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COMMISSION

AGENDA MEMORANDUM Item No. 8n

ACTION ITEM Date of Meeting December 13, 2022

DATE : December 13, 2022

TO: Stephen P. Metruck, Executive Director

FROM: Tiffany Sevilla, Workforce Development Program Manager and Data Analyst

SUBJECT: Memorandum of Agreement with King County for FUSE Corps Fellowship

Amount of this request: \$26,667

Total estimated project cost: \$146,667

ACTION REQUESTED

Request Commission authorization for the Executive Director to sign a Memorandum of Agreement (MOA) with King County, substantially in the form attached with minor changes to be approved by legal counsel. The MOA will allow the Port to collaborate with King County on advancing a regional green jobs agenda as supported by one (1) 12-month FUSE Corps Executive Fellow, with an optional two additional years.

EXECUTIVE SUMMARY

The Port of Seattle, pursuant to RCW 54.08.245, declared in Resolution No. 3776 a commitment to the identification of opportunities for the Port to promote an inclusive green economy through innovative workforce training and career pathways that further advance opportunities for port-related activities to advance the region's sustainability and climate change resilience. King County, the City of Seattle, and the Port of Seattle will partner with FUSE Corps to develop a strategic plan for regional public-private collaboration to foster alignment between all three entities' green job promotion goals and strategies. The FUSE Corps fellow will also create a funding plan to access federal, state and local resource networks to execute the strategy and launch a platform for regional green employment stakeholders to collectively advance their agenda. This work will ensure the region's transition from a community that is vulnerable to climate change to one that is climate resilient and that centers inclusive, climate-positive employment in a low-carbon economy.

JUSTIFICATION

The Port of Seattle's workforce development policy directive per Commission Resolution No. 3776 states that the Port shall "Foster partnership with community-based organizations,

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educational institutions, labor, industry stakeholders, and government agencies to maximize the workforce development impact of the Port of Seattle." The proposed project for advancing the regional green jobs agenda and aligning strategies from key public organizations will create a platform for such collaboration, allowing the Port to leverage its impact. Through the FUSE Corps Executive Fellowship program, the Port and its regional partners will benefit from the work of an experienced, mid-career professional who can meet the partners mutual needs.

Diversity in Contracting

FUSE's vision is "A country free from the social and economic barriers to opportunities that have been perpetuated by a history of systemic and institutionalized racism." FUSE Executive Fellows are closely connected to the communities that their project will serve, and each cohort is a "majority-minority group." The Port will participate in interviews of fellowship candidates to ensure there are questions about diversity, equity, and inclusion.

DETAILS

FUSE Corps is a national nonprofit working to expand social and economic opportunities, particularly for communities that have been limited by a history of systemic and institutionalized racism. FUSE partners with local governments and communities to more effectively address pressing challenges by placing experienced professionals within city and county agencies. These FUSE Executive Fellows lead strategic projects designed to advance racial equity and accelerate systems change. Since 2012, FUSE has led over 250 projects in 40 governments across 20 states, impacting the lives of 25 million people.

When designing each fellowship project, FUSE works closely with government partners and local stakeholders to define a scope of work that will achieve substantive progress toward regional priorities. FUSE then conducts an individualized search for each project to ensure that

the selected candidate has at least 15 years of professional experience, the required competencies for the role, and deep connections to the communities being served. They are data-driven and results-oriented and able to effectively manage complex projects by developing actionable roadmaps and monitoring progress to completion.

Executive Fellows are hired as FUSE employees and embedded in government agencies for at least one year of full-time work. Throughout their fellowships, they receive training, coaching, and professional support from FUSE to help achieve their project goals. FUSE Executive Fellows bring diverse perspectives and new approaches to their projects. They build strong relationships with diverse arrays of stakeholders, foster alignment within and across various layers of government, and build partnerships between governments and communities.

Scope of Work

Conduct a Stakeholder Listening Tour

Starting in February 2023, the FUSE Executive Fellow will cultivate relationships with a range of green employment stakeholders including multiple governments (e.g., King County, the City of

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Seattle, Port of Seattle, and local tribal governments), community-based organizations (e.g., workforce development councils, environmental justice organizations), and the private sector.

The Executive Fellow will gain an understanding of the strengths, opportunities, gaps, and constraints shaping stakeholders' ability to create green jobs, green existing jobs, and facilitate frontline and BIPOC communities' access to green careers. The FUSE Executive Fellow will also conduct extensive research on best practices and promising approaches to promoting green career growth in cities, rural areas, and tribal nations that are comparable to King County, Washington's diverse composition of communities.

Create a Strategic Plan

Next, the Executive Fellow will work with King County government stakeholders (with an emphasis on Human Resources, Executive Services, Local Services, Metro, and DNRP), City of Seattle government stakeholders (with an emphasis on Office of Economic Development, Office of Sustainability & Environment, Seattle City Light, Seattle Public Utilities, and the Department of Facilities and Administrative Services), and Port of Seattle government stakeholders (with an emphasis on the Office of Equity, Diversity, and Inclusion and the Office of Engineering, Environment and Sustainability) to develop a strategic plan to promote green jobs and equitable green career access regionally, through both internally to King County government and in external policies, programs, and platforms to promote regional green jobs agenda. This agenda should align with the City of Seattle's Green New Deal programming and the Port of Seattle's green jobs initiatives to ensure a joint strategy. The strategic plan should identify and fill gaps and opportunities in King County's regional green jobs ecosystem and should not replicate or compete with external partners. Based on the details of the strategic plan and existing funding streams, the Executive Fellow will also develop a funding plan to fill staff and financial resource gaps.

Launch Collective Action Platform

Finally, the Executive Fellow will design and launch a collective action platform where regional governments (including county, city, port, and tribal representatives), community-based organizations, and the private sector can work together to advance the regional green employment agenda. This platform should include knowledge and opportunity sharing, program and policy co-creation, and a practical approach to racial equity within the green jobs space. Participants will center green jobs that provide living wages for middle skill workers as well as eliminating barriers for BIPOC and frontline communities in accessing green skills and careers.

KEY STAKEHOLDERS

? Project Supervisor – Michael Carter, Green Jobs Program Manager; Department of Natural Resources and Parks

? Project Stakeholder – Tiffany Sevilla, Program Manager & Data Analyst (Maritime & Green Jobs Workforce Development), The Port of Seattle

? Project Stakeholder – Vin Valentino, Green Economy Advisor, City of Seattle, Office of Economic Development

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Schedule

The fellowship will begin in February of 2023 and last for 12 months.

Activity

Commission authorization 2022 Quarter 4

Fellowship start date 2023 Quarter 1

Cost Breakdown This Request Total Project

2023-2024 Fellowship \$26,667 \$26,667

Total \$26,667 \$26,667

ALTERNATIVES AND IMPLICATIONS CONSIDERED

Alternative 1 – Engage a Port of Seattle graduate intern to execute the project.

Cost Implications: Cost would be higher, approximately \$52,000 at a rate of \$25/hour for one year of full time work.

Pros:

- (1) Builds on a robust internship program.
- (2) Introduces environmental issues to a person at the start of their professional career.

Cons:

- (1) Interns are less experienced than a mid-career Fellow and would not provide the same value.

This is not the recommended alternative.

Alternative 2 – Engage a full-time staff position to undertake the work.

Cost Implications: Cost would be substantially higher at \$175,000 per position.

Pros:

- (1) Hiring full-time employee is an investment which develops long-term internal competency and provides the Port with more consistency over time.

Cons:

- (1) Cost of a full-time employee is substantially higher.
- (2) Hiring an additional FTE requires a longer lead time and investment of resources.
- (3) The FUSE Corps fellowship exposes many individuals to public service opportunities, whereas this alternative does not.

This is not the recommended alternative.

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Alternative 3 – Collaborate with King County to engage a FUSE Corps fellow to execute the work.

Cost Implications: The cost is split between the Port of Seattle and other regional stakeholders, so the cost to the Port is just \$26,667.

Pros:

- (1) Port benefits from a highly experienced mid-career professional coming from a leadership role in the private or social sector who would be better equipped to coordinate with regional stakeholders and employers.
- (2) Collaboration with regional partners allows the Port to leverage its impact and innovation for workforce development leadership.

Cons:

- (1) The fellowship is a short-term opportunity (1 year with an optional second year), and thus the Port can only access the fellow for a one-year period.

This is the recommended alternative.

FINANCIAL IMPLICATIONS

Hiring an FTE to undertake similar work would cost up to \$175,000 plus the administrative time related to the hiring process. The FUSE Corps Executive Fellowship program offers an exceptional value to the Port related to expertise and contributions to the Workforce Development Program.

Cost Estimate/Authorization Summary Capital Expense Total

COST ESTIMATE

Original estimate \$0 \$0 \$0

AUTHORIZATION

Previous authorizations 0 0 0

Current request for authorization 0 \$26,667 \$146,667

Total authorizations, including this request 0 0 \$146,667

Remaining amount to be authorized \$0 \$0 \$120,000

Annual Budget Status and Source of Funds

Funds are available in the approved 2022 expense budget. This position will be funded from Workforce Development's annual expense budget. Budget requests will be included in the annual expense budget requests moving forward.

Future Revenues and Expenses (Total cost of ownership)

In future years, the Port may wish to continue to work with a FUSE Corps Executive Fellow for collaboration with regional public partners. The flat fee annually for a Fellow is \$180,000. For the current proposed project, a discount of \$100,000 has been applied due to a grant that FUSE

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Corps has for climate change-related projects. Thus the cost to the three stakeholders is a total of \$80,000. If in years 2 and 3 of a potential continuation of this project the stakeholders are responsible for \$180,000 annually and that cost is divided evenly among the three stakeholders, the Port's not-to-exceed agreed upon cost the additional two years would be \$120,000 total.

ATTACHMENTS TO THIS REQUEST

(1) Draft Memorandum of Agreement

(2) Project description

(3) Presentation

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None

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