



February 24, 2026, Follow-Up

Tacoma Community Workforce Advisory Committee Recommendations Update and Workforce Programs Update

Economic Development Committee
April 28, 2026



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Geographic Distribution of LEAP Utilization

LEAP participation is *higher* among workers from the broader Economically Distressed Areas (EDA) than from Tacoma itself, due to population differences

Progress Toward LEAP & EIC Program Goals

LEAP Utilization of local and priority hire residents is above expected levels and that of apprentices is below expected levels and trending up
EIC Utilization of small, minority, and women-owned businesses varies and is trending up

Steps We Take to Reach LEAP & EIC Goals

Set requirements on qualifying PWI projects
Approve or reject Utilization Plans submitted
Support contractors in meeting requirements, provide progress updates, and compliance
Invest in workforce training

2025 EIC Support of Local Businesses

Capacity: 11 workshops; 432 participants
Certification Support: OMWBE
Technical Assistance: bonding, taxes, and capability statements
Growth Resources: Access to Capital

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Presentation

2019 Community Workforce Advisory Committee Recommendations Update

Data Provided Compared to LEAP Goals	Required Utilization	2021 % met	2022 % met	2023 % met	2024 % met	2025 % met
Local Employees journeymen or apprentices from Tacoma or the Economically Distressed Areas (EDAs) within the Tacoma Public Utilities Service Area (TPUSA)	15%	27%	25%	31%	32%	33%
Apprentices registered apprentices within TPUSA	15%	7%	8%	6%	11%	12%
WA State Apprentices registered apprentices from Washington State	15%	14%	12%	7%	14%	16%



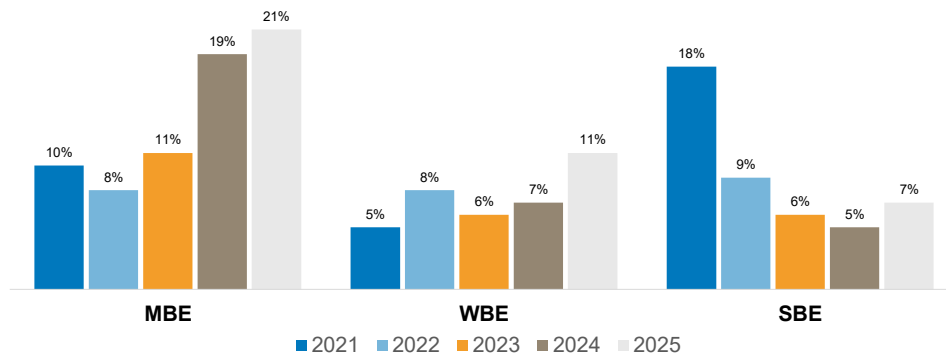
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Year-Over-Year Performance

EIC

Utilization by Certification Type

Data only applies to public work and improvement contracts with EIC requirements



Certification	2021	2022	2023	2024	2025
MBE	10%	8%	11%	19%	21%
WBE	5%	8%	6%	7%	11%
SBE/DBE	18%	9%	6%	5%	7%



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Workforce Programs


Our programs and efforts are aligned with Tacoma 2035 and the Good Jobs Framework

EIC
Eliminate disparities in contracting for public work and improvement projects

LEAP
Using public contracting to put local residents, priority hires, and apprentices to work

TTEP
Preparing participants for apprenticeships and family wage jobs

EPA BROWNFIELDS
Providing training aligned with the green economy that builds a safer, cleaner Tacoma



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