



Agenda Item No. 11b_supp
Meeting Date: May 24, 2022



Apprenticeship, Priority Hire and Community Impact

Annual Report to Commission

May 24, 2022



Agenda

Overview

Apprenticeship Program

Priority Hire Program

Looking forward

Questions

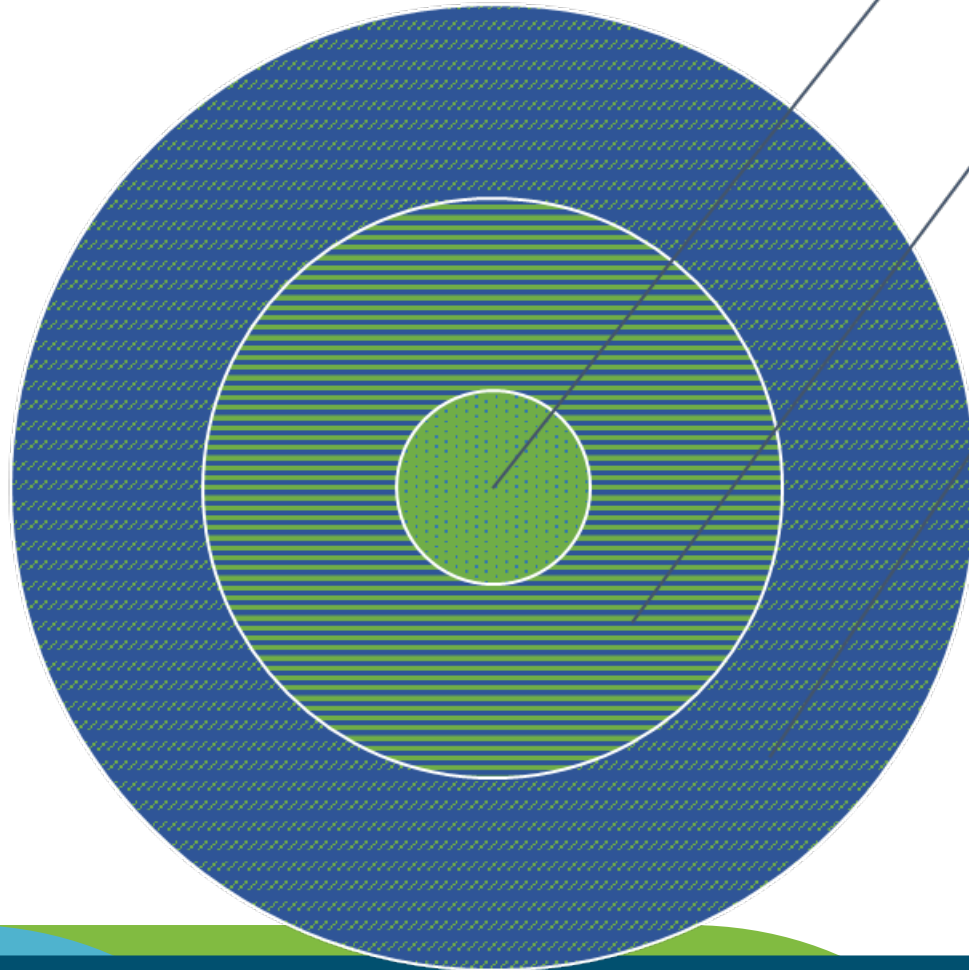
The Apprenticeship and Priority Hire programs are in place to improve access to quality, family-wage careers in construction.

Program requirements are included in:

- Resolution 3725 adopted in 2016
- Resolution 3736 adopted in 2017
- Resolution 3746 adopted in 2018 (amendment)



2021 Projects in Construction



**Priority Hire Projects
in 2021 = 8**

only within a PLA project

**PLA Projects
in 2021 = 18**

construction contracts > \$5mil

**Apprenticeship Projects
in 2021 = 40**

construction contracts > \$1mil
including 22 non-PLA projects

PLA = Project Labor Agreement

Over \$348M of construction payout to contractors and nearly \$55M paid in worker wages and benefits

Through 2021 (Life of Contract):



3,000+ apprentices worked over **1.1M+ hours** on the Port's 40 active construction projects.



900+ apprentices of color contributed **32% of apprentice hours** on active projects. That's **365K+ hours worked**.



275 women apprentices worked nearly **10% of apprentice hours**. That's **110k+ hours worked**.

In 2021



99 Priority Hire workers earned nearly **\$770K in wages and benefits** on the Port's Priority Hire projects.



592 Apprentices earned **\$9.3M+ in wages and benefits** on the Port's construction projects.



\$348M of construction payout to contractors and nearly **\$55M paid in construction worker wages and benefits**

Apprenticeship Program

Apprenticeship Program

The overall goal is for 15% of all labor hours during the construction phase of each project to be performed by Apprentices over the duration of the project.

Aspirational goals for women and people of color (POC) have also been established:

Project Type	Overall	Women	People of Color	Preferred Entry+
PLA Projects	15%*	10% / 12%	15% / 21%	1 in 5
Non-PLA Projects	15%	10%	15%	N/A

**tracked per craft for PLA projects*

+ Preferred Entry = hiring an apprentice that graduated from a pre-apprenticeship program

2021 Apprenticeship Utilization

40 projects with Apprenticeship Goals	592 Apprentices		231K+ Apprentices Hours
	22.0% Overall Utilization		
	12.3% Women	32.1% POC	\$9.3M+ Wages and Benefits
22.5% Meeting Overall Goals (9 projects)			
32.5% Meeting Women Apprenticeship Goals (13 projects)			55.0% Meeting People of Color Apprenticeship Goals (22 projects)

Apprenticeship Utilization (Project Duration)

21.5% Overall Apprenticeship Utilization

- **9.9% Women Apprentices**
- **32.4% People of Color Apprentices**

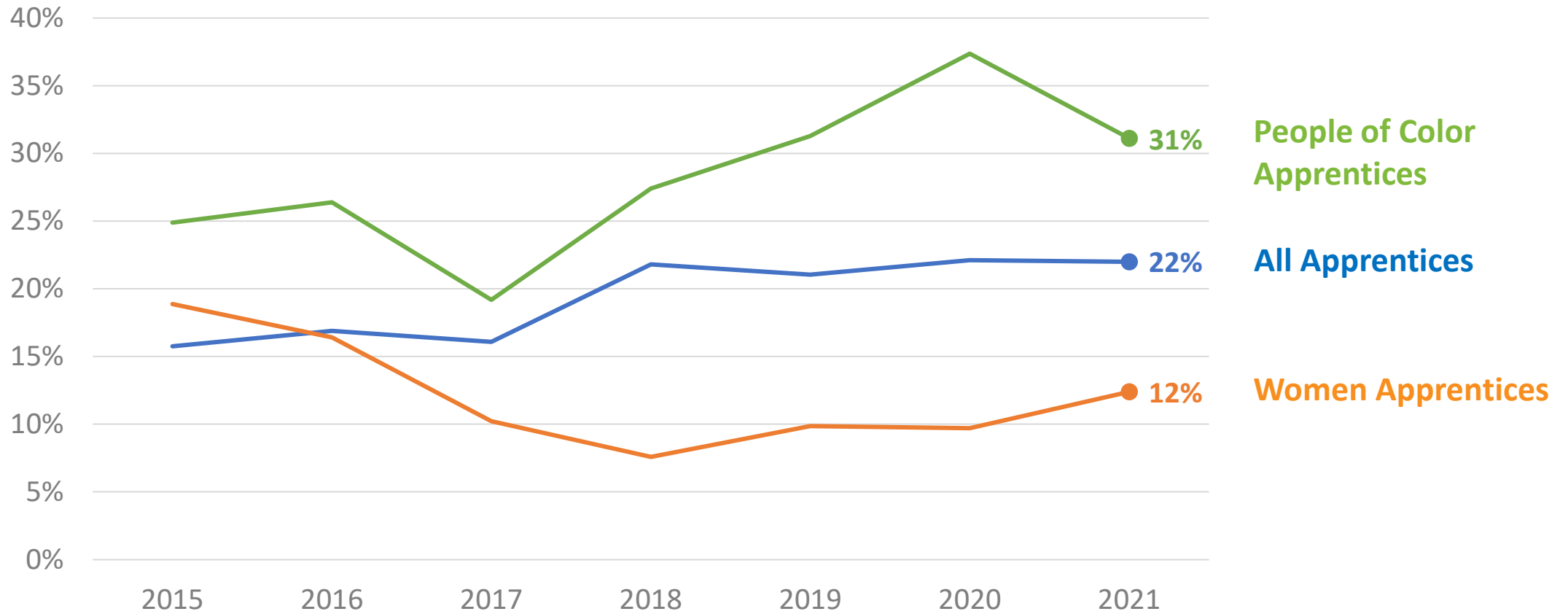
PLA Projects:

- 21.8% Apprenticeship Utilization
 - 9.9% Women Apprentices
 - 32.7% People of Color Apprentices

Non-PLA Projects:

- 13.2% Apprenticeship Utilization
 - 12.4% Women Apprentices
 - 22.0% People of Color Apprentices

Apprenticeship Program Performance by Year



In 2021 there were nearly 600 apprentices across 50 different crafts

Crafts with . . .

15 or more apprentices

- Cement masons
- Drywall applicators
- Electronic & telecommunications technicians
- Elevator constructors
- Ironworkers
- Millwrights
- Piledrivers
- Plumbers & pipefitters
- Power equipment operators
- Roofers
- Sheet metal workers
- Traffic control stripers

50 or more apprentices:

- Carpenters
- Electricians - inside
- Laborers



Priority Hire Program

Priority Hire Program

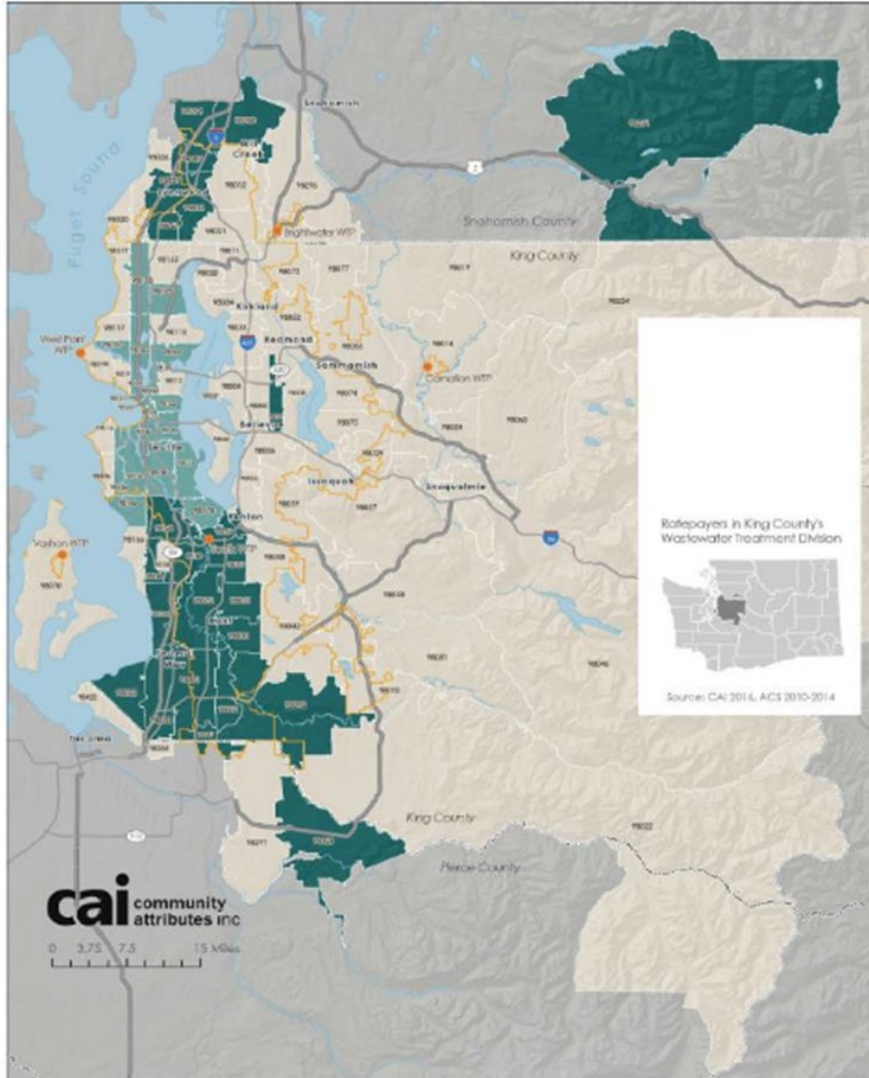
The Priority Hire program requires contractors to hire workers from economically disadvantaged areas (EDAs) as defined by King County

Priority ZIP Codes have a high concentration of people that meet these 3 criteria:

- People living under 200% below the Federal poverty level
- Unemployment rate
- People without a college degree

There is an Overall Goal of 20% of hours to be performed by Priority Hire Workers on each project annually.

PRIORITY ZIP CODES BY MAP
King, Pierce, and Snohomish Counties



King County PRIORITY HIRE ZIP CODES

ZIP Code	Neighborhood or City
98001	Auburn
98002	Auburn
98003	Federal Way
98007	Bellevue
98023	Federal Way
98030	Kent
98031	Kent
98032	Kent
98036	Lynnwood
98037	Lynnwood
98043	Mountlake Terrace
98047	Pacific
98055	Renton
98057	Renton
98087	Lynnwood
98092	Auburn
98101	Downtown
98102	Capitol Hill/Eastlake
98103	Green Lake
98104	Downtown/ID
98105	Laurelhurst/ University District
98106	Delridge

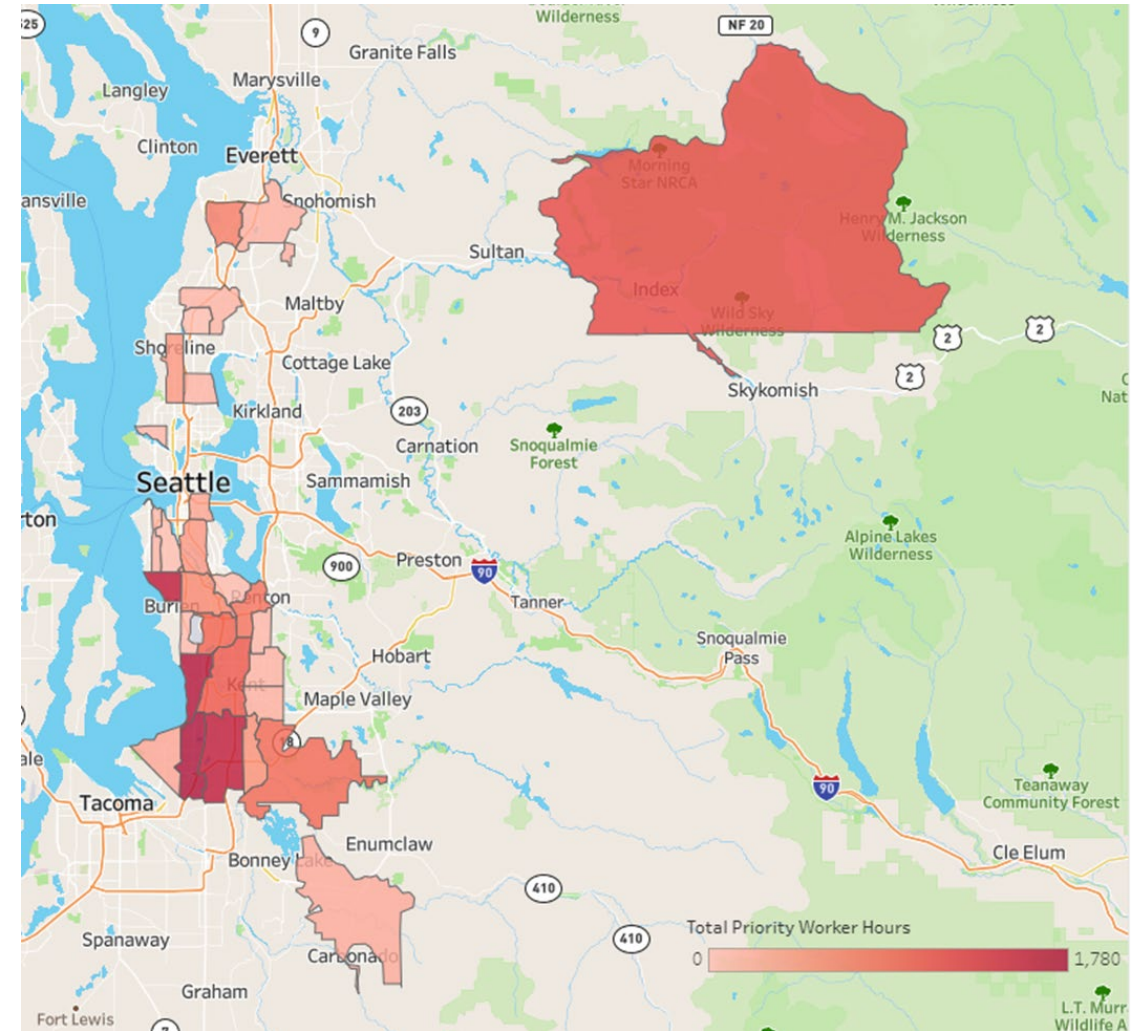
ZIP Code	Neighborhood or City
98107	Ballard
98108	S. Beacon Hill/South Park
98109	Queen Anne
98118	Rainier Valley/Rainier Beach
98121	Belltown
98122	Central District
98125	Lake City
98126	Delridge
98133	Bitter Lake
98134	Industrial District
98144	Mount Baker
98146	White Center
98148	Burien
98168	SeaTac/Tukwila
98178	Rainier Beach
98188	SeaTac/Tukwila
98198	Des Moines
98204	Everett
98208	Everett
98251	Gold Bar
98321	Buckley

2021 Priority Hire Utilization

8 projects with Priority Hire Goals	99 Priority Workers		79 King County Workers	
	75 Journey Workers	24 Apprentices	20 Non-King County Workers	
15.4K Priority Hire Hours	\$751K Wages and Benefits		25.31% Overall Utilization	
62.5% Meeting Overall Goals (5 projects)			3.33% Women	41% POC

2021 Priority Hire Utilization

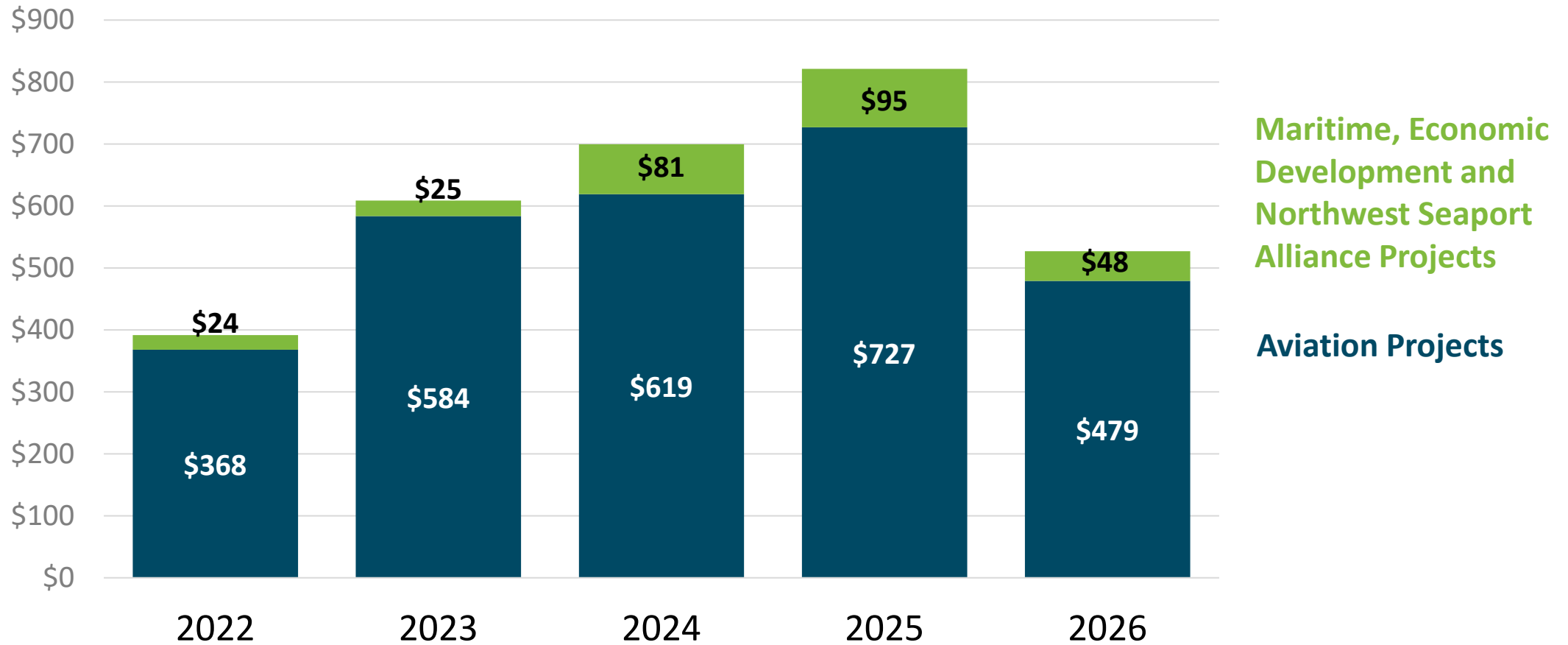
Project	Goal	Utilization
Air Cargo Rd / S 170th St Improvements	20%	11.30%
Arc Flash Mitigation	20%	23.44%
Concourse C New Power Center	20%	40.58%
GSE Electric Charge Stations - Part 2B	20%	48.81%
Parking Garage Elevator Modernization	20%	30.83%
Parking Revenue Infrastructure	20%	30.00%
Pier 91 Berths J, K, L and M Fender System Replacement	20%	19.33%
Remote Aircraft Deicing	20%	In closeout
Overall 2021 Utilization		25.31%



Looking forward...

\$3+ billion in Portwide capital investments over the next five years

2022 – 2026 Port Construction Spend Forecast
(in millions)



Regional Public Owners Apprenticeship Utilization and Priority Hire Program

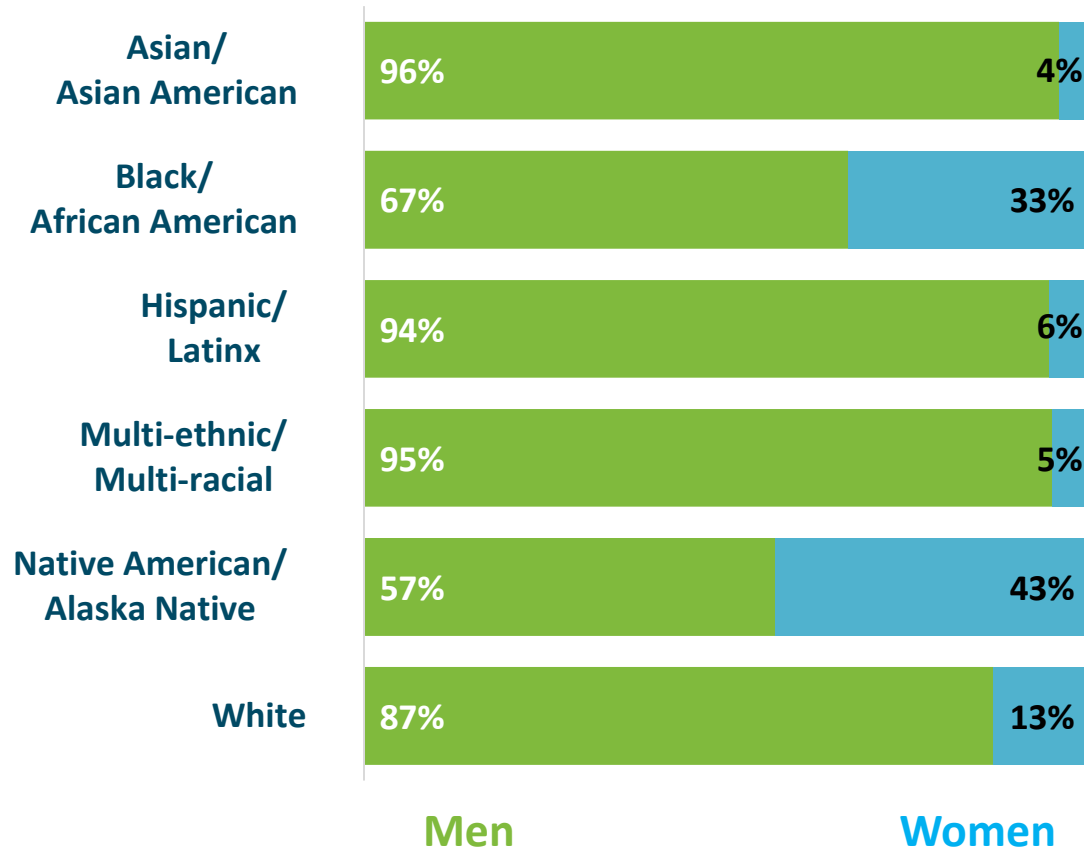
Regional Public Owner	Apprenticeship				Priority Hire			
	Goal	Overall	Women	POC	Goal	Overall	Women	POC
Port of Seattle (2021)	15%	22%	12%	32%	20%	25%	3%	41%
King County (2020)	9%	15%	14%	26%	23%	29%	8%	39%
City of Seattle (2020)	15-20%	19%	Not Available		29%	27%	11%	30%
Sound Transit (2020)	20%	20%	7%	31%	No Program			

Port of Seattle data is for 2021, other agency data is for 2020, as 2021 data is not yet available

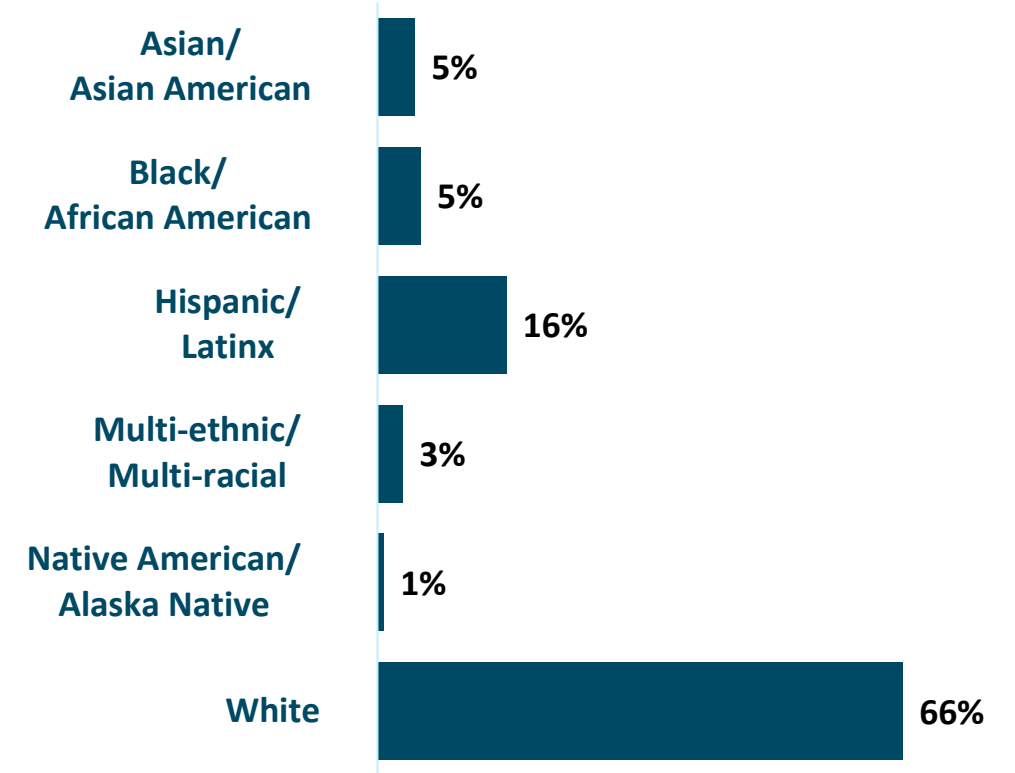
 = highest utilization level in each category

2021 Apprentice Utilization by Gender & Ethnicity

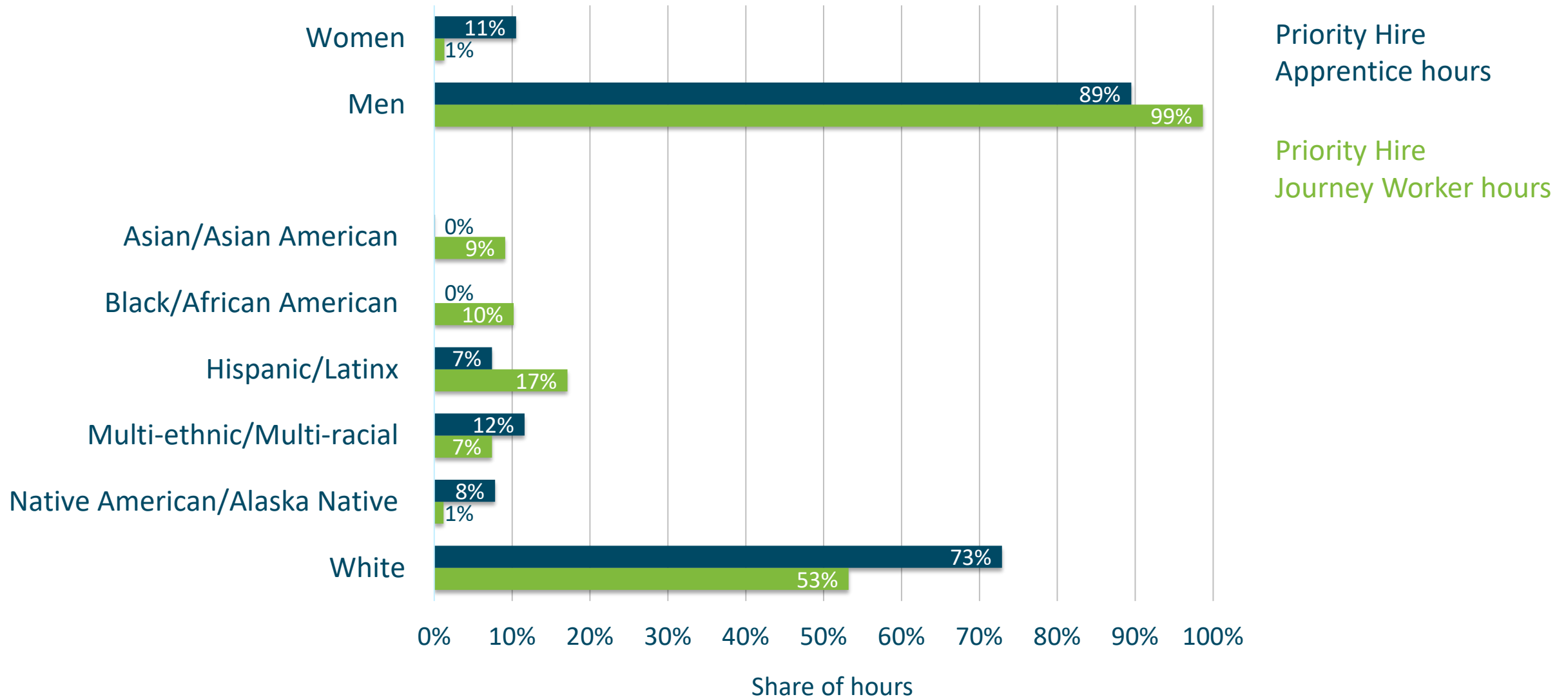
Apprentices by Gender



Apprentices by Ethnicity



2021 Priority Hire Utilization by Gender and Ethnicity



Apprenticeship and Priority Hire Programs – Looking Forward

- Program goals
 - Add new Priority Hire subgoals for women and workers of color
 - Increase Priority Hire overall goal from 20% to 35% by 2026
- Enhance data analytics/dashboard
- Priority Hire Advisory Committee
 - Continue attending the City of Seattle and King County advisory committees
 - Explore a joint Regional Priority Hire Advisory Committee

Questions?

