

Item: 6D
Date: 8-18-22

Workforce Development Strategic Plan

Leslie Barstow, Community Relations Manager

August 18, 2022



Action Requested

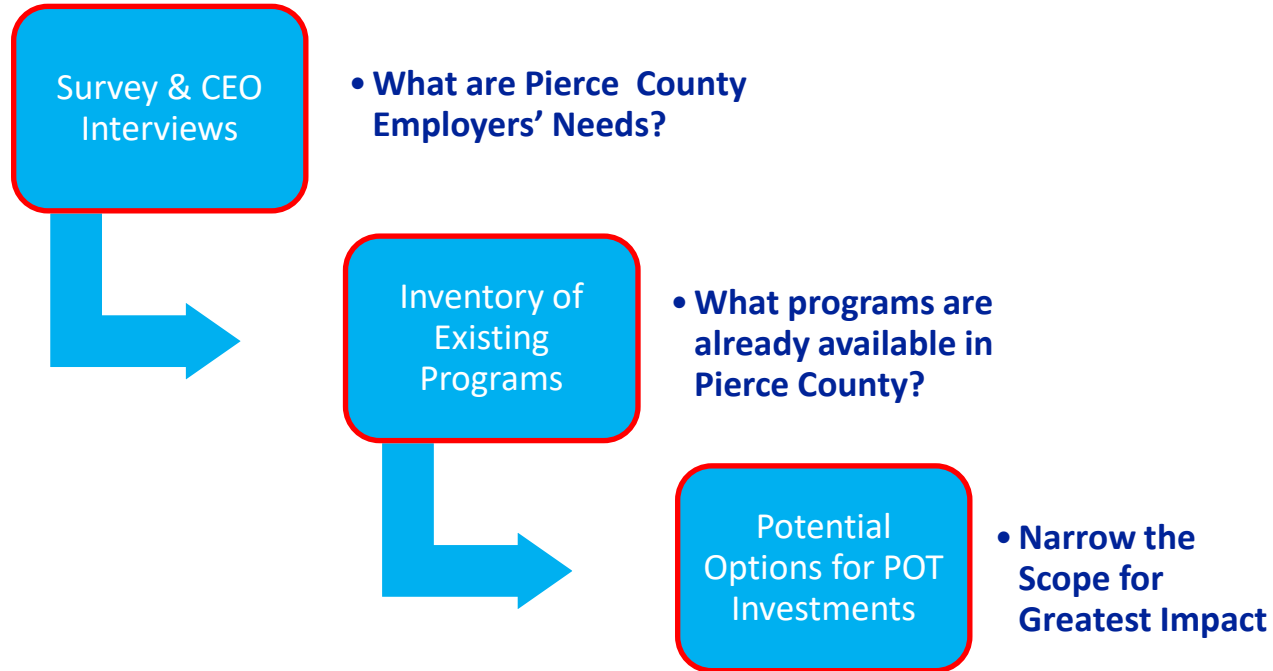


Request authorization by the Port of Tacoma Commission to adopt the Workforce Development Strategic Plan, increasing the Port of Tacoma's workforce development investments within Pierce County by \$169,750, bringing the Port of Tacoma's Workforce Development investments within Pierce County to a total of \$404,744 in 2023.

2021-2026 Strategic Plan



Workforce Development Roadmap



Workforce Development Roadmap (continued)



22 Investment Concepts were evaluated

- POT does not need to become a service provider; Pierce County has many programs available



Fold in input from Labor organizations

- WA State Labor Council, ILWU 22/23, PC Central Labor Council, PC Building Trades



Intentionally look for opportunities to expand Equity & Access

- The Korean Women's Association, Tacoma Urban League, Asia Pacific Cultural Center, The Black Collective, Tacoma Women of Color Collective, Hilltop Action Coalition, Mi Centro

Major Initiatives



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- **Support for the Youth Marine Foundation through the lease of property for the Youth Marine Center on the Foss Waterway.**
 - **Contract for Internships and Paid Work Experiences with thirty party organizations or a coalition of organizations partnering together**

Medium Initiatives



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- **Port of Tacoma summer internship program**
 - **Financial support for Tacoma Public Schools Tideflats Certification Programs**
 - **Apprentice utilization for public works projects**
 - **Become the presenting sponsor for the Hire Pierce County Annual Job Fair**

Minor Initiatives



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- **Career exposure through community engagement activities and communication channels**
 - **Participate in Tacoma Public School's CTE Advisory Board**
 - **Career exposure in elementary school**

Minor Initiatives (continued)



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- **Advocacy:**
 - **Advocacy for the establishment of a Maritime Skills Center**
 - **Political advocacy**
 - **Advocacy for establishment of technical college programs to meet Port tenant needs**

Financial Summary



Item	Annual Budget Estimate	Annual Expenditure to Date	Additional Future Annual Expenditures	Anticipated Annual Total Expenditures
Host YMF	\$185,244	\$185,244	\$0	\$185,244
Contract for internships with 3 rd party employers	\$100,000	\$0	\$100,000	\$100,000
Port internship program	\$47,000	\$47,000	\$0	\$47,000
Financial support for TPS Certification	\$30,000	\$0	\$30,000	\$30,000
Apprenticeship utilization	Variable	Variable	\$0	Variable
Presenting sponsor of Hire Pierce County Jobs Fair	\$30,000	\$1,000	\$29,000	\$30,000
Career exposure via community affairs/coms	\$12,500	\$1,750	\$10,750	\$12,500
Workforce development advocacy	\$0	\$0	\$0	\$0
Tacoma Public Schools CTE	\$0	\$0	\$0	\$0
Career exposure in elementary school	\$0	\$0	\$0	\$0
TOTAL	\$404,744	\$234,994	\$169,750	\$404,744

Economic Impacts



The recommendations of the Workforce Development Strategic Plan are to produce *at least*:

- 15 youth/per year with skills to maintain and operate Coast Guard licensed vessels in all weather conditions
- 14 robust, full-time, 40 hour per week paid internship positions/year with Pierce County employers in the identified trades
- 5 robust, paid internships/year at the Port of Tacoma
- An increase in 30 certifications/year in the identified trades to Tacoma Youth
- Exposure to 2,000 students/year to career pathways in the identified trades

Next Steps



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- **November 17** **Commission adoption of 2023 budget**
 - **Q1 2023** **Implementation of Workforce Development Strategic Plan; Commission consideration of 3rd party internship contract and ILA with Tacoma Public Schools**
 - **December 2023** **Workforce Development Strategic Plan annual report**

Action Requested



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