AGENDA

TIME: Wednesday, August 1, 2018, 5:00 p.m.

LOCATION: Clyde Hupp Boardroom, Downtown Campus, Bates Technical College, 1101 S. Yakima Ave Tacoma, WA

MEMBERS PRESENT: Kiara Daniels, Roberta Schur, Brendan Nelson, William Towey, Ashley Lipford, Al Griswold

STAFF PRESENT: Andy Micklow, Diane Sheesley (City of Tacoma); Gabriel Silberblatt, Noel Frame (BDS)

A. Call to Order (5:15PM)
   - Acknowledge guests
     o Beatrice Abbott with Catholic Community Service
   - Staff report
     o WSDOT Regional Mobility grant update by October 2018
     o HEC Question: Who is the contract for the HTLE? Walsh ___?

B. Items of Business

1. Streetscape Improvements Project Timeline and the HEC (City of Tacoma)
   NEPA Exemption Explanation (Diane Sheesley)
   Ashley Lipford: How are we doing on the deliverables?

2. Equity and Empowerment Initiative (BDS Planning and Urban Design)
   - Hilltop Economic Empowerment Through Construction Careers Model Draft Framework
   - August 22nd Town Hall at Shiloh Baptist Church

   Presentation and handout attached.

   Kiara Daniels: Are the numbers priorities?
   Noel Frame: No
   KD: But could they be? It could be helpful in determining and counting results.
   Roberta Schur: “must haves” vs “nice to haves”

   Ashley Lipford: What is the “return on investment?”
Al Griswold: Teach how to listen, learn, communicate; eliminated experiential education, so now there are questions as to how to expose people early. Key: exposure (+ seeing people that look like them + mentorship) “They have resilience, but they need self-efficacy”

C. Other Business

D. Public Comments
   Comments must be pertaining to items on the agenda and limited to up to three minutes per speaker.

E. Adjournment (6:48PM)
<table>
<thead>
<tr>
<th>August</th>
<th>September</th>
<th>October</th>
<th>November</th>
<th>December</th>
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<tbody>
<tr>
<td>1: HEC Meeting</td>
<td>5: HEC Meeting</td>
<td>3: HEC Meeting</td>
<td>7: HEC Meeting</td>
<td><em>HEC Sunset</em></td>
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<tr>
<td>25: Hilltop Street Fair</td>
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<td>10: LTO @ City of Tacoma IPS</td>
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<td>• Closing HEC Meeting and Celebration of Success</td>
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<td>• Spaceworks</td>
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<td>• Links to Opportunity</td>
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<td>30: Project Office Closes</td>
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<td>75 → 95% Community Engagement</td>
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<td>Share Final Design →</td>
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<td>• Incorporating African-American/Black heritage into the streetscape design;</td>
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<td>• Color palette and design for welcome mat areas; and</td>
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<td>• Festival street location and design.</td>
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<td>• Business district &amp; planters.</td>
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CITY OF TACOMA PLANNING & DEVELOPMENT SERVICES

Hilltop Economic Empowerment through Construction Careers

Nissana Nov
Jackie St. Louis
THE BDS TEAM

Jackie St. Louis
- Engagement Specialist; Licensed Mental Health Counselor
- Residents, Workers, & Community Partners

Nissana Nov
- Engagement Specialist
- Residents, Workers, & Community Partners

Noel Frame
- WA State Legislator
- Labor, Council

Gabriel Silberblatt
- Project Manager
- Advisory Group Facilitator
LONG-TERM VISION:
Construction Careers for Hilltop community members!

PROJECT INTENT:
Recommendations to remove barriers and fill candidate pipeline
HILLTOP ECONOMIC EMPOWERMENT ADVISORY COMMITTEE

- Clifford Armstrong - City of Tacoma, LEAP
- Mark Martinez - Washington State Building & Construction Trades Council
- Mark Wheeler - Sound Transit
- Rev. Gregory Christopher - Tacoma Ministerial Alliance
- Adriana Gamboa - Construction Industry Training Council
- Kiara Daniels - Hilltop Engagement Committee
- Christopher Wright - City of Tacoma, ToolCenter
- Jessie Baines, Jr. - EES Construction
- Stephanie Caldwell - Absher Construction
- Brendan Nelson - Hilltop Action Coalition
- Ty Satiacum - Puyallup Tribe
- John Page - Career and Technical Education, TPS
- James Black – Hilltop Resident / Local Construction Worker
- Corey Mosely - United Way - Center for Strong Families / Torqly.com
- Harold Moss - Black Collective
- Karen Dove - ANEW
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Has met 3 times since April
- Recommended Boundaries
- Developed Emerging Themes
- Identified/Prioritized Individual Job Seeker Barriers
EMERGING THEMES: INTERVIEWS & ADVISORY GROUP

- No single agency in Tacoma is tracking outcomes of investments in pre-apprenticeship programs.

- Tacoma lacks a comparable coalition to RPAC (Regional Pre-Apprenticeship Coalition) in Seattle.

- Folks need help overcoming individuals barriers, but the “ecosystem” presents its own challenges.

- The transition between pre-apprenticeships and apprenticeships is a key place we lose folks.
TWO KINDS OF BARRIERS TO ECONOMIC EMPOWERMENT

Workforce Development Ecosystem Barriers

Individual Job Seeker Barriers

SUCCESSFUL STABLE EMPLOYMENT
WORKFORCE DEVELOPMENT ECOSYSTEM BARRIERS

- Not all pre-apprenticeships are sufficiently preparing participants to successfully enter apprenticeships.

- Pre-apprenticeship programs are not as accessible to those with family & financial obligations.

- Lack of coordination between pre-apprenticeship programs and service providers presents hurdles.

- Roles of “navigators” not clear and value not necessarily understood.

- Apprenticeship programs are unique, not centralized, and difficult to enter without connections.
INDIVIDUAL JOB SEEKER BARRIERS
ADVISORY GROUP INPUT

- Behavioral health
- Justice involvement
- Immigration status
- Housing instability
- Lack of social supports
- Transportation
- Financial instability

- English as second language
- Math aptitude
- Tool/gear familiarity
- Financial/family responsibilities
- Historical trauma from racism & sexism
## Individual Job Seeker Barriers

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<thead>
<tr>
<th>Barrier</th>
<th>Significance / Support</th>
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<tbody>
<tr>
<td>Behavioral health</td>
<td>✓</td>
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<tr>
<td>Justice involvement</td>
<td>✓ ✓</td>
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<tr>
<td>Immigration status</td>
<td>✓</td>
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<td>Housing instability</td>
<td>✓</td>
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<tr>
<td>Transportation</td>
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<tr>
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<tr>
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<td>✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓</td>
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<tr>
<td>Financial/family responsibilities</td>
<td>✓</td>
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ROUND 2 ENGAGEMENT

• Events:
  • Regional Pre-apprenticeship Collaboration (RPAC) Listening Session
  • Sound Outreach
  • Tacoma Community House
  • REACH Center
  • YouthBuild

• Organizational & Staff Interviews
  • Sound Outreach
  • Tacoma Community House
  • REACH Center
  • YouthBuild

• Focus Groups
  • YouthBuild Program Participants (Youth)
# INDIVIDUAL JOB SEEKER BARRIERS
## ROUND 2 ENGAGEMENT

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MODEL ELEMENTS TO IMPROVE WORKFORCE DEVELOPMENT ECOSYSTEM

1) Ownership & Accountability
Potential Lead: City of Tacoma
Potential Actions:
- City staff reorganization & centralization of purpose
- Track outcomes via LCPtracker (software for workforce reporting), and track investments and other measurable inputs via separate mechanism
- Priority Hire ordinance (i.e. prioritized zip codes for hiring)
- Local Employment and Apprenticeship Program (LEAP) program alignment

2) Collaboration & Coordination
Potential Lead: Pre-apprenticeship program with Tacoma/Pierce County presence
Potential Actions:
- Create mechanism comparable to King County’s Regional Pre-Apprenticeship Collaborative (RPAC) to coordinate on Tacoma/Pierce County specific efforts
- Include a designated liaison for service providers that can specifically focus on connecting service providers with construction workforce development

3) Anti-Racist/Anti-Sexist Programs & Practices
Potential Lead: Apprenticeship Program, Employer or similar professional organization
Potential Actions:
- Expand access to pre-apprenticeship programs that are already preparing women, people of color and others for entry into the construction trades
- Promote programs already in place that help to eliminate bias in hiring: direct entry from pre-apprenticeship to apprenticeship, and preferred entry partnerships with contractors (per Sound Transit Project Labor Agreement)
- Request that FAST Jobs’ referral network incorporate Tacoma workers
- Explore additional, formalized training on anti-racist and anti-sexist practices

MODEL ELEMENTS SUPPORTING INDIVIDUAL JOB SEEKERS

4) Social Supports
Potential Lead: Non-Profit or other organization offering social support services
Potential Actions:
- Expand case management services that offers tailored approach to individuals’ needs and connects them to various service providers offering support (e.g. on transportation, behavioral Health, justice involvement, etc.)
- Advocate for changes in local and state law to ensure individuals are not denied access to a driver’s license for inability to pay fines (e.g. fine forgiveness program, perhaps upon completion of pre-apprenticeship program)
- Explore option of micro loan programs via local credit unions for gear, cars, etc.
DRAFT MODEL FRAMEWORK

- Are we on the right track?

- What individual job seeker barriers do you see as most pervasive among your family, friends and neighbors?

- Are there any agencies you believe are doing particularly well in helping individuals overcome barriers?

- Any major gaps in delivering these social supports?

- How can we best communicate this to the public?
TOWN HALL: PANEL & RESOURCE FAIR

**Purpose**
- Present Preliminary Findings & Recommendations
- Solicit Community Feedback
- Raise Awareness of Workforce Opportunities

**Who**
Members of the Hilltop community; particularly women & people of color and those interested in entering the construction trades

**When**
Wednesday, August 22  
- 5:30-6:30pm - Dinner & Resource Fair  
- 6:30-8:30pm - Town Hall

**Where**
Shiloh Baptist Church (1211 S I St)
COMMUNITY RECRUITMENT:

ONLINE & DOOR-TO-DOOR

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**Hilltop Economic Empowerment: Construction Trades Town Hall**

**BACKGROUND**

A historically unprecedented level of public investment is happening in the Hilltop neighborhoods.

The Tacoma Link Light Rail extension through the Hilltops is an extraordinary opportunity to bring economic prosperity to the neighborhood’s residents, particularly with skilled labor in the building and construction trades. Given the influx of opportunities expected with Sound Transit and nearby construction sites, the City of Tacoma is developing an employment model and recruitment strategy to ensure Hilltop community members, particularly women and people of color, can capture these economic opportunities.

An Advisory Group representing local Hilltop stakeholders as well as a variety of construction workforce development professionals have been meeting over the past few months to develop a series of recommendations for Tacoma.

At the Hilltop Economic Empowerment: Construction Trades Town Hall, participants will learn about resources and training opportunities from a series of knowledgeable panelists.

**DATE/TIME**

Wednesday, August 22nd

10:30-6:30pm

Reception Fair & Dinner

6:30-8:30pm

Panel Discussion + Q&A

**LOCATION**

Venue: Shiloh Baptist Church

Space: Multipurpose Room

Address: 1211 S Dear Street

Tacoma, WA 98405

**RESOURCE BOOTHS**

- Operating Engineers’ Regional Training Program - (IUEC)
- Northwest Carpenters’ Institute (EIUEC)
- Apprenticeship & Non-Traditional Employment for Women - (

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This Town Hall meeting is an opportunity for folks to come and learn about resources and training opportunities from a series of knowledgeable panelists. If you’re looking to start a career in construction or simply want to know more, please join us for an informative evening.
PROJECT NEXT STEPS

- Continued Engagement (focus groups & interviews)
  - Mid-career workers
  - Ecosystem Navigators
  - Social Service Providers

- Recruit for Town Hall

- Refine & Develop Economic Empowerment Model
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- Request that FAST Jobs' referral network incorporate Tacoma workers
- Expand existing respectful workplace training to institutionalize culture change
- Explore additional, formalized training on anti-racist and anti-sexist practices

MODEL ELEMENTS SUPPORTING INDIVIDUAL JOB SEEKERS

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- Explore option of micro loan programs via local credit unions for gear, cars, etc.
5) Navigation Supports

*Potential Lead:* Non-Profit or other organization with ecosystem expertise and credibility with the community

*Potential Actions:*
- Refine and/or expand role of navigators to better meet navigation needs
- Create new supports at the end of pre-apprenticeship program for those not quite ready to enter apprenticeship program (e.g. paid internship with local contractors, “advanced” pre-apprenticeship cohort)
- Create an on-the-job mentorship program (or toolkit for creating one) for new apprentices/workers on the job, by employer or another contractor
- Create a peer support model, allowing new apprentices/workers on the job to be mentored by another woman, person of color, etc. who has lived experience
- Invest in marketing a lead agency as the primary point of contact for job seekers, and invest in building a “no wrong door” approach so that other parts of the ecosystem direct folks to right entry point based on their individual circumstances