

**MOTION 2020-18:
A MOTION OF THE PORT OF SEATTLE COMMISSION**

directing the Executive Director that competitive solicitation is not appropriate or cost-effective for youth opportunity services and exempting such contracts from the requirements of Chapter 53.19 RCW.

**ADOPTED
JUNE 23, 2020**

INTRODUCTION

On May 26, 2020, the Port of Seattle Commission directed the Executive to implement short-term employment opportunities for youth 16 – 24 that enhance the mission of the Port of Seattle and support economic recovery for the residents of King County from the COVID-19 pandemic. The program was directed to be implemented by July 1, 2020.

During that same timeframe, the Port has seen unprecedented impacts and shutdowns in the airline and cruise industries, has taken extraordinary measures to protect its workforce, and has reduced the Port budget by \$70 million for 2020. The impacts of the pandemic on every aspect of life at home and work are extreme.

The Port is making a strategic investment in opportunities for youth even in the face of a \$70,000,000 budget reduction. These competitive exemptions are necessary to allow the Port to respond in a timely appropriate fashion to the extremely high youth unemployment rate, the disproportionate impacts on communities of color, the lack of public or private summer youth employment/internship opportunities due to the COVID-19 related shutdown, and the need to get expediate contracts for qualified firms to address these issues this summer.

TEXT OF THE MOTION

The commission exercises its authority under RCW 53.19.020(5) to determine that a competitive solicitation process is not appropriate or cost-effective to address the emergency nature of the youth facing the highest unemployment rates in King County, among other indicators in King County as directed by commissioners during the May 26, 2020, commission meeting and to assist in these four areas: best benefit areas with the highest rate of youth unemployment, for youth of color, and youth in South Seattle and South King County; connection with Port industries; breadth of industries/opportunities; career trajectory for students, connecting to another program; working with organizations that have strong track record and can deliver solid results; and more money in hands of student achieved through lower overhead.

To that end the Commission authorizes the Executive Director to execute contracts for Aerospace Joint Apprenticeship Committee, Partners in Employment, Seattle Goodwill, Seattle Parks Foundation, Urban League of Metropolitan Seattle for up to a total of \$1,500,000.

The Commission has determined that a competitive process for these agreements is not appropriate or cost-effective based on:

1. Research identified the five non-profit organizations listed here have established youth opportunity programs serving Port-related industries. Although there are sufficient non-profit organizations with the ability to provide youth opportunities, the programs serve non-Port related industries;
2. The non-profit organizations identified here have established programs developed to support South King County youth; whereas others served youth outside of South King County;
3. The non-profit organizations identified here have the ability to launch youth opportunities during the summer months to provide rapid economic recovery, whereas others required program development and implementation time limiting delivery of service opportunities to youth. Economic recovery is urgent due to COVID-19 impacts limiting youth employment, particularly youth of color.
4. The nonprofit organizations identified here are qualified and operating during the COVID-19 shutdown; where as others are operating at a limited capacity which impact their ability to provide summer youth opportunities.
5. The nonprofit organizations identified have lower cost of overhead providing a more cost-effective method to deliver the youth opportunities program. They also have the financial capability to launch the program within the time frame limitations.

STATEMENT IN SUPPORT OF THE MOTION

While workers in nearly every sector Washington's economy have been adversely affected by the Covid-19 pandemic, the loss of employment opportunities for low-skilled workers between 16-24 years of age is the most substantial. The Port is expediting these contracts to meet this emergency through a competitive waiver for these five organizations: Aerospace Joint Apprenticeship Committee, Partners in Employment, Seattle Goodwill, Seattle Parks Foundation, Urban League of Metropolitan Seattle organizations to meet the need for this population.

According to the Washington State Employment Security Department in May 2020, the highest numbers of claims per capita were workers with a high school or equivalent education, between the ages of 18 and 24, living in south Seattle and South King County area, and workers of color. Works of colors are defined as Native Hawaiian/Pacific Islander, Black/African American and American Indian/Alaska Native workers. This resulted in these demographics being laid off at higher rates, have greater impacts from COVID, and have greater pre-existing health and environmental conditions that negatively affect outcomes.

King County and the City of Seattle have largely cancelled their summer internship opportunities. The Port of Seattle has had to limit our in-house internship opportunities to 20 down from almost 110 spots as staff are trying to figure out how to return to work.

Opportunities in the private sector are also extremely limited in the industries where youth work, for example, through the end of April, job losses within the leisure and hospitality sector represented 42 percent of all job losses in the state.

The Port of Seattle designed a summer employment Opportunity Initiative to respond to the unprecedented impact in communities of King County. The Initiative will connect youth between the ages of 16 and 24 with paid learning opportunities designed to build skills to succeed in the workplace, create learning opportunities that connect young people to a long term career path, strengthen community, and support young people and their families during the COVID-19 pandemic.

Facilitated by community-based providers who specialize in employment readiness, cultural enrichment, mentorship, educational opportunities, and career readiness training in the focus areas of the Port of Seattle: Aviation, Maritime, green careers---the program offers participants the opportunity to explore career interests, develop work-readiness skills through learning experiences designed to strengthen civic and leadership abilities

The Opportunity Initiative has identified specific programmatic elements that must be met by each organization supporting this effort:

- Best benefit areas with the highest rate of youth unemployment, for youth of color, and youth in communities most impacted by Covid-19 (this data is provided by Seattle-King County Public Health and Workforce Development Council)
- Connection with Port industries; breadth of industries/opportunities
- Career trajectory for students as part of a workforce development program
- Working with organizations that have established and effective youth employment program, to support hire dates in time for summer employment, a strong track record in youth employment and/or workforce, can deliver results that fall within Port authority, and with lower overhead and cost-effective programs
- With a requirement of salaries/wages/stipend for youth at a \$15/hour minimum wage.

Projects must provide youth with opportunities to participate in economic activities like occupational job training and placement, job advancement and job retention, pre-apprenticeship training, or occupational education programs associated with port tenants, customers, and local economic development related to port tenants or port-related economic activities

Project staff must have at least five years demonstrated experience in education, mentorship, leadership development, and empowerment of "opportunity youth" defined as young people between the ages of 16 and 24 who are neither enrolled in school nor participating in the labor market.

Project staff must have demonstrated cultural competency and possess a strong understanding of operationalizing racial equity. Project must evaluate outcomes with quantitative information including: number of trainees, recruited, placed in jobs, and retained; the types of jobs and range

of compensation; the number and types of businesses that are served; and any other tangible benefits realized by the port, workers, businesses, and the public.

The Office of Equity, Diversity, and Inclusion created a working group with Port employees from various departments with expertise with youth employment. This working group looked at the following organizations with a strong understanding of the Commissioner's focus areas.

The Aerospace Joint Apprenticeship Committee (AJAC). AJAC has over 10 years of experience and direct ties to Port industries by creating a pipeline for aerospace careers and strong ties with communities in South King County, workforce development, and expertise in youth employment. It is uniquely equipped and positioned to create solid career paths for incarcerated youth, youth at risk of entering the juvenile justice system, immigrant population, and low-income youth within the South King County area.

Partners in Employment (PIE): This organization has strong ties with communities in South King County, workforce development, and expertise in youth employment. It is uniquely equipped and positioned to create solid career paths for incarcerated youth, youth at risk of entering the juvenile justice system, immigrant population, and low-income youth within the South King County area.

Urban League of Metropolitan Seattle: This organization will develop, own and operate housing for the benefit of low-income, homeless and formerly homeless people in Washington State. This summer both programs will employ youth to help build tiny cottages for the homeless. These programs are a bridge to link people of color to apprenticeships or pre-apprentice construction training programs. The Port understands the construction industry is a hard trade to get your foot into the door.

Seattle Goodwill: This organization is a strong candidate that demonstrate a long history (short of 100 years) of understanding on how to execute student centered cultural competency within King County. Seattle Goodwill has three dynamic programs: Youth Maritime Program (YMP); Youth Aerospace Program (YAP) and Youth at Work (YAW) (all Port Industries) which center on youth development design to help youth identify their strengths and set goals. The Goodwill's partnerships with various established organizations helps this program to fast-track connecting students with career opportunities within Port Industries.

Seattle Parks Foundation: This organization will be the cluster lead and fiscal sponsors for five grass roots organizations in the Duwamish Valley. This funding structure helps smaller community-based organizations lead by people of color navigate the governmental overbearing process and legislation. These programs will create internships within maritime, aerospace, and environmental industries. The workgroup understood that smaller organizations have many obstacles to overcome to develop quick rapid response proposals for government review.

The competition waivers are justified on the basis that it will help the Port expeditiously meet the extremely high need for summer employment for youth, in particular, the emergency nature

of the skyrocketing youth of color unemployment and secure the limited number of programs that can meet the specific Port requirements. The Port conducted outreach to groups that could handle a ramp-up of activities during the pandemic and identified those groups that could meet our legal, financial, programmatic and emergent issues.

Identifying projects and programs that can advance the Port's mission, including the creation of short-term employment emphasizing this age group, will provide material benefit to the Port as it looks to maintain, preserve and enhance the assets and programs of statewide significance that are necessary to Washington State's economic recovery in 2020.