

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

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

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

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

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

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

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67 **Section 1.** The Workforce Development Policy Directive as shown in the attached
68 Exhibit A is hereby established in accordance with these goals and accountability measures:

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70 A. **Goal 1: Increase Equitable Access.** Increase equitable workforce access for the trades in
71 port-related industries, with an emphasis on expanding access to near-port
72 communities which are furthest from economic and social justice
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74 B. **Goal 2: Leverage Port’s Impact.** Identify and prioritize opportunities for leadership and
75 influence to promote a sector-based approach to workforce development centered on
76 equity, diversity and inclusion
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78 C. **Accountability Measures.** The Port will assure its programs are accountable by annually
79 assessing the number of students that receive skills and job training; the number of
80 workers trained, recruited, placed in jobs, and retained; the types of jobs and range of
81 compensation; the number and types of businesses that are served; and any other
82 tangible benefits realized by the port, the workers, businesses, and the public.
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84 **Section 2.** The Policy Directive contained in Exhibit A and attached to this Resolution
85 shall be labeled and cataloged as appropriate, together with other Commission Policy
86 Directives, and shall be made readily available for use by Port staff and members of the public
87 as a governance document of the Port of Seattle.
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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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Port Commissioners

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