

43 To that end the Commission authorizes the Executive Director to execute contracts for Aerospace
44 Joint Apprenticeship Committee, Partners in Employment, Seattle Goodwill, Seattle Parks
45 Foundation, Urban League of Metropolitan Seattle for up to a total of \$1,500,000.

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47 The Commission has determined that a competitive process for these agreements is not
48 appropriate or cost-effective based on:

- 49 1. Research identified the five non-profit organizations listed here have established youth
50 opportunity programs serving Port-related industries. Although there are sufficient non-
51 profit organizations with the ability to provide youth opportunities, the programs serve
52 non-Port related industries;
- 53 2. The non-profit organizations identified here have established programs developed to
54 support South King County youth; whereas others served youth outside of South King
55 County;
- 56 3. The non-profit organizations identified here have the ability to launch youth
57 opportunities during the summer months to provide rapid economic recovery, whereas
58 others required program development and implementation time limiting delivery of
59 service opportunities to youth. Economic recovery is urgent due to COVID-19 impacts
60 limiting youth employment, particularly youth of color.
- 61 4. The nonprofit organizations identified here are qualified and operating during the COVID-
62 19 shutdown; where as others are operating at a limited capacity which impact their
63 ability to provide summer youth opportunities.
- 64 5. The nonprofit organizations identified have lower cost of overhead providing a more cost-
65 effective method to deliver the youth opportunities program. They also have the financial
66 capability to launch the program within the time frame limitations.

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STATEMENT IN SUPPORT OF THE MOTION

69 While workers in nearly every sector Washington’s economy have been adversely affected by the
70 Covid-19 pandemic, the loss of employment opportunities for low-skilled workers between 16-
71 24 years of age is the most substantial. The Port is expediting these contracts to meet this
72 emergency through a competitive waiver for these five organizations: Aerospace Joint
73 Apprenticeship Committee, Partners in Employment, Seattle Goodwill, Seattle Parks Foundation,
74 Urban League of Metropolitan Seattle organizations to meet the need for this population.

75

76 According to the Washington State Employment Security Department in May 2020, the highest
77 numbers of claims per capita were workers with a high school or equivalent education,
78 between the ages of 18 and 24, living in south Seattle and South King County area, and workers
79 of color. Works of colors are defined as Native Hawaiian/Pacific Islander, Black/African
80 American and American Indian/Alaska Native workers. This resulted in these demographics
81 being laid off at higher rates, have greater impacts from COVID, and have greater pre-existing
82 health and environmental conditions that negatively affect outcomes.

83

84 King County and the City of Seattle have largely cancelled their summer internship
85 opportunities. The Port of Seattle has had to limit our in-house internship opportunities to 20
86 down from almost 110 spots as staff are trying to figure out how to return to work.

87 Opportunities in the private sector are also extremely limited in the industries where youth
88 work, for example, through the end of April, job losses within the leisure and hospitality sector
89 represented 42 percent of all job losses in the state.

90

91 The Port of Seattle designed a summer employment Opportunity Initiative to respond to the
92 unprecedented impact in communities of King County The Initiative will connect youth between
93 the ages of 16 and 24 with paid learning opportunities designed to build skills to succeed in the
94 workplace, create learning opportunities that connect young people to a long term career path,
95 strengthen community, and support young people and their families during the COVID-19
96 pandemic.

97

98 Facilitated by community-based providers who specialize in employment readiness, cultural
99 enrichment, mentorship, educational opportunities, and career readiness training in the focus
100 areas of the Port of Seattle: Aviation, Maritime, green careers---the program offers participants
101 the opportunity to explore career interests, develop work-readiness skills through learning
102 experiences designed to strengthen civic and leadership abilities

103

104 The Opportunity Initiative has identified specific programmatic elements that must be met by
105 each organization supporting this effort:

- 106 • Best benefit areas with the highest rate of youth unemployment, for youth of color, and
107 youth in communities most impacted by Covid-19 (this data is provided by Seattle-King
108 County Public Health and Workforce Development Council)
- 109 • Connection with Port industries; breadth of industries/opportunities
- 110 • Career trajectory for students as part of a workforce development program
- 111 • Working with organizations that have established and effective youth employment
112 program, to support hire dates in time for summer employment, a strong track record in
113 youth employment and/or workforce, can deliver results that fall within Port authority,
114 and with lower overhead and cost-effective programs
- 115 • With a requirement of salaries/wages/stipend for youth at a \$15/hour minimum wage.

116

117 Projects must provide youth with opportunities to participate in economic activities like
118 occupational job training and placement, job advancement and job retention, pre-apprenticeship
119 training, or occupational education programs associated with port tenants, customers, and local
120 economic development related to port tenants or port-related economic activities

121

122 Project staff must have at least five years demonstrated experience in education, mentorship,
123 leadership development, and empowerment of "opportunity youth" defined as young people
124 between the ages of 16 and 24 who are neither enrolled in school nor participating in the labor
125 market.

126

127 Project staff must have demonstrated cultural competency and possess a strong understanding
128 of operationalizing racial equity. Project must evaluate outcomes with quantitative information
129 including: number of trainees, recruited, placed in jobs, and retained; the types of jobs and range

130 of compensation; the number and types of businesses that are served; and any other tangible
131 benefits realized by the port, workers, businesses, and the public.

132

133 The Office of Equity, Diversity, and Inclusion created a working group with Port employees from
134 various departments with expertise with youth employment. This working group looked at the
135 following organizations with a strong understanding of the Commissioner’s focus areas.

136

137 **The Aerospace Joint Apprenticeship Committee (AJAC).** AJAC has over 10 years of experience
138 and direct ties to Port industries by creating a pipeline for aerospace careers and strong ties with
139 communities in South King County, workforce development, and expertise in youth employment.
140 It is uniquely equipped and positioned to create solid career paths for incarcerated youth, youth
141 at risk of entering the juvenile justice system, immigrant population, and low-income youth
142 within the South King County area.

143

144 **Partners in Employment (PIE):** This organization has strong ties with communities in South King
145 County, workforce development, and expertise in youth employment. It is uniquely equipped and
146 positioned to create solid career paths for incarcerated youth, youth at risk of entering the
147 juvenile justice system, immigrant population, and low-income youth within the South King
148 County area.

149

150 **Urban League of Metropolitan Seattle:** This organization will develop, own and operate housing
151 for the benefit of low-income, homeless and formerly homeless people in Washington State. This
152 summer both programs will employ youth to help build tiny cottages for the homeless. These
153 programs are a bridge to link people of color to apprenticeships or pre-apprentice construction
154 training programs. The Port understands the construction industry is a hard trade to get your foot
155 into the door.

156

157 **Seattle Goodwill:** This organization is a strong candidate that demonstrate a long history (short
158 of 100 years) of understanding on how to execute student centered cultural competency within
159 King County. Seattle Goodwill has three dynamic programs: Youth Maritime Program (YMP);
160 Youth Aerospace Program (YAP) and Youth at Work (YAW) (all Port Industries) which center on
161 youth development design to help youth identify their strengths and set goals. The Goodwill’s
162 partnerships with various established organizations helps this program to fastrack connecting
163 students with career opportunities within Port Industries.

164

165 **Seattle Parks Foundation:** This organization will be the cluster lead and fiscal sponsors for five
166 grass roots organizations in the Duwamish Valley. This funding structure helps smaller
167 community-based organizations lead by people of color navigate the governmental overbearing
168 process and legislation. These programs will create internships within maritime, aerospace, and
169 environmental industries. The workgroup understood that smaller organizations have many
170 obstacles to overcome to develop quick rapid response proposals for government review.

171

172 The competition waivers are justified on the basis that it will help the Port expeditiously meet
173 the extremely high need for summer employment for youth, in particular, the emergency nature

174 of the skyrocketing youth of color unemployment and secure the limited number of programs
175 that can meet the specific Port requirements. The Port conducted outreach to groups that could
176 handle a ramp-up of activities during the pandemic and identified those groups that could meet
177 our legal, financial, programmatic and emergent issues.

178

179 Identifying projects and programs that can advance the Port’s mission, including the creation of
180 short-term employment emphasizing this age group, will provide material benefit to the Port as
181 it looks to maintain, preserve and enhance the assets and programs of statewide significance that
182 are necessary to Washington State’s economic recovery in 2020.