



Seattle Finance & Administrative Services

Priority Hire Advisory Committee

PHAC Meeting Notes

Priority Hire Advisory Committee (PHAC)

July 12, 2021, 9 AM - 11:00 AM

Video Conference and Call-In

Welcome and Purpose

Tali Hairston welcomed the committee and led a common good framework activity. Purpose stated on each agenda.

PHAC Updates/Business

- USDOT- links to press releases sent
- ARPA/ECI- links to press releases sent
- WMBE RET- no questions asked during this update
- Seattle School SCWA

Priority Hire - View from the field worker success stories

PHAC Discussions and Recommendations

COVID 19 proved challenging, and the City partnered regionally to fund worker pathway outreach, training and supports. The City received additional funding. City requested PHAC guidance and recommendations to center equity in getting the \$450k in equitable recovery funds into communities. Members broke into stakeholder groups to discuss two questions and provide three recommendations for each question, using the equity and common good framework.

1. What are the top three actions **your stakeholder group** can take to increase the supply and retention of BIPOC and Priority Hire workers?

Community:

- Evaluate current community strategies- ask questions about the acceptance rates in apprenticeship (if investment continues in pre-apprenticeship can apprenticeships absorb graduates, and are they resulting in Priority Hire workforce)?
- Move interests towards a greener economy – some of these jobs use the skills that trades workers will develop and learn about. Green jobs will continue experiencing growth.

Training:

- Partner to route reentering community to training partners and provide education on accessing resources for construction careers after reentry (Early release policy happening now).
- Outreach to work release programs

Labor:

- Develop informal relationships and mentoring
- Provide support services in a timely fashion
- Build a greater navigator and mentorship system

Contractors:

- Utilize construction fencing to highlight wages and careers such as “Did you know the average hourly wage on this project was \$XX.XX.”



Seattle Finance & Administrative Services

Priority Hire Advisory Committee

2. From your perspective, what are the top three actions you recommend **the City** take to increase the supply and retention of BIPOC and Priority Hire workers?

Community:

- Increase opportunities for direct community feedback and continuous improvement with funding strategies
- Promote green jobs that we could get community into.
- Provide space to have these community meetings (Libraries)

Training:

- More job and training navigator type roles (on-site pathway education and mentorship)
- Increase drivers licensing services

Labor:

- Provide support services in a timely fashion
- Build a greater navigator and mentorship system (Job and training type jobs)
- On site pathway education and mentorship, counseling)

Contractors:

- Increase outreach in schools
- Increase technical skills for WMDBE firms – provide training/classes on how to competitively price, sustainable businesses, and administrative skills.

PHAC Member Attendees

Joe Carter	United Black Christian Clergy	Steve Petermann	TRAC Construction
Karen Dove	ANEW	John Salinas II	Salinas Construction
Andrea Ornelas	Laborers Local 242	Michael Woo	Community Rep
Melanie Parrett	Hot Mix Pavers	Patrice Thomas	Technical Advisor
Abdi Hashi	Community Rep	Not in attendance 7/14/21	
Jerry Jordan	PACT	James Faison	NAMC
Marilyn Kennedy	OPCMIA 528	Sonja Forster	AGG
Chris McClain	Ironworkers Local 86	Jamal Middlebrooks	PNW Regional Council of Carpenters
Michelle Merriweather	Urban League of Metropolitan Seattle	Halene Sigmund	CITC

Consultation

Tali Hairston Consultant/Facilitator

City Representatives

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

Guests



Seattle
Finance &
Administrative Services
Priority Hire Advisory Committee

Janice Zahn
Samuel Pierce

Port of Seattle
Port of Seattle