

Construction: Outreach, Worker Training & Retention Contract Authorization Request



Overview

- Request Summary
- Regional Partnership
- Construction Labor Market Gaps and Challenges
- Scope of Work
- Funding Sources and Uses
- Expected Outcomes



Support Construction Trades Training & Retention

Requesting Commission authorization for the Executive Director to execute contracts to support construction worker outreach, training and retention services.

The contract terms will be two years with three one year options for an estimated annual cost of \$600,000 in 2018 and 2019, and a total five year contract amount of \$3M.



Partner to Achieve Scale and Impact

- Regional Partnership
- Joint RFP issued with City of Seattle & King County
- Honors Port Commission's November 2017 correspondence, "Building an Opportunity Pipeline for Disadvantaged Communities Through an Interlocal Agreement"
- Resolution No. 3736, Priority Hire Policy Directive

CHALLENGE NOT ENOUGH SKILLED WORKERS



Aging workforce



Income inequality



Lower participation & completion rates for women & people of color



Insufficient apprenticeship slots



Shortages to increase with new public works projects

CHALLENGE KEEPING THE SKILLED WORKER PIPELINE FILLED

NEEDED TO MEET GROWING DEMAND



OVER **\$67 BILLION**

IN PUBLIC CONSTRUCTION BY 2042

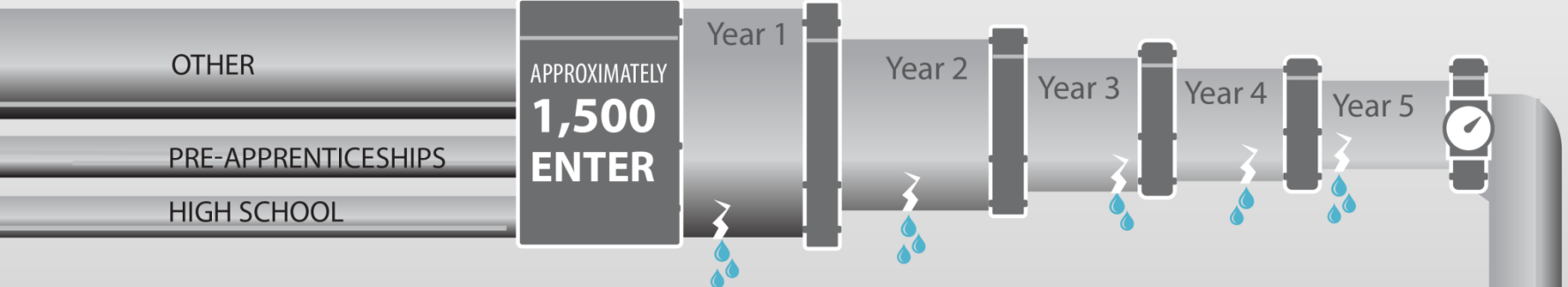
OVER **70 MILLION**

LABOR HOURS



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

Partnership Drives Larger Impacts

- Regional Government Partners will invest \$2.2 million over two years to develop a robust construction worker pipeline:
 - Port investment will be \$1.2 million
 - City investment will be \$800,000*
 - County investment will be \$200,000*

***City of Seattle and King County are funding another \$1 Million of related initiatives outside of this RFP**



City of Seattle



King County

Scope of Work and Investments

Outreach, Assessment and Referral - \$100,000 over two years

- People of Color, women and those in economically distressed neighborhoods
- Skills, readiness and barriers
- Enrollment in Pre-Apprenticeship and/or Apprenticeship

Pre apprenticeship Training - \$1,200,000 over two years

- Classroom and hands-on training: math, safety, orientation and exposure to trades
- Job readiness skills
- Addressing barriers (e.g.; transportation, childcare, and financial management)
- Placement into apprenticeship, trades related employment

Retention Services - \$900,000 over two years

- Mentoring/Support
- Case Management and Support Services

Outcomes & Deliverables

Targeted Outreach/Assessment and Referral

- # Enrolled 100
- # Successful Referral* 50

** Entered Pre-apprenticeship, Apprenticeship or Placed*

Pre-Apprenticeship Training and Placement

- Pre-apprenticeship Training Enrollment 300
- Pre-Apprentice Training Completion 175
- Placements 148
- Retained 140

Retention Services

- Enrolled 300
- Retained 276

Strengthening and Diversifying the Regional Construction Pipeline

SOLUTION

PARTNER TO ACHIEVE SCALE & IMPACT

STRENGTHEN & EXPAND THE PIPELINE FOR LOCAL WORKERS



- **Expand** pathways to apprenticeships
- **Strengthen** retention and completion rates
- **Align** & champion efforts for greater diversity
- **Share** accountability for common outcomes



City of Seattle



Washington State
Department of Transportation

Port
of Seattle



King County



SOUNDTRANSIT

