

# 2014 Annual Report to the Community Commission Briefing

Office of Social  
Responsibility



# Small Business Program



Creating economic development in the community

# Small Business Program

## 2014 Highlights

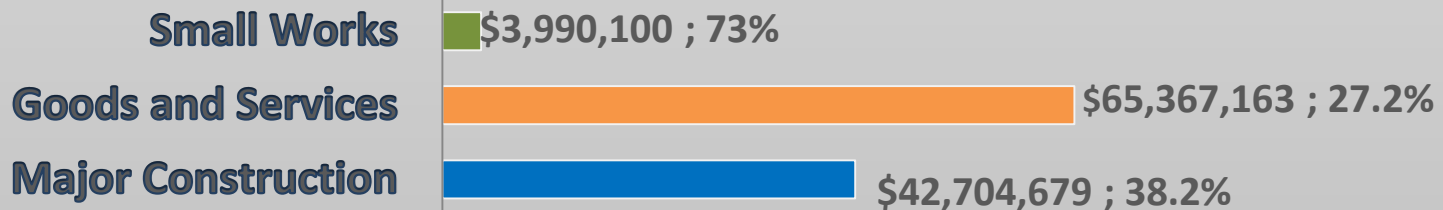
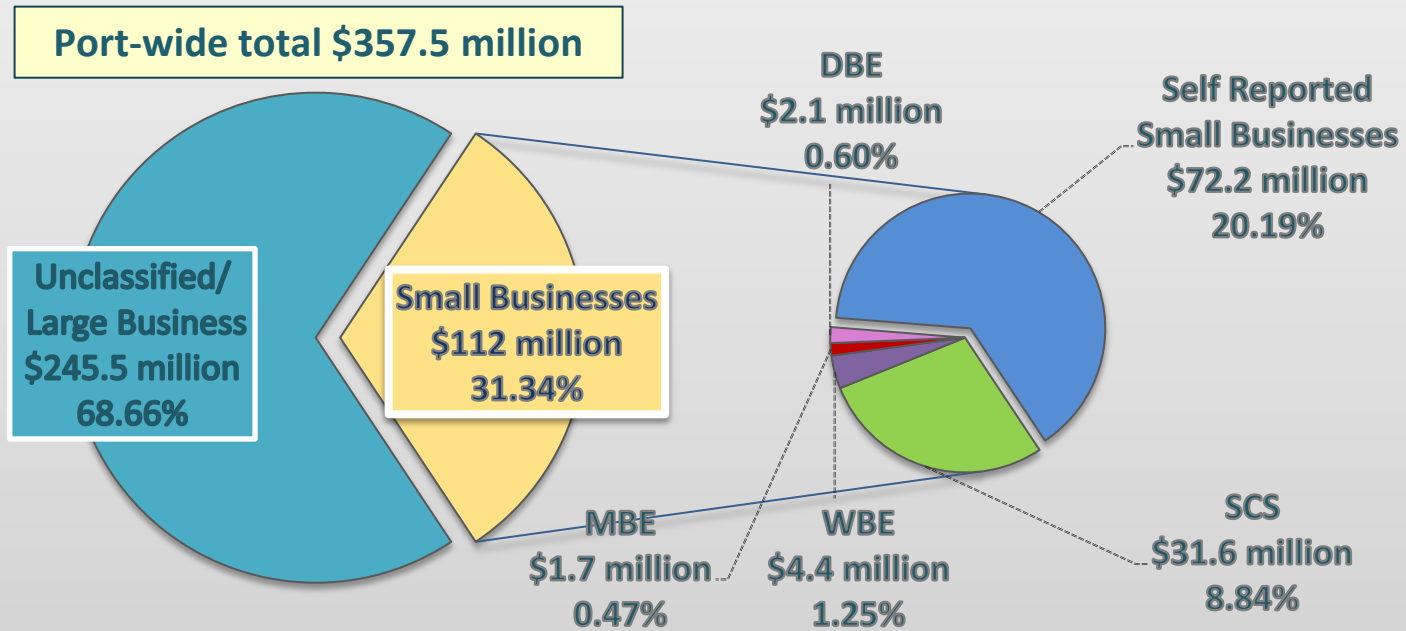
- 31.34% POS expenditures with small businesses
- Created over \$112 million in revenue for 594 small firms from a total of \$357.5 million
- Small Contractors and Suppliers “SCS” participation increased from 8% to 9%.
- Over \$31 million went to 95 SCS firms

## Participation Trends



Positive impact to small regional business

# 2014 Small Business Details



Approx. one third of the Port's expenses with small businesses

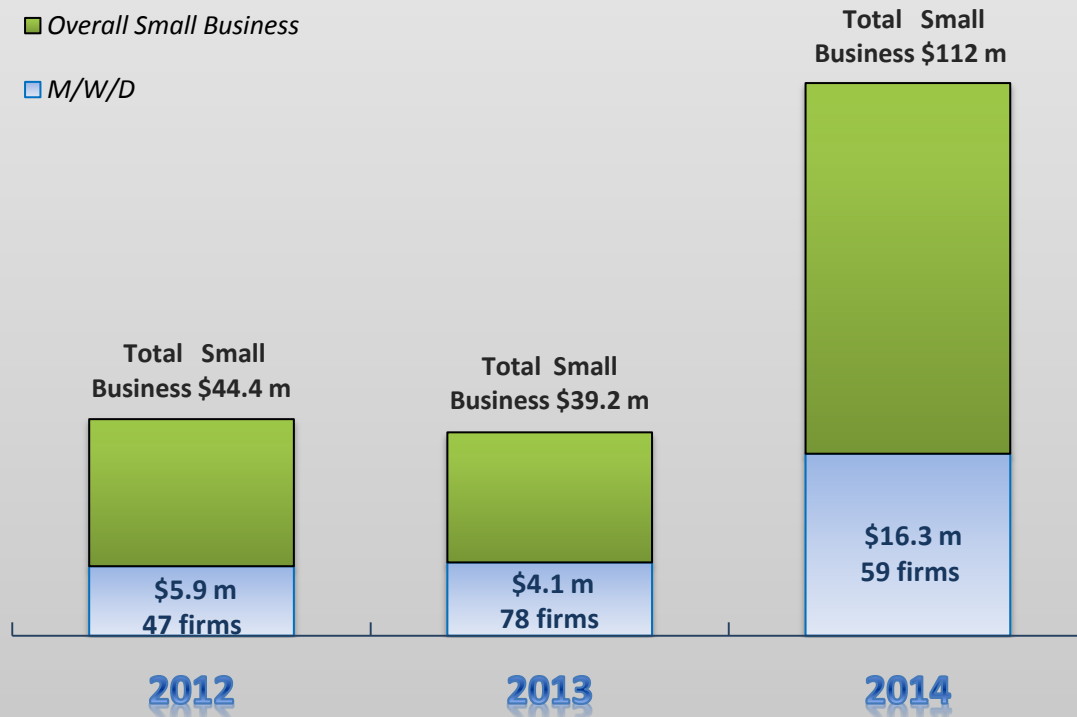
# Port-Wide Participation M/W/DBE

M= Minority, W=Women & DBE = Disadvantaged Business Enterprises

Port-wide Combined M/W/DBE \$spent, # firms, overall Small business \$ spent

Overall Small Business

M/W/D



2014

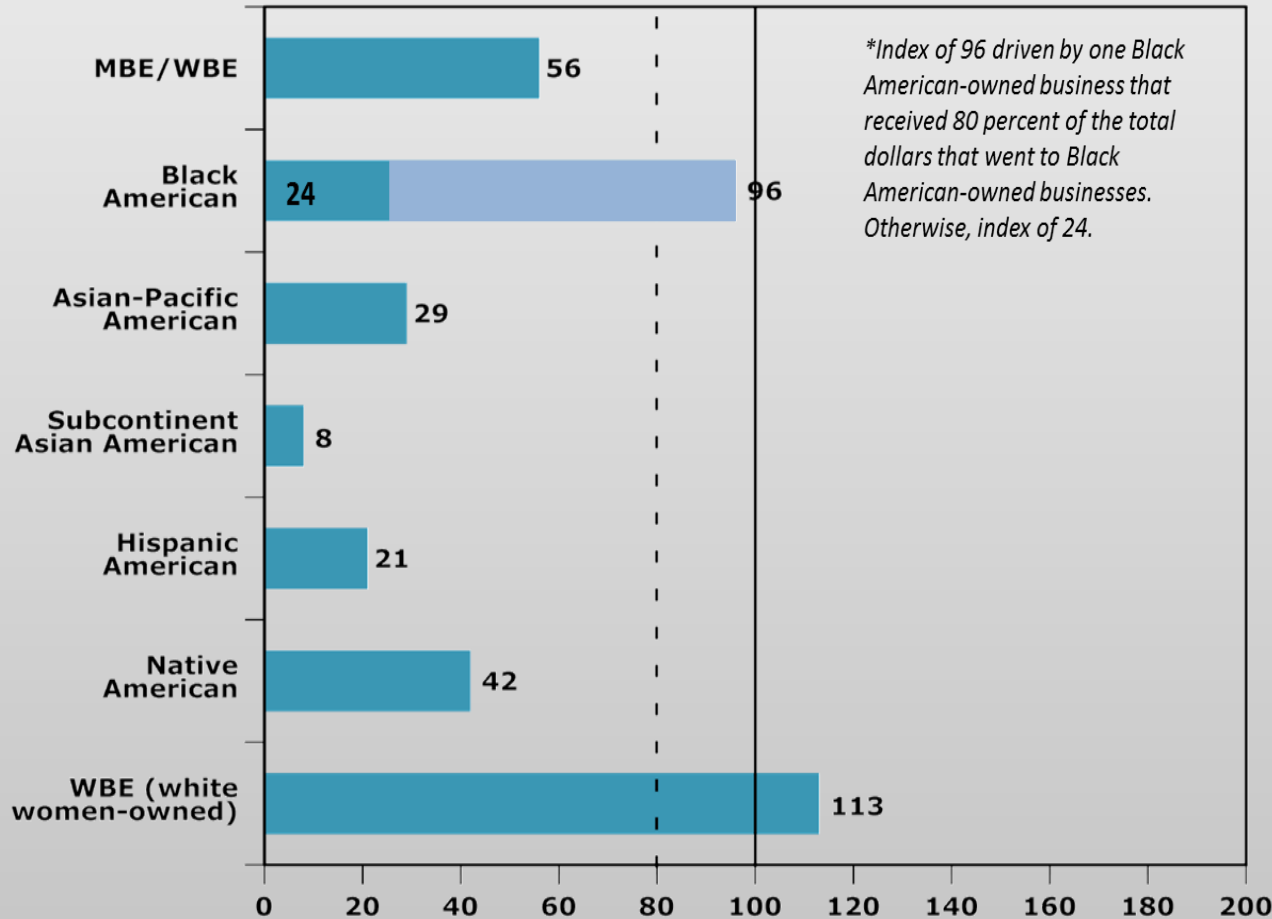
	% to DBE's	% to MBE's	% to WBE's
Aviation	1.3%	0.4%	4.0%
Capital Development	0.2%	3.5%	1.3%
Corporate	0.2%	0.4%	0.8%
Real Estate	0.1%	0.1%	0.6%
Seaport	0.02%	0.4%	0.2%
Port-Wide	0.6%	1.7%	2.0%

- 2014 totals include certified and non certified M/W/DBE firms

We still have work to do to increase participation by M/W/DBE firms

# 2014 Port of Seattle Disparity Study

(Conducted by BBC Consulting - Index table)



- Disparity index of 100 or more include *parity*
- Disparity index of 80 or less considered *substantial*

More work remains ahead to ensure greater inclusion

# Workforce Development



## Airport Jobs Center



Supporting the labor pipeline and employers in Port sectors

# Sector Overview



## AIRPORT

- Airport Jobs Center\*
- Airport University\*
- School Partnerships & Internships
- Research & Policy



## MARITIME

- School Partnerships & Internships
- Regional Research, Collaboration & Promotion



## CONSTRUCTION

- Apprentice Utilization
- Apprentice Opportunity Project\*
- School Partnerships & Internships
- Regional Research & Collaboration\*

\* *Port Jobs is responsible for, or significantly involved in, these program areas*

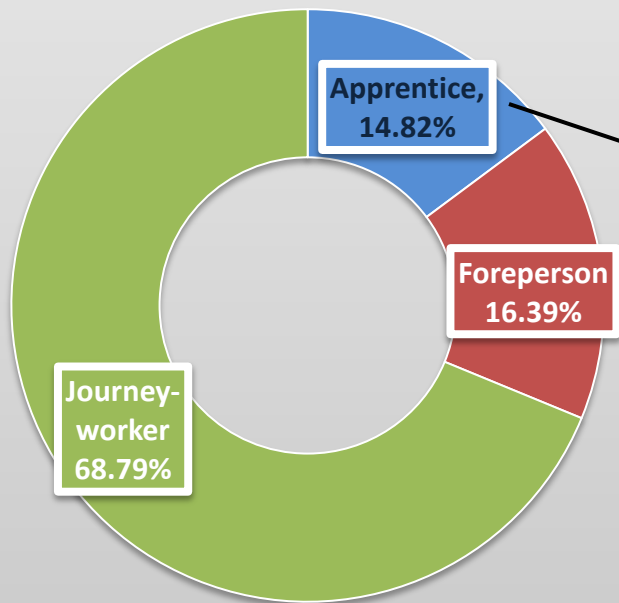
*The 2014 Port Jobs contract value was \$1,066,231 ( \$736,000 payments + \$330,231 in-kind)*

**The Port applies a sector approach to workforce development investment**

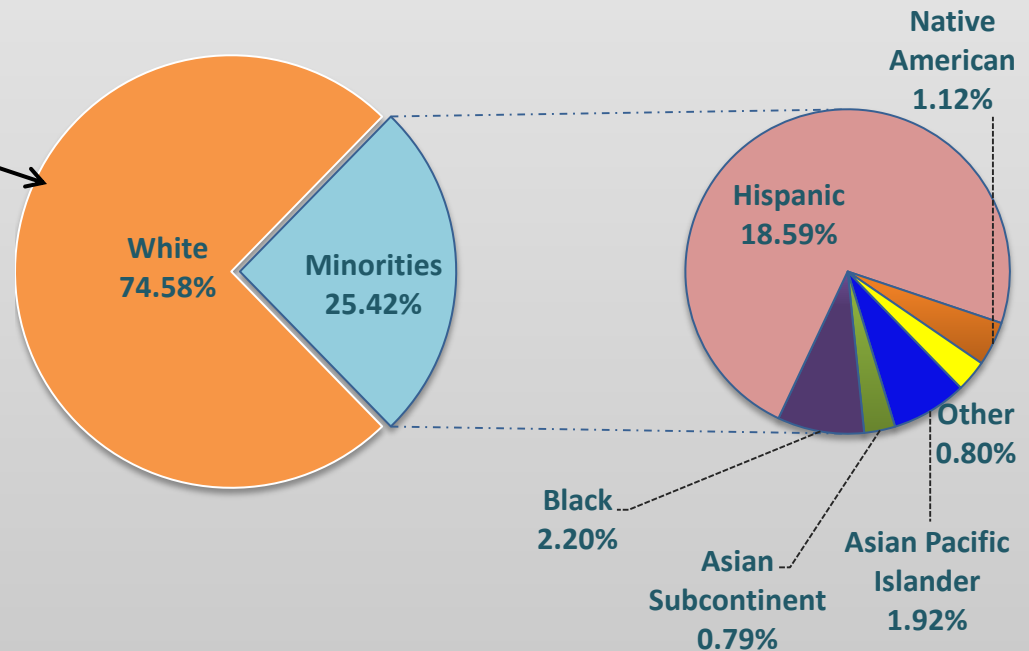


# Apprentice Utilization 2014

Apprentice Utilization, 2014

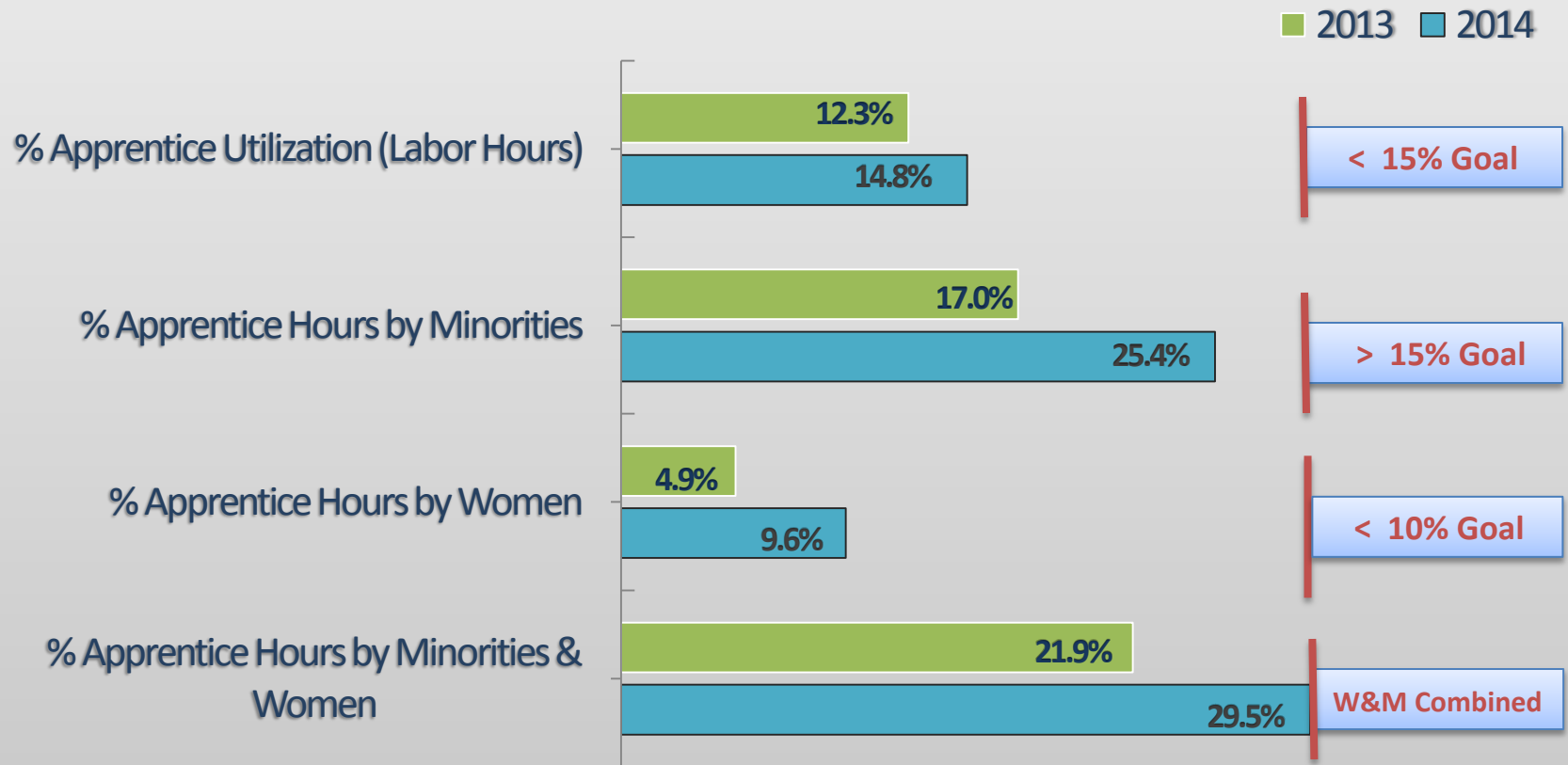


Apprentice Hours percentage by Ethnicity, 2014



Supporting the pipeline of workers including women and minorities

# Apprentice Utilization 2013 vs 2014

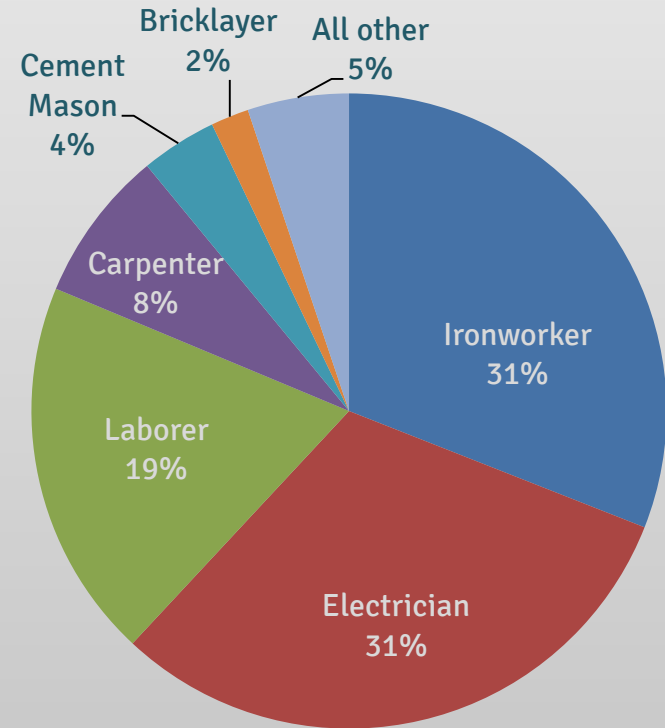


Inclusion in the pipeline of workers in the trades improving year over year

# Apprenticeship Opportunities Project

- 150 became registered apprentices; 5 hired in trades-related jobs
- 52% people of color and 29% women
- Average starting wage: \$21.11
- 138 received retention support for work clothes, boot, tools, etc.

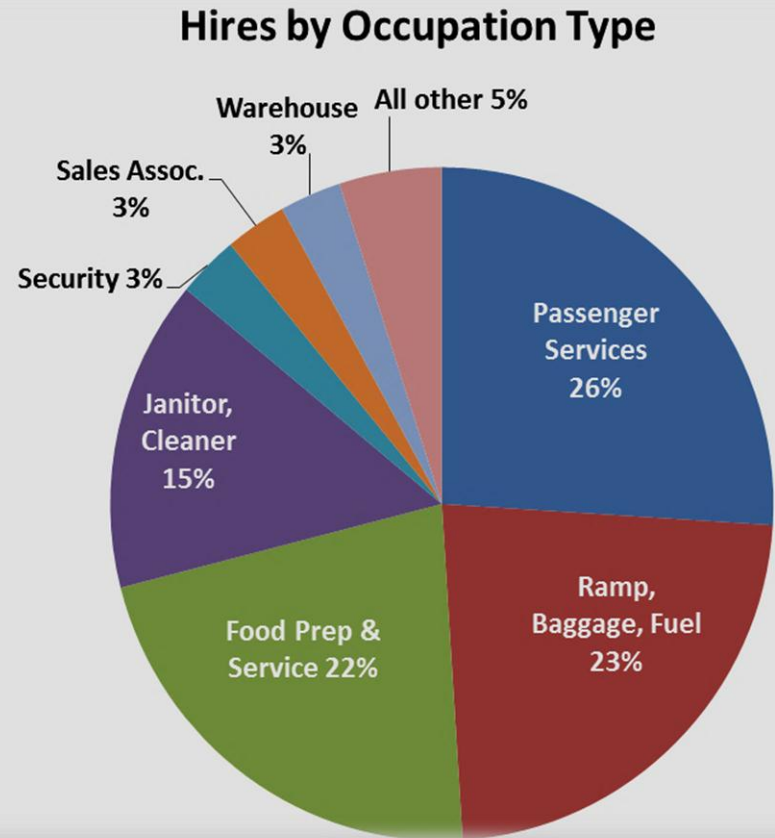
## Jobs by Trade



AOP supports for those in the pipeline with most need

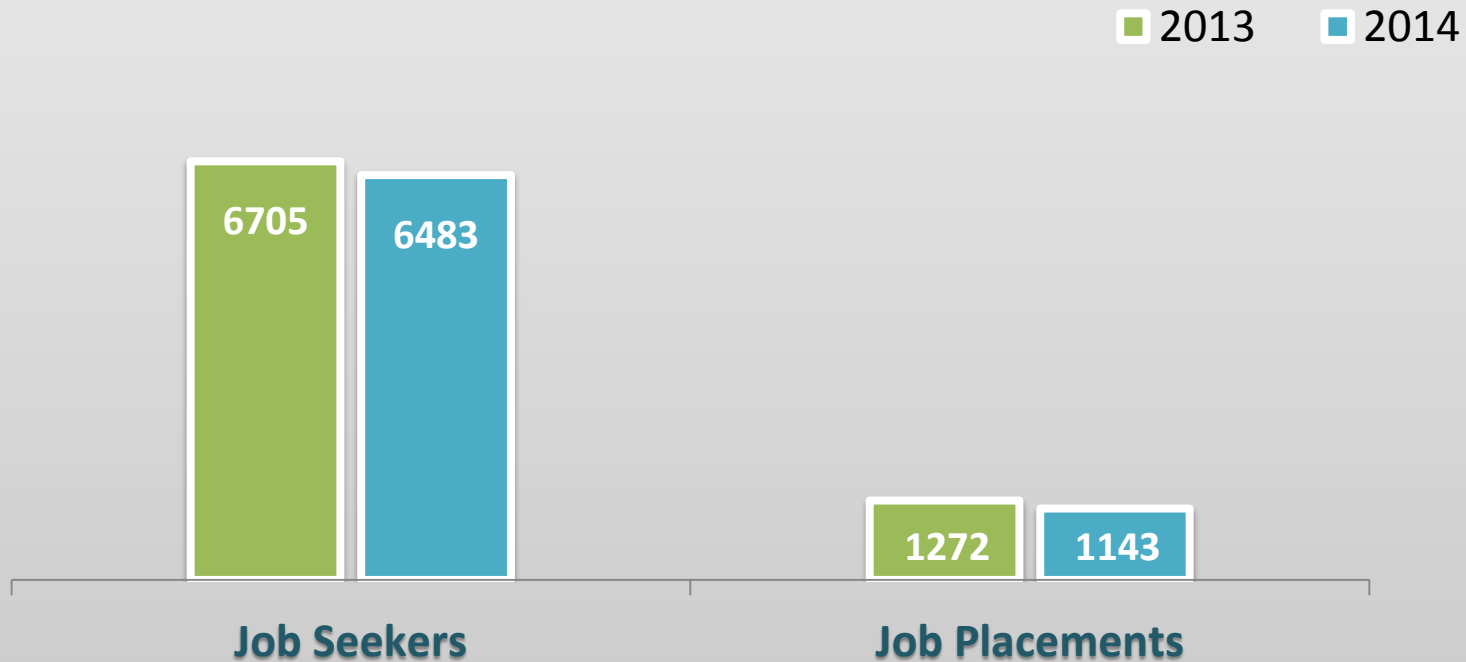
# Airport Jobs Center

- 6,499 job seekers
- 1,143 people placed into 1,236 jobs at airport
- Average starting wage: \$10.28
- \$17 million in income for households
- 100 employer partners



Outcomes of the Port investment in support of airport operations

# Airport Jobs – 2013 vs 2014



# Airport University

## Metrics

- 109 people completed college classes
- Increased partnership with education institutions (i.e. Highline and South Seattle Colleges)
- \$375,000 leverage from Alaska Airlines and Boeing
- Hired a new “Career Navigator” to assist airport workers
- Fall 2014 marked beginning of AU course expansion

## Employer Driven Course Topics

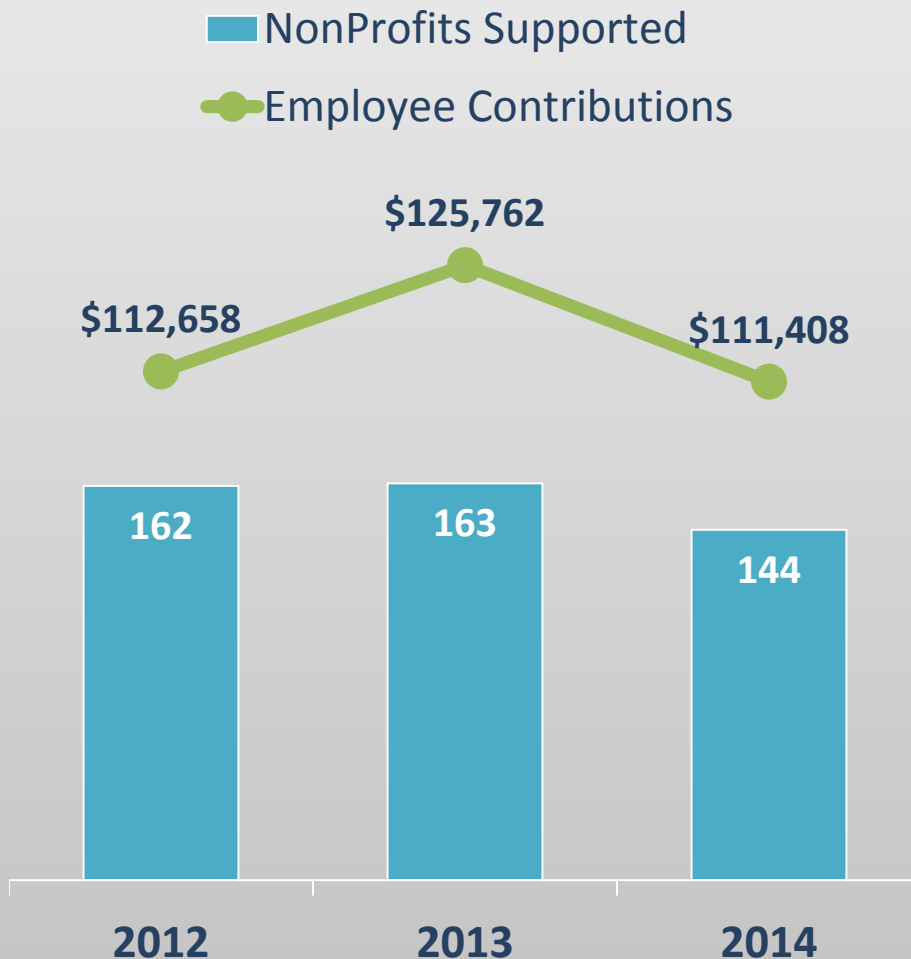
- Business Technology (Keyboarding, Word, Excel, Outlook, Access, Internet, 10-Key)
- Workplace Safety (First Aid, CPR, OSHA 10)
- Customer Service
- Intro to Trade, Transportation and Logistics
- Career Success, College Success

# Community Giving Campaign



Giving Today for a Brighter Tomorrow

# Community Giving Campaign



- **Individual contribution amounts generated over \$111,000 for 144 non-profit charities.**



Port employees care



# Volunteerism in the Community

**325** Port employees  
volunteered **886** hours  
by partnering with over  
**17** community based  
organizations in 2014!

*including...*

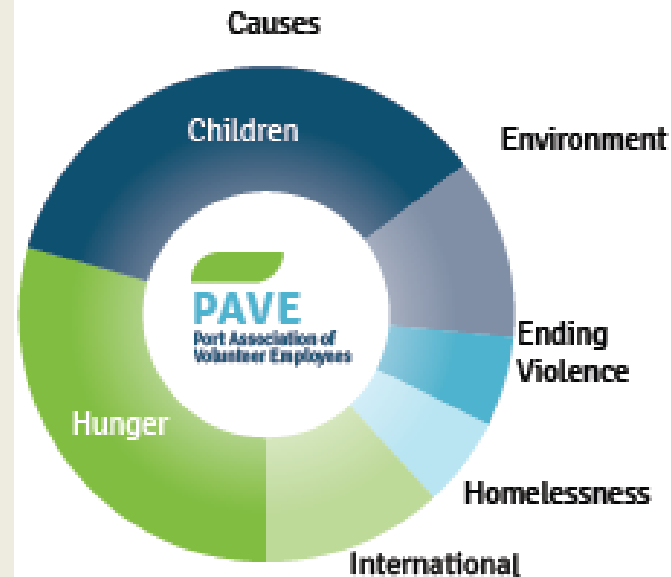


TutorMate

Project PROMise™



...and more!



Port employees give their time