



City of Seattle

Priority Hire

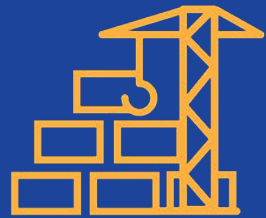
Updated April 2019



Priority Hire

Working with communities to build our city

The Priority Hire Ordinance passed in 2015 and resulted in a community workforce agreement between the City and Seattle-King County Building and Construction Trades Council, with the goal of creating equitable access in construction training and employment for women and people of color who have traditionally been left out of the industry. By focusing on the entire worker development process – from pre-training to sustained family-wage construction careers – Priority Hire creates innovative, economic opportunities and invests tax dollars back into the city’s communities. Priority Hire:



Hires construction workers living in economically distressed ZIP codes, women and people of color on City public works projects over \$5 million.



Invests in recruiting and training a diverse construction workforce.



Creates better work environments on Priority Hire projects with standardized work rules, no work stoppages and a dispute resolution process.

Priority Hire was a community-initiated effort, and the City continues to work closely with stakeholders, including community groups, construction labor unions, contractors, training providers and other regional partners to sustain a successful Priority Hire program. For more information on Priority Hire, go to

www.seattle.gov/priorityhire

Achieving Priority Hire Goals

Priority Hire increases diversity on City of Seattle public works projects. The City began with a pilot on the Elliott Bay Seawall Project in 2013. Through 2018, Priority Hire has exceeded expectations.

21 projects worth
\$637M

2,231,054
 hours performed

Women and minority-owned
 contractors on Priority Hire projects were paid

\$97M or 17%
 of project payments

26% Priority Hire performance

 ⌚ **560,304 hours**
 👤 **1,668 workers**

The City invested
\$2.4 million
 in recruitment, training and support services
 for workers living in economically distressed ZIP codes, women and people of color

=\$21.4M in wages earned
 This is **\$10 million** more in wages than before Priority Hire

- 176** recruited workers placed into construction by community organizations
- 416** pre-apprenticeship graduates and Priority Hire individuals receiving career navigation services were placed into construction
- 131** driver’s licenses obtained or regained, allowing those individuals to enter and stay in construction

Priority Hire Performance (November 2013-December 2018)	Priority Hire Projects	Past Performance Prior to Priority Hire ¹
Economically Distressed ZIP Codes	26%	12%
Women	10%	5%
People of Color	28%	25%
Apprentices	16%	13%

¹Past performance is based on hours from a sample of projects from 2009-2013. The past performance for economically distressed ZIP codes is based on the 2013 ZIP code list, which excludes five ZIP codes from the current list.

Building Priority Hire

Priority Hire increases economic opportunities and creates career pathways for those living in economically distressed ZIP codes, women and people of color.



Priority Hire in Action



Gerard

Gerard worked for the Walsh Group as a laborer apprentice in King County. On the City of Seattle's Denny Substation project, he performed about 3,700 hours, earning \$100,000 in wages, plus an additional \$40,000 in benefits. Gerard graduated from the PACE pre-apprenticeship program in 2017. Pre-apprenticeship built his work ethic, stamina and confidence, helping him be successful on job sites. Gerard's 13-year-old son is his motivation to succeed. He sees construction as the opportunity to create a life for himself and his son that he didn't have growing up.



Arman

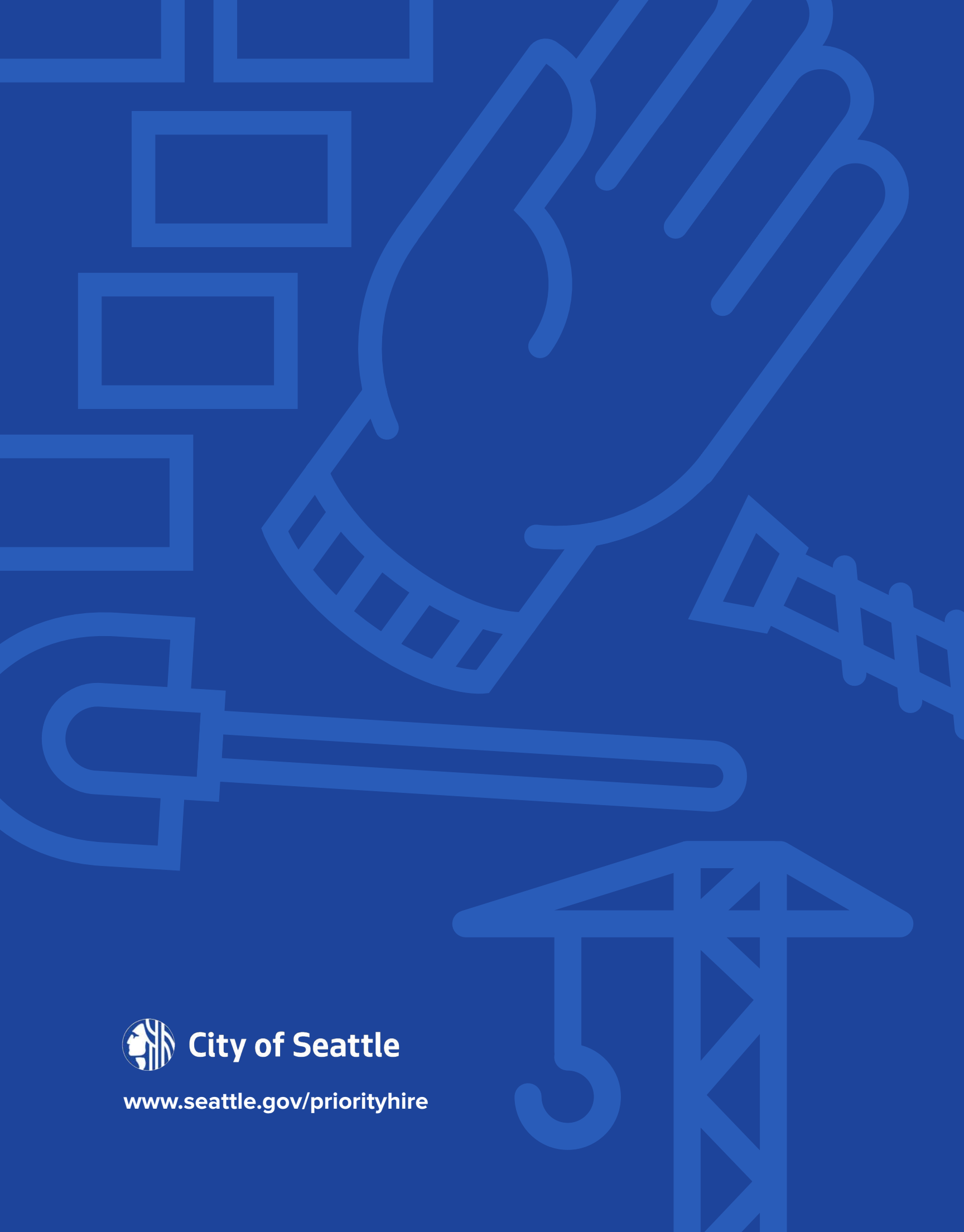
Arman is a cement mason apprentice who worked for Jansen on several CWA projects. As a graduate of the YouthBuild pre-apprenticeship program, Arman gained a sense of accomplishment, basic knowledge of the trades and confidence from going through a pre-apprenticeship program. Before going into construction, Arman worked at a fast-food restaurant, making about \$11 an hour. As a cement mason, he's increased his wage more than 150%, earning more than \$27 in base wages an hour. He also earns an additional \$17 an hour in benefits, which include health insurance, a retirement pension and paid time off.



Andrea

Andrea is a laborer apprentice and a mother of five. Andrea completed ANEW's Trades Rotation Program in summer 2016. As a pre-apprenticeship graduate, she was given preference for hiring on the City of Seattle's Denny Substation project, working for the Walsh Group. She earned more than \$115,000 in direct wages on the project. Andrea's favorite part of construction is that every day is different. She connects with other women on job sites and enjoys working with them to accomplish project goals.





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