



## Priority Hire Advisory Committee

### PHAC Meeting Notes

#### Priority Hire Advisory Committee (PHAC)

September 9, 2020, 9 AM – 10:30 AM

Conference Call-In

### Welcome and Purpose

Tali Hairston welcomed the committee and reviewed the agenda. Committee members shared “who we are” stories. This was used as an example to look at how stories can be used as data showing outcomes in equity work.

### PHAC Updates/Business

The committee voted to approve the July meeting minutes, with the addition of Marilyn Kennedy to the attendees.

### Report Back and Updates

In July, a PHAC member requested information on how the City will choose projects to move forward during budget constraints. The City uses Priority Hire and other social/economic benefits as part of evaluation for which projects move forward. Also, larger projects can get leverage from other funding sources, so may be more likely to move forward. Currently, only two Priority Hire projects are on hold.

The City provided an update on community engagement sessions held in August. Many PHAC members attended one of the three sessions. Engagement session feedback included interest in:

- Increasing support for the pathway to construction from prison,
- pre-apprenticeship and other training,
- childcare, mentorship,
- driver's relicensing and other support services.

The City noted that during the sessions, training providers, including apprenticeship coordinators, contractors and labor reps all anticipated a construction slowdown in the next year or two, though they were not sure to what extent nor were the majority of these stakeholders experiencing slowdowns at this time.

The City noted that PHAC is the main group providing input on Priority Hire and is representative of all stakeholder groups, though the City is open if there is interest in additional community listening sessions and/or stakeholder subcommittee meetings. Tali reported that the Black leaders' affinity group is planning to continue meeting and collaborating as a community interested exploring worker pathway challenges.

### PHAC Discussions and Recommendations

#### Mentorship

PHAC discussed challenges related to mentorship. Feedback included challenges such as implementation during the pandemic.

PHAC also discussed how mentorship could be defined, such as:

- Being ongoing, regular and long-term.
- For those transitioning from incarceration or justice system involvement, mentorship should start while they are still incarcerated. Laborers and Carpenters are actively working with prisons.
- Bringing large contractors on board, as they would be valuable partners, particularly for younger and newer workers.



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- Being interpersonal, and available to mentees for as long as they need it. Tali noted that feedback sounded like a “life coach” approach – very interpersonal, with navigation to other support services; there was less interest in using mentorship to build technical skills.

Several labor reps mentioned how they do mentorship for their apprentices. Laborers 242 provides guidance and resources for anyone who needs it. Mentors need to be present, listen and know where resources are. They also need to check in with mentees regularly. Marilyn works with OPCMIA 528 apprentices, particularly women transitioning from prison. They are encouraged by seeing other women in construction, which helps them see futures for themselves. Marilyn ensures she’s available to them for at least a year, which helps with their confidence. She meets them in work release, helps them navigate entry into the union, helps find their first job, and provides ongoing support for their success.

ANEW’s AOP program provides this mentorship and support to apprentices for two years. Mentorship is also built into their pre-apprenticeship programs. Between 30% and 40% of their clients self-disclose that they are transitioning from the justice system and/or in work release.

### Childcare

PHAC also discussed challenges in the childcare system. Members noted specific challenges, which have gotten worse with the pandemic:

- The lack of available services.
- Childcare reimbursement cliff (the more you earn, the more expensive childcare becomes – often becoming cost-prohibitive).

Possible childcare solutions included:

- Addressing childcare reimbursements to ensure apprentices have access regardless of income.
- Finding a group of childcare providers that open when construction projects do, say 5 am or 5:30 am. The list of providers could then be shared with contractors, particularly those hiring from the prison system, and their employees.
- Looking at project hours to see if they could be adjusted to be more childcare friendly. For example, many CWA roadway projects can only work 9 am to 3 pm, due to limitations with road closures.
- Looking at existing childcare subsidies for apprentices living in the city.

Several PHAC members provided updates on an existing Childcare Task Force. The Task Force is looking at provider hours, availability, the work support cliff and the length of time a child can be in childcare a day. Another challenge is low pay for childcare providers, so there’s limited interest in becoming licensed. The Task Force recently applied for a \$100,000 grant to continue the discussion, though the solutions discussed will take time to implement. Tali noted that a King County report showed that as property costs go up, childcare availability decreases, particularly in low-income communities.

The RPAC Retention Subcommittee is also looking at childcare, including supporting the Childcare Task Force.

### **Good of the Order**

The next PHAC meeting will be held October 14, 2020.



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The City noted that Seattle Public Schools (SPS) is making strides in executing a community workforce agreement (CWA). SPS is also looking at having the City administer their CWA. Their CWA will cover a number of large projects, including those in Priority Hire ZIP codes. SPS will present more on their efforts at the September 25 RPAC meeting. The City will also work with them to give a more comprehensive report at an upcoming PHAC meeting.

### PHAC Member Attendees

Dale Bright	Laborers 242
Joe Carter	United Black Christian Clergy
Karen Dove	ANEW
James Faison	NAMC
Sonja Forster	Associated General Contractors of Washington
Abdirahman Hashi	Community Representative
Marilyn Kennedy	OPCMIA 528
Michelle Merriweather	Urban League of Metropolitan Seattle
Jamal Middlebrooks	PNWRCC
Marge Newgent	Power Equipment Operator
Melanie Parrett	Hot Mix Pavers
John Salinas II	Salinas Construction
Halene Sigmund	CITC
Patrice Thomas	City of Seattle – OPCD

### Consultation

Tali Hairston	Consultant/Facilitator
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### City Representatives

Anita Adams	FAS
Liz Alzeer	FAS
Jon Bersche	FAS
Jeanne Fulcher	FAS
Jesse Gilliam	FAS
Anna Pavlik	FAS