



MEMORANDUM

TO: JOEL PFUNDT, DIRECTOR PUBLIC WORKS
NICOLE OLIVER, DIRECTOR, PARKS AND RECREATION
DEPARTMENT

FROM: MICHAEL L. WILSON, ASSISTANT DIRECTOR OF PUBLIC WORKS-
ENGINEERING

CC: CITY WEBSITE

SUBJECT: 2025 ANNUAL APPRENTICESHIP REPORT

DATE: JANUARY 23, 2026

Background

The City of Bellingham recognizes that a well-trained construction work force is critical to the success of public works projects. Apprenticeship training programs are particularly effective in providing training and experience to individuals seeking to enter or advance in the work force. By providing for apprenticeship utilization on public works projects, the City can create opportunities for training and experience that will help assure that a trained work force will be available in sufficient numbers in the future for the construction of public works projects.

On March 8, 2021, the City Council approved Ordinance 2021-03-007 adding chapter 4.94 to the Bellingham Municipal Code (BMC) requiring public works projects to provide apprentices with job training hours. Following the creation of BMC 4.94, the City worked to develop a standard specification for apprentice utilization to include when bidding projects. In 2023, the first projects went to bid that included this specification.

Program Requirements

All public works projects estimated to cost \$1,000,000 or more with a time for completion more than 70 working days will require the contractor to have a minimum of 15% of total labor hours performed by apprentices enrolled in an approved apprenticeship program. BMC 4.94 requires, to the extent it is available, annual reporting on the apprenticeship program on its website that includes:

- The total number of labor hours actually worked by apprentices on City-owned public works projects;
- The number of apprentices broken down by trade and craft category;
- The number and percentage of minorities and women utilized as apprentices.

2025 Results

The table below includes information for all projects with an apprenticeship requirement physically completed prior to December 31, 2025

Table 1. City Capital Projects with Apprenticeship Requirements Reaching Physical Completion in 2025

Project Title	Physical completion date	Apprentice goal (hours)	Apprentice actual total (hours)	Trade or Craft	Apprentice hours (by trade or craft)	Number of Apprentices	Minority apprentice hours	Female apprentice hours
ES561 West Illinois Multimodal Improvements	3-Oct-25	3020	3467					
				Electrical - Inside	332			
				Flaggers	1,084.0			
				Laborers	24			
				Power Equipment Operators	2,012			
				Truck Drivers	15			
ES567 Electrification of Transportation	12-May-25	662	694					
				Electrical - Inside	694	2		
Total Hours		3682	4161					