

Connecting Underserved Communities

APPRENTICESHIP AND PRIORITY HIRE

2023 ANNUAL REPORT



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EXECUTIVE SUMMARY

The Port of Seattle (Port) is a regional and national leader in equity and social justice. This commitment is part and parcel to promoting economic inclusivity and social responsibility. In line with this commitment, the Port strives to identify barriers and eliminate disparities across our Port-related workforce sectors. The Port promotes economic fairness by ensuring all workers have the same opportunities and resources. The Port's Apprenticeship and Priority Hire programs provide a pipeline for workers from all backgrounds and from economically distressed areas to obtain on-the-job training, classroom instruction, family-sustaining wages with annual increases, health care benefits and retirement. These programs contribute to the economic revitalization of our communities.

The Port and our regional partners continue to provide opportunities for those who can't overcome significant hurdles on their own. From connecting disenfranchised workers with an overall support system that includes finding training, counseling, and basic needs assistance, to job search and placement for these workers.

COMMON BARRIERS

- Lack of basic job skills
- Gaps in employment
- No high school diploma
- Disadvantaged background
- Housing Issues
- Childcare assistance
- No reliable transportation
- Language and cultures
- Criminal record
- Employee biases
- Drug and/or alcohol abuse

KEY RESULTS FOR 2023



525 Apprentices

20.7% Apprenticeship
Utilization in 2023



Wages and benefits paid on Port's
construction projects in 2023:

\$2.98M

Priority Hire workers

\$9.3M Apprentices



283
Priority Workers

24.3% Priority Hire Workers in 2023

The Port continually evaluates these programs in order to increase our impact with more opportunities to all. Focusing on issues such as disconnected youth, aligning efforts with regional agencies, targeting disparity zip codes, addressing employment opportunities and other programs raises the awareness that high paying careers in construction are careers worth pursuing.

OVERVIEW OF APPRENTICESHIP AND PRIORITY HIRE

- \$229.4M in construction payout to contractors in 2023
- \$61M was paid in construction worker wages and benefits
- This is up from \$180M in payout to contractors and \$35M paid to workers in 2022

APPRENTICESHIP OVERALL IN 2023

- 50 Active projects with apprenticeship goals
- 525 Apprentices
- 202,160 Total apprenticeship hours in 2023
- 4 Tenant Reimbursement Agreement (TRA) contracts included

PLA	NON-PLA
22 Contracts	28 Contracts
188,160 Apprenticeship Hours	14,000 Apprenticeship Hours
93.1% of all 2023 Apprenticeship Hours came from PLA projects	6.9% of all 2023 Apprenticeship Hours came from non-PLA projects
\$8.7M Paid to Apprentices	\$622K Paid to Apprentices



APPRENTICES: THROUGH 2023 (PROJECT DURATION):

- **20.7%** Apprenticeship utilization
- **9%** Women Apprentices
- **32%** People of Color Apprentices

PRIORITY HIRE OVERALL IN 2023:

- **10** Project Labor Agreements with a Priority Hire provision
- **51,496** hours for priority workers
- **283** Priority Hire workers
- **22%** Women Apprentices
- **78%** Male Apprentices

2023 PROJECTS

Priority Hire Projects in 2023 = 10

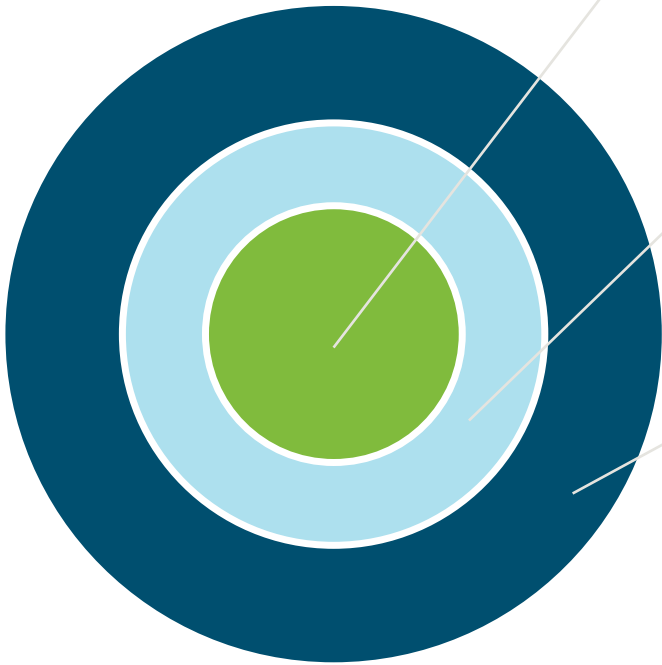
Non-FAA/TRA PLA projects

PLA Projects in 2023 = 22

Apprenticeship Projects in 2023 = 50

construction contracts >\$1mil

Including 28 non-PLA Projects



The table below details active construction contracts in 2023 with Priority Hire and/or Apprenticeship Goals. For the purpose of this report, a project is considered active if labor hours have been reported in 2023 by the Contractor and/or Sub-Contractor(s).

Table 1: Contract Details for 2023 Projects

PROJECT TITLE	DIVISION	CONTRACT TYPE	CONTRACT VALUE (AS OF MARCH 2024)	PLA IN CONTRACT?	PRIORITY HIRE GOALS?	APPRENTICESHIP GOALS?
2022 Airfield Pavement and Supporting Infrastructure Replacement Project	Aviation	Low Bid	\$14,909,378	✓		✓
2023 Airfield Projects – Contract 1	Aviation	Low Bid	\$19,704,958	✓		✓
2023 Airfield Projects – Contract 2	Aviation	Low Bid	\$26,288,453	✓	✓	✓
Baggage Optimization Phase 2	Aviation	Low Bid	\$303,826,717	✓		✓
Building 161G AVM Facility Upgrade	Aviation	Low Bid	\$1,857,370			✓
Building Controls Upgrade	Aviation	Low Bid	\$4,058,937			✓
C Concourse Expansion Construction Phase	Aviation	GCCM	\$244,662,788	✓	✓	✓
Central Waterfront Bell and Lenora Elevator Modernization	Economic Development	Bldg Eng System	\$2,333,461			✓
Checkpoint 1 Relocation	Aviation	Low Bid	\$14,342,885	✓	✓	✓
Communication Enhancement	Aviation	Low Bid	\$1,445,000			✓
Concourse A Building Expansion for Lounges / DELTA	Aviation	Tenant Reimburs. Agreement	\$70,000,000	✓		✓
Concourse C Temporary AHUs	Aviation	Low Bid	\$1,940,233			✓
Delta A12A Jet Bridge	Aviation	Tenant Reimburs. Agreement	\$7,245,000			✓
Electric Utility Supervisory Control and Data Acquisition (SCADA) Project	Aviation	Low Bid	\$3,281,803			✓

PROJECT TITLE	DIVISION	CONTRACT TYPE	CONTRACT VALUE (AS OF MARCH 2024)	PLA IN CONTRACT?	PRIORITY HIRE GOALS?	APPRENTICESHIP GOALS?
Employee Services Center	Aviation	Low Bid	\$4,110,303			✓
FT Bank Building Demolition	Maritime	Low Bid	\$156,960			✓
GSE Electric Charging Stations Phase 2A	Aviation	Low Bid	\$2,627,498			✓
GSE Electric Charge Stations - Part 2B	Aviation	Low Bid	\$6,818,620	✓	✓	✓
Harbor Island Marina Dock-E Floats & N Pier Improvements	Maritime	Low Bid	\$3,008,449			✓
International Arrivals Facility (IAF)	Aviation	Design Build	\$782,404,088	✓		✓
Main Terminal Low Voltage System Upgrade - Construction	Aviation	GCCM	\$75,193,302	✓	✓	✓
NEPL Improvements Phase 2	Aviation	Low Bid	\$2,231,764			✓
North Employee Parking Lot Improvements Phase 1	Aviation	Low Bid	\$1,047,569			✓
North Main Terminal Redevelopment Program	Aviation	Tenant Reimbursement Agreement	\$400,000	✓		✓
North Satellite Modernization Project Wide Body CUSE Implementation Rebid	Aviation	Low Bid	\$2,241,454			✓
P66 Cruise Shore Power	Maritime	Low Bid	\$21,428,773	✓	✓	✓
P66 Roof Upgrades Construction	Maritime	Low Bid	\$1,793,293			✓
P69 Underdock Utilities Replacement	Economic Development	Low Bid	\$3,411,438			✓
Parking Garage Elevator Modernization	Aviation	Low Bid	\$12,490,847	✓	✓	✓
Parking Revenue Infrastructure	Aviation	Low Bid	\$8,368,782	✓	✓	✓
Pier 66 Fender System Rehabilitation	Maritime	Low Bid	\$5,554,300			✓
Pier 69 Wi-Fi Refresh	Corporate	Low Bid	\$412,957			✓
Restroom Renovations Phase 4 - FAA Phase 2	Aviation	Low Bid	\$11,307,960	✓		✓

PROJECT TITLE	DIVISION	CONTRACT TYPE	CONTRACT VALUE (AS OF MARCH 2024)	PLA IN CONTRACT?	PRIORITY HIRE GOALS?	APPRENTICESHIP GOALS?
Restroom Renovations Phase 5 – FAA Phase 3	Aviation	Low Bid	\$11,044,575	✓		✓
S. 188th Street Tunnel Improvements	Aviation	Low Bid	\$18,459,829	✓	✓	✓
SafeDock Upgrade and Expansion	Aviation	Low Bid	\$8,721,955	✓		✓
Satellite Transit System (STS) Fiber Project	Aviation	Low Bid	\$2,735,100			✓
Satellite Transit System (STS) Fiber Project – Terminated for Default	Aviation	Low Bid	\$981,200.00			✓
SEA ACC Buildout	Aviation	Tenant Reimburs Agreement	\$2,370,000			✓
Seating Replacement & Electrical Infrastructure	Aviation	Low Bid	\$1,366,786			✓
T-117 Sites 23-25 Restoration Construction GC/CM	Maritime	GCCM	\$13,602,6413	✓		✓
T-5 Berth Modernization	NWSA	Low Bid	\$214,071,592	✓		✓
Telecom Meet Me Room –Building	Aviation	Design Build	\$5,997,405			✓
Terminal 106 CBP Facility Renovation	NWSA	Design Build	\$6,728,630			✓
Terminal 5 Marine Building South	NWSA	Low Bid	\$3,784,694			✓
Terminal Solid Waste	Aviation	Low Bid	\$7,778,523			✓
TSE Phase II: Bollards and ADA Ramps	Aviation	Design Build	\$13,764,072	✓	✓	✓
Widen Arrivals Bridge Demo	Aviation	Low Bid	\$1,825,544			✓
Widen Arrivals Roadway	Aviation	Low Bid	\$53,612,780	✓		✓
World Trade Center - West Roof Replacement	Economic Development	Low Bid	\$1,496,096			✓



2023 APPRENTICESHIP PROGRAM

Construction apprenticeships are increasingly critical as these skilled positions are in high demand. Apprenticeship training programs provide hands-on job training, technical instruction, and a paycheck - earn while you learn. Apprentices receive wages for on-the-job work and those wages increase through the apprenticeship training program while accruing zero debt in education as well as an almost guaranteed job placement in a good paying industry.

The Port provides many resources to potential construction workers to assist in training, counseling, and job placement. Collaboration with regional public agencies, contractors, Seattle King County Construction unions and training institutions are in place to provide a future construction worker with a multitude of resources. Barriers continue to be a challenge for those entering pre-apprenticeship and apprenticeship programs and the Port is committed and determined to assist in the removal of barriers in the King County arena.

Per Resolution 3736, apprenticeship goals are set at 15% of all contract labor hours to be performed by apprentices. In 2023, the Port did exceed this overall goal with utilization at 20.7%.

CONTRACT-SPECIFIC GOALS

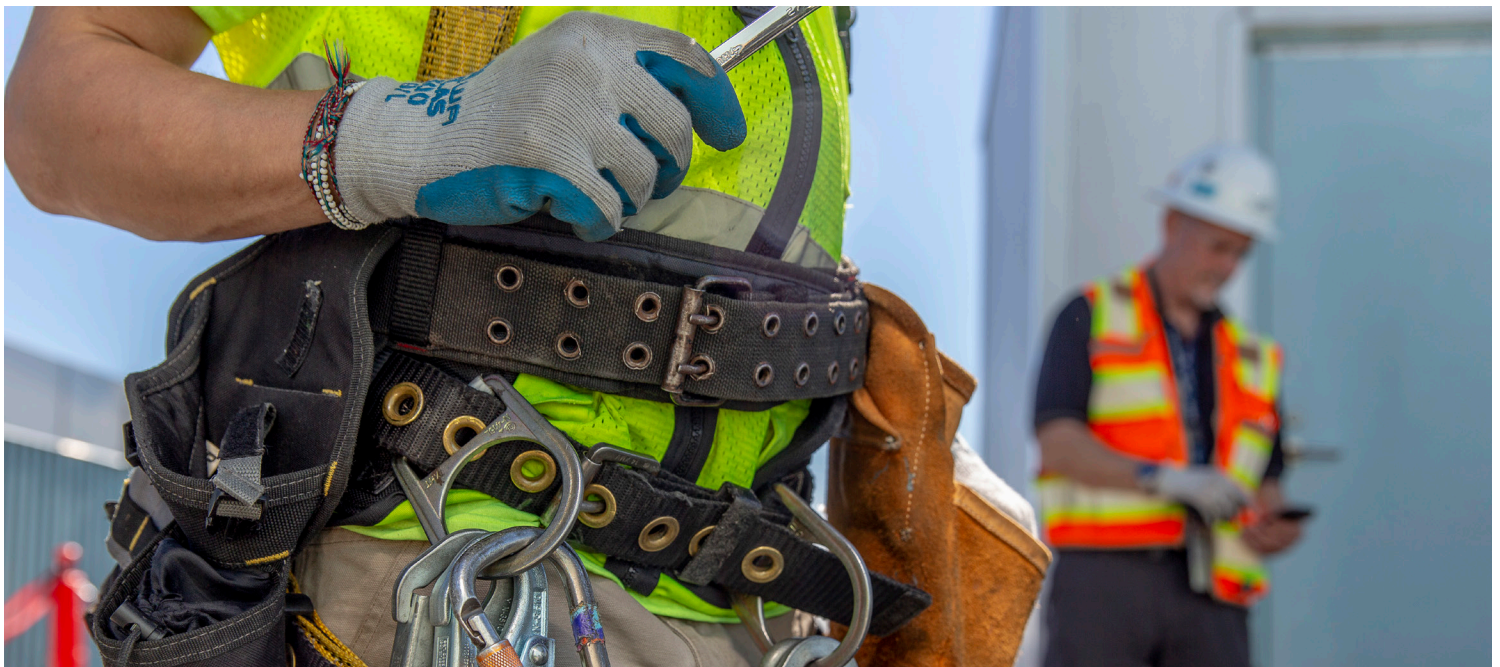
Construction contracts \$1 million in value or greater have contract-specific utilization goals set at 15% of all contract labor hours to be performed by apprentices during the construction phase of the project.

Aspirational goals for apprentices who are women and people of color have also been established and included below.

Table 2: Construction Apprenticeship program goals

Project Type	Overall	Women	People of Color	Preferred Entry+
Projects with PLA	15%*	10% - 12%	15% - 21%	1 in 5
Projects (non-PLA)	15%	10%	15%	N/A

* Per craft + Preferred Entry = hiring an apprentice that graduated from a pre-apprenticeship program



APPRENTICESHIP PROGRAM PERFORMANCE

PRE-APPRENTICESHIP

The Port is committed to robust, strategic workforce development programs that directly benefit communities impacted by Port activities and underrepresented communities. With ties to Washington’s key economic sectors and as a leading economic driver in the region, workforce development is critical to the Port’s goals of increasing equitable access to careers in port-related industries, creating opportunities for workers to acquire the skills, experience, and education needed to secure quality, family-wage jobs in those industries, and expanding economic development and quality of life for all Port customers, tenants, and workers in port-impacted communities.

It has been projected that the demand for construction remains very high, however, filling these roles with skilled craft professionals continues to be a challenge. Fewer and fewer younger workers are entering the skilled trades resulting in construction labor and skills shortage. In addition, one in four construction workers are older than 55 who have refined their skills over time and retirement of these workers will drastically affect the shortage.

To fill these roles, the Port continues to support efforts to recruit, assess and train the construction workforce by partnering with pre-apprenticeship training programs like ANEW, Urban League of Metropolitan Seattle, the Pre-Apprenticeship Construction Training (PACT) program at Seattle Central College, and the Northwest Carpenters Institute. Additionally, the Port has partnered with the City of Seattle and Sound Transit to further our abilities by specifically recruiting community members from Priority Hire zip codes to enter pre-apprenticeship. Our active memberships with the Regional Pre-Apprenticeship Collaborative and the Regional Public Owners allow us to continue to build and support a constructive strategy around an intent to stimulate the growth and future of the industry. This means getting community feedback, reviewing regional construction worker demand, eliminating barriers to entry and retention, and exploring and informing policy that will move this work forward.

Through the Port’s Workforce Development program, training providers help community members by doing outreach and assessments, providing training, and supporting job placements opportunities into the construction trades. This pre-apprenticeship training provides industry-recognized credentials, including Flagger, Forklift, OSHA 10, and First Aid/CPR. The training programs focus on building job readiness skills, challenges of working in the industry, and addressing barriers to employment and retention. The training programs develop and maintain relationships with construction contractors, apprenticeship programs, trade associations, and unions. There is funding for transportation and work gear. Following training, community members are referred to union and non-union apprenticeship programs for opportunities to work. Community members will be provided career navigation support and services for up to four years or until they reach journey person status, whichever comes first.

Table 3: 2023 Pre-Apprenticeship Program Results

	Enrollments	Graduates	Placements	Men	Women	Non-Binary	Not Reported	BIPOC	Non-BIPOC	PH	Non-PH
RRP with City of Seattle	107	92	51	89	16	2	0	76%	24%	47%	53%
Urban League of Metropolitan Seattle (ULMS)/Pact-WoodTech Center	22	18	0	20	2	0	0	95%	5%	77%	23%
Apprenticeship & Non-Traditional Employment for Women	8	8	0	6	2	0	0	50%	50%	0%	100%
Northwest Carpenter’s Institute	20	20	20	15	5	0	0	85%	15%	50%	50%
	157	138	71	130	25	2	0	77%	22%	45%	55%
		88%	45%	83%	16%	1%					

APPRENTICESHIP

The Port measures apprenticeship utilization against total labor hours for the duration of a project. Project Labor Agreement (PLA) goals differ from non-PLA project goals.

PROJECTS WITH PROJECT LABOR AGREEMENT

In 2023, there were 22 Project Labor Agreement contracts with apprenticeship utilization goals of 15% overall. This includes two Tenant Reimbursement projects administered by the Port. The overall goals on these contracts are to be achieved on a “per craft” basis over the duration of each project.

PROJECTS WITH NO PROJECT LABOR AGREEMENT (NON-PLA)

In 2023, there were 28 non-PLA contracts that included Apprenticeship goals. In accordance with each contract, the overall goals as well as the goals for women and people of color are to be achieved at the contract level over the duration of the project.

Table 4: Apprenticeship Utilization Contract Summary for PLA Projects (Project Duration)
Green highlights represent meeting the targets.

PROJECT	OVERALL	WOMEN	PEOPLE OF COLOR
GOALS	15% per craft	10% / 12%	15% / 21%
UTILIZATION THRU 2023	20.78%	11.63%	31.58%
2022 Airfield Pavement and Supporting Infrastructure Replacement Project	12.11%	14.02%	53.23%
2023 Airfield Projects – Contract 1	13.92%	33.76%	34.53%
2023 Airfield Projects – Contract 2	16.26%	26.53%	17.30%
Baggage Optimization Phase 2	24.90%	11.02%	28.92%
C Concourse Expansion Construction Phase	14.55%	30.94%	30.28%
Checkpoint 1 Relocation	22.92%	8.13%	6.89%
Concourse A Building Expansion for Lounges / DELTA	15.59%	7.62%	36.28%
International Arrivals Facility (IAF)	20.49%	7.96%	31.99%
Main Terminal Low Voltage System Upgrade	18.43%	14.17%	23.24%
North Main Terminal Redevelopment Program	19.29%	11.92%	23.06%
P66 Cruise Shore Power	16.93%	0.00%	16.38%
Parking Garage Elevator Modernization	29.95%	1.31%	47.22%

PROJECT	OVERALL	WOMEN	PEOPLE OF COLOR
GOALS	15% per craft	10% / 12%	15% / 21%
UTILIZATION THRU 2023	20.78%	11.63%	31.58%
Parking Revenue Infrastructure	28.25%	12.82%	18.71%
Ph2 GSE Electric Charge Stations – Part B	24.33%	0.32%	8.97%
Restroom Renovations Phase 4 – FAA Phase 2	23.63%	2.93%	24.18%
Restroom Renovations Phase 5 – FAA Phase 3	20.38%	0.00%	21.14%
S, 188th Street Tunnel Improvements	0.00%	0.00%	0.00%
SafeDock Upgrade and Expansion	27.09%	0.00%	7.98%
T-117 Sites 23-25 Restoration Construction	8.28%	90.38%	4.34%
T-5 Berth Modernization	20.54%	24.38%	43.95%
TSE Phase II: Bollards and ADA Ramps	19.68%	20.84%	18.22%
Widen Arrivals Roadway	9.23%	0.00%	100.00%

With the PLA “per craft” requirement, utilization is also tracked for each craft working on a Port PLA project. ‘Per Craft’ results are in the table that follows, including percent of apprentices as well as total apprentice hours and wages and benefits paid.

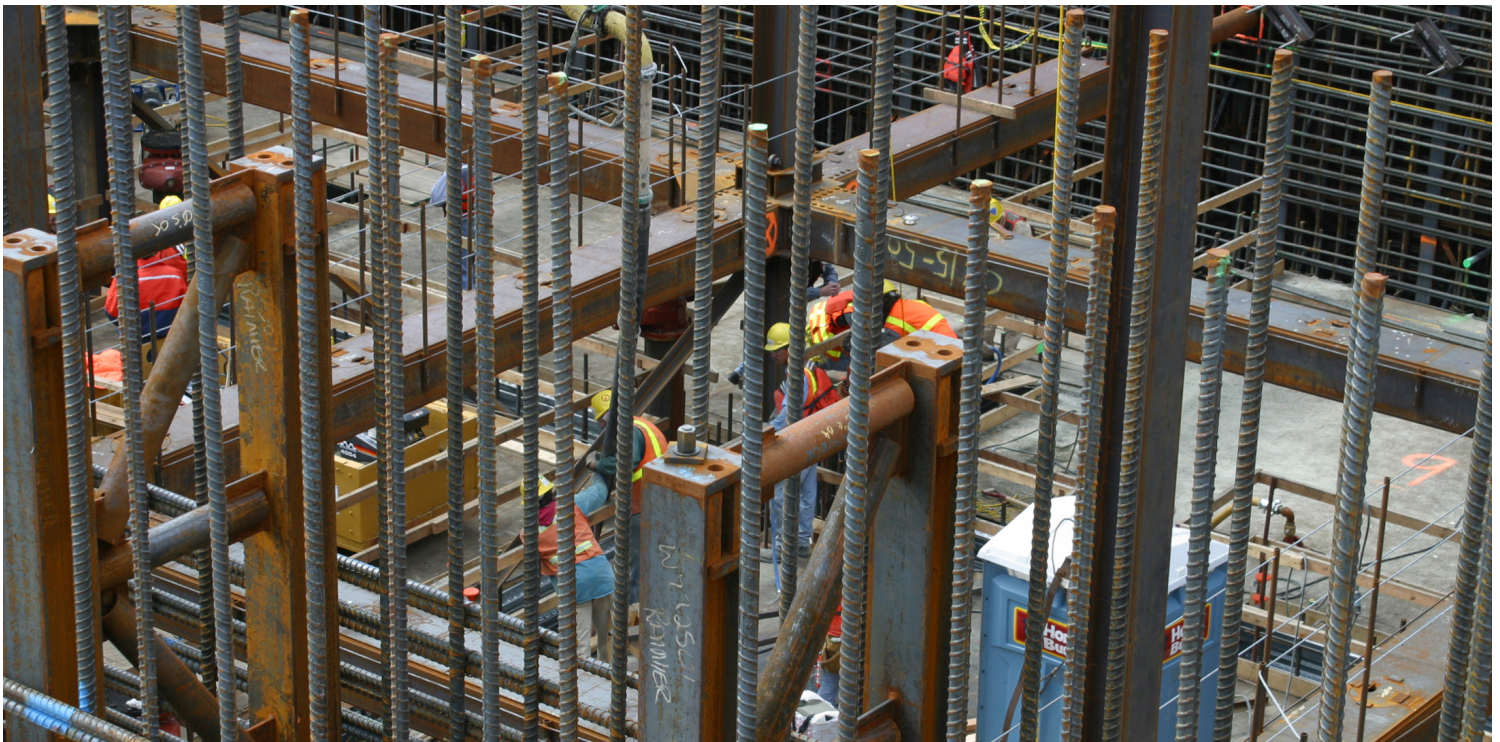


Table 5: Overall Apprenticeship Utilization by Craft for PLA Projects (Project Duration)

CRAFT	OVERALL UTILIZATION	APPRENTICESHIP HOURS	APPRENTICESHIP \$
GOALS	15% per craft	N/A	N/A
UTILIZATION thru 2023	20.78%	981,536.82	\$38,882,390.49
Asbestos Abatement Workers	6.73%	2,233.50	\$70,760.00
Brick and Marble Masons	22.01%	6,307.87	\$215,993.09
Building Service Employees	0.00%	0.00	\$0.00
Cabinet Makers (In Shop)	0.00%	0.00	\$0.00
Carpenters	20.52%	102,775.66	\$3,849,748.32
Cement Masons	27.55%	16,459.00	\$716,970.95
Divers and Tenders	0.00%	0.00	\$0.00
Drywall Applicator	25.09%	31,555.00	\$1,222,124.62
Drywall Tapers	25.94%	10,841.50	\$383,230.33
Electricians - Inside	29.66%	216,857.98	\$9,222,331.11
Electricians – Inside Construction Stockperson	21.57%	7,334.84	\$239,857.81
Electricians Powerline Construction (Outside)	23.25%	1,294.50	\$47,492.60
Electronic & Telecommunications Technicians	32.37%	11,052.75	\$353,935.23
Elevator Constructors	44.32%	25,975.00	\$1,177,873.39
Fence Erectors	5.14%	176.13	\$5,259.29
Flaggers	0.00%	0.00	\$0.00
Glaziers	16.07%	8,106.00	\$322,905.67
Heat & Frost Insulators and Asbestos Workers	18.75%	7,722.00	\$229,581.39
Heating Equipment Mechanics	0.00%	0.00	\$0.00
Hod Carriers and Mason Tenders	0.76%	11.00	\$261.29
Inspection/Cleaning/Sealing-Sewer & Water Sys-RC	0.00%	0.00	\$0.00
Insulation Applicators	38.47%	1,286.00	\$50,289.70
Ironworkers	25.95%	124,654.33	\$4,926,089.75

CRAFT	OVERALL UTILIZATION	APPRENTICESHIP HOURS	APPRENTICESHIP \$
GOALS	15% per craft	N/A	N/A
UTILIZATION thru 2023	20.78%	981,536.82	\$38,882,390.49
Laborers	16.29%	99,527.45	\$3,446,345.41
Laborers - Underground Sewer & Water	0.00%	0.00	\$0.00
Landscape Construction	0.00%	0.00	\$0.00
Marble Setters	100.00%	898.50	\$33,004.91
Metal Fabrication (In Shop)	0.00%	0.00	\$0.00
Millwrights	23.35%	72,991.75	\$3,004,047.34
Other	0.00%	0.00	\$0.00
Painters	6.06%	3,616.00	\$92,192.06
Piledrivers	25.47%	49,681.50	\$2,016,011.03
Plasterers	5.74%	3,583.50	\$137,370.64
Plumbers & Pipefitters	24.34%	60,329.70	\$2,807,401.27
Power Equipment Operators	8.75%	28,905.93	\$1,271,010.95
Power Equipment Operators-UG Sewer & Water	0.00%	0.00	\$0.00
Roofers	4.38%	1,784.50	\$61,218.32
Sheet Metal Workers	17.79%	45,954.00	\$1,699,376.63
Sign Makers & Installers (Electrical)	0.00%	0.00	\$0.00
Sign Makers & Installers (Non- Electrical)	3.32%	24.50	\$568.25



CRAFT	OVERALL UTILIZATION	APPRENTICESHIP HOURS	APPRENTICESHIP \$
GOALS	15% per craft	N/A	N/A
UTILIZATION thru 2023	20.78%	981,536.82	\$38,882,390.49
Soft Floor Layers	24.18%	6,746.25	\$156,023.67
Solar Controls For Windows	0.00%	0.00	\$0.00
Sprinkler Fitters (Fire Protection)	26.41%	8,810.00	\$339,636.51
Street And Parking Lot Sweeper Workers	0.00%	0.00	\$0.00
Surveyors	0.23%	50.00	\$2,125.50
Telecommunication Technicians	13.79%	12,114.50	\$361,261.03
Terrazzo Workers and Tile Setters	0.00%	0.00	\$0.00
Tile Setters	4.88%	1,101.00	\$38,643.84
Tile, Marble & Terrazzo Finishers	39.28%	3,998.50	\$107,641.90
Traffic Control Stripers	16.65%	1,592.00	\$60,753.86
Truck Drivers	4.23%	5,184.18	\$213,052.85

For additional information about PLA projects (Project Duration), including craft breakdown by project, see **Appendix 1**.



Table 6: Apprenticeship Utilization Contract Summary for Projects with no-PLA (Project Duration)

Green highlights represent meeting the targets at the project level.

PROJECT	OVERALL	WOMEN	PEOPLE OF COLOR
GOALS	15%	10%	15%
UTILIZATION thru 2023	18.36%	13.06%	42.60%
Building 161G AVM Facility Upgrade	27.67%	0.00%	11.51%
Building Controls Update	36.67%	0.00%	100.00%
Central Waterfront Bell and Lenora Elevator Modernization	18.58%	0.00%	19.97%
Communication Enhancement	39.67%	0.00%	0.00%
Concourse C Temporary AHUs	10.75%	0.00%	69.86%
Delta A12A	19.37%	0.58%	50.36%
Electric Utility Supervisory Control and Data Acquisition (SCADA) Project	17.50%	90.04%	43.16%
Employee Services Center	12.48%	0.75%	9.71%
FT Bank Building Demolition	2.34%	0.00%	0.00%
GSE Electric Charging Stations Phase 2A	16.66%	44.55%	0.00%
Harbor Island Marina Dick-E Floats & N Pier Improvements	8.33%	94.44%	0.00%
NEPL Improvements Phase II	0.00%	0.00%	0.00%
North Employee Parking Lot Improvements Phase 1	12.95%	3.01%	16.27%
North Satellite Modernization Project Wide Body CUSE Implementation Rebid	34.45%	0.00%	25.55%
P66 Roof Upgrades Construction	25.25%	16.07%	80.74%
P69 Underdock Utilities Replacement	19.53%	0.00%	31.85%
Pier 66 Fender System Rehabilitation	18.56%	21.34%	45.56%
Pier 69 Wi-Fi Refresh	25.03%	0.00%	0.00%
Satellite Transit System (STS) Fiber Project	21.48%	0.00%	0.00%
Satellite Transit System (STS) Fiber Project – Terminated for Default	35.38%	100.00%	100.00%
SEA ACC Buildout	17.76%	0.00	17.08%

PROJECT	OVERALL	WOMEN	PEOPLE OF COLOR
GOALS	15%	10%	15%
UTILIZATION thru 2023	18.36%	13.06%	42.60%
Seating Replacement & Electrical Infrastructure	13.19%	13.75%	2.06%
Telecom Meet Me Room – Building	4.19%	0.00%	0.00%
Terminal 106 CBP Facility Renovation	21.09%	28.14%	67.37%
T-5 Marine Building South	10.46%	0.00%	5.77%
Terminal Solid Waste	11.07%	1.00%	9.93%
Widen Arrivals Bridge Demo	13.32%	0.00%	29.23%
World Trade Center – West Roof Replacement	23.31%	0.00%	99.78%

For additional information about Apprenticeship on Non-PLA projects (Project Duration), see **Appendix 2**.

Table 7 : 2023 Apprentices – Participation by Craft across All Projects (Project Duration)

15+ Apprentices:	50+ Apprentices:
<ul style="list-style-type: none"> • Carpenters • Cement Masons • Drywall Applicator • Electronic & Telecommunications Technicians • Ironworkers • Millwrights 	<ul style="list-style-type: none"> • Plumbers & Pipefitters • Power Equipment Operators • Roofers • Sheet Metal Workers • Sprinkler Fitters (Fire Protection) • Telecommunication Technicians
	<ul style="list-style-type: none"> • Electricians – Inside • Laborers

For a detailed breakdown by craft for each Contractor, see **Appendix 3**.





In 2023 there were
525 apprentices across **48**
different crafts earning
\$9.3M in wages and
benefits on active projects

THROUGH 2023:

- Nearly **1,650 apprentices** worked over **1M hours** on the **Port's 50 active construction projects**. That is a **20.7% utilization** of apprentices.
- **535 apprentices of color** contributed **32% of the apprentice hours** on active projects. That is nearly **325k hours** worked.
- Over **150 women apprentices** contributed more than **9% of the apprentice hours**. That is nearly **120k hours** worked.

HISTORIC PERFORMANCE TRENDS

These trends demonstrate performance history over the life of the construction apprenticeship program for purposes of comparison. Note that these are annual program averages and do not represent the same projects year to year.

Figure 2: Program Performance by Year

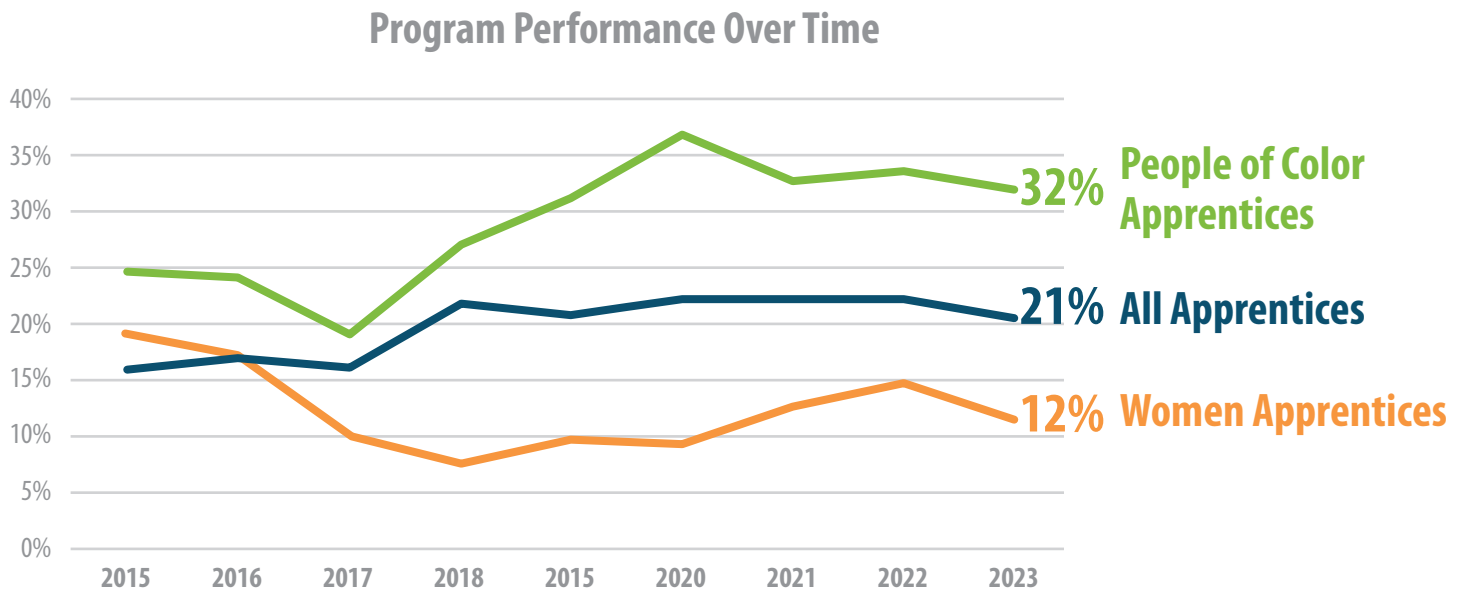
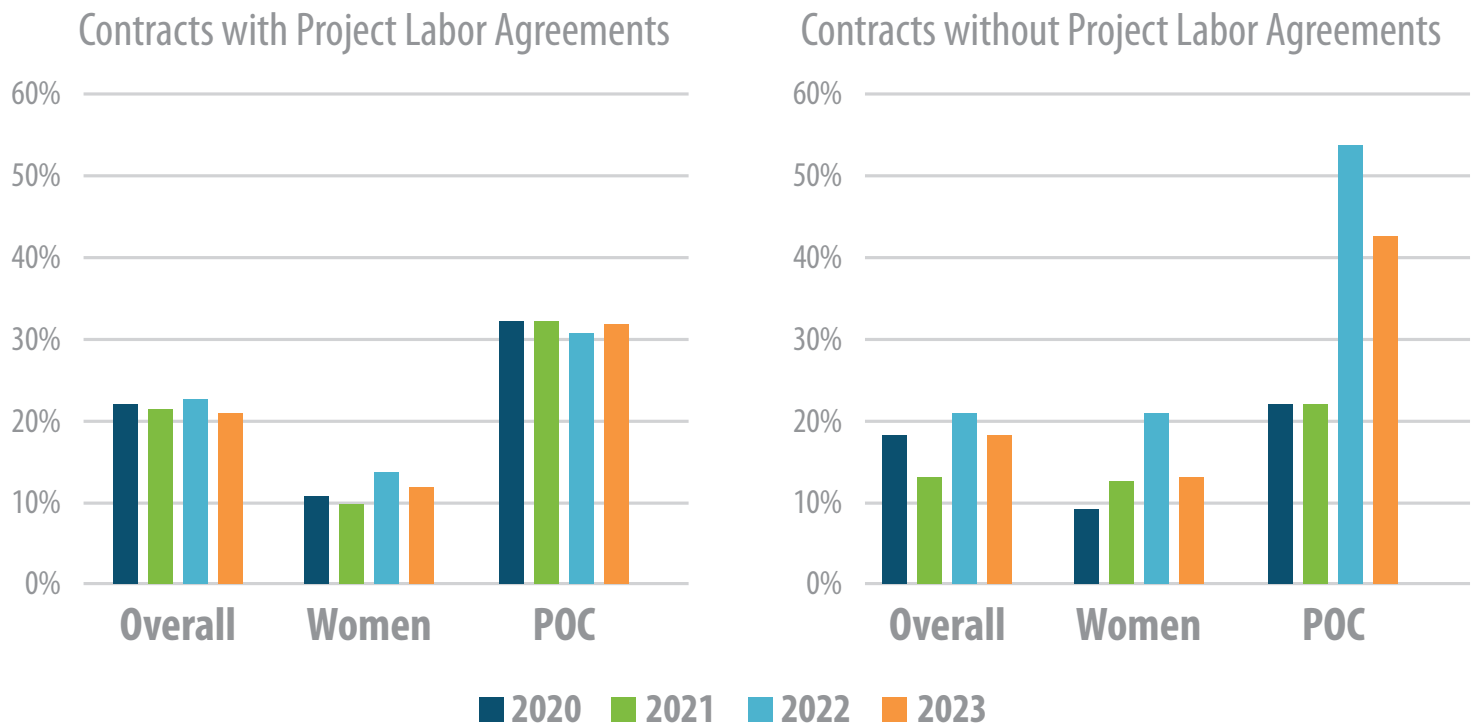


Figure 3: Apprenticeship Annual Performance (PLA and Non-PLA)

Annual Apprenticeship Performance 2020-2023



2023 CONSTRUCTION PRIORITY HIRE PROGRAM

The primary goal of the Priority Hire Program is to provide good paying, steady jobs to qualified construction workers from Economically Distressed Areas of first Seattle then King County by increasing access to Port projects for workers living in economically distressed neighborhoods to pursue a career in construction. Priority Hire ZIP codes are defined by King County as ZIP codes having a high concentration of residents based on these three criteria:

- People living 200% or more below the federal poverty level
- High concentration of unemployed people per acre or share of total residents
- People without a college degree

King County ZIP codes with a high density per acre of the three criteria are identified as Economically Distressed Areas (EDA) and are included on the Priority Hire ZIP code list published by King County's Finance and Business Operations Division.

The Port has grouped these priority ZIP codes into Tiers, as follows:

- Tier 1 = Seattle
- Tier 2 = King County (non-Seattle)
- Tier 3 = outside King County (with KC Wastewater Treatment rate payers)

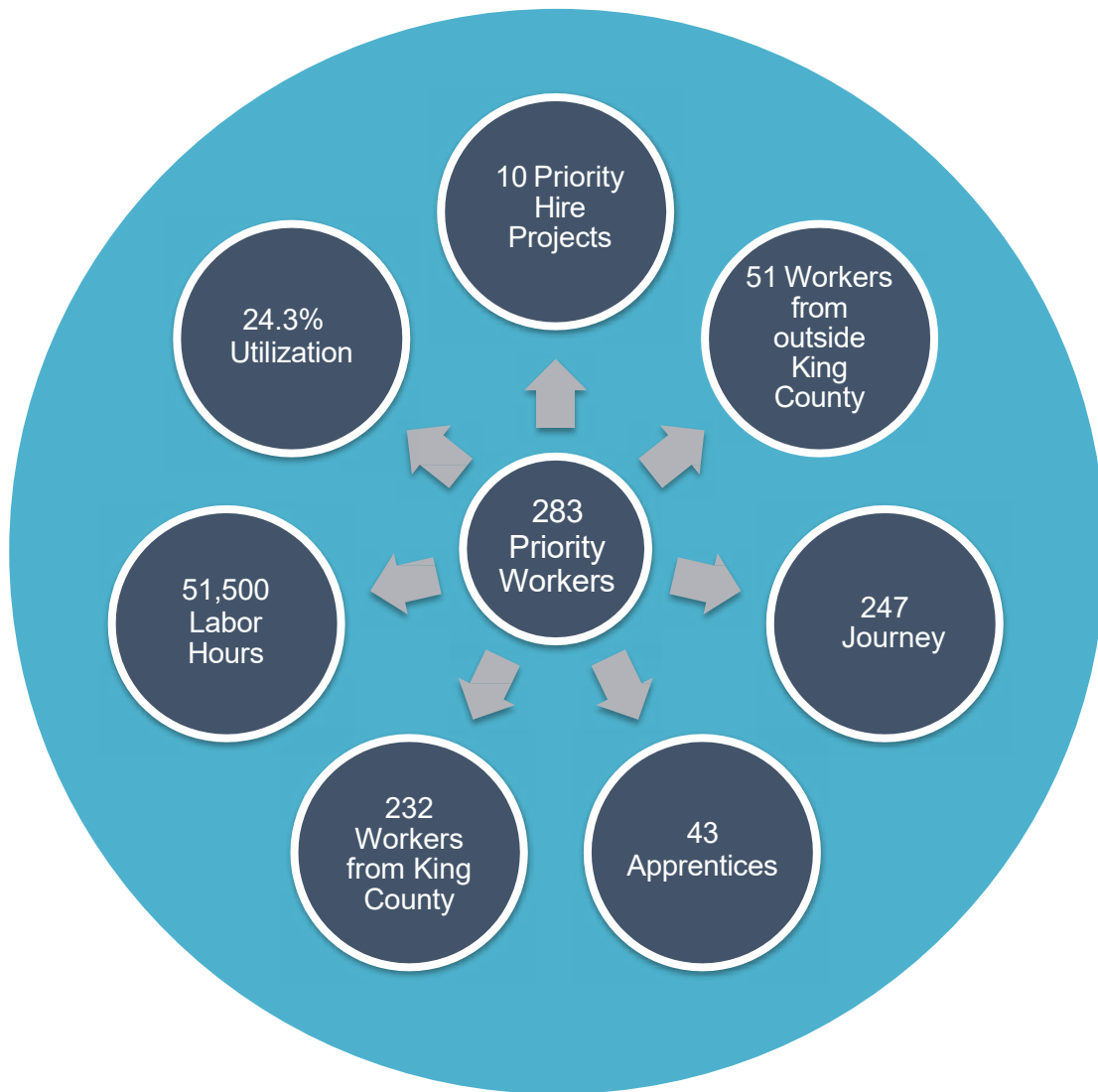
POLICY OVERVIEW

Port Commission Resolution 3736 is implemented through a Project Labor Agreement. It directs contractor and union compliance with Priority Hire mandates and requires Priority Hire goals to be tracked for Apprentice and Journey workers. This program supports the Port of Seattle's continued efforts on workforce development.

Program requirements include:

1. Establish Priority Hire goals for all non-Federal Aviation Administration (FAA) major works projects that include a PLA.
2. Set a 20% goal for all labor hours performed annually by Priority Workers for the calendar year.
3. Contractors shall seek to hire Priority Workers and unions to dispatch workers who are residents of Economically Distressed Areas (EDA) of King County, and then workers from other EDAs as needed to meet or exceed the goal percentages.

Figure 4: 2023 Priority Hire Breakdown



CONSTRUCTION PRIORITY HIRE PERFORMANCE

Overall Goals

An aspirational goal percentage of no less than 20% for all labor hours performed annually by priority workers is set on all PLA projects with a Priority Hire provision per Resolution 3736.

In 2023, the Port had 24.3% utilization of priority workers for all projects with a Priority Hire goal.

Project-Specific Goals

An overall Priority Hire goal of 20% of total labor hours* to be worked by residents of Priority Hire ZIP codes was included for ten projects with Project Labor Agreements in 2023.

*Does not include labor hours for out-of-state workers

2023 PROGRAM PERFORMANCE

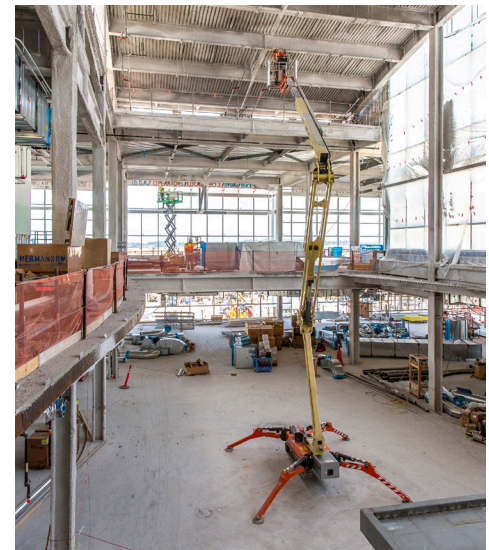
Priority Hire utilization is measured on an annual basis through the period January 1 to December 31. The Priority Hire ZIP codes have been identified by King County and tracking/compliance is done using worker ZIP code data from the Electronic Payroll Information required to be submitted to the Port by each contractor and sub-Contractor. Constant monitoring throughout the project and regular contractor updates are performed, with action plans and accountability to assist the contractor in achieving their goals.

Table 8: Performance Summary

Green highlights represents meeting the targets at the project level for the year.

PROJECT	GOAL	UTILIZATION
2023 Airfield Project – Contract 2	20%	22.48%
C Concourse Expansion – Construction Phase	20%	24.21%
Checkpoint 1 Relocation	20%	29.56%
GSE Electric Charge Stations - Part 2B	20%	74.07%
Main Terminal Low Voltage System Upgrade – Construction	20%	19.76%
P66 Cruise Shore Power	20%	16.84%
Parking Garage Elevator Modernization	20%	6.15%
Parking Revenue Infrastructure	20%	40.38%
S. 188th Street Tunnel Improvements	20%	100.00%
TSE Phase II: Bollards and ADA Ramps	20%	31.98%
	10 Projects	24.25%

For additional information by project, including Apprentice vs Journey Worker data, see **Appendix 4**.



2023 WORKER DEMOGRAPHICS

Figure 5: 2023 Priority Worker Utilization by Gender and Ethnicity

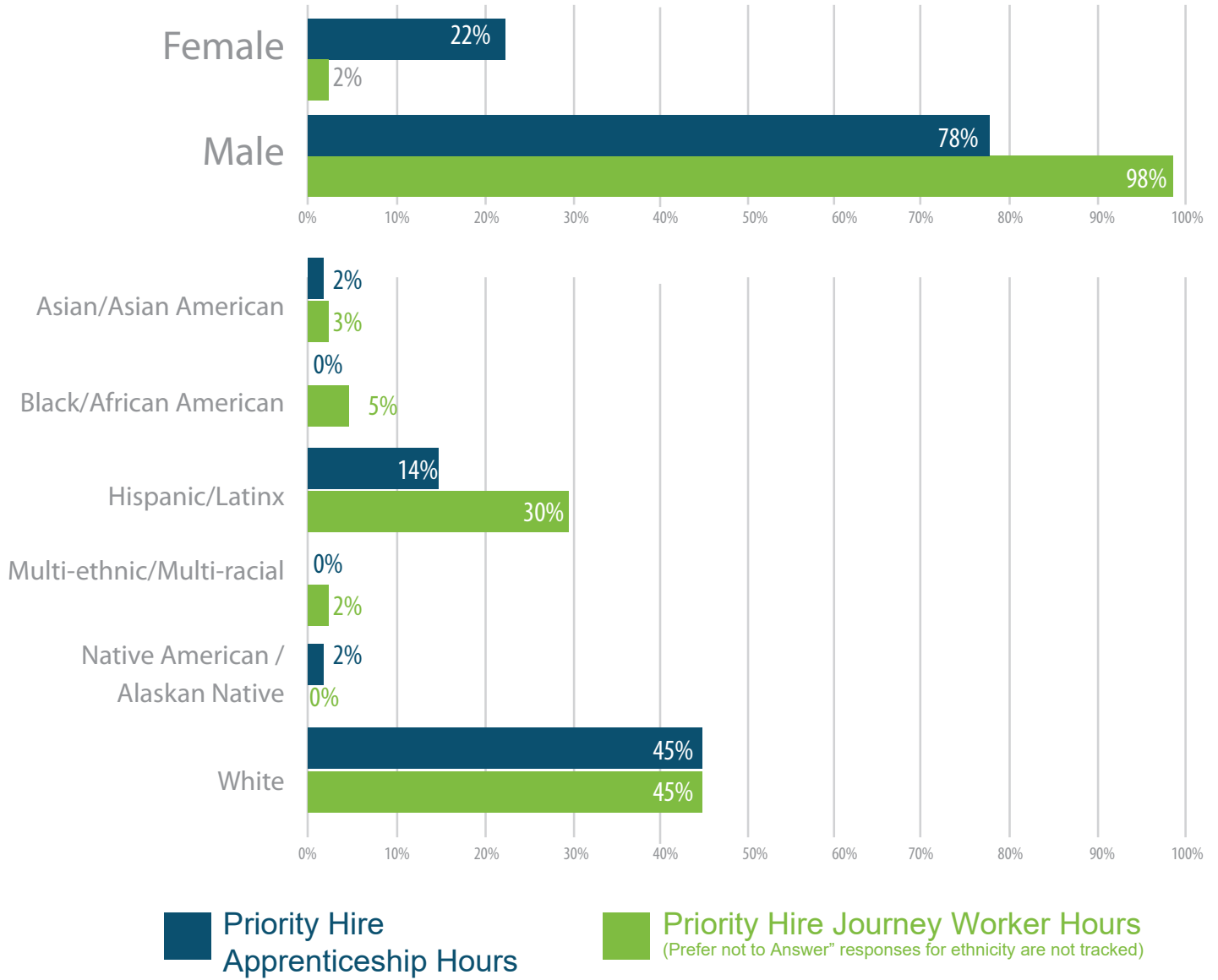
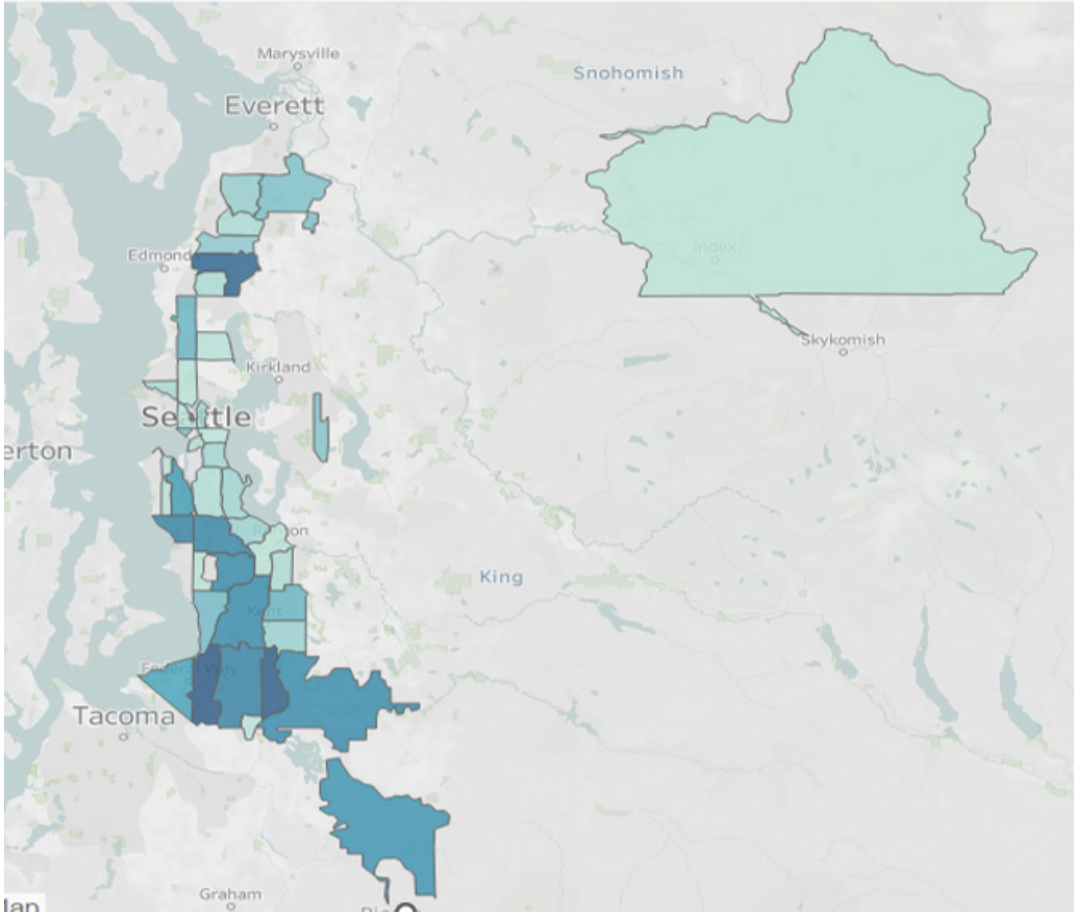
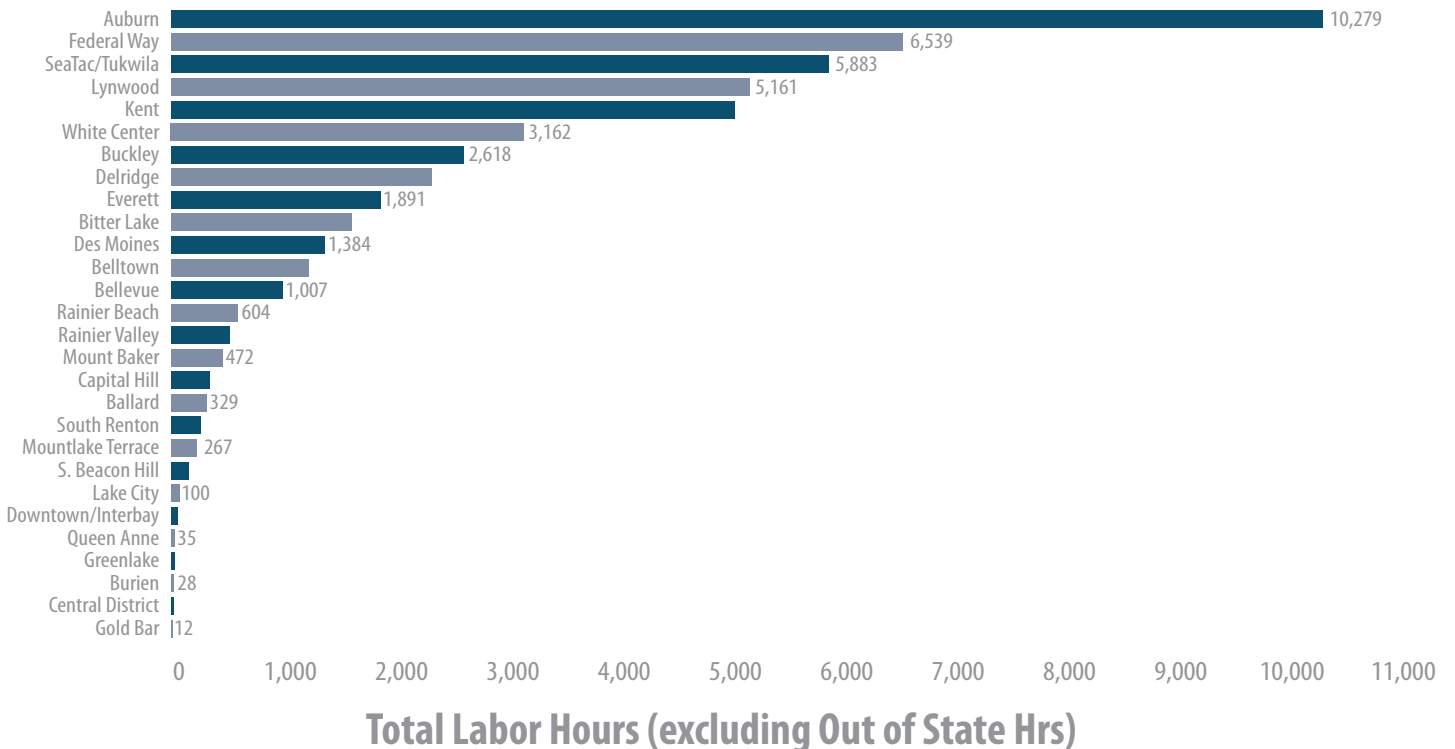


Figure 6: Priority Hire Utilization by ZIP Code



Priority ZIP Codes associated with workers in the Priority Hire Program in 2023. Darker shading indicates a higher concentration of worker hours contributed to the program.

Figure 7: Priority Hire Hours by City/Neighborhood

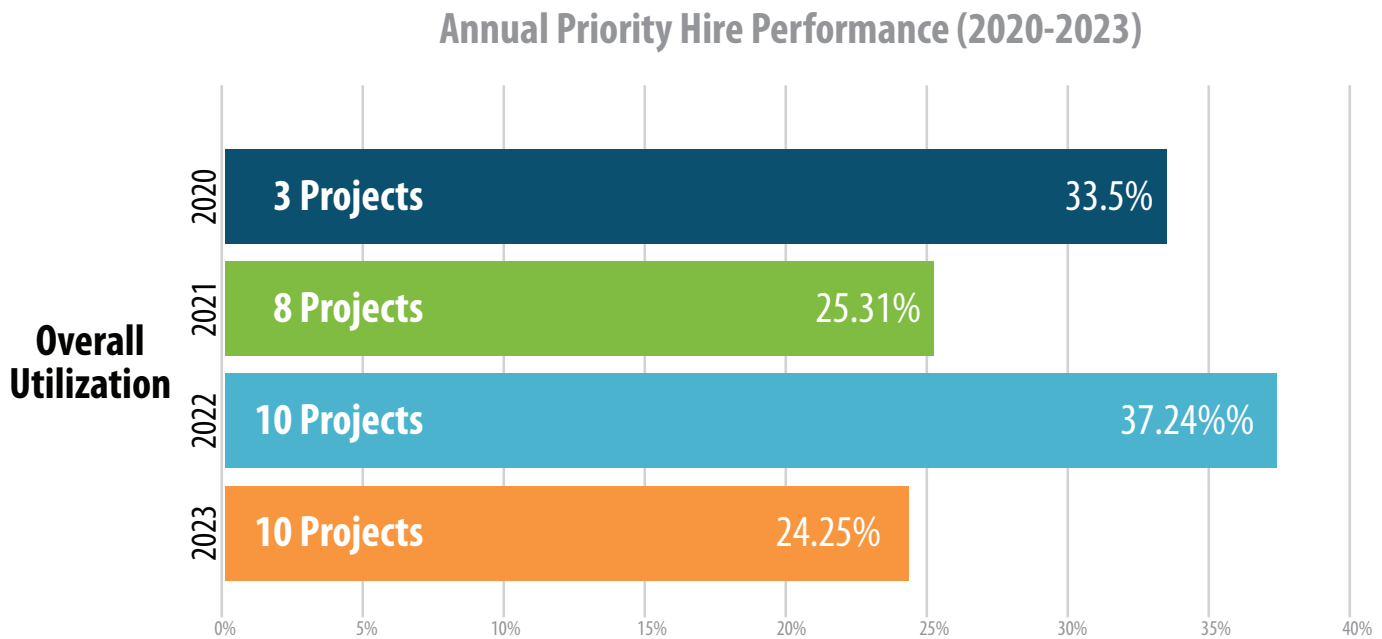


HISTORIC PERFORMANCE TRENDS

The Port of Seattle Priority Hire program continues to put people living in economically distressed communities to work on Port construction projects and addresses work shortage by providing contractors access to trained construction workers from historically depressed zip codes. To accomplish our work, the Port of Seattle works with local construction labor unions, contractors, training programs and local community agencies to come together to support workers.

Priority Hire is a successful program. In 2023, 283 Priority Workers were placed into construction apprenticeship or journeyworker employment and achieved the 20% goal. The Port's Priority Hire program will continue to provide opportunities for new workers by supporting recruitment and training through community partners and engaging with contractor and unions by presenting and discussing current data reports during weekly progress meetings.

Figure 8: Priority Hire Annual Performance



PRIORITY HIRE SUB-GOALS

Although the Port currently does not have established Priority Hire sub-goals for apprentices, journey workers, women, or people of color, we do track performance in these areas to better understand baseline performance of these programs.

Apprentices made up nearly 15% of all work on Priority Hire projects

Expanded utilization on Priority Hire projects is shown below and reported for the year 2023 only.

Table 9: 2023 Priority Workers - Labor Breakdown (Priority Hire Projects)

Project Title	All Priority Workers			Women Priority Workers		People of Color Priority Workers	
	Hours	#	% of Ttl Hours	#	% of PH Hours	#	% of PH Hours
2023 Airfield Project – Contract 2	10,828.91	78	22.48%	5	3.04%	30	33.57%
C Concourse Expansion - Construction Phase	14,420.90	96	21.21%	6	8.97	40	37.67%
Checkpoint 1 Relocation	1,554.50	19	29.56%	2	25.73%	5	7.78%
GSE Electric Charge Stations - Part 2B	100.00	1	74.07%	0	0.00%	1	100.00%
Main Terminal Low Voltage System Upgrade – Construction Phase	9,232.21	55	19.76%	2	0.16%	21	19.99%
P66 Cruise Shore Power	1,451.00	10	16.84%	0	0.00%	5	46.38%
Parking Garage Elevator Modernization	106.00	10	6.15%	1	7.55%	50	58.49%
Parking Revenue Infrastructure	1,085.50	8	40.38%	0	0.00%	2	30.40%
S. 188th Street Tunnel Improvements	120.00	1	100.00%	0	0.00%	0	0.00%
TSE Phase II: Bollards and ADA Ramps Design Build	12,597.14	41	31.98%	1	8.57%	19	67.28%
	51,496.16	283	24.25%		6.07%		40.15%

Table 10: 2023 Priority Workers – Participation by trade (Priority Hire Projects)

5+ Priority Workers:	20+ Priority Workers:
<ul style="list-style-type: none"> • Asbestos Abatement Workers • Cement Masons • Drywall Applicators • Fence Erectors • Plumbers & Pipefitters • Sheet Metal Workers • Telecommunication Technicians • Traffic Control Stripers 	<ul style="list-style-type: none"> • Carpenters • Electricians – • Inside • Laborers • Power Equipment Operators • Truck Drivers

For a detailed breakdown by craft for each Contractor, see **Appendix 3**.

2023 APPRENTICESHIP AND PRIORITY HIRE SUMMARY

The goals of the Port of Seattle Apprenticeship and Priority Hire programs are to provide career opportunities for workers in the region by prioritizing hiring of workers from economically distressed zip codes. Both programs align with the Port of Seattle Equity and Social Justice Strategic plan by working to expand the pipeline for individuals who have been underrepresented in the construction industry. Above all, we found that pre-apprenticeship programs play a significant role in developing a skilled and diverse workforce. Our goals are to support and expand local programs capacities by developing industry relationship and the provision of post-completions services to trainees. Program leaders generally agreed that offering some support to trainees after job placement would be useful in helping recent graduates stay connected to construction employment. Given that most jobs are temporary, help finding a second or third job in construction can be needed. A new apprentice or construction employee may not yet have the industry contacts, or the knowledge needed that would allow them to navigate a hiring hall or the employer market effectively. As a result of effective post-placement follow-up, a ready pipeline of skilled and diverse workers would be established for the construction sector to tap into, and more career and high-wage opportunities would be achieved by low-income adults, people of color and women.

APPENDICES



APPENDICES ARE AVAILABLE IN EXTERNAL PDFS, PLEASE FOLLOW THE LINKS OR QR CODES BELOW



APPENDIX 1: APPRENTICESHIP UTILIZATION SUMMARY PLA

[*View Appendix 1*](#)



APPENDIX 2: APPRENTICESHIP UTILIZATION SUMMARY NON-PLA

[*View Appendix 2*](#)



APPENDIX 3: APPRENTICE AND PRIORITY HIRE ANNUAL REPORT

[*View Appendix 3*](#)



APPENDIX 4: PRIORITY ZIP CODE LABOR UTILIZATION

[*View Appendix 4*](#)



APPENDIX 5: RESOLUTION 3725

[*Read Port Commission Resolution 3725*](#)



APPENDIX 6: RESOLUTION 3736

[*Read Port Commission Resolution 3736*](#)



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