



City of Seattle Initiative for Regional Pre-Apprenticeship Collaboration

Meeting #2 March 3, 2016 8:30 am South Seattle College Georgetown Campus B-102

Meeting Minutes

8:00 am Meet, Greet, Network over Continental Breakfast
8:30 am Welcome + Introductions: Jon Bersche City of Seattle Purchasing + Contracting
8:45 am Ground Rules: Students first, respect time, positive, open to concrete collaboration

Framework: See inaugural meeting minutes “. . . the **City of Seattle** and public partners **Sound Transit, Port of Seattle, King County** . . . financially and administratively committed to funding and supporting a county-wide approach to outreach, recruitment, education, training . . . to build a regional pre-apprenticeship system . . . with broad, profound, and lasting impact . . .”

Furthermore, we are committed to partnering with stakeholders in neighboring counties to build a national model for a region-wide, systematic approach to the pathway to union construction apprenticeship for African Americans, Women, People of Color, and local residents of distressed zip codes.

Action Plan to date:

- Meet together as a Collaborative for the first time. * 1 27 16
- Network and build lasting relationships with our colleagues. *1 27 16
- Open lines of communication + collaboration between shared roles across programs. *1 27 16
- Share best practices and provide peer-to-peer training. * 1 27 16
- Ensure that students and graduates are seen, heard, and engaged in the process. * 1 27 16
- Begin Pre-Apprenticeship Program Staff Tours to grow awareness across programs. * 1 27 16
- Prioritize initial action items based on need and potential for completion through concrete collaboration * 1 27 16

9:00 am Action Item #1: Pre-Apprenticeship Program Staff Tours

- Morgan Stonefield + ANEW Staff have hosted YouthBuild team and visited their site.
- Lawrence Willis (PACT), Diane Davies (PACE), + Tyson Trudel (YouthBuild) provided program overviews + offered to host tours for the other 3 Pre-Apprenticeship Staff Teams.
- **Target Date** for all 4 program’s staff to **tour all** other Pre-Apprenticeships: **JULY 2016**

9:05 am Action Item #2: Eliminating Barriers to Apprenticeship: “Re-Licensing”

- Jon Bersche announced that the City of Seattle Purchasing + Contracting Division is committed to and currently pursuing the possibility of funding/co-funding a responsive, sustainable, county-wide re-licensing program.
- Martha Ramos (Legacy of Equality, Leadership, + Organization):
 - Historically was active labor force practice to help workers get driver’s licenses.
 - There is amnesty for tickets prior to 2005.
 - Key now, as always, is to change legislation in Olympia to decrease multiple barriers.
 - The process to re-establish driver’s license must be centralized per Oregon model.
 - WA State = currently multiple processes individualized per municipalities.
 - **Process must be standardized (single process) across municipalities.**



City of Seattle Initiative for Regional Pre-Apprenticeship Collaboration

Meeting #2 March 3, 2016 8:30 am South Seattle College Georgetown Campus B-102

March 3, 2016 p.2

- Seattle Public Schools (SPS): No longer offers Driver's Education Classes.
 - Can Pre-App. Collaborative leverage support for shared Driver's Ed.?
 - Lower insurance rates, financial literacy, partner with car dealers . . .
- **A FUNCTIONAL RE-LICENSING PROGRAM REQUIRES:**
 - 1. Prevention: Education, classes, demonstrate/reward best practices.
 - 2. One-on-one: Consultation, direction, support, follow-up.
 - 3. Advocacy: Collective legislative work at the city, county, state levels.

Kevin Allen (Coalition of Black Trade Unionists) + Kim Collins (YouthBuild Construction Instructor):

- Proposed lobbying Union Apprenticeships for provisional acceptance of "re-licensing in progress" (personal experience through Carpenter's Union).
- Martha has had some success with this process in the past through individual Apprenticeship Coordinators/Programs.

Nicole _____ (current ANEW pre-apprentice):

- Clarified that while provisions are helpful, pre-apprentices NEED a license in hand / NEED to be able to drive to work to be successful as a new apprentice.

Diane Davies (PACE Program Manager) + Martha Ramos (LELO Director):

- Proposed that we advocate for Seattle Municipal Court to follow King County's lead in establishing + maintaining a standardized / user-friendly system for the re-licensing process.

Marie Kurose (Port of Seattle: Workforce Development Program Manager):

- Proposed the creation of a **sub-committee to structure + present an "Ask" to the Mayor** at the next Pre-Apprenticeship Collaborative Meeting #3 (tentatively scheduled for April 8, 2016 at Seattle City Hall) for his political support of . . .
 - Legislation establishing a clear, standardized re-licensing process across the city – county – state.
 - Funding a sustainable re-licensing program to serve pre-apprenticeship.
 - Programs / partnerships (similar to AOP model: Apprenticeship Opportunities Project) to provide educational / financial support for driving, cars, licensing, and fines that create barriers to apprenticeship.

9:30 am [Action Item #3: Funding / Introduction: Collective Leverage for Sustainable Funding](#)

Marie Kurose (Port of Seattle):

- The roots of this work began many years ago through leaders like Tyrese Scott and United Construction Workers.
- Union construction opportunities for African Americans, People of Color, women, pre-apprenticeship graduates, and local residents of distressed zip codes comes through systemic, institutional change born from collective community advocacy.



City of Seattle Initiative for Regional Pre-Apprenticeship Collaboration

Meeting #2 March 3, 2016 8:30 am South Seattle College Georgetown Campus B-102

March 3, 2016 p.3

- The best efforts of individualized pre-apprenticeship programs will not build a sustainable system / pathway to apprenticeship.
- The Port of Seattle is interested in funding a regional, coordinated, pre-apprenticeship collective – in partnership with our communities of color.
- We are here to support the people in our community. We must bring people from the community to the table and craft a system.
- Direct access to support services for pre-apprentices is essential to the process.
- Significant + sustainable funding is available through the collective.

Gary Schmitt (Sound Transit: Project Labor Specialist):

- Heading into an unprecedented construction boom (18 million+ man-hours on books) aligned with significant financial support for pre-apprenticeship.
- **Pubic partners** City of Seattle, Port of Seattle, King County, and Sound Transit are working on an **Inter-Local Agreement** for shared Priority Hire practices.
- Our goal is to build a regional pre-apprenticeship system that provides a direct and sustainable pathway to and through union apprenticeship for local, low-income residents – especially people of color and women.
- We envision a Tri-County Collaborative that is a national model for this pathway to apprenticeship.
- We also envision future partnering with contractors to engage in Priority Hiring practices on private construction projects.
- Sound Transit is committed to funding the pathway to apprenticeship based on a percentage of each project.

9:45 am [Apprenticeship Coordinators Feedback + Update](#)

Jim Charest (Western WA Masonry Trades Local 1)

- Barriers for apprentice candidates we see the most:
 1. Driver's License (fines, suspensions . . .)
 2. 30%+ Positive UA (Urinalysis).
 3. Basic Math Test (unable to pass)

Joe Hannan (Cement Masons/Plasterers Local 528)

- Driver's License is a significant barrier for many solid apprentice candidates

Todd Pierce (Apprenticeship Coordinator / Business Agent, IUPAT: Floor Coverings 1238)

- Construction Industry is built on a transient workforce
- Average size of our signatory contractors = 15 workers or less
- It is essential that each worker (apprentice or journey level) show up every day
- Driver's License and a car are essential elements of success in construction
- Local 1238 looking into building pre-apprenticeship



City of Seattle Initiative for Regional Pre-Apprenticeship Collaboration

Meeting #2 March 3, 2016 8:30 am South Seattle College Georgetown Campus B-102

March 3, 2016 p.4

Tony Kimbrough (Organizer / Business Agent, Roofers Local 54)

- Yes, Driver's License is absolutely essential to success for apprentices.
- Pre-Apprenticeships must raise the rigor of their construction training curriculum (math skills, construction skills, toughness: emotional, mental, physical)
- Guys like me are your student's worst nightmare if they are not ready day-one to show up early, pay attention, and work hard every day.
- Your students must learn Math through practical / on-the-job training. They don't want to sit in class - won't learn the math they need in a classroom.
- Parents play an important role. Reach and educate parents – family support for young people to see a career path to construction.

Keith Wier (Business Representative, IBEW Local 46)

- ANEW Advisory Board

Jody Robbins (Apprenticeship Manager, LNI: WA. State)

- Committed to sub-committee for regional, sustainable re-licensing program

Pre-Apprentice (student) Feedback + Update

Konjule Cobb (SVI PACT)

- Tried YouthBuild in the '90's
- Struggled with math and felt as though I could not conquer it. Didn't quit
- Earned GED @ Seattle Central College with 2nd highest math score in his class
- Found SVI PACT: with their faith + support, I'm getting ready for apprenticeship

Melana Stanberry (YouthBuild)

- Been around hard work and big brothers all my life
- Math is very challenging for me – felt stupid – could not learn math in class
- At YouthBuild, I am learning math through the tape measure and shop work.
- I realize I am smart. Just needed to learn through hands-on, hard work.

Tahee _____ (TERO Tulalip)

- Learning a lot and changing my life for the better @ TERO Pre-Apprenticeship
- Building relationships and helping each other learn – get ready for union
- Having a positive impact on friends and family



City of Seattle Initiative for Regional Pre-Apprenticeship Collaboration

Meeting #2 March 3, 2016 8:30 am South Seattle College Georgetown Campus B-102

March 3, 2016 p.5

Good of the Order:

Len Simpson (LenCan Construction)

- Pre-Apprenticeship programs need to be open + flexible. One size does not fit all
- LenCan (local minority contractor) is invested in providing outreach, training and real work experience for union apprenticeship candidates

Sisto Pina (Puget Sound Skill Center, Director)

- 50% of our high school juniors + seniors don't get their Driver's License
- Driver's Ed. no longer offered through public school
- We need to bring it to their attention, and find a way to offer Driver's Education
- June 1, 2016 Hiring Fair: Please join us. Sisto.Pina@highlineschools.org

Rick Dimmer (R3 Community Services)

- We assist the re-entry and at-risk community to overcome the barriers they face with transportation, employment, housing, parenting, and other needs.
- If you provide us with your Pre-Apprentice Math Curriculum and Apprenticeship Math requirements, we will be better able to tutor and prepare priority hire workers for success in union apprenticeship.

Melinda Nichols (Union Carpenter/Little Houses for Homeless Movement)

- Pre-Apprenticeship most important task it to build self-esteem, pride, personal strength, toughness. These are the keys to success for new apprentices.
- Remember the women! Getting-in and staying-in union apprenticeship is extremely challenging for people of color AND WOMEN.
- They are still (after all this time) made to feel like they're not good enough to get in or to be there.

Malika Godo (WSDOT "PASS" Grant Manager)

- Contact GodoM@wsdot.wa.gov for info re: WSDOT Pre-Apprenticeship and Support Services Grant

9:55 am

Next Meeting:

- Proposed Date: Fri. April 8, 2016
- Proposed Time: 8:30 – 11:00 am
- Proposed Location: City Hall
- Proposed Agenda:
 1. Regional Re-Licensing Program Structure + Funding
 - Seek support from Mayor's Office
 2. Outreach potential: regional collaboration

10:00 am+

Meeting adjourned, followed by:

*YouthBuild Tour

*R3 Community Services: Strategic Planning + Solutions with Sound Transit + City