



Priority Hire Program Background

In January 2015, following the positive results of a pilot on the Elliott Bay Seawall project, the City adopted the Priority Hire ordinance requiring contractors on City-funded projects over \$5 million to hire residents that live in economically distressed areas in Seattle and King County, along with setting goals for hiring women and people of color. The City signed a community workforce agreement (CWA) with labor unions which allows unions to circumvent their collective bargaining agreements and prioritize the hiring of workers living in disadvantaged neighborhoods.

Priority Hire Results

Through December 2017, 13 [CWA projects](#) totaling nearly \$573 million are underway or completed. An additional 16 projects are expected to start construction or bid in 2018, totaling about \$788 million. The program is producing measurable improvement to worker diversity on City construction, including:

- Women work 11 percent of CWA project hours, compared to 5 percent in previous years.
- Apprentices of color work 48 percent of all apprentice hours on CWA projects, compared to 32 percent on traditional past projects.
- African Americans work 9 percent of all CWA project hours, compared to 3 percent on non-CWA projects and 4 percent on traditional past projects.
- Seattle residents doubled their percentage of hours: 11 percent on CWA projects compared to 5 percent on traditional past projects.
- Workers in economically distressed neighborhoods in Seattle perform 10 percent of CWA project hours, compared to 3 percent in traditional past projects.

Since the beginning of the Seawall project in 2013, priority workers earned about \$16 million in wages, bringing that money back into their communities. This is \$7 million more than typically brought into those communities from City construction jobs.

See more at www.seattle.gov/priorityhire.