

Improving Public Safety by Positively Changing Lives

DOC Pre-Apprenticeship Programs

Fact Sheet

October 2025



FY24 HIGHLIGHTS

740

Individuals participated in programs statewide

97

Pre-Apprenticeship Graduates

643

Flaggers Certification Completions

84,644

Hours of programming

6,168

Hours of on-the-job training in the community by 15 active apprentices in FY24



Trades Related Apprenticeship Coaching (TRAC)

The Trades Related Apprenticeship Coaching (TRAC) is a Washington state-recognized pre-apprenticeship program that prepares individuals for competitive entry into a union apprenticeship. Participants receive 460 hours of theoretical and practical instruction to prepare them for competitive eligibility within various union trade apprenticeship programs. This program is offered at the Washington Corrections Center for Women and Mission Creek Corrections Center for Women.

TRAC, created in 1997, covers a broad range of academic, safety, technical skills training, behavioral, lifestyle, and soft skills training. Once TRAC graduates are back in their communities, they are qualified to enter apprenticeship programs for the International United Brotherhood of Carpenters and Joiners, the International Association of Bridge, Structural, Ornamental, and Reinforcing Iron Workers, the Operative Plasterers and Cement Masons International Association, and the Laborers International Union of North America. TRAC graduates earn an average of \$32.00 per hour post-release.

AJAC Manufacturing Academy

The Manufacturing Academy (MA), developed by AJAC, is a Washington state-recognized pre-apprenticeship program that offers a solid foundational career pathway into aerospace and advanced manufacturing apprenticeship opportunities. Through a grant from the U.S. Department Bureau of Justice Assistance, the department has partnered with AJAC to offer the Manufacturing Academy at various facilities statewide.

Upon completion, participants will have the basic foundational skills to find gainful entry-level employment and may meet the minimum qualifications to pursue additional career pathways in advanced manufacturing through AJAC's portfolio of apprenticeship programs. AJAC graduates earn an average wage of \$25.00 per hour post-release.

Washington State Flagger Certification

Through a partnership with the Washington State Department of Transportation, the department provides Washington State Flagger Certification at various facilities statewide.

This 8-hour class prepares participants with the necessary knowledge and skills to do the job of a flagger—enhancing the safety of both workers and drivers in a work zone. This certification is also valid in Oregon, Idaho, and Montana for three years after completion of the course. Flagger graduates earn an average wage of \$19.50 per hour post-release.

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