



## **Workforce Development**

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**Workforce Development**

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**Port of Seattle**

# Port of Seattle Commission Actions

## The Century Agenda

- Adopted in 2012
- Affirmed its commitment to workforce development as an integral part of achieving economic development
- Responsibly Invest in the Economic Growth of the Region and all its Communities
- Become a Model for Equity, Diversity and Inclusion
- Be a Highly Effective Public Agency

## Motion of the Port of Seattle Commission Increasing Workforce Development and Career Opportunities

- Adopted in 2014
- Improve and Expand Workforce Development Efforts in Port-related Sectors
- Develop new partnerships with regional stakeholders
- Establish contracts with service providers as necessary to deliver on the plan

## Resolution 3746 Priority Hire Directive (As Amended)

- Adopted in 2018
- Provide family wage jobs to qualified construction workers from Economically Distressed Areas of King County
- Leads to economic growth and job creation to those historically underrepresented in the construction industry, such as women and people of color
- Implement in cooperation with the Regional Public Owners

# Port of Seattle Commission Actions

## Equity and Workforce Development Special Commission Committee

- Established in 2020
- Expands previous Workforce Development Committee by providing information, advice and recommendations about the Port's equity, workforce development and career connected learning programs and policies.

### State Governing Authority

## RCW 53.08.245 Economic Development Programs Authorized Job Training and Education

- Contracts with nonprofit corporations, private, and public entities that provide training system and promote workforce diversity in furtherance of this and other acts related to economic development
- Includes job training and placement, job advancement and retention, pre-apprenticeship training or occupational education programs

# Goals for Workforce Development

## Increase Equitable Access to Economic Prosperity

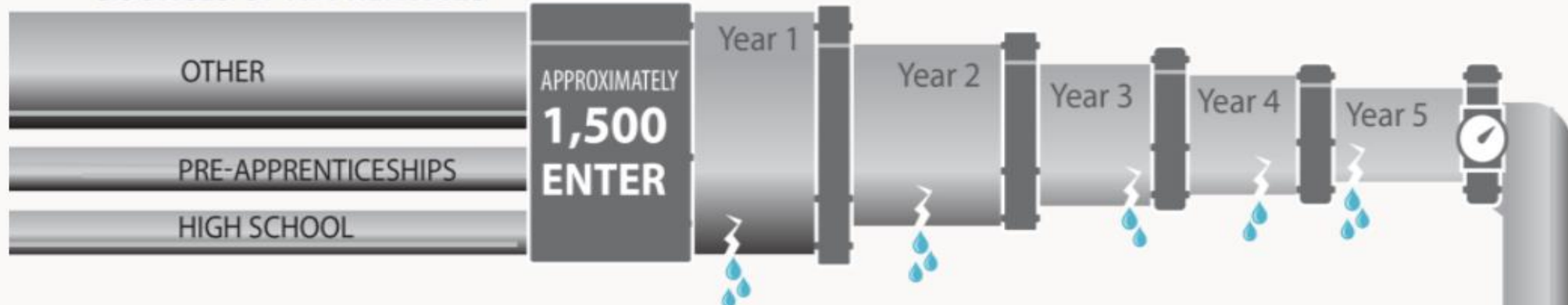
- Increase equitable workforce access for the trades in port-related economic activities with an emphasis on disproportionately impacted near-port communities
- Focus on workforce training and education on Port and port-related economic activities
- Promotes access to wrap around service and infrastructure

## Leverage Port Impact and Innovation

- Make strategic investment in construction trades
- Leverage industry participation to increase recruitment and retention of workers in port-related jobs
- Create awareness and access in education and career pathways in port-related industries

# CHALLENGE KEEPING THE SKILLED WORKER PIPELINE FILLED

## SOURCES OF APPRENTICES



Apprenticeships: 3,121 in the pipeline at any given time

**125,000 AVAILABLE WORKERS**  
WITH RESIDENTIAL, COMMERCIAL OR  
INDUSTRIAL EXPERIENCE



APPROXIMATELY ONLY  
**600 REACH JOURNEY LEVEL**

Only **40%** Graduate to Journey Status  
• 33% of people of color • 32% of women

# Construction Trades Strategy

- Supports the creation of a regional pipeline of skilled construction worker
- Addresses the low participation and completion rates of people of color and women in the construction trades.
- Addresses gaps in the existing pipeline

## Regional Trades Partnership

Port of Seattle	City of Seattle
King County	Sound Transit
Washington Department of Transportation	Seattle Public Schools

# Contract Partners

Rainier Beach  
Action Coalition  
(RBAC)

Urban League of  
Metropolitan  
Seattle (ULMS)

Apprenticeship &  
Non-Traditional  
Employment of  
Women (ANEW)

Pre-  
Apprenticeship  
Construction  
Training (PACT)

Ironworkers Local  
86

NW Carpenters  
Union

# Investment and Impact in Construction Trades

Construction Outreach, Training and Retention in Pre-Apprenticeships, Job Readiness Training, and Apprenticeships since 2017:

**\$1,461,096**

Placements in Apprenticeships or Trade: **281** placements

**BIPOC: 193 (69% of all placements)**

**Women: 73 (26% of all placements)**

**Average Wage: \$26.21**



# How did we do it?

Outreach to Priority Hire Zip Codes

Collaborate with other regional public owners

Work with regional post-secondary education and training partners

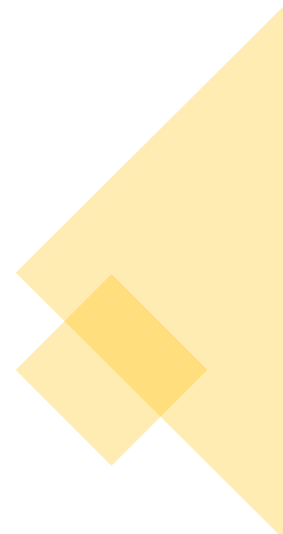
Provide wraparound services to pre-apprentices and apprentices

# Opportunity Youth Initiative

- Started in 2020 in response to the pandemic's disproportionate impact on youth of color in our region
- This year, we invested \$2 million dollars in training programs for young adults in Port related industries (275 interns and 25 youth mentors)
- OYI partners:
  - Partner in Employment
  - Urban League of Metropolitan Seattle
  - Seattle Goodwill
  - Seattle Parks Foundation

# Queue Video-Opportunity Youth Initiative

[https://youtu.be/1B7tRKNF\\_1A](https://youtu.be/1B7tRKNF_1A)



## Contact Info

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