Item Number: 9a reso
Meeting Date: March 24, 2020

**RESOLUTION NO. XXXX** 1 2 A RESOLUTION of the Port of Seattle Commission establishing a Workforce 3 4 Development Policy Directive to guide the increase in the number 5 of skilled employees within the industries necessary for Port 6 development. 7 WHEREAS, the Port of Seattle is committed to creating economic opportunity for all, 8 9 steward our environment responsibly, partner with surrounding communities, promote social responsibility, conduct ourselves transparently, and hold ourselves accountable; 10 11 12 WHEREAS, the Commission of the Port of Seattle believes that workforce development is critical to achieving the Port's primary mission to serve as an economic development agency 13 generating jobs and economic growth for the region and increasing operational efficiency and 14 15 economic mobility; 16 17 WHEREAS, the Port has been directly engaged in workforce development efforts and 18 initiatives for over 25 years; 19 WHEREAS, the Port created Port Jobs, a workforce intermediary to bring together 20 business, labor, education, and public stakeholders to expand opportunities to build a thriving, 21 22 competitive Port economy, 23 WHEREAS, the Port has funded ANEW's Apprenticeship Opportunities Project, which 24 25 helps under-employed and unemployed jobseekers to find livable wage jobs or apprenticeships and offers limited financial assistance to qualified individuals, and 26 27 28 WHEREAS, the Port supports the Youth Maritime Collaborative, which works to create 29 career pathways for youth pursuing careers in the maritime industry through experiential 30 learning and high school internships; 31 32 WHEREAS, the Port supports Career Connected Learning best practices as guided by the 33 State of Washington; 34 35 WHEREAS, on July 1, 2014, the Port Commission passed a Motion "Increasing Workforce Development and Career Opportunities Activities" that required the creation of a strategic plan 36 37 and implementation of polices to improve upon and expand workforce efforts in port-related

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industries;

**WHEREAS,** on July 22, 2014, the Port Commission adopted Resolution No. 3694 to ensure necessary hiring standards, training opportunities and minimum compensation requirements to maintain a well-trained workforce at Sea-Tac Airport as part of a Quality Jobs Initiative;

WHEREAS, on November 28, 2017, the Port Commission established the Priority Hire Policy Directive to increase the diversity of the workforce on Port construction projects which accounts for some the largest infrastructure investments in the region;

WHEREAS, on March 26, 2019, the Port Commission established the first ever Workforce Development Special Committee, which was charted to review the Century Agenda strategy associated with Workforce Development and to review and make recommendations for updating the workforce development policy and the five year strategic plan;

WHEREAS, the Port Commission has long demonstrated its commitment to advancing regional workforce development opportunities, but has not been presented with the opportunity to formally consider adoption of a workforce development policy directive to guide the efforts of the Port of Seattle until today;

WHEREAS, the Port Commission finds it is a benefit to the Port, related industry partners and regional community to center diversity, equity, and inclusion to broaden opportunities, for populations facing barriers to employment for persons to learn and develop the skills necessary to obtain quality jobs;

**NOW, THEREFORE, BE IT RESOLVED** by the Port Commission of the Port of Seattle as follows:

<u>Section 1</u>. The Workforce Development Policy Directive as shown in the attached Exhibit A is hereby established in accordance with these goals and accountability measures:

A. **Goal 1: Increase Equitable Access.** Increase equitable workforce access for the trades in port-related industries, with an emphasis on expanding access to near-port communities which are furthest from economic and social justice

B. **Goal 2: Leverage Port's Impact.** Identify and prioritize opportunities for leadership and influence to promote a sector-based approach to workforce development centered on equity, diversity and inclusion

C. **Accountability Measures**. The Port will assure its programs are accountable by annually assessing the number of students that receive skills and job training; the number of workers trained, recruited, placed in jobs, and retained; the types of jobs and range of compensation; the number and types of businesses that are served; and any other tangible benefits realized by the port, the workers, businesses, and the public.

<u>Section 2.</u> The Policy Directive contained in Exhibit A and attached to this Resolution shall be labeled and cataloged as appropriate, together with other Commission Policy Directives, and shall be made readily available for use by Port staff and members of the public as a governance document of the Port of Seattle.



89	ADOPTED by the Port Commission of the Port of Seattle, at a duly noticed meeting held
90	this XX day of XX, 2019, and duly authenticated in open session by the signatures of the
91	Commissioners voting in favor thereof and the seal of the Commission.
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