

Employment Center & Workforce Development Contract

Seattle-Tacoma International Airport Employment Center Operation Solicitation Proposal

Agenda

- Request Summary
- Strategic Plan Guiding Principles and Funding Sources
- Workforce Development Aviation Sector Strategies
- Scope of Work by Revenue Source
- Added Focus
- Contract Review
- Data and Reporting
- Action Requested



Request Summary

- Authorize a six-month extension of current contract through December 31, 2021, at a cost of \$456K, including \$50K to support a Fall 2021 airport maintenance technician cohort
- Authorize solicitation for the management of the Airport Employment estimated at an estimated value of \$10.5M
- Proposed contract is for seven years – Five years plus two one-year options
- Contracted Services
 - ✓ Management of the Airport Employment Center
 - ✓ Provide training approved by the FAA and the Port*
 - ✓ Support the Port funded aviation career pathways program
 - ✓ Connect job seekers to community resources

** Excludes Airport University or similar training services*

Guiding Principles and Funding Sources

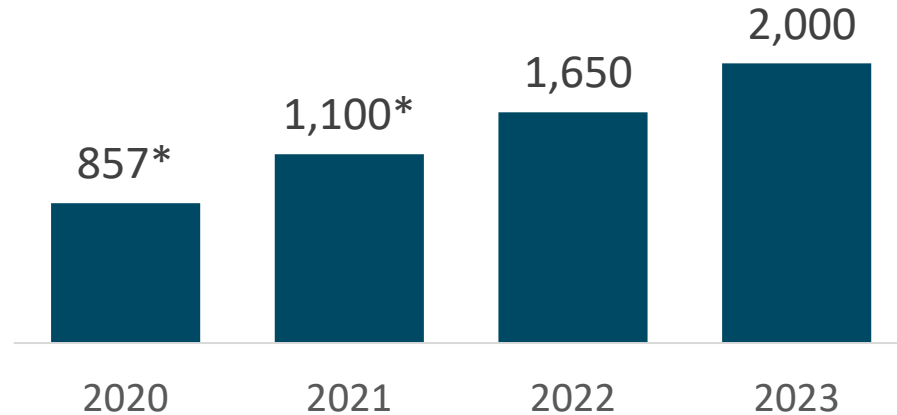
- **Century Agenda Goal #3**
 - ✓ Responsibly Invest in the Economic Growth of the Region and all its Communities
 - ✓ Objective 6: Increase career and business opportunities for local communities in all port-related industries
- **Workforce Development Policy Directive Goals**
 - ✓ Increase equitable access to economic prosperity
 - ✓ Leverage Port impact and Innovation
- **Funding Sources**
 - ✓ Airport revenues and tax levy funds
 - ✓ Ensure FAA revenue uses regulation



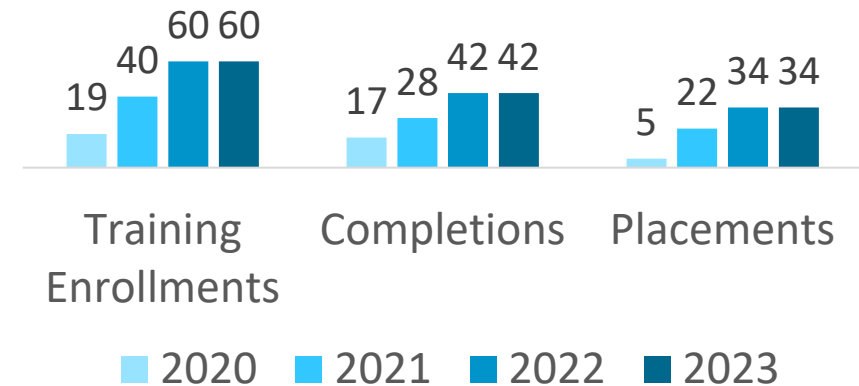
Aviation Sector Strategies, 2021-2023

- Continue funding SEA job placements
- Expand aviation career pathways by adding two more pathways (currently Aviation Maintenance Technician)

SEA Jobs Placements



AV Career Pathways



*Decline due to COVID-19. Placements in 2019 were 2,239 (See attached Port Jobs 2019 infographic)

Scope of Work by Revenue Source

- **Funded with Airport Revenues Summary**
 - ✓ Employer engagement services that support the airport operation
 - ✓ Maintain online job postings provided by employers available to job seekers
 - ✓ Support online recruitment and referrals to employers
 - ✓ Perform targeted recruitment, applicant screening, and referrals to airport employers
 - ✓ Host and/or participate in job fairs and hiring events
 - ✓ Maintain a database of industry contacts and events supported
- **Funded with non-Airport Revenues**
 - ✓ Connect job seekers and displaced workers to community resources
 - ✓ Provide wraparound supports as approved by the Port
 - ✓ Support the aviation pathway program with outreach and cohort forming

Contract Review

- **Current Contract Tasks Unchanged**

- ✓ Port Jobs, a 501-C3 nonprofit
- ✓ Maintain strong relationships with airport management and employers
- ✓ Outreach and targeted recruitment, applicant screening and referrals to employers
- ✓ Job readiness and onsite training, as approved
 - Resume Writing, Interviewing, Job Search
 - Customer Service, Safety & Security
 - Food Handlers, SIDA Permit Support

- **Current Contract Tasks Unchanged**

- ✓ Participate in job fairs
- ✓ Job matching/placement
- ✓ Navigation & counseling services
- ✓ Connect job seekers and incumbent employees to community resources and services
- ✓ Employer Services
 - Targeted recruitment and job fairs
- ✓ Reporting requirements
 - Quarterly and annually and segregated data

Contract Review

- **New Items**

- ✓ Allow 501-C3 nonprofits and private entities to propose
- ✓ Referral support to community services including unemployment offices and insurance support, etc.
- ✓ Support Aviation Career Pathways Program
 - Outreach and cohort forming
 - Coordination with instructor/training orgs
 - Provide Port approved wraparound supports reimbursable under contract guidelines
- ✓ Ensure cultural competence to serve diverse populations of job seekers and incumbent workers
- ✓ Proven record of serving the diversity of job seekers, including communities of color, immigrants, refugees and populations with limited English proficiency

Added Focus

- **General**
 - ✓ Support COVID recovery by reaching out to displaced airport workers
 - ✓ Provide wraparound supports as allowable
 - ✓ Provide culturally competent services to job seekers and incumbent airport workers
 - ✓ Proven record of serving the diversity of job seekers, including communities of color, immigrants, refugees and populations with limited English proficiency
- **Support Av/Career Pathways**
 - ✓ Outreach and cohort forming
 - ✓ Coordination with instructor/training orgs
- **Relationships with Industry and Community Based Organizations (CBO's)**
 - ✓ Continue to develop relationships with industry partners for additional funding
 - ✓ Outreach to CBOs that work with target populations (minorities, immigrants, refugees)

Data and Reporting Requirements

- ✓ Number of persons trained, recruited, placed in jobs, and retained
- ✓ Types of jobs and range of compensation
- ✓ Number and types of businesses served
- ✓ Name, address – including zip codes
- ✓ List of partnerships
- ✓ Race and ethnicity of participants – US Census categories

- ✓ Primary and secondary languages
- ✓ Gender
- ✓ Educational Background
- ✓ English Proficiency
- ✓ Any other tangible benefits realized by the port, the workers, businesses, and the public

Employment Center Location

- **Employment Center Location**
 - ✓ Option 1
 - Location at SEA Airport
 - Rent cost to be included in RFP proposal
 - ✓ Option 2
 - Offsite location accessible to job seekers and employers within 3 miles of airport
 - Rent cost to be included in RFP proposal
- **Equipment, software and janitorial**
 - ✓ Contractor provided



Questions

