

2020 Annual Report

Priority Hire Advisory Committee

City of Seattle



Table of Contents

Executive Summary of the 2020 Recommendation	3
Priority Hire Advisory Committee Introduction	4
Priority Hire Advisory Board Year-In-Review	5
Priority Hire Advisory Committee Recommendation for 2020	6



PHAC Members 2020:

Community Representatives

- Joe Carter
- Abiramahn Hashi
- Michelle Merriweather
- Michael Woo

Contractor Representatives

- James Faison
- Sonja Forster
- Melanie Parrett
- John Salinas II

Training Representatives

- Karen Dove
- Jerry Jordan
- Steve Petermann
- Halene Sigmund

Labor Representatives

- Marilyn Kennedy
- Jamal Middlebrooks
- Dale Bright (former 11/20)
- Marge Newgent (former 11/20)

Technical Advisors

- Patrice Thomas


Report submitted by: W. Tali Hairston
Equitable Development LLC


Cover photo: SDOT Stock photo 2019. Photo taken prior to social distancing restrictions.


Executive Summary of the 2020 Recommendation


Priority Hire Advisory Committee (PHAC) recommends the City establish additional annual funding to support the ongoing capacity building (outreach and support services) of community-based organizations to Black, Indigenous, and People of Color communities (BIPOC). As a community-based recommendation, the rationale for this recommendation is to ensure organizations that have successfully provided leadership in outreach and support services of Priority Hire goals, are able to provide a continuity of services to BIPOC communities. Additional funding will support the replication of effective equitable strategies to other service providers. In addition, this contributes to an equitable recovery from the COVID-19 pandemic.

The following points summarize the recommendation further:

 Successful organizations to be identified by the City and PHAC based on their contribution to outreach and support services.

 Example organizations include but are not limited to Rainier Beach Action Coalition, Urban League of Metropolitan Seattle, Legacy Leadership and Equality, and Casa Latina.

 It is recommended as a capacity-building effort, an annual fund of \$500k to \$750k of additional funding be provided.

 Funded organizations are responsible for sharing best and promising practices, tools, and strategies to other community-based organizations, therein creating increased capacity in service to the Priority Hire program.

Priority Hire Advisory Committee Introduction



What is the Priority Hire Advisory Committee (PHAC)?

PHAC advises the City to support and enhance the successful implementation of Priority Hire so that people living in distressed zip codes, communities of color, and women are working on City public works jobs.

This annual report of Priority Hire recommendations is the 2020 submission by the Priority Hire Advisory Committee (PHAC) to the City of Seattle, Seattle Mayor, and City Council. This section provides a brief look into the work of PHAC for 2020.

The formation of PHAC is defined in the January 2015 Priority Hire ordinance to promote construction training and career opportunities for residents in economically distressed areas in Seattle/King County. The ordinance includes:



Prioritizing local construction workers living in economically distressed ZIP codes on City public projects over \$5 million, creating access to training and employment within the construction workforce.



Supporting women and communities of color to become part of the trained construction workforce, with opportunities for construction careers.



Requiring a Community Workforce Agreement to supersede union hiring procedures and create better work environments with safety protections and dispute resolution and grievance processes.

PHAC was presented with the complicated realities brought on by COVID-19 and the resulting limitations. What surfaced in 2020 was unexpected and required PHAC to adjust in a variety of ways and to address the ongoing challenges of the industry at the same time. These and many other concerns were included in the agenda of PHAC meetings. Additionally, efforts were made to ensure stakeholder group involvement in the development of this annual report. Each PHAC stakeholder was able to meet separately and contribute to the development of the report.

Priority Hire Advisory Board Year-In-Review

The Priority Hire Advisory Committee's (PHAC) 2020 annual report of recommendations is the fourth submission to the City of Seattle (2016, 2017, 2019, 2020). PHAC efforts in 2019 included a systems level analysis by engaging each stakeholder group throughout the year. In 2020, the impact of COVID-19 required significant adjustments be made by PHAC to its meeting schedule, meeting virtually for the remainder of 2020. PHAC decided to discuss the impact of COVID-19 on the construction industry as a whole. Additionally, PHAC meeting agenda included discussing the impact of COVID-19 on the target populations of the Priority Hire program. Concerns for the future of the construction industry included a possible shortage of women and workers of color.

1. PHAC decided to focus on the impact COVID-19 on the construction industry and advised the City to advocate the Governor restart vocational workforce training programs sooner, during phase 2 instead of phase 4.
2. PHAC discussed but did not recommend a temporary adjustment to the Priority Hire zip codes be made in light of the unknown impact of COVID-19 on the construction industry. Each stakeholder group discussed the issue and provided feedback. PHAC voted to not move forward with a temporary adjustment to the Priority Hire zip codes.
3. Due to COVID-19, PHAC discussed the need to reprioritize the 2019 PHAC recommendations in the 2019 PHAC annual report. The reprioritization involved highlighting the most urgent and relevant recommendations be considered first. Those recommendations included:
 - a. Continue to address regional and national efforts to reduce Driver's License suspensions as a workforce barrier for low-income populations. A meeting was dedicated to hearing from an advocate for changing Driver's License policy. Each stakeholder group agreed to share the information with their constituencies.
 - b. Ongoing training and support services to formerly incarcerated populations which included a discussion on the presence of mentoring programs and practices within the industry. COVID-19 presented a barrier to mentoring programs but PHAC noted efforts were being made to outreach and retain workers through different mentoring approaches.
 - c. For the City's Acceptable Work Site Training program provide regular updates to PHAC.

Priority Hire Advisory Committee Recommendation



PHAC agreed to put forward a recommendation from community-based organizations. The recommendation was represented by the community stakeholder group to PHAC and discussed by each stakeholder group. Initial support for the recommendation called for the community stakeholder group to provide a more detailed recommendation to PHAC. In doing so, changes were made to the original proposal and agreed to by PHAC.

This recommendation was developed in order to address the need for an equitable recovery from COVID-19 and the efforts to regionalize Priority Hire. Furthermore, community-based organizations who have successfully served the goals of the Priority Hire program believe there is a need to increase the outreach and retention service capacity to align with the growing opportunities within the industry. To accomplish this, it was recommended by the community the City address the need to grow the number of organizations doing outreach and support services by resourcing successful Priority Hire partners to on-board additional BIPOC led and BIPOC serving community-based organizations.

As a community-based recommendation, the rationale for this recommendation is to ensure organizations that have successfully provided leadership in outreach and support services of Priority Hire goals, are able to provide a continuity of services to BIPOC communities by replicating effective equitable strategies for other service providers. This will ensure the community has the capacity to provide workers in service to Priority Hire opportunities.

Therefore, PHAC recommends the City explore establishing additional annual funding to support the ongoing capacity building (outreach and support services) of community-based organizations for the purposes detailed in this recommendation. Funded organizations are responsible for sharing best and promising practices, and tools and strategies to other community-based organizations, therein creating increased capacity in service to the Priority Hire pipeline.

Sufficient Training and Support Services

Goal: Sufficient pre-apprenticeship graduates to meet projected demand; Increased pre-apprentice/apprentice trainee retention; Service providers adequately connect people to training, jobs & support services.

The following points summarize the recommendation further:

- Successful organizations to be identified by the City based on their contribution to outreach and support services.
- PHAC recommends reviewing and providing guidance on the funding strategy annually.
- Example organizations include but are not limited to Rainier Beach Action Coalition, Urban League of Metropolitan Seattle, Legacy Leadership and Equality, and Casa Latina.
- PHAC recommends as a capacity-building effort, an annual fund of \$500k to \$750k of additional funding be provided, that is separate from capital department project funding.