

**PORT OF SEATTLE**  
**MEMORANDUM**

**COMMISSION AGENDA**

Item No. 7b  
Date of Meeting August 23, 2011

**DATE:** August 12, 2011

**TO:** Tay Yoshitani, Chief Executive Officer

**FROM:** Luis Navarro, Director, Office of Social Responsibility *LW*  
Heather Worthley, Executive Director, Port Jobs *HW*

**SUBJECT:** Annual Report to the Port Commission: Port Jobs' 2010 Performance

**SYNOPSIS:**

Port Jobs is required to provide an Annual Report to the Port of Seattle Commission as part of its contract obligations. This report will cover the structure and performance measures for each of the 2010 Port Jobs programs and the budget for Port Jobs, including Port funding as well as the leveraged non-Port funding from King County, the City of Seattle, the State of Washington, the Annie E. Casey Foundation and other funders.

The Port is Port Jobs' largest funder. In 2010, the Port provided \$365,000 in direct funding, \$121,376 in in-kind support, and \$144,022 in money generated by the \$.20/hour charge to Port construction contractors, which was eliminated in August 2010 for all new construction contracts. Port Jobs also competes for funding from private foundation grants, and receives contract funding from the City of Seattle, King County, and the state and federal governments. The funding from the Port of Seattle acts to leverage other funding. The result is that for every dollar of direct Port support received in 2010, Port Jobs raised an additional for \$1.55 for workforce development services.

The Port Jobs Program includes:

- Airport Jobs, which received \$165,000 in direct Port funding, served 8,700 jobseekers in 2010, and facilitated 494 hires through job listings with 66 airport employers at an average hourly wage of \$9.44.
- Port Jobs general operations, which received \$200,000 in direct Port funding for operating and staff support, provided outreach to Port drayage truck drivers who were considering alternative employment due to new Clean Truck standards. Additional Port Jobs programs receiving staff support include Airport University, which in 2010 offered airport workers the opportunity to take college classes and career upgrade training, and Financial Tools for the Trades, which taught money management skills to 103 apprentices in the skilled construction trades.
- The Apprenticeship Opportunities Project (AOP), which received \$144,022 through the \$.20/labor hour construction contract funding, enrolled 131 people in pre-apprenticeship programs, placed 72 people in apprenticeships and trades-related jobs, with an average wage of \$17.48/hour, and provided support services to 104 individuals for tuition, union dues clothing tools, and supplies.

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### BACKGROUND:

In 1993, the Port spearheaded the creation of Port Jobs, a 501(c)(3) nonprofit organization which develops practical programs and supports public policies that increase access to living wage jobs in the Port-related economy. The mission of Port Jobs is “to develop strategies to employ more skilled workers in Port-related businesses, and create opportunities for those who have typically been underrepresented in such jobs.”

As an independent non-profit, Port Jobs is able to leverage the Port’s funding by securing additional funding from other governments and from private foundations. Port Jobs currently secures funding from the City of Seattle, King County, the State of Washington, the federal government, and through competitive grant processes from private foundations and United Way. The Commission has viewed Port Jobs as an investment that supports the Port’s mission, in particular, the creation of family-wage industrial jobs and workforce training in the aviation and maritime sectors in King County and, as a Port-sponsored program that promotes economic development. Port Jobs’ mission supports the Port’s Century Agenda for social responsibility and economic development.

On March 2, 2010, the Washington State Legislature approved House Bill 2651, providing port districts the authority to contract with nonprofit corporations for economic development activities, which can include job training and placement programs, pre-apprenticeship training or educational programs associated with port tenants, customers and local port-related economic development, that are: (1) sponsored by a port; (2) operated by a nonprofit entity; and (3) in existence on June 10, 2010. House Bill 2651 also required that the Port receive quantitative information on program outcomes, including the number of workers trained, recruited and placed; the types of jobs and range of compensation, the number and types of businesses served and tangible benefits realized as a result of these programs.

The impact of the current global economic recession has been particularly difficult for the target population served by Port Jobs. We serve many diverse communities, including newly arrived refugees and immigrants speaking more than 100 languages. Port Jobs has adapted to the new economy by broadening the array of services we offer through both our Airport Jobs and Apprenticeship Opportunities Projects, and strengthening our Financial Tools for the Trades offerings. We have also added new outreach to veterans to assist in transition to civilian careers.

### PORT JOBS 2010 PROGRAM RESULTS:

**Airport Jobs Services:** Since 2000, Port Jobs’ Airport Jobs center has served Sea-Tac Airport with a dual-customer focus: airport employers and airport jobseekers, many of whom are incumbent airport employees looking for career upgrade opportunities. In 2010, the Airport Jobs office served 8,667 job seekers with a total of 16,021 visits, while working with 66 airport employers. Nearly 500 hires were made through the Airport Jobs center in 2010. Employer services range from listing open jobs both online and in the office, to coordinating special hiring events for start-ups or multiple hires, to providing English as a Second Language (ESL) assistance to new hires for the Secure Identification Display Area (SIDA) test in order to obtain their security badge, which provides unescorted access to the secured areas of the Airport. The range of services provided by Port Jobs at Sea-Tac Airport includes:

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- Outreach and direct employment services to match job seekers and airport employers at a central location in the airport terminal;
- Development and maintenance of a public website that lists current airport openings ([www.airportjobs.org](http://www.airportjobs.org));
- Development and maintenance of an internal database that tracks metrics including demographic information on all jobseekers, hiring data, and daily updated job listings for current airport openings;
- Participation in outreach events and job fairs, including the “Hire America’s Heroes” event at Qwest Field;
- Specialized recruitment for target employers with unique staffing needs; training instruction on airport functions, operations, and safety for English-as-a-Second-Language speakers (English Language Learners), who are required to complete/pass badge-related training courses and
- Establishment of a WorkSource Connection site at Airport Jobs to increase access to job openings outside of the airport.

**Other Port Jobs Services:** These services include education, outreach and training programs and administrative support from our home office at Pier 69 for a wide variety of workforce development programs, supported by multiple funding sources, including but not limited to Airport Jobs, Airport University, Financial Tools for the Trades (a financial literacy program for apprentices in the skilled construction trades), free income tax preparation in partnership with United Way, and college scholarship support.

**Apprenticeship Opportunities Project (AOP):** This program is funded through 2010 by Port construction contracts valued at more than \$1 million dollars (\$144,022 in 2010). These contractors paid Port Jobs twenty cents per qualifying labor hour, and Port Jobs directed this funding into the Apprenticeship Opportunities Project. The program provides support services such as tools, work boots, tuition support, career exploration, and job placement assistance, to aspiring low-income apprentices. Port Jobs contracts with the non-profit agency Apprenticeships and Non-Traditional Employment for Women (ANEW) for the Apprenticeship Opportunity Project services. ANEW provides services to people (both male and female) in King County to prepare for and apply to apprenticeship programs in construction work. Services include community outreach, individual skills assessment and career counseling, and support services. Support services funds are available to low-income participants who are accepted into apprenticeship programs. Despite the sluggish 2010 economy, AOP placed 72 people in apprenticeships and trades-related jobs where they earned an average of \$17.48 per hour plus benefits. Since 1994, AOP has helped more than 1,800 people enter apprenticeship and trades-related jobs. Two AOP outcomes studies (from 1998 and 2007) found that the program recruited a sizeable percentage of the women and people of color who entered apprenticeship in King County. Also, apprentices who received services from AOP had a higher retention rate than the overall retention rate for King County apprentices in the same trades.

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**Applied Research:** This research related to Port and/or Airport employment in areas such as “green economy” jobs, identification of growth industries, occupations and retention strategies, and best practices for career pathways. Recent examples include overviews of opportunities and training in Logistics and International Trade (published in 2008), currently being used to inform the City of Seattle/Seattle Chamber of Commerce 2010 Pathways to Careers efforts, and the recognition in 2010 of Airport University as a best practice model by the National Transportation Research Board.

Please see the attached 2010 Port Jobs Funding Table for dollar amounts of 2010 funding from all sources, and Port Jobs 2010 Annual Report for additional details on our work and outcome performance for the past year.

### OTHER DOCUMENTS ASSOCIATED WITH THIS BRIEFING:

- 2010 Port Jobs Funding Table
- Port Jobs 2010 Annual Report

# PORT JOBS 2010 FUNDING BY SOURCE AND PROGRAM

Programs	Program Funders						Total funding by program sector	Total funding by program
	Port of Seattle	King County	City of Seattle	State of Washington	Other Leveraged Funds			
Operating Support	\$ 100,000		\$ 24,334		\$ 31,000		\$ 155,334	
Staff Support	\$ 100,000						\$ 100,000	\$ 289,676
In-Kind	\$ 34,342						\$ 34,342	
Airport Jobs	\$ 165,000		\$ 24,333	\$ 54,676	\$ 28,522		\$ 272,531	
AJ In-Kind	\$ 83,034						\$ 83,034	\$ 556,844
Airport University					\$ 201,279		\$ 201,279	
AOP	\$ 144,022	\$ 22,858	\$ 24,333				\$ 191,213	\$ 191,213
Financial Tools for the Trade					\$ 12,800		\$ 12,800	\$ 12,800
<b>Total Funding by Funder</b>	<b>\$ 626,398</b>	<b>\$ 22,858</b>	<b>\$ 73,000</b>	<b>\$ 54,676</b>	<b>\$ 273,601</b>			
<b>Total Funding</b>								<b>\$ 1,050,533</b>