

RESOLUTION NO. 3776

1
2
3 **A RESOLUTION** of the Port of Seattle Commission establishing a Workforce
4 Development Policy Directive to guide the increase in the number
5 of skilled employees within the industries necessary for Port
6 development.
7

8 **WHEREAS**, the Port of Seattle is committed to creating economic opportunity for all,
9 steward our environment responsibly, partner with surrounding communities, promote social
10 responsibility, conduct ourselves transparently, and hold ourselves accountable;
11

12 **WHEREAS**, the Port of Seattle Commission believes that workforce development is
13 critical to achieving the Port’s primary mission to serve as an economic development agency
14 generating jobs and economic growth for the region and increasing operational efficiency and
15 economic mobility;
16

17 **WHEREAS**, the Port has been directly engaged in workforce development efforts and
18 initiatives for over 25 years;
19

20 **WHEREAS**, the Port created Port Jobs, a workforce intermediary to bring together
21 business, labor, education, and public stakeholders to expand opportunities to build a thriving,
22 competitive Port economy,
23

24 **WHEREAS**, the Port has funded ANEW’s Apprenticeship Opportunities Project, which
25 helps under-employed and unemployed jobseekers to find livable wage jobs or apprenticeships
26 and offers limited financial assistance to qualified individuals, and
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
36 Development and Career Opportunities Activities” that required the creation of a strategic plan
37 and implementation of polices to improve upon and expand workforce efforts in port-related
38 industries;
39

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;
44

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;
48

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 three-year strategic plan;
53

54 **WHEREAS**, in 2019, the Port of Seattle became the first port authority in the nation to
55 create a stand-alone department responsible for equity, diversity.

56 **WHEREAS**, the Port of Seattle recognizes that equity, diversity and inclusion is the
57 foundation of effective workforce development.

58 **WHEREAS**, the Port of Seattle is committed ensuring equity, actions outlined in this
59 policy directive shall strive to address the concerns of community members disproportionately
60 impacted as a result of institutional racism and generational poverty.
61

62 **WHEREAS**, the Port Commission finds it is a benefit to the Port, related industry
63 partners and near-Port communities to center diversity, equity, and inclusion to broaden
64 opportunities, for populations facing barriers to employment for persons to learn and develop
65 the skills necessary to obtain quality jobs;
66

67 **WHEREAS**, the Port Commission has long demonstrated its commitment to advancing
68 regional workforce development opportunities, but has not been presented with the
69 opportunity to formally consider adoption of a workforce development policy directive to guide
70 the efforts of the Port of Seattle until today.
71

72 **NOW, THEREFORE, BE IT RESOLVED** by the Port Commission of the Port of Seattle as
73 follows:
74

75 **Section 1.** The Workforce Development Policy Directive as shown in the attached
76 Exhibit A is hereby established in accordance with the following goals and accountability
77 measures:
78

- 79 A. **Goal 1: Increase Equitable Access to Economic Prosperity.** Increase equitable workforce
80 access for the trades in port-related economic activities, with an emphasis on expanding
81 opportunities to disproportionately impacted near-port communities which most
82 disproportionately impacted. Port staff will develop program priorities, actions,
83 benchmarks, and metrics for success.
84

85 B. **Goal 2: Leverage Port’s Impact and Innovation.** Identify and prioritize opportunities for
86 leadership and influence to promote a sector-based approach to workforce
87 development centered on equity, diversity and inclusion.
88

89 C. **Accountability Measures.** The Port will assure its programs are accountable by annually
90 assessing the number of students that receive skills and job training; the number of
91 workers trained, recruited, placed in jobs, and retained; the types of jobs and range of
92 compensation; the number and types of businesses that are served; and any other
93 tangible benefits realized by the port, the workers, businesses, and the public.
94

95 **Section 2.** The Policy Directive contained in Exhibit A and attached to this Resolution
96 shall be labeled and cataloged as appropriate, together with other Commission Policy
97 Directives, and shall be made readily available for use by Port staff and members of the public
98 as a governance document of the Port of Seattle.
99

100 **ADOPTED** by the Port Commission of the Port of Seattle, at a duly noticed meeting held
101 this 14th day of July, 2020, and duly authenticated in open session by the signatures of the
102 Commissioners voting in favor thereof and the seal of the Commission.

103
104 _____
105
106 _____
107
108 _____
109
110 _____
111
112 _____
113 Port Commissioners