



# Seattle Finance & Administrative Services

## Priority Hire Advisory Committee

### PHAC Meeting Notes

#### Priority Hire Advisory Committee (PHAC)

November 4, 2020, 9 AM – 10:30 AM

#### Conference Call-In

### Welcome and Purpose

Tali Hairston welcomed the committee and led an icebreaker.

### PHAC Updates/Business

The committee voted to approve the October meeting minutes. The committee discussed the 2021 PHAC virtual meeting schedule. Options included meeting monthly for one hour, meeting every other month for two hours, meeting quarterly for two and a half hours or meeting quarterly with the creation of topical sub-groups. The committee voted and majority voted to meet virtually, on the second Wednesday of every other month, from 9am – 11am. The confirmed 2021 dates will be 1/13, 3/10, 5/12, 7/14, 9/8 and 11/9.

### PHAC Discussions and Recommendations

The committee broke out into stakeholder groups and held discussion regarding COVID-19 impact, challenges, opportunities, best practices. The committee reconvened and shared the following.

### Training

Training programs are adjusting in response to COVID-19. PACE, PACT, and CITC shared they have incorporated a hybrid in person/online training model. Challenges include costs to train under COVID-19 guidelines as there are smaller training classes and more instructor time. The committee proposed further discussion regarding pre-apprentice graduates that start a job in a priority hire ZIP code and continuing to recognize the ZIP code regardless of if the worker moves out of the ZIP code. There has been a lot of interest in pre-apprenticeship as a result of other industry's being impacted by COVID-19.

### Labor

The construction industry is recognized as essential. Cement Masons are working on their back log and have begun implementing 6, two-week pre-apprenticeship classes with 6 students in each class. Carpenters are supporting apprentices as they hustle their own work; there are also new apprentices coming in.

### Community

Community is thinking of economic strategies to support COVID-19 impacted communities, including the disparate impact on people of color. Programs have made changes to technology, communication, and supporting those without access. Community suggested inviting, priority hire workers and communities most impacted to PHAC and be a part of the succession planning so they are at the table alongside or instead of members. Community also recommended connecting with the regional work being done to ensure priority hire is a part.

### Contractors

Contractors noted that it is more difficult to meet and interview workers in a COVID-19 environment. They are trying new systems for "speed dating" interviews with workers and contractors, but the earliest rollout would be in Jan/Feb 2021. Finding and retaining experienced workers is challenging, particularly going into winter and having work with COVID delays. It is also a hard environment for smaller contractors. Project planning and knowing what's coming in



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advance, for ex. public project funding next year, etc. and providing additional support for small contractors as well as WMBE contractors is important.

**AWS**

In response to COVID-19 some workers were not able to complete orientation. Next year will result in better processes and survey results. A site visit has been done and more have been planned for next week. Contractors have been good partners. They held a manager training last week and will hold another in a couple weeks with AGC International. They have done training with Sound Transit as well and are partnering with the AGC.

**PHAC Member Attendees**

Joe Carter	United Black Christian Clergy
Karen Dove	ANEW
James Faison	NAMC
Sonja Forster	Associated General Contractors of Washington
Jerry Jordan	PACT
Abdi Rahman-Hashi	Community Representative
Marilyn Kennedy	OPCMIA 528
Michelle Merriweather	Urban League of Metropolitan Seattle
Jamal Middlebrooks	PNWRCC
Melanie Parrett	Hot Mix Pavers
Steven Petermann	DOC/CI Construction
John Salinas II	Salinas Construction
Halene Sigmund	CITC
Patrice Thomas	City of Seattle – OPCD
Michael Woo	Community Representative

**Consultation**

Tali Hairston	Consultant/Facilitator
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**City Representatives**

Anita Adams	FAS
Liz Alzeer	FAS
Jeanne Fulcher	FAS
Jesse Gilliam	FAS
Dominique Stephens	Mayor’s Office
Julianna Tesfu	FAS