



**TO:** T.C. Broadnax, City Manager  
**FROM:** Nadia Chandler Hardy, Assistant to City Manager and Director, Neighborhood and Community Services  
**COPY:** City Council and City Clerk  
**SUBJECT:** Resolution to Authorize the Tacoma Training & Employment Program – [July 12, 2016]  
**DATE:** June 16, 2016

**SUMMARY:** A resolution establishing the Tacoma Training and Employment Program (TTEP), providing for training and education opportunities for Tacoma residents and residents of Tacoma Public Utilities retail service areas to maintain the City’s commitment to provide for the development of a trained and capable work force that possesses the skill and ability to fully participate in building and construction trades and technical and career fields in Tacoma.

**STRATEGIC POLICY PRIORITY:**

- A safe, clean and attractive community.
- Strengthen and support public safety, human services, public education, and diverse higher learning opportunities in Tacoma.
- Encourage and promote an open, effective and results-oriented organization.

**BACKGROUND:** On September 16, 1997, the City Council passed Ordinance No. 26128, which established the Youth Building Tacoma Training and Employment Project with the intent of focusing resources to promote the development of a trained workforce, particularly in building and construction trades and technical and career fields. The program, defined as “projects...for the purpose of educating and training Tacoma youth,” served young adults ages 18-24 residing in the City of Tacoma.

In 2014, the Youth Building Tacoma Advisory Committee implemented a pre-apprenticeship model (the TOOL Center) to better serve the intent of the ordinance and meet the legal nexus for the use of ratepayer funds.

In 2015, the City received a notice of trademark infringement from YouthBuild USA leading to the repeal of Tacoma Chapter 1.80 Youth Building Tacoma. The Youth Building Tacoma Advisory Committee undertook an effort to not only rename the program, but to enhance the program service delivery and broaden the reach of the City’s workforce development efforts. (See attached program description).

**ISSUE:** The Tacoma Training and Employment Program (TTEP) is a continuation of the program formerly codified in the Tacoma Municipal Code Chapter 1.80 Youth Building Tacoma. As TMC Chapter 1.80 has been repealed, the purpose of this Resolution is to maintain the City’s commitment to provide for the development of a trained and capable work force that possesses the skills and abilities to fully participate in building and construction trades and technical and career fields in Tacoma. The Advisory Committee overseeing the program has made recommendations to enhance the program’s efficacy and reach of the City’s workforce development efforts. This program addresses the issue of unemployment and underemployment by providing for training and education opportunities for Tacoma residents and residents of Tacoma Public Utilities retail service areas. In 2014, youth unemployment in Pierce County was 24.9%, according to the American Community Survey. Industry forecasts for Pierce County reflect a significant shortage in manpower in the construction and related fields. The predicted impact of the changes in service delivery will result in 45-60 youth served per year with training, mentoring, support services/case management, and living-wage job placement.



**RECOMMENDATION:** Staff recommends passing a Resolution establishing the Tacoma Training and Employment Program.

**FISCAL IMPACT:**

**EXPENDITURES:**

FUND NUMBER & FUND NAME	COST OBJECT (CC/WBS/ORDER)	COST ELEMENT	TOTAL AMOUNT
5086 – TTEP Tacoma Training & Employment Program	498600	5330100	\$640,600.00
<b>TOTAL:</b>			\$640,600.00

**REVENUES:**

FUNDING SOURCE	COST OBJECT (CC/WBS/ORDER)	COST ELEMENT	TOTAL AMOUNT
Interfund Charges	498600	5950015	\$640,600.00
<b>TOTAL:</b>			\$640,600.00

**POTENTIAL POSITION IMPACT:**

POSITION TITLE	PERMANENT/ PROJECT TEMPORARY POSITION	FTE IMPACT	POSITION END DATE
N/A			
<b>TOTAL</b>			

**FISCAL IMPACT TO CURRENT BIENNIAL BUDGET: \$640,600.00** (FUNDS FOR 2015-2016 ARE APPROPRIATED, AND SIMILAR APPROPRIATIONS ARE ANTICIPATED IN FUTURE BUDGET CYCLES)

**ARE THE EXPENDITURES AND REVENUES PLANNED AND BUDGETED?** Yes



## 2016 Tacoma Training and Employment Program

**Purpose of Program:** The purpose of the Tacoma Training and Employment Program (TTEP) is to provide for the development of a trained and capable workforce by providing training and education opportunities to residents of the city of Tacoma and residents of the retail service areas of Tacoma Public Utilities. Such work force shall allow the City to draw upon a pool of qualified workers, enabling the City to efficiently and effectively meet its obligations. In addition, such work force shall provide employment opportunities for Tacoma citizens and residents within the service areas of Tacoma Public Utilities, thereby facilitating the expansion of the local economy.

**Target Population:** Recruitment will focus on, but not be limited to, youth and residents of the Lincoln District and Community Empowerment Zone, women, minorities, those transitioning from dependence on public benefits, those with limited English-speaking abilities, young adults involved in other City-funded programs or initiatives, and the retail service areas of Tacoma Public Utilities.

**Components of Program:** The key components of the program are:

1. Employment Readiness Training
2. Case management and mentoring to address barrier reduction that supports program completion;
3. Participant Support Services that include math and reading classes to achieve 9th-grade level prior to graduation, work related clothing, tools, and transportation;
4. Participation in a Pre-Apprenticeship training program that includes an industry-related math component; and
5. Job placement assistance with Tacoma Public Utilities, the City of Tacoma, Local Employment and Apprenticeship Program (LEAP) employers and employers that must comply with Local Section 3 Hiring Policy, and private industry firms.
6. Third-party evaluation.