



**COMMISSION
AGENDA MEMORANDUM**

Item No. 7b

ACTION ITEM

Date of Meeting June 23, 2020

DATE: June 23, 2020

TO: Stephen P. Metruck, Executive Director

FROM: LeeAnne Schirato, Commission Specialist
Aaron Pritchard, Commission Policy Manager

SUBJECT: Resolution No.3776--Introduction and Adoption of the Workforce Development Policy Directive.

ACTION REQUESTED

Request (1) unanimous consent to adopt Resolution 3776 at the same meeting as which it is first introduced; (2) introduction and adoption of Resolution 3776: A resolution of the Port of Seattle Commission establishing a Workforce Development Policy Directive to guide the increase in the number of skilled employees within the industries necessary for Port development.

EXECUTIVE SUMMARY

In March 2019, the Commission chartered the Port's first Workforce Development, WFD, committee. The committee was tasked with drafting a formal workforce development policy directive in order to update the direction provided in the July 1, 2014, WFD motion. On February 25, 2020, the Equity and Workforce Development Committee was chartered to provide information, advice, and recommendations about the port's equity, workforce development, and career connected learning programs and policies, and diversity in contracting goals. The Equity and Workforce Development Committee continues to drive much of the work the was initiated by the 2019 WFD Special Committee, including many months of program evaluation, strategy review and policy development.

POLICY

The purpose of this Policy Directive is to fulfil Century Agenda strategic objectives by increasing equitable access for workers in port-related economic activities, create opportunities for workers to acquire the skills, experience, and education they need to secure increasingly complex and better compensated jobs and careers; and to guide the workforce development efforts of the Port of Seattle to benefit workers, Port customers and tenants, and port-related economic activities in near-port communities, King County and Washington State

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The policy directive also redefines the established port related sectors: aviation, maritime and construction to: aviation, maritime, construction trades and green careers. The addition of the word “trades” is aligned with the Port’s long history of supporting the trades that are necessary to maintain a thriving construction industry. The addition of the “green careers” sector aligns with the Port’s goal to be the greenest Port in North America, which includes the Duwamish Valley Community Benefits Commitment that calls for building an inclusive green economy and creating green job pathways.

The Policy directive intended to:

1. Center diversity, equity and inclusion
2. Create equitable access to economic prosperity
3. Leverage partnerships
4. Increase the availability of a skilled workforce for the port and port related industries
5. Demonstrate measurable outcomes

To accomplish this, the policy focuses on two primary goals:

1. Increasing Equitable Access to Economic Prosperity by Increasing equitable workforce access for the trades in port-related economic activities, with an emphasis on expanding opportunities to disproportionately impacted near-port communities which are most disproportionately impacted. Port staff will develop program priorities, actions, benchmarks, and metrics for success. Focus on workforce training and education in Port and port-related industries where the greatest gaps and disparities rankings exist.
 - a. Promote access to wrap around services and infrastructure that are necessary improve the delivery of services to individuals, including adults and youth who face barriers to employment and job retention.
 - b. Building out career pathways and adopting best practices for career connected learning.
2. Leveraging Port Impact and innovation by identifying and prioritizing opportunities for leadership and influence to promote a sector-based approach to workforce development centered on equity, diversity and inclusion.
 - a. Making strategic investments in the maritime, aviation, construction trades, green career sectors and where the Port is uniquely positioned to leverage the greatest community impact.
 - b. Fostering partnerships with community-based organizations, educational institutions, and government agencies to maximize the workforce development impact of the Port of Seattle

The policy draft recommends an evaluation process including an annual report that will document:

1. How the Port is applying Career Connected Learning best practices

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2. How the Port’s workforce development resources are utilized to leverage industry involvement and to address evolving workforce training, education and retention demand projections as necessary
3. How many students are placed in internships
4. How many people have been trained, recruited, placed in jobs, and retained
5. What types of jobs program participants are being placed in and the range of compensation for those job
6. How many and what kind of business our programs are serving

ATTACHMENTS TO THIS BRIEFING

- (1) Policy Directive
- (2) Resolution
- (3) PowerPoint Presentation
- (4) 2014 Motion of the Port of Seattle Increasing Workforce Development and Career Opportunities Activities

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

- (1) July 1, 2014 – The Commission approved a Motion of the Port of Seattle Increasing Workforce Development and Career Opportunities Activities