



King County

Priority Hire Advisory Committee

Advisory Committee Meeting
King County Chinook Building,
2nd Floor, Rhododendron

January 23, 2019
9am to 11am

Meeting Minutes

Priority Hire Advisory Committee Attendance			
Monty Anderson	√	Dave Johnson	
Karen Dove	√	Jason Nakamura	√
Sonja Forster	√	Larry Nettekoven	√
Michael J. Fox	√	Melinda Nichols	√
Leanne Guier		Krishna Richardson-Daniels	√
Michelle Helmholz	√	Halene Sigmund	√

Other Attendees: Sandy Hanks, Samantha Kealoha, Mindy Corey, Jeff Turner, Anna Pavlik, Anita Adams, Allison Calvert

Facilitator: Jeff Turner

Welcome/Plan for the Day: Sandy Hanks welcomed the Committee members and went over the plan for the day and agenda items. Modifications to the agenda were made because Leanne Guier could not attend due to engagement in legislative issues. Table the dispatch process presentation for a future meeting.

Committee Check-In: Jeff Turner reviewed the ground rules and did a check-in to make sure that everyone is committed to the work of this Committee.

Apprenticeship Overview – focus on open shop apprentices: Halene Sigmund provided background information on the apprenticeship system.

- 23 states run apprenticeship programs through the federal government
- RCW 49-04 and WAC 296.05 – Washington State apprenticeship program rules (SAC). The federal government granted authority to the states to run apprenticeship programs.
- There is an L&I Apprenticeship section and the Washington State Apprenticeship & Training Council (WSATC)
- WSATC is the body that approves all apprenticeship programs in the State of Washington. They can approve, deny and receive compliance issues through L&I. They have authority over all apprenticeship programs. The Council acts in an

- adjudicative rule-making body.
- Washington is most progressive around apprenticeship.
- Federal Apprenticeship program is in a strange place. Relying on state apprenticeship is valuable and has tremendous history. 85% construction and a certain percentage is union apprenticeship. Very democratic in how it is operated in state of Washington. Focused on what's best for apprentices and best for the health of Washington.
- 13 components required by the CFR
 - o Geographic area, minimum qualifications, ratio, class time (Related Supplemental Instruction – RSI), On-the-job training (OJT), Committee responsibilities, etc.
- CITC
 - o Around since 1985. Initially got apprenticeship approval in 1994. Mission drive. Not an association, not driven by a single association. It is a non-profit 501c3 with mission to train and develop a skilled workforce for the state of Washington. Headquartered in Bellevue.
 - o 10 apprenticeship programs state-wide with the bulk in King, Snohomish and Pierce Counties. There is a program in Spokane.
 - o Their programs require 6,000 – 10,000 OJT hours depending on the craft.
 - o When first started, they had to meet or exceed standards, but things have changed since then.
 - o RSI – Classroom and lab is between 160 – 260 hours per year, minimum is 144 hours per year per standards (i.e. Carpentry – 160, plumbing -216)
 - o Apprenticeship Committee is made up of 50% management and 50% employees in open-shop apprenticeships
 - o All programs are recognized state wide.
 - o They have close to 1200 registered apprentices and 225 training agents (employers). Training agents are held to the standards of the apprenticeship program.
 - o CITC is a referral dispatch program. It is a method that tracks and reports on apprentices for the State. There are 4 regions for dispatch.
 - o The apprenticeship system wants a mechanism that tracks appropriately and makes sure that people are laid off, get in line and dispatch appropriately. One reason is to stop discrimination. Back in the day, you could have a hunting card to get work and could hunt for work and people could be discriminated against as women and people of color in the 70's. The apprenticeship system got involved and changed that.
 - o CITC has day classes, evening classes and a Friday/Saturday combination.

How is the dispatch process that you just described? Do you have a contract with the employers?

Response:

- The employer has to agree to the apprenticeship program standards.
- You cannot hire off the street trainees.
- Has to hire from the dispatch system
- When you participate in apprenticeship, you participate wholly.
- Employers have to be committed to training their workforce
- If they don't do it, then their contract is ended.
- What percentage of open shops participate in this?
 - Don't know. There are thousands of open shop contractors and we cannot determine the percentage because of that. There are 225 employers with CITC.
- Monty- Getting everyone to understand that the apprentice is a worker, that OJT is really important is key. It's not just hiring and then paying them less, it's about training them.
- Part of responsibility
 - JATC - Joint Apprenticeship Training Committee
 - NJATC - Non-Joint Apprenticeship Training Committee

- Have responsibility that apprentices are being trained on job site and being treated appropriately and are being trained on the job site.
- Operationally, it's the same.
- Melinda - You can try to appeal morally to employers, but fundamentally they are interested in their profit
- Good thing about this sector is to ensure that there is recognition for employers
- Qualified trained and valuable employees in the future
- Figure out methodology - focusing on to ensure employers are active partners in this because without them, we will never expand it
- Investing in training long term, great return on investment - seen numbers. For \$1 invest in training can return \$3 over time as an employers. Less absenteeism, safer,
- Halene did a study with the CITC employers - EMR ratings - through the formal apprenticeship, safety ratings did better by 20% - shows the progress and health of their business.
- All training agents sign apprenticeship agreement - union and open shop
- Michelle - Did you take an average for the 20%?
- Melinda - Let's do a brain storming around this

CWA/Priority Hire Ordinance Matrix

Anna Pavlik (City of Seattle): The City has a Priority Hire Advisory Committee that has said to them to align with the other public agencies. Happy to see this Committee formed and meeting.

- City's covered projects are any project \$5 million or above. Exclude remote locations in King County.
- 70% of projects with Priority Hire are covered since early 2015.
- 21 projects have been covered in the past 5-years' worth approximately \$600 million.
- City's Annual construction budget is approximately \$250 million
- The City has seen a lot of success and Former Mayor Murray decided he wanted to expand Priority Hire into private development projects that the City has leverage,
- This resulted in Seattle Asian Art Museum, the Arena and Seattle Center being covered and they intend to cover the Aquarium

Sandy Hanks (King County)

- Mentioned that the Committee received this document in advance in order to review and be prepared for today's discussion
- Key object for the public agencies is alignment
- Open shop and small contractors have expressed interest in alignment where possible
- Ordinance was unanimously passed by our King County Council. The Advisory Committee was given task in the ordinance
- The Committee can provide input/recommendations for our first Apprenticeship and Priority Hire Annual Report that is due to the Council by April 30, 2019
- We need Committee recommendations by March 15th!
- Council understands that the Committee is just getting started, but this Matrix does identify areas where the Committee would be able to create recommendations for the Report

Priority Hire Worker Definition Discussion

- Recruitment is important – how do you get to these kids, explain what pre-apprentices do, manage expectations, align with other agencies?
- Focus on what recruitment means, make sure there is someone to watch their backs. Figure out most effective ways to do recruitment/outreach.
- Organizations have to understand what the requirements are/make sure requirements are clear. Are we reaching same areas/zip codes/ what's the reach?

- Key** - How to make this information actionable for Council.
- Look at process of recruitment.
- Align about how to capture and measure metrics.
- “Who’s” of the recruitment process? Who is responsible/accountable – how measured?
- Look at all areas, those that are doing well and those that are not – explore low numbers.
- What role can Council play re: recruitment efforts? Need basic information about process – education.
- Can Council track priority hire separated by trade?
- Portion of website dedicated to recruitment.
- Recognize best programs – find out how/what they are doing – best practices – ask to explain why/how numbers have move up.

Core Worker Definition Discussion

- Small contract exemption to any contract under 250.
- Keep in mind ratio requirements.
- Alignment with City definition.
- Consider 5 core workers, allow to come on at once, allow open shop apprentices to come on and be trained.
- Include exemption language?

Next Meeting and Steps: Next meeting will be on Wednesday, February 20, 2019 from 9am – 11am at the King County Chinook Building, 3rd Floor, Commons Area. Samantha Kealoha will send out the meeting minutes and agenda for the next meeting as well as all future meeting dates, times and locations.