

King County Empowerment Advisory Board

MEETING SUMMARY

Thursday, December 3rd, 2015 • 3:30 p.m. – 5:30 p.m.

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

In attendance:

Lisa Bogardus- *Building and Construction Trades Labor Council*

Fernando Martinez- *Northwest Mountain Minority Supplier Development Council*

Leanne Guier- *Washington State Association of Plumbers and Pipefitters, Mayor of Pacific*

Heather Worthley- *Port Jobs*

Eugene Hardin III- *Quality Woodworking and Construction*

Michael Fox - *Retired Superior Court Judge, former UAW Representative*

Not in attendance:

Sean Bagsby- *IBEW Local 46*

Allan Yeung- *Adaptency, Squire Park community member*

Carl Gasca- *Teamsters Local 174*

1. **Welcome:** Andrés Mantilla calls the meeting to order at 3:35pm
2. **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:

October 8th - Apprenticeship Access Strategy

October 22nd - Oversight and Compliance Approaches

November 5th - Plan Review Meeting

November 19th - Plan Review and Stakeholder Input

December 3rd - Stakeholder Input

December 17th - Tentative Plan Review

December 31st - Plan Submission

3. **Additional Board Feedback:**
 - a. The Board is asked if they have any additional feedback on the plan that was not presented at the last meeting
 - b. Feedback:
 - i. The Community Attributes data is important for this plan. Shows the opportunity for implementing these programs in the gap between demand for works and the current regional construction workforce.
 - ii. Though the CEEP is being developed after the contract has been awarded the CFJC can still be a good pilot and allow the County to course correct for future projects if they need to.

- iii. Concerns about how the PLA will be negotiated. It is being negotiated with the trades not the owner (which is King County).
- iv. Everybody is responsible for meeting the goals of the CEEP, it has to be a community/group effort to be successful.
- v. Some members of the Board continue to advocate for a third party administrator to ensure accountability and enforcement.
- vi. Concerns about timeline, the PLA negotiation will begin soon

4. Stakeholder Input:

- a. Stakeholders from varied interests were invited to the meeting to share their input on the plan. Each speaker was given 5-7 minutes to talk and the Board was given time to respond and ask questions after each presentation.
- b. Frank Lemos- Minority Business Advisory Council
 - i. Minority businesses support labor and need the same skilled workforce that the trades do.
 - ii. Minority businesses need the same opportunities as majority business, but face additional barriers
 - iii. Plan needs to address disadvantaged employees (through targeted hire portion of plan) as well as disadvantaged businesses.
 - iv. Presents materials regarding the effect of union-only PLAs on minority businesses and hiring practices of minority businesses (reports that suggest they hire significantly more minorities than non-minority owned businesses).
*These materials have been emailed to the Board for further review.
 - v. Requests the Board consider a carve-out or waiver for small minority businesses.
- c. Jon Berche- Former Executive Director of Youth Build
 - i. Follow-up work with pre-apprentices is crucial
 - ii. Supporting these groups supports the City and the County (by helping them they help themselves)
 - iii. Crucial that pre-apprentices do the job well and stay in the job
 - iv. Programs need to know what the trades require so that pre-apprenticeships can tailor their programs
 - v. It's about building people up, not just filling slots
 - vi. Need to foster relationships with all contractors
 - vii. Educations needs to go both ways, help contractors understand the benefit of these programs
 - viii. This work happens one person at a time
- d. Pastor Lawrence Willis- Seattle Vocational Institute/Community member
 - i. From the community perspective, it is always late, always a last minute consideration for the people of color.
 - ii. Transparency and oversight are imperative for success
 - iii. Where and how you are doing the outreach is important. Schools, barbershops, churches, etc. for outreach to see who is at risk.
 - iv. Reorganizing responsibility to community. Meeting the worker gap from the community.

- v. Construction is an opportunity for young people to get off the street.
- vi. Support people of color who own businesses to help them with bonding/finances (financial education support)
- vii. Need to work together/build relationships for successful PLAs
- e. Diane Davies- PACE
 - i. The programs have responsibilities to all partners
 - 1. Need to provide students with employment/careers
 - 2. Need to provide unions/contractors with able employees
 - ii. Accountability is important, without it nothing has to happen
 - iii. Education is key, information does travel down far enough. The contractor can be on board but the information may not reach the foreman interacting with the workers who are a part of these programs.
 - iv. Every person in the process needs to be held accountable
 - v. Former program did not a formal mentorship program, but it is very important. Usually occurs informally
 - vi. Need to be frank during the recruitment process
 - vii. How you practice is how you play, students need to be held to the standards early.
 - viii. Lack of resources, most pre-apprenticeship programs are not fully funded.
 - ix. Need to tie it to the outcomes
 - x. Need thorough communication and accountability for preferred entry to be successful
 - xi. Need to forecast and communicate.
- f. Jason Petriet- South Seattle Colleges
 - i. Need rigor and rap around services to ensure success, just one or two barriers can prevent students from succeeding
 - ii. Funding for services, outreach, and recruitment up front
 - iii. Screening is tough and takes a lot of resources, need 100 people to get 19 that will succeed. This requires a lot of funding for outreach.
 - iv. Someone needs to provide rap around services, community partners like goodwill, seattle jobs
 - v. Partner with service providers who are already skilled at providing this support.

5. Wrap-up/Next Steps:

- a. Thank you so much to all those who took time to share their input with the Board.
- b. There is a tentative meeting scheduled for Dec. 17th (time TBD) to review the next draft of the plan.