



Seattle
Finance &
Administrative Services
Priority Hire Advisory Committee

PHAC Meeting Notes

Priority Hire Advisory Committee (PHAC)

July 13, 2022, 9 AM – 11:00 AM

Hybrid Meeting

Welcome and Purpose

Anna Pavlik welcomed the committee and new committee members. The new members are:

Gregory Davis, Community	Antonio Butler, Labor
Claude Burfekt, Community	Thom Butler, Contractor
J.C. Maxie, Community	Jamie Stuart, Contractor

PHAC Updates/Business

PHAC voted to approve meeting minutes from May 2022, with one requested edit.

Updates

The awardees of the City's Construction Training and Clean Energy RFP are:

PACT	Sphere Solar Energy
ANew	Emerald Cities
Carpenters	YouthBuild

The City will release a Construction Mentorship and Leadership RFP in the coming month.

The City provided an Office Of Housing update and shared the performance of the affordable housing project.

PHAC Discussion

Community Attributes Inc. presented on the construction workforce analysis commissioned by Sound Transit, King County, City of Seattle, WSDOT and the Port of Seattle. The committee held discussion on what they want to apply from what they learned about workforce needs and provided the following recommendations:

- Create a user-friendly infographic that displays regional workforce needs.
- Distribute the workforce analysis to all stakeholders including apprenticeship and pre-apprenticeship programs.
- Publicize apprenticeship opportunities through commercials and provide a website on the commercials for people to contact to learn more.
- More people from the trades visit and present on construction opportunities in schools and hand out the guidebook to students.
- Incorporate CDL and heavy equipment opportunities. There is high interest in African immigrant communities for CDL training.
- Host more trade days at heavily diverse high schools and colleges.



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- Utilize the QR code on the guidebook to increase awareness.
- Learn from apprenticeship programs how they determine the number of new apprentices to enroll.
- Implement job visits for apprentice retention and to improve jobsite culture (e.g. more retention specialists like those currently funded by the City of Seattle and others).
- Develop legislation to address jobsite violence and harassment like noose hangings. (L&I has a new anti-harassment training policy in place for all apprenticeship programs.)

The City will send the workforce analysis PowerPoint to the committee.

PHAC Member Attendees

Gregory Davis	RBAC	Abdirahman Omar	Community Rep.
Karen Dove	ANew	Thom Butler	OMA Construction
Antonio Butler	IBEW 46	Jerry Jordan	PACT
James Faison	Faison Construction and NMBA	Jamal Middlebrooks	PNWRCC
Marilyn Kennedy	OPCMIA 528	J.C. Maxie	Urban League
Andrea Ornelas	Laborers 242	Sonja Forster	AGC
Halene Sigmund	CITC	Claude Burfect	CBTU

Consultation

Tali Hairston	Consultant/Facilitator
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City Representatives

Jesse Gilliam	FAS	Liz Alzeer	FAS
Jon Bersche	FAS	Jeanne Fulcher	FAS
Anna Pavlik	FAS	Julianna Tesfu	FAS

Public Attendance

Patrice Thomas	PCD
Michaela Jellico	CAI
Madalina Calen	CAI