

A Resolution of the Port of Tacoma Commission

WHEREAS, the Port of Tacoma Commission believes that workforce development is critical to achieving the Port's primary mission to serve as an economic development agency generating quality, family-wage jobs and economic growth for the region and increasing operational efficiency and economic mobility; and

WHEREAS, the Port of Tacoma's over-arching workforce development objective is to ensure that the maritime industry have access to workers who have the necessary skills to provide safe and efficient maritime services and that the workers have opportunities to acquire the skills and education they need to secure increasingly complex and better compensated jobs; and

WHEREAS, the Port of Tacoma Commission in 2021 adopted a five year strategic plan that includes a strategy calling on the Port to partner with regional organizations to facilitate career development and business growth in Pierce County and include diversity, equity and inclusion.

NOW, THEREFORE, be it resolved that:

The Port of Tacoma Commission hereby directs the Executive Director to develop plans and policies as described in the statement of policy direction below to complete a workforce development strategic plan and implementing policies to improve upon and expand current efforts in port-related sectors, develop new partnerships with regional stakeholders, work with our labor partners in such efforts, and establish contracts with service providers as necessary to deliver on the plan for formal consideration by the Port Commission.

The Commission directs the Executive Director to (1) complete a strategic plan to improve upon and expand current Port funded and/or Port sponsored workforce development efforts in port-related sectors, (2) complete policies necessary to implement the strategic plan, (3) develop new partnerships with regional stakeholders, including labor partners and (4) establish contracts with service providers as necessary to deliver on the plan.

For purposes of this resolution, workforce development is as defined in RCW 53.08.245. The Commission further directs the Executive Director to focus on well-paying jobs in the following fields: building trades, manufacturing trades , transportation and logistics trades and environmental.

The plan should focus on achieving the following goals:

- Identify the current and future workforce demands of port-related industries
- Support the development of a supply of qualified candidates in alignment with port-related industry demand
- Ensure that all members of the community we serve have access to quality jobs in port-related industries, and increase opportunities for career advancement

- Work to make all jobs at Port-owned facilities quality jobs
- Integrate our efforts with regional stakeholders, and use our influence to increase the capacity and efficiency of the regional workforce development system

The plan should include, but not be limited to, identifying:

- Education, job placement assistance, training, coaching, navigation assistance, and skills needs of workers to acquire jobs and advance in their careers
- Current and future labor and skills needs of employers
- Gaps in training and education offerings
- Recommendations for expanding current offerings and adding new education and training opportunities
- Additional funding sources and partnership opportunities
- Any changes to Port policies needed to implement this strategic plan.

The Commission directs the Executive Director to assign the appropriate staff to prepare a workforce development strategic plan recommendation for Commission consideration by the summer of 2022 so as to inform the 2023 budget process and allow for the preparation of RFPs with outside agencies and/or hire appropriate staff as needed to implement the plan.

ADOPTED by a majority of the members of the Port of Tacoma Commission at a regular meeting held on the 17<sup>th</sup> day of February, 2022, a majority of the members being present and voting on this resolution and signed by its President and attested by its Secretary under the official seal of said Commission in authentication of its passage this 17<sup>th</sup> day of February, 2022.

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\_\_\_\_\_, President  
Port of Tacoma Commission

ATTEST:

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\_\_\_\_\_, Secretary  
Port of Tacoma Commission