

Office of Social Responsibility

Commission Briefing

Workforce Development Strategy Expansion

Commission Actions

- Century Agenda
- Quality Jobs Initiative
- Workforce Development Motion – July 2014
 - Increasing WFD and career opportunities activities
- Approval of Resolution 3694 – July 2014
 - Safety and security at Sea-Tac Airport and necessary hiring standards, training opportunities, and minimum compensation required to maintain a well-trained workforce



Workforce Development Current Strategy

- Port Jobs Contract
 - Airport Jobs and Airport University
 - Apprenticeship Opportunity Project (AOP)
- Fishing Industry Engineer Endorsement Training
- Youth Maritime Career Support
- Research projects (Construction Industry)
 - Collaboration with the City of Seattle



Current Strategy *continued*

- Goals on Port projects for apprenticeship utilization, including women and minority utilization
- High school and college internships at the Port
- Veterans fellowships
- Partnering with other workforce programs



Insight Center Consultants Recommendations

- Follow Commission guidance
- Sector approach career pathways
- Leverage the Port as an anchor institution
- Port as a catalyst for other stakeholders to take action
- Contracts for job access and career advancement services in Port-related industries
- Incorporate partnership support in RFP structure
- Port actions and partnerships with other stakeholders in Port-related industries

Labor Market and Related Analysis

- Contract to provide for Port-related industries (airport, maritime, construction, logistics)
 - Labor market analysis
 - Career pathways mapping
 - Employment equity analysis
- Outputs include
 - Reports on labor market demand, career pathways, and employment disparities in Port-related industries
 - Career pathways maps
 - Identify existing services and gaps in those services

Job Access and Career Advancement Services

Contracts to provide sector-specific job access and career advancement services in Port-related industries

- Projected outputs and outcomes include:
 - 1,495 people placed in jobs per year
 - 7,900 people provided services including:
 - Job search preparation and assistance and job-readiness training
 - Career navigation services and career advancement training
 - Pre-apprenticeship training and apprenticeship completion services

Contracts for Job Access and Career Advancement

Sector	Sample Outputs/Outcomes (per year)
Airport Passenger air, air cargo, and connected subsectors such as logistics, maintenance; restaurant/hospitality/retail	<ul style="list-style-type: none">• 7,400 participants• 1,200 placed in jobs• 170 participants in career advancement training
Construction Focused on Port-related construction	<ul style="list-style-type: none">• 250 participants in pre-apprenticeship services• 135 placed in apprenticeships• 135 apprentices receive apprenticeship completion services• 150 participants in financial education classes
Maritime Fishing, marine cargo, logistics, cruise, ferry & tug	<ul style="list-style-type: none">• 250 maritime job-seekers served• 160 placed in jobs• 50 participants in bridge-level training per year

Evaluation

- Contract to evaluate effectiveness and impact of Port workforce development strategy
 - Outputs include:
 - Annual report on direct outputs and outcomes of Port contracts for job access and career advancement services
 - Evaluation of resulting changes in workforce development, employer practices, and related policy
 - Dashboard of outcomes from job access and career advancement services

Recommendations for Port Leadership

Port actions to benefit Port-related businesses, job seekers, and workers:

- Inform and shape labor market and related analysis
- Additional internships for high school students
- Promote career pathways and equity in employment
- Align training with needs of businesses and workers
- Maximize job quality in Port facilities and contracts
- Align efforts of the Port and regional stakeholders
- Develop dedicated funding for workforce development

Current and Recommended Costs

Current Cost

Ten-Year Forecast

Budget Year 2014: \$1,066,540

10 Years: \$10,665,400

Recommended Cost

Ten-Year Forecast

Year 1: \$ 2,459,000

10 Years : \$24,765,000

Contract Cost By Sector



Airport

- Year 1: \$ 1,380,000
- 10 Years: \$13,800,000



Maritime

- Year 1: \$ 400,000
- 10 Years : \$3,925,000



Construction

- Year 1: \$ 420,000
- 10 Years: \$4,200,000

Other Costs

Contract: Labor Market and Related Analysis

Year 1:
\$125,000

10 Years:
\$1,250,000

Contract: Evaluation

Year 1:
\$125,000

10 Years:
\$1,250,000

High School Internships

Year 1:
\$25,000

10 Years:
\$250,000

Port Actions

Year 1:
\$9,000


10 Years:
\$90,000

What's Different?

	PROPOSED PROGRAM	2015 BASELINE PROGRAM
<u>Contract Costs</u>		
Labor Market Analysis	\$ 125,000	\$ 0
Airport	\$1,380,000	\$ 450,000
Construction	\$ 420,000	\$ 200,000
Maritime*	\$ 375,000	\$ 107,540
Evaluation	\$ 125,000	\$ 0
<u>Non-Contract Costs</u>		
High School Internships	\$ 25,000	\$ 9,000
Non-Contract Port Actions	\$ 9,000	\$ 0
In-Kind Contributions	\$ 0	\$ 300,000
TOTALS	\$2,459,000	\$1,066,540

* Includes Seaport and Corporate costs within current program

Workforce Development Strategy Expansion Timeline

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- September 30, 2014: **Commission Briefing**
 - October 15, 2014: **Legal Review of Recommendations and Modifications**
 - October 28, 2014: **Request Commission Authorization**
 - Q4 2014: **Advertise Requests for Proposal & Award**
 - Q1 2015: **Extension Port Jobs Contract (4-5 months)**
 - Q2 2015: **New Workforce Development Contracts Start**