

- Good morning Chair Dembowski, Vice Chair Balducci and members of the Committee.
- Thank you for the opportunity to speak today.
- I am Veronica Valdez from the Port of Seattle. I work in the Commission Office and led the effort in developing the Port's Priority Hire Policy Directive, Resolution 3736, which was approved by the Commission and adopted last November.
- I am here on behalf of the Port of Seattle to testify in support of King County's Proposed Priority Hire Ordinance.
- I commend the efforts of your Labor Equity team in developing this Ordinance and urge the Committee to support this effort.
- I would like to personally thank Sandy Hanks and Samantha Kealoha for lending their expertise to the Port as we developed our own policy.

- Priority Hire is about creating economic opportunity for all by:
 - Providing good family wage jobs to workers from economically distressed areas in King County by increasing access to our construction jobs – thereby spurring economic growth in those distressed areas; and by
 - Providing jobs to those historically underrepresented in the construction industry, such as women and people of color and therefore increasing diversity in the construction workforce.
- Priority Hire is also about addressing the projected worker shortage as the construction industry continues to boom.
- The Port is committed to economic development, equity, and quality jobs. The Port makes among the largest investments in infrastructure projects in the region. In 2017, we spent approximately \$180million on construction projects which is forecasted to grow in future years. At Sea-Tac alone we are spending over \$3 billion in near-term capital development.

- Expanding and diversifying the regional pipeline into the construction trades is critical to the continued economic success in our region, and ensuring that everyone in King County shares in that prosperity.
- And aligning our efforts will have a bigger impact.
- This is why the Port has been an active member of the Regional Public Owners Group and Marie Kurose, our workforce development program manager, has been a key driver in the effort for over two years working with regional partners to develop a pipeline of skilled construction workers to meet current and future demand and broadening access to training and jobs for underrepresented populations within the industry.
- Last year, the Port joined the City and King County in issuing an RFP to support construction program training and assistance for women, people of color, and those that live in disadvantaged neighborhoods.

- And on February 13, Port staff will be requesting the Commission to authorize \$3million towards executing contracts for construction worker outreach, training, and retention services over the next 5 years.
- Last year, the Port Commission also sent a letter to Executive Constantine proposing the City, King County, Sound Transit and the Port begin to work to share resources via an Interlocal Agreement to help accelerate the progress of the RPO group and build a pipeline between disadvantaged communities and priority hire opportunities. We were pleased to receive Executive Constantine's support and we look forward to working with your staff on that effort.

Thank you.

Registered Apprenticeship

it's good business!

Jody Robbins, Apprenticeship Program Manager

February 6, 2018



Washington State Department of
Labor & Industries

CREATE YOUR FUTURE WORKFORCE...



**THROUGH REGISTERED
APPRENTICESHIP & TRAINING**

Registered Apprenticeship in Washington state, January 1 – December 31, 2017

- **Over 8000 Employers** registered as Training Agents with Apprenticeship Program Sponsors.
- **170 Standards of Apprenticeship** with specific minimum qualifications, apprentice selection procedures, wage progression, related classroom instruction and skilled credential outcomes.
- Work-based learning and classroom instruction in over **300 occupations**.
- **5,248 citizens of Washington state registered** as apprentices to start career training in over 137 different occupations (Up from 5,146 registrations in 2016).
- **17,172 active apprentices** contributing to the economy – earning a wage while they learn transferrable, career sustaining skills (Up from 14,490 active in the previous 12 months).
- **Average Annual Wage** for apprentices 6 – 9 months after completion: **\$73,000**

DIVERSITY & INCLUSION INITIATIVES MAKING THE APPRENTICESHIP CONNECTION

- **Sawhorse Revolution:** is a Seattle-based non-profit serving high-school students primarily from Central and South Seattle. They foster confident, community-oriented youth through the power of carpentry and craft and connect students to pre-apprenticeship, apprenticeship and construction careers in King County.
- **Regional Pre-Apprenticeship Collaborative (RPAC):** Coalition of regional pre-apprenticeship and registered apprenticeship training providers. Recently established to advocate for local citizens.
- **Career Connect Seattle-King County:** Partners with Highline and Seattle Schools, along with Open Doors sites, while engaging business and expanding apprenticeship pathways across the Aerospace, Culinary, Allied Health and Construction sectors
- **Apprenticeship Opportunities Project (AOP) –** Now available statewide through Career Connections: Offers supportive services to increase retention and completion rates for registered apprentices
- **Seattle Public Schools Youth Apprenticeship in Culinary and Maritime:** Under development and expecting a boost of resources from Career Connect
- **South Seattle CC American Apprenticeship Initiative (AAI Grant):** entering the third year of a five year federal grant to expand RA in Advanced Manufacturing and Maritime occupations.
- **Opportunity Youth Consortium:** is a collaboration of many organizations working to engage 16 – 24 year old opportunity youth in education or workforce. Part of this focus is the “Best Start for Kids” programming. Best Start for Kids is a voter-approved initiative led by King County Executive Dow Constantine to help every child raised in King County on a path toward lifelong success.

APPRENTICESHIP PROGRAMS MAKING THE DIVERSITY AND INCLUSION CONNECTION

Seattle Heat And Frost Insulators and Allied Workers Apprenticeship Committee

“Selection from lists of qualified applicants for apprenticeship, in other than order of ranking, so as to reach women (minority and non-minority) or minorities. To also grant credit for previous trade experience or trade-related courses for all applicants equally. ***To also allow hiring of applicants in the area of local hire requirements in distressed areas.***”

Pacific Northwest Ironworkers and Employers Local #86 Apprenticeship Committee & Western Washington Sheet Metal Joint Apprenticeship & Training Committee

Both programs have extensive relationships with preparatory programs and the following language in their standards of apprenticeship:

“The committee reserves the right to make exceptions to the selection procedures in considering female and minority applicants”

Washington State UBC Joint Apprenticeship & Training Committee

“The sponsor may grant preferred entry to individuals at the request of an employer for preferred entry under the following situations: as soon as the employer becomes an approved Training Agent.

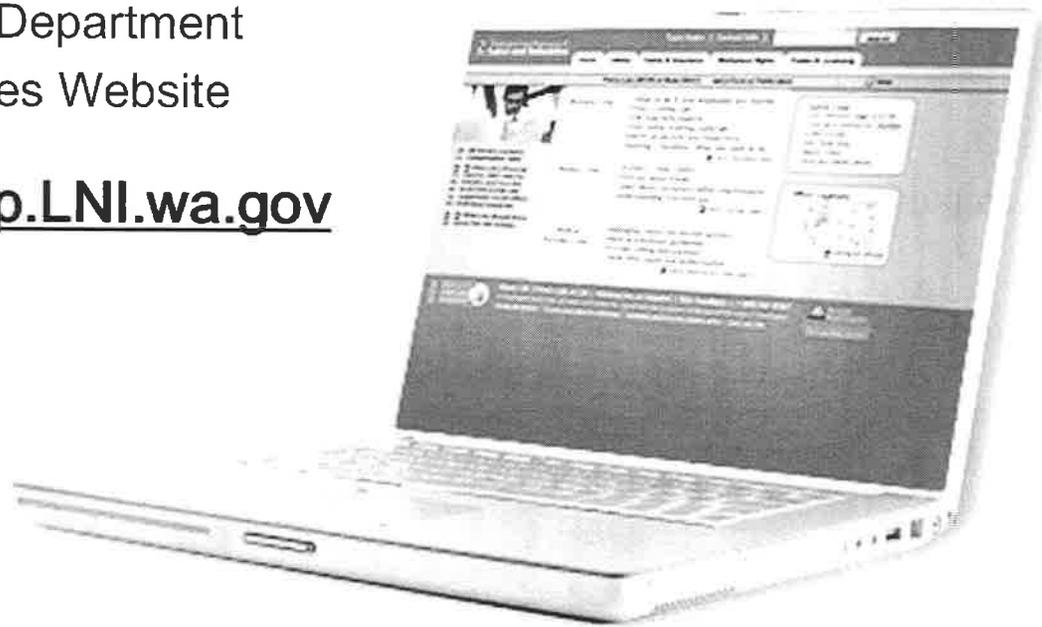
(1) ***State, Local or Public entity requirements . . .***”

FOR MORE INFORMATION

Contact the L&I Apprenticeship Consultant in your area:
Andrea Anderson, 206-835-1047, Email andrea.anderson@lni.wa.gov
Sandra Husband, 206-835-1028, Email sandra.husband@lni.wa.gov

Washington State Department
of Labor & Industries Website

www.Apprenticeship.LNI.wa.gov



Ironworkes

PRIORITY HIRE PRE-APPRENTICESHIP DATA

AS OF 11/27/17

LAST NAME	FIRST NAME	PARTICIPANT REG. #	REGISTERED	COMPLETED	MALE	FEMALE	WHITE	BLACK	ASIAN	NATIVE	HISPANIC	OTHER	CLASS DATE	START DATE	TOTAL HOURS	WAGES	FRINGE	TOTAL EARNINGS	STILL ACTIVE
BARCO	FERNANDO	192374	1	1	1	1			1				4/5/17	5/15/17	625	\$16,462.50	\$4,993.75	\$21,456.25	1
BRADY	CARDELL	NA	1			1			1				4/5/17	NA	0	\$0.00	\$0.00	\$0.00	0
CRUZ	MICHAEL	193819	1	1	1	1						1	4/5/17	5/22/17	566	\$14,908.44	\$4,522.34	\$19,430.78	1
ERUKUNAK	DAVID	193820	1	1	1	1			1				4/5/17	5/24/17	862	\$22,705.08	\$6,887.38	\$29,592.46	1
GARCIA	JOSE	192379	1	1	1	1						1	4/5/17	5/2/17	603.5	\$15,896.19	\$4,821.97	\$20,718.16	1
GOODWIN	KAREN	193814	1	1	1		1	1					4/5/17	5/22/17	806.5	\$21,243.21	\$6,443.94	\$27,687.15	1
NAVA-HERNAN	ISAI	193810	1	1	1	1						1	4/5/17	5/17/17	502	\$13,222.68	\$4,010.98	\$17,233.66	1
LUNA-EPPS	ANTHONY	193812	1	1	1	1			1				4/5/17	5/19/17	80.5	\$2,120.37	\$643.20	\$2,763.57	1
MAGANA	EUGENE	192375	1	1	1	1			1				4/5/17	5/10/17	766.5	\$20,189.61	\$6,124.34	\$26,313.95	1
MCCONCHIE	SEAN	192380	1	1	1	1						1	4/5/17	5/2/17	736.5	\$19,399.41	\$5,884.64	\$25,284.05	1
MURPHY	CHELANN	NA	1				1	1					4/5/17	NA	0	\$0.00	\$0.00	\$0.00	0
OWENS	JASON	192377	1	1	1	1			1				4/5/17	5/4/17	1024	\$26,972.16	\$8,181.76	\$35,153.92	1
REYES	KERMIT	193811	1	1	1	1						1	4/5/17	5/19/17	716	\$18,859.44	\$5,720.84	\$24,580.28	1
RODRIGUEZ	SERGIO	192381	1	1	1	1			1				4/5/17	5/2/17	706.5	\$18,609.21	\$5,644.94	\$24,254.15	1
SKINNER	PATRICK	192378	1	1	1	1		1					4/5/17	5/4/17	745	\$19,623.30	\$5,952.55	\$25,575.85	1
SOMNERVIL	SONY	190600	1	1	1	1			1				4/5/17	5/22/17	108.5	\$2,857.89	\$866.92	\$3,724.81	1
SUANI	IOSEFA	NA	1			1						1	4/5/17	NA	0	\$0.00	\$0.00	\$0.00	0
THISSELL	KYLE	192373	1	1	1	1				1			4/5/17	5/5/17	834.5	\$21,980.73	\$6,667.66	\$28,648.39	1
TORRES SOTO	EDGAR	193821	1	1	1	1			1				4/5/17	5/26/17	56.5	\$1,488.21	\$451.44	\$1,939.65	1
YOURG	GEORGE	193809	1	1	1	1				1			4/5/17	5/17/17	536.5	\$14,131.41	\$4,286.64	\$18,418.05	1
TOTALS			20	17	17	18	2	3	9	2	0	6	0		10276	\$270,669.84	\$82,105.24	\$352,775.08	17

Greg Christiansen (206) 550-9246

**PRIORITY HIRE PRE-APPRENTICESHIP STATISTICAL DATA
AS OF 11/27/17**

TOTAL PARTICIPANTS	20
MALE PARTICIPANTS	18
FEMALE PARTICIPANTS	2
% FEMALE PARTICIPANTS	10%

TOTAL PARTICIPANTS	20
NON-MINORITY PARTICIPANTS	3
MINORITY APPRENTICES	17
% MINORITY APPRENTICES	85.00%

TOTAL PARTICIPANTS	20
TOTAL COMPLETIONS	17
TOTAL REGISTRATIONS	17
TOTAL ACTIVE APPRENTICES	17
TOTAL % COMPLETIONS	85.00%
TOTAL RETENTION FROM PARTICIPANTS	85.00%
TOTAL RETENTION FROM REGISTRATION	100%

