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**ORDER NO. 2021-05**

**AN ORDER OF THE PORT OF SEATTLE COMMISSION**

To direct the Executive Director to allocate up to \$2.0 million from the COVID-19 Emergency Fund to support the Port of Seattle’s 2021 Opportunity Youth Initiative and to exempt all related contracts from the requirements of Chapter 53.19 RCW.

**PROPOSED  
MAY 11, 2021**

**INTRODUCTION**

The mission of the Port of Seattle is to promote economic opportunities and quality of life in the region by advancing trade, travel, commerce, and job creation in an equitable, accountable and environmentally responsible manner. The Port’s stewardship of aviation and marine operations, infrastructure, and environmental assets is essential to Washington State’s economy and quality of life and is critical to the Port’s ability to fulfill its mission.

The Port is well-positioned to stimulate economic recovery from the COVID-19 pandemic by providing short-term workforce development opportunities through accelerated investment in the preservation, maintenance, and enhancement of Port assets programs, and Port-related economic activity. Examples include habitat restoration and clean-up projects that support Port developments, environmental enhancements, improvements to near-port communities’ quality of life, expansion of public art, training, and collaboration with regional partners to promote responsible travel through Port facilities.

This Order seeks for related programming to be implemented to support the Port’s 2021 Opportunity Youth Initiative from approximately between the months of June 2021 through December 2021, pending final negotiations.

**TEXT OF THE ORDER**

The Commission directs the Executive Director to execute workforce development contracts for Partner in Employment, Seattle Goodwill, Seattle Parks Foundation, and Urban League of Metropolitan Seattle for up to a total of up to \$2,000,000.

The Commission exercises its authority under RCW 53.19.020(5) to determine that a competitive solicitation process is not appropriate or cost-effective to address the emergency nature of the youth facing the highest unemployment rates in King County, among other indicators in King County. Consistent with the direction by Commissioners during the May 26, 2020, Commission meeting, the workforce development contracts will best benefit areas with the highest rate of youth unemployment, including for Black/Indigenous, People of Color (BIPOC) youth, and youth in South Seattle and South King County; create connections with Port industries; enhance the breadth

47 of industries/opportunities; promote career trajectory for students, connecting to another program;  
48 work with organizations that have a strong track record and can deliver solid results; and deliver  
49 more experience and economic benefit to students, achieved through lower overhead.

50  
51 The Commission has determined that a competitive process with these four nonprofit organizations  
52 is not appropriate or cost-effective because:

- 53  
54 1. The Port continues to operate under the State’s Healthy Washington – Roadmap to  
55 Recovery Plan in response to the COVID-19 pandemic with on-going uncertainty. The  
56 Port’s own road to recovery has had many program and financial adjustments impacting  
57 program delivery.  
58
- 59 2. The organizations have the ability to promptly provide youth opportunities during the  
60 summer months in 2021 in support of workforce development and economic recovery  
61 while the State is under the Roadmap to Recovery phases. Economic recovery continues  
62 to be an urgent need since COVID-19 impacts youth internship opportunities, particularly  
63 for our BIPOC youth community.  
64
- 65 3. The organizations are operating during the COVID-19 shutdown and are utilizing social  
66 distancing practices, as required in the State’s Roadmap to Recovery plan.
- 67 4. The organizations have pre-established, successful workforce development programs  
68 supporting youth opportunities serving South King County youth in Port-related industries  
69 allowing for a more reasonable program launch and flexibility should the State change the  
70 Roadmap to Recovery requirements during the program timeframe.

71  
72 **STATEMENT IN SUPPORT OF THE ORDER**

73  
74 While workers in nearly every sector of Washington’s economy have been adversely affected by  
75 the COVID-19 pandemic, the loss of employment opportunities for low-skilled workers between  
76 16-24 years of age is the most substantial. According to the Washington State Employment  
77 Security Department in 2020, the highest number of claims per capita were workers with a high  
78 school equivalent education or less between the ages of 18-24, living in south Seattle or the south  
79 King County area, and workers of color.

80  
81 The pandemic continues to cause significant hardships on people in these demographics. They  
82 were laid-off at higher rates, had fewer employment opportunities, and had fewer career-training  
83 opportunities. For example, opportunities in leisure and hospitality—sectors in which young  
84 people often find employment—represented 42 percent of all job losses in the state. Similarly, the  
85 unemployment rate in King County for February 2021 (5.3%) was more the double the rate for the  
86 same month in 2020 (2.5%).

87  
88 **2020 Opportunity Youth Initiative Results**

89 OYI successfully provided internships, valuable income, and job-training for 196 people within  
90 the targeted demographics in 2020.

91

92 **Demographics**

93 Interns in OYI programs in 2020 were of the following demographics:

- 94
- 95 • 78% were between the ages of 16-19
- 96
- 97 • 22% were between the ages of 20-23
- 98
- 99 • 93% identified as BIPOC
- 100
- 101 • 32% identified as female
- 102

103 **Program Costs**

104 A total of \$1,338,087 program expenditures (89% of the \$1.5 million budgeted) funded 196 paid  
105 internships at a rate of \$15 per hour, plus wraparound services, program management, and  
106 materials. Had the program been extended an additional one to two months, the Port’s program  
107 partners could have expended the full budgeted amount while producing more and/or longer  
108 internships.

109

110 **Educational Benefits**

111 The program received high marks from its internship-participants:

- 112
- 113 • 90% reported learning new skills to help them be successful in finding a job.
- 114
- 115 • 81% said they gained an understanding of their future career and/or educational goals and  
116 how to reach them.
- 117
- 118 • 87% said they felt more knowledgeable about job opportunities in the industries.
- 119

120 **Demand for OYI Services is Increasing**

121 Four well-established nonprofits in King County produced OYI internships in 2020—Seattle  
122 Goodwill, Seattle Parks Foundation, Partner in Employment, and the Urban League of  
123 Metropolitan Seattle. Leaders from each of these nonprofits stated to Port staff that they’re eager  
124 to provide comparable programming in 2021 and most of them have had requests from students  
125 and parents inquiring about 2021 opportunities.

126

127 Similarly, Seattle City Councilmember Tammy Morales reached out to Port Commissioners and  
128 staff, asking if the City could contribute to a 2021 iteration of the program, probably using portions  
129 of the City’s allocation of the American Rescue Plan Act.

130

131 **Program Implementation**

132 Facilitated by community-based providers who specialize in employment readiness, cultural  
133 enrichment, mentorship, educational opportunities, and career readiness training in the focus areas  
134 of the Port of Seattle—aviation, maritime, green careers, and construction—the program offers  
135 participants an opportunity to explore career interests and develop work-readiness skills through  
136 learning experiences designed to strengthen civic and leadership abilities.

137

138 OYI has specific programmatic elements that must be met by each organization in furtherance of  
139 its workforce development program:

- 140
- 141 • Best benefit areas with the highest rate of youth unemployment for youth of color and  
142 youth in communities most impacted by COVID-19. (Data provided by Seattle-King  
143 County Public Health and the Workforce Development Council);
- 144
- 145 • Connection with Port-related industries—aviation, maritime, green careers, and  
146 construction;
- 147
- 148 • Career trajectory for students as part of a workforce development program in accordance  
149 with RCW 53.08.245 and the Port’s Workforce Development Resolution and Policy  
150 Directive;
- 151
- 152 • Working with organizations that have established and effective youth internship programs,  
153 and;
- 154
- 155 • A requirement of financial compensation for interns at a minimum rate of \$15/hour.
- 156

157 Projects must provide youth with opportunities to participate in economic activities like  
158 occupational job training, placement, advancement, retention, pre-apprenticeship training, or  
159 occupational education programs associated with the Port’s tenants, customers, and local economic  
160 development related to the Port’s tenants or Port-related economic activities.

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

165 Project staff must have demonstrated cultural competency and possess a strong understanding of  
166 operationalizing racial equity. Project facilitators must evaluate outcomes with quantitative  
167 information including: number of trainees, recruited, placed in jobs, and retained; the types of jobs  
168 and range of compensation; the number and types of businesses that are served; and any other  
169 tangible benefits realized by the Port, workers, businesses, or the public.

170 In 2020, the Office of Equity, Diversity, and Inclusion created a working group with Port  
171 employees from various departments with expertise in youth employment. A similar working  
172 group will collaborate to oversee the 2021 iteration of the program, as identified below:

- 173
- 174
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- 176
- 177 • Partner in Employment: This organization has strong ties with communities in South King  
178 County, workforce development, and expertise in youth employment. It is uniquely  
179 equipped and positioned to create solid career paths for incarcerated youth, youth at risk of  
180 entering the juvenile justice system, immigrant populations, and low-income youth within  
181 the South King County area.
- 182

- 183 • Urban League of Metropolitan Seattle: This organization will develop, own and operate  
184 housing for the benefit of low-income, homeless and formerly homeless people in  
185 Washington State. This summer both programs will employ youth to help build tiny  
186 cottages for the homeless. These programs are a bridge to link people of color to  
187 apprenticeships or pre-apprentice construction training programs.  
188
- 189 • Seattle Goodwill: This organization has a long history (almost 100 years) of understanding  
190 how to execute student-centered cultural competency within King County. Seattle  
191 Goodwill has three dynamic programs: Youth Maritime Program; Youth Aerospace  
192 Program and Youth at Work which center on professional development designed to help  
193 youth identify their strengths and set goals. Goodwill’s partnerships with various  
194 established organizations helps this program to fast track connecting students with career  
195 opportunities within Port-related industries.  
196
- 197 • Seattle Parks Foundation: This organization will be the cluster lead and fiscal sponsor for  
198 five grass roots organizations in the Duwamish Valley. This funding structure helps smaller  
199 community-based organizations lead by people of color navigate the governmental  
200 process. These programs will create internships within maritime, aerospace, and  
201 environmental industries.  
202

203 The competition waivers are justified on the basis that they will help the Port expeditiously meet  
204 the extremely high need for summer 2021 internships for youth, in particular, the emergency nature  
205 of the continuing skyrocketing BIPOC youth unemployment and secure the limited number of  
206 programs that can meet the specific Port requirements. The Port is continuing its partnership with  
207 organizations that could handle a ramp-up of activities during the pandemic and identified those  
208 groups that could meet our legal, financial, programmatic and emergent issues. Identifying projects  
209 and programs that can advance the Port’s mission, including the creation of short-term internships  
210 emphasizing this age group, will continue to provide material benefit to the Port as it looks to  
211 maintain, preserve, and enhance the assets and programs of statewide significance necessary to  
212 continue Washington State’s economic recovery in 2021.  
213

214 **ADDITIONAL INFORMATION ATTACHED**

215 May 11, 2021 Presentation on 2020 Opportunity Youth Initiative Results and 2021 Proposal