chapter applies is required to execute a subcontractor acknowledgment provided by the city, acknowledging that the requirements of Article X are applicable to the labor hours for the project.

NONDISCRIMINATION. No individual shall be excluded from participation in the program, or subjected to discrimination under, or denied employment in the administration of the program.



**PUBLIC WORKS APPRENTICE PROGRAM SUBCONTRACTOR
ACKNOWLEDGMENT FORM**

City of Spokane
808 W. Spokane Falls Blvd.
Spokane, WA 99201
Rev. 01/11/2022

**Submission of this completed form is due prior to start of work
Failure to resubmit this form could result in delay of payment**

To be completed by Subcontractor representative. (A separate form must be submitted for all sub-tier subcontractors)

1. Project Name			
2. Contract Number			
3. Prime Contractor			
4. Subcontractor			
5. Contract Amount			
6. Point of Contact	Name	Phone	Email

**Spokane Municipal Code Section 07.06.700 Article X Public Works
Apprentice Program**

As a subcontractor, you fall under the requirements of SMC 07.06.700 Article X Public Works Apprentice Program while working on a City of Spokane Public Works project which fall under its provisions. As such, you must be aware of, and comply with, the requirements of this ordinance. **The utilization requirements for apprenticeship labor for Public Works construction contracts shall also apply to all subcontracts of one hundred thousand dollars (\$100,000) or more within those contracts (SMC 07.06.720(B)).** You can find further details about these requirements at <https://my.spokanecity.org/business/bid-and-design/apprentice-program/>.

Compliance with the requirements of this ordinance will be verified through certified payroll and Affidavits of Wages Paid filed with Washington State Labor and Industries.

Name _____ Signature _____ Date _____

I certify that I have read the requirements of SMC 07.06.700 Article X Public Works Apprentice Program and attest that our work on this subcontract will comply with the requirements as applicable.

How do they know..

- Bid Scope
- Contract Language
- Pre-Con Meetings
- ← Acknowledgement Form
- Post Project Review

When its fine...

- Min 15% for trades over 160 hours
- Under 160 n/a

Job	Trade	Journeyman Hours	Apprentice Hours	Incentive Hours	Total Apprentice Hours	AUR Percentage	Notes
Site	Cement Masons	157					<160
	Laborers	351	169.5		169.5	32.56%	
Tr	Trade	JH	AH	IH		AUR %	
	Electrician	300	208		208	40.94%	
	Power Equipment Operator	80.0					<160
	Laborers	110					<160

General Contractor	Trade	Journeyman Hours	Apprentice Hours	Incentive Hours	Total Apprentice Hours	AUR Percentage	Notes
Halme	Power Equipment Operator	1307	110	257.5	393.25	23.48%	
	Truck Drivers	262.5	0	0	0	0.00%	
	Laborer	1068.5	83.5	61	150.6	12.42%	
Fines							
Contractor/Sub	Trade	Number of Apprentice Hours	Min. Required Apprentice Hours	Difference	Highest Paid Craft Rate	Penalty Amount	Notes
Halme	Truck Driver	0.00	39.38	39	\$50.49	\$596.41	1st Violation at 30%
	Laborer	150.6	160	10	\$44.04	\$127.83	1st Violation at 30%

- For each unmet labor hour required, the penalty is equal to 30% of the highest paid craft hour; Second violation within 5 years 60%; Third 90%.

When its not fine, fine.

Historically – 4 year Snap

- 2022
 - 13 AUR Construction Projects
 - \$28 Million in total contracts
- 2023
 - 26 AUR Construction Projects
 - \$77 Million in total contracts
- 2024
 - 14 AUR Construction Projects
 - \$32 Million in total contracts
- 2025
 - 16 AUR Construction Projects
 - \$36 Million in total contracts



2025 Summary and Overview

- 16 Projects under 2021 Ordinance
 - 36 Qualifying Contracts
 - 16 Prime – 20 Subcontractors
 - 24 out of 36 Compliant
 - 4 Primes and 8 Sub
- Based on approved Affidavit of Wages Paid.





Apprentice Incentive Grant

- Pre-Apprenticeship Programs to assist minorities, women and residents of CEZs.
- Approx. \$35K Collected in 2025
- Grant to be distributed May 2026
 - Recipients include:
 - AGC NW
 - PEPP
 - Spokane Community College
 - New Tech

START EARNING
Start earning money while you study

FLEXIBLE TRAINING
Train on-the-job, on-campus, or both

INDUSTRY SKILLS
Develop knowledge and skills from expert teachers with extensive industry experience

Why do an apprenticeship or traineeship?

HANDS-ON EXPERIENCE
Learn with the latest technology and tools in our well-equipped facilities

REAL QUALIFICATIONS
Graduate with a nationally recognised qualification

CAREER ADVICE & HELP
Students can access our Employment Centre even after they graduate, to help progress their careers

2025/2026 Projects

- Changes for 2025 HB 1050
 - Effective merge the two programs to leverage strengths from both.
 - Incentive/Deincentive process improvement
 - Updated Documented Process by 4th Quarter 2025
- 2026 Projects
 - Update Process/Procedures – Reporting, data collection, Final Reporting process.
 - Review SMC



State Program

- Project Thresholds
 - July 1, 2024 – June 30, 2026 – \$2M
 - July 1, 2026 – June 30, 2028 – \$1.5M
 - July 1, 2028 – After – \$1M
- Incorporating AUR elements into bid documents and contracts
- Reviewing and approving Apprentice Utilization Plans submitted by bidder/contractors.
- Monitoring Compliance. ★
- Reviewing and adjusting requirements. ★
- Assessing incentives/penalties ★



Questions

