

King County Empowerment Advisory Board

MEETING SUMMARY

Thursday, September 25th, 2015 • 4:30 p.m. – 6:30 p.m.

King County Courthouse, 516 Third Avenue, Seattle, WA 98104

In attendance:

Allan Yeung- *Adaptency, Squire Park community member*
Eugene Hardin III- *Quality Woodworking and Construction*
Fernando Martinez- *Northwest Mountain Minority Supplier Development Council*
Heather Worthley- *Port Jobs*
Lisa Bogardus- *Building and Construction Trades Labor Council*
Michael Fox - *Retired Superior Court Judge, former UAW Representative*
Amir Islam- *Squire Park Community Council*
Sean Bagsby- *IBEW Local 46*
Leanne Guier- *Washington State Association of Plumbers and Pipefitters, Mayor of Pacific*

Not in attendance:

Carl Gasca- *Teamsters Local 174*
Leanne Guier- *Washington State Association of Plumbers and Pipefitters, Mayor of Pacific*
Sarah Chavez- *Workforce Development Council*
Fernando Martinez- *Northwest Mountain Minority Supplier Development Council*

1. **Welcome:** Meeting called to order at 4:35
2. **Introductions:** Board members, consultants, and staff, introduced themselves to the group.
3. **EAB Purpose and Schedule:** Board reviews purpose and schedule for upcoming meetings
 - a. Purpose: To advise King County as they create a targeted hire plan. Addressing targeted hire plan, apprenticeship goals, small contractors and suppliers.
 - b. Schedule:
 - September 24th - Contractor Inclusion Strategy
 - October 8th - Apprenticeship Access Strategy
 - October 22nd - Oversight and Compliance Approaches
 - November 5th - Plan Review Meeting
 - November 19th - Tentative
 - December 3rd - Tentative
 - December 31st - Plan Submission
4. **Report out from one-on-ones:**
 - a. Detail the concerns and requests to date
 - b. The team will develop a data matrix to address questions as they arise.

5. Contractor Inclusion Strategy:

- a. Daniel Villao details the key components of a contractor inclusion strategy
- b. Asks Board to provide feedback on how different aspects of the strategy would affect their stakeholder groups.

6. Board Activity/Feedback:

- a. Board addresses their concerns with the Contractor inclusion strategy and other potential opportunities
- b. Some of the mentioned concerns:
 1. Contractors need to know well in advance of the components of the PLAs and CWAs.
 2. The outreach and information is getting to the sub-contractors too late.
 3. Extra costs from these agreements may make these projects infeasible for some small contractors.
 4. What is the structure? Who are the party's responsible for this outreach?
 - General contractor provides information before the subcontractor signs any contract
 - County continues their role in outreach and as a resource for contractors to learn about the requirements
 - Mix of responsibility between the different involved agencies
 5. Are we missing groups through this type of outreach?
 6. Our best intentions may not lead to the desired results, need to track and adjust as needed.

7. Wrap-up/Next Steps:

- a. The next Board meeting is on October 8th

8. Photos from the meeting:

KING COUNTY E.A.B. 10/24/15 (EAB SEPTEMBER 24, 2015)

INFO REQUESTS

PROJECT TIMELINE* (TO ADDRESS TRADES)
TRADES, CONTRACTORS
→ COMING FROM DESIGN/BUILDER
↓ WILL BE MORE IMPORTANT IN MEASUREMENT

NEED HIRING REQTS IN CONTRACTORS EXISTING CONTRACT

INFO NEEDED

10%	CERTIFIED MINORITY
6%	WOMEN
	YOUTH
	VETERANS

MUCH INFORMATION IS NOT OUT THERE

INFO SHOULD BE PART OF CONSTRUCTION HMB

THIRD PARTY MANAGEMENT OF PLA

1. DON'T PERFORM MISTAKE
2. EQUITY IS SOLID → NOT INFLUENCED BY FINANCIAL ACCOUNTABILITY! (OF CONTRACTOR)

EDUCATION EARLY IN PROCESS
TIMING IS CRITICAL FOR UNDERSTANDING

MORE GOALS IN PLA MAY INCREASE COSTS → ADMINISTRATION

WHAT ARE THE PENALTIES? (S)
FOR NOT COMPLYING

NEEDS (EDUCATION/INFORMATION)

HAVE CONTRACT EARLY → BEFORE BID

→ BOILER PLATE FROM G.C. → AFFECTS COST/PROFIT

→ REQUIREMENTS: I.C. SAFETY MTRG

LEADS TO CUTTING CORNERS

TIER OF SUBS AFFECTS INFO EXCHANGE

→ NEEDS TO BE G.C. LEVEL

IMPROVEMENTS COULD BE...

- TARGETED ZIP CODES HIRING
- TENURE IN ZIP CODE & HIRING
- GENDER TRENDS/NORMS

HOW DO EDUCATION UP FRONT EFFORTS WORK? EXAMPLES?

- CITY OF SEATTLE
- PORT OF SEATTLE
- L.A. UNIFIED SCHOOL DIST.

⇒ **CONTRACTOR "BOOT CAMP"**
↳ LEAD TRAINING (2 DAYS)

NEXT AGENDA (COUNTY'S)

- SANDY'S ASPIRATIONAL GOALS (INCL. JOURNEYMAN LEVEL)
- IS THERE A LOCAL HIRE GOAL? TARGETED

COMMUNITY ATTRIBUTES ANALYSIS AFTER 10/25

ISSUE

3

? CONSTRUCTION BOOM BRINGS IN WORKERS
↳ MAY BE SPECIALIST TRADES

EXPAND INCLUSION IN:

- APPRENTICES
- WORKERS
- BUSINESSES



CAREER PIPELINE

CHANGE HAPPENS HERE → KEEP PEOPLE IN APPRENTICESHIP PROGRAM

? WHAT METHOD NEEDS TO CHANGE FOR IMPROVED CWAS

BROADER, MORE ROBUST OUTREACH
↳ HAS WORKED FOR IMPROVEMENT SO FAR

JOB CAREER CREATION 6

↳ WORK PAST THIS PROJECT

PRISON TO APPRENTICESHIP PIPELINE

SMALL BUSINESS STRATEGIES

SAFE GUARDS?

7

WHAT GROUPS ARE MISSING?

↳ WHY DOES OUTREACH FAIL?

(THE POPULATION IS HERE)

→ GET THEM ON THE ROSTER

AIM FOR EXCEEDING MINIMUM