



Priority Hire 2020 RFP Information Session



Seattle



Agenda

- Welcome & Introductions
- Construction Workforce Diversity & Priority Hire
- RFP Presentation
- Question and Answer Session

Why Workforce Diversity & Priority Hire?



Trained workforce



Access



Workforce diversity



Economic growth



How do we build construction career pathways?

Invest in community awareness, training and ongoing support in the worker pathway

Set workforce requirements and goals on public works & City public-private partnership projects

Engage all stakeholders and partners throughout development and implementation



Priority Hire

Priority Hire Individuals - Definition

For the purpose of this RFP, Priority Hire individuals are defined as:

- Residents of economically distressed ZIP codes (see right)
- Women
- BIPOC (Black, Indigenous and people of color)



Success: City's Priority Hire Impact

Workers from economically distressed ZIP codes earned

\$40M in wages

This is **\$18 million** more in wages than before Priority Hire

Source: Based on 35 City public works projects and two public-private partnership projects from November 2013 through October 2020.



Apprenticeship Completions

SOURCES OF APPRENTICES

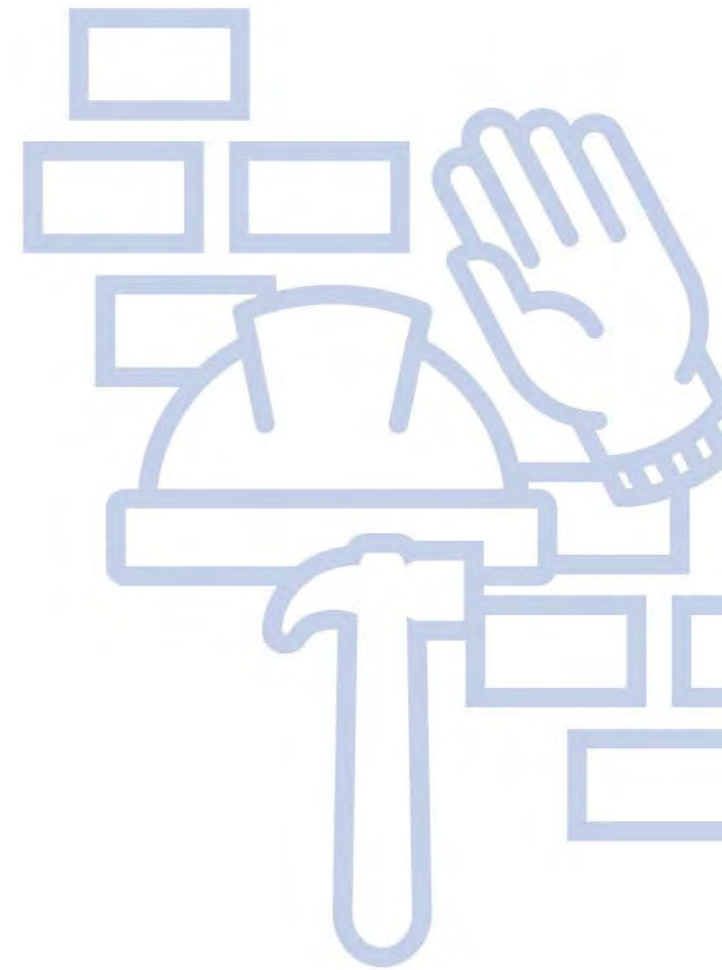


Only **40%** Graduate to Journey Status
• 33% of people of color • 32% of women



RFP Purpose

Reduce economic inequities by opening doors to well-paying construction careers for underrepresented groups to enter and maintain employment.



Community Partnerships

**Recruitment, training and support services
for workers living in economically distressed ZIP codes,
women and people of color.**

From 2016 – 2019:

247

Priority Hire individuals recruited and placed into construction by community organizations

167

Individuals obtained or regained their driver's licenses

566

Trained pre-apprentices and Priority Hire clients placed in construction

AWS

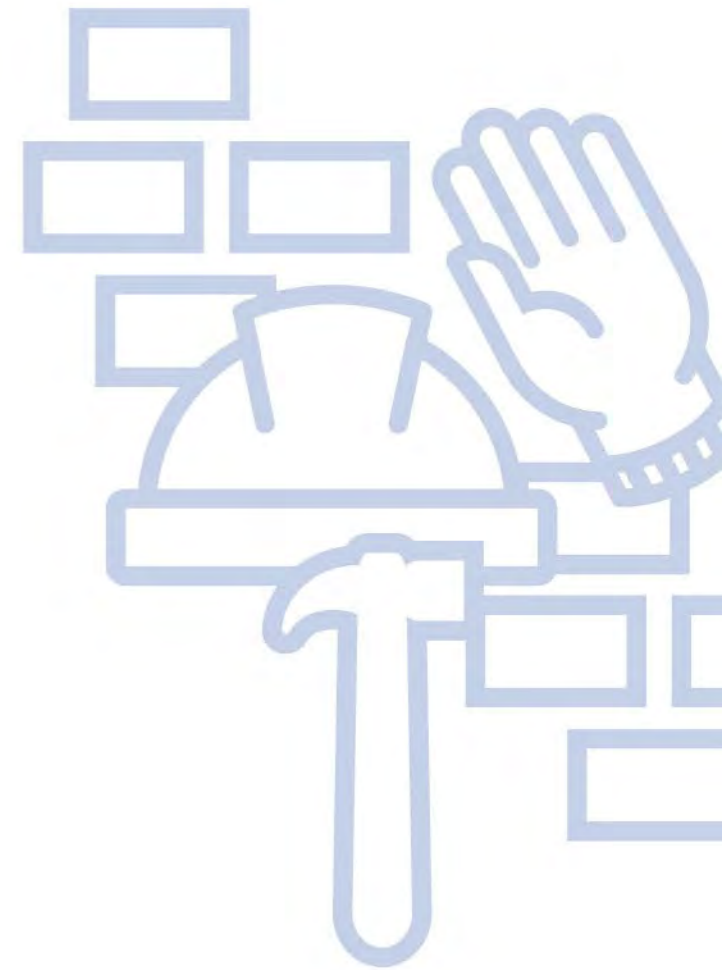
Worker retention through Acceptable Work Site training development

RFP Partnership

The RFP is hosted by the City of Seattle, in partnership with the Port of Seattle and Sound Transit

The City of Seattle will administer the resultant contracts.

Partner Agencies	2021	2022	2021-2022 Est. Total
City of Seattle	\$652,000	\$652,000	\$1,304,000
Port of Seattle	\$100,000	\$100,000	\$200,000
Sound Transit	\$150,000	\$100,000	\$250,000
Est. Total	\$902,000	\$852,000	\$1,754,000



RFP Timeline

RFP Timeline*	Date/Time (PST)
RFP release	November 10, 2020
Information Sessions	November 19, 2020, 3:00 p.m. December 3, 2020, 3:00 p.m. January 27, 2021, 10 a.m.
Deadline for Questions	February 1 by 11:59 p.m.
Proposal Due Date	February 4 by 11:59 p.m.
Announcement of Potential interviews	January 5 February 16
Interview Dates (If Applicable)	January 7 & 8, February 19 & 20
Notification of Successful Proposer(s)	February 24
Anticipated Contract Execution	March 15

*RFP timeline updated January 2021.

Minimum Eligibility Requirements

- Follow non-discrimination and equal opportunity provisions mandated by federal, state, and city laws.
- Meet licensing requirements applicable to its organization, e.g., Washington State Business License (UBI#), Seattle Business License, 501(c)(3), or 501(c)(4).
- Approval of fiscal sponsorship or 501(C)3 status.
- Federal Tax ID number/employer identification number (EIN).
- Pre-apprenticeship and apprenticeship programs must be Washington State Apprenticeship & Training Council (WSATC)-recognized or in process of obtaining recognition at contract award.

Awarded organizations must meet applicable licensing requirements listed above immediately after contract award.

Refer to section 11.6 of the RFP for more information.



Scope of Work

This RFP is seeking proposals (joint proposals encouraged) from organizations and coalitions that can offer one or more of the following:

- Apprentice and/or journey worker retention support with a focus to increase the number of Priority Hire individuals that stay in and advance in construction careers;

and/or

- Recruitment, with a focus on Priority Hire individuals, particularly those who are also justice system-involved;

and/or

- Pre-apprenticeship construction training and/or job readiness services.



Scope 1.

Scope 1. Apprentice and/or Journey Worker Retention Services

Increase retention of Priority Hire apprentices and journey workers.

Proposals shall, at minimum, address one of the strategies below and may offer other strategies that are not listed.

- Childcare services
- Culturally inclusive mentorship program
- Financial support services



Scope 2.

Scope 2. Recruitment and Placement of Priority Hire Individuals, with a focus on those who are Justice-System Involved

Increase the number of Priority Hire individuals, with a focus on those who are justice-system involved, that enter pre-apprenticeship and apprenticeship construction training programs.

Justice System-Involved Individual: A person from an economically distressed ZIP code, woman and/or BIPOC individual that has been impacted by the justice system; this includes currently incarcerated, formerly incarcerated and individuals with a record.



Scope 3.

Scope 3. Pre-Apprenticeship Construction Training and/or Job Readiness Services

Propose a program to:

- Train pre-apprentices, with a focus on Priority Hire individuals, and place them in construction apprenticeship. This is for recognized pre-apprenticeship programs only.

And/or;

- Provide job readiness services to pre-apprentices and/or apprentices. Any organization can apply to this. These services could include:
 - Digital literacy training
 - Construction math training
 - Leadership training
 - Driver's relicensing
 - Financial support services



Proposal Submittal

Proposals are due by 11:59 pm (PST), February 4, 2021

Electronic Submittal to Julianna.Tesfu@seattle.gov

- Subject Line: RFP Number: FAS 2020-019
- Preferred in PDF format



Selection Process

1. Initial Screening
2. Proposal Evaluation

Evaluation Criteria	Points
Agency capacity and organization	15
Agency experience	15
Agency proposal and application	35
Cultural competency	20
Proposal Work Plan & Budget	15
TOTAL	100

3. Interviews (if applicable) – 20 points
4. Selection



Proposal Support

Three Information Sessions

Nov. 19, 2020 at 3:00 p.m. (PST)

Dec. 3, 2020 at 3:00 p.m. (PST)

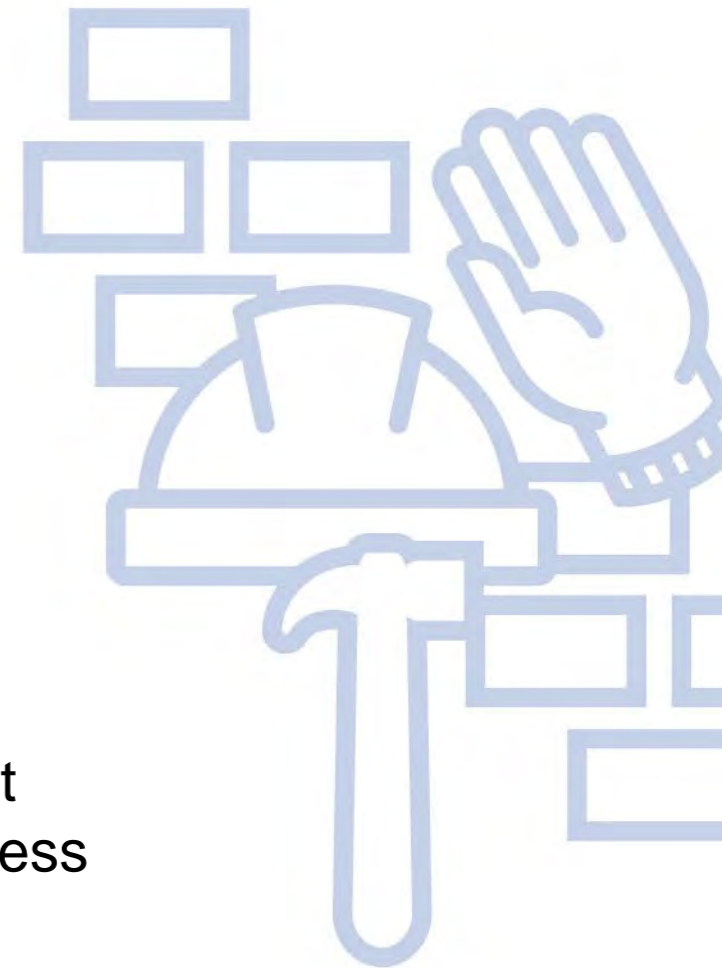
Jan. 27, 2021 at 10:00 a.m. (PST)

Questions & Answers Document

Answers will be posted here: [Construction Workforce RFP](#) on a weekly basis, until February 1, 2021, or more frequently as needed.

Technical Assistance

Please contact the RFP Coordinator to make a request or learn more about technical assistance. Please request technical assistance at least 10 business days prior to the proposal due date.



RFP Contact

THANK YOU!

RFP Contact:

Julianna Tesfu

Julianna.Tesfu@seattle.gov or 206-487-2746

