

Tacoma Community Workforce Advisory Committee

Challenges & Opportunities – and Potential Solutions

Sample # 1

This example addresses concerns/goals/experience of (check all that apply):

WMBE hiring

Union contractors

Hiring of residents of distressed areas

Non-union contractors

Unions

Employees

City of Tacoma

Issue:

SBE Code provides a 5% incentive for SBE utilization. This does not always cover the difference between the SBE bid to the Prime and low bidder to the City. A bidder is considered responsive as long as they submit an SBE utilization number, even if the number does not match the goal set by the SBE office.

Current Status in Tacoma:

Potential Solutions:

- Redefine a responsive bidder to include meeting the SBE utilization goal.
- Adjust the 5% incentive to be closer to the reality of SBE bids to prime contractors

TWCAC Member comments:

Tacoma Community Workforce Advisory Committee

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Sample # 2

This example addresses concerns/goals/experience of (check all that apply):

WMBE hiring

Hiring of residents of distressed areas

Union contractors

Non-union contractors

Unions

Employees

City of Tacoma

Issue:

Insufficient quantity of incoming Apprentices to workforce.

Current Status in Tacoma:

LEAP Code as of July '18 includes Apprentice Utilization goal. TTEP trains ___ per year. LEAP currently requires 15% - 30% of labor hours be Local Employees / Apprentices.

Potential Solutions:

- Increase pre-apprenticeship training opportunities in City in partnership with local institutions
- Increase apprentice retention funding/support in City of Tacoma
- Solicit partners in the City/area to create new infrastructure towards increasing training/exposure opportunities in the trades.

- What is the role of the City here as opposed to and in conjunction with contractors, organized labor, open shop labor, and other institutions?

TWCAC Member comments:

Tacoma Community Workforce Advisory Committee

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Sample # 3

This example addresses concerns/goals/experience of (check all that apply):

WMBE hiring

Union contractors

Hiring of residents of distressed areas

Non-union contractors

Unions

Employees

City of Tacoma

<p>Issue: Insufficient quantity of WMBE utilization on City projects (not including Federal/State funded projects)</p>
<p>Current Status in Tacoma: There are no hard WMBE goals on City projects. The SBE program looks at company size by way of contract amounts and owner net worth.</p>
<p>Potential Solutions:</p> <ul style="list-style-type: none">• Many solutions to this laid out in Disparity Study Recommendations
<p>TWCAC Member comments:</p>

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Sample # 4

This example addresses concerns/goals/experience of (check all that apply):

WMBE hiring

Union contractors

Hiring of residents of distressed areas

Non-union contractors

Unions

Employees

City of Tacoma

Issue:

“Key Worker” provision of typical CWA creates hardship to non-union contractors once past a certain size. WMBE contractors are overwhelmingly non-union in Western Washington.

Current Status in Tacoma:

This provision does not exist in current City contracting.

Potential Solutions:

- Identify need that this policy solution fills for Unions and find other way to fulfill that need.

TWCAC Member comments:

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Sample # 5

This example addresses concerns/goals/experience of (check all that apply):

- WMBE hiring
- Hiring of residents of distressed areas
- Union contractors
- Non-union contractors
- Unions
- Employees
- City of Tacoma

<p>Issue: Lack of Supportive Services for WMBE’s</p>
<p>Current Status in Tacoma: The SBE program does not currently provide supportive services, though it could do so by current code. This is mostly due to a lack of resources, both staff and financial.</p>
<p>Potential Solutions:</p> <ul style="list-style-type: none">• Allocate more resources to supportive services• Align program to meet specific needs with specific outcome expectations
<p>TWCAC Member comments:</p>

Challenges & Opportunities – and Potential Solutions

Sample # 6

This example addresses concerns/goals/experience of (check all that apply):

WMBE hiring

Union contractors

Hiring of residents of distressed areas

Non-union contractors

Unions

Employees

City of Tacoma

Issue:

The City does not currently utilize contractor evaluations to use previous performance to impact future bids as it regards SBE's.

Current Status in Tacoma:

There is currently no practiced administrative means to hold contractors accountable for any discrepancy between the utilization of an SBE marked at the time of the bid, and once the contract has been completed.

There is also no means to effectively hold SBE's accountable for their performance on the job of a City contract as a sub. Thusly, there is a double lack of accountability.

Potential Solutions:

- Create a formalized evaluation process that takes SBE utilization into account for primes
- Create a formalized evaluation process that takes allows primes to help evaluate the performance of SBE's in a way that the City can use

TWCAC Member comments:

Area for TWCAC Member comments, highlighted in light green.

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Blank Sample

This example addresses concerns/goals/experience of (check all that apply):

WMBE hiring

Union contractors

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Non-union contractors

Unions

Employees

City of Tacoma

Issue:
Current Status in Tacoma:
Potential Solutions:
TWCAC Member comments: