



**Good Jobs, Great Cities Academy
Action Planning Template**

City of Tacoma Action Plan

Good Jobs, Great Cities Academy

Instructions: This action plan template is designed to serve as a living document that helps organize your efforts as well as document your progress and success. This tool can help you map out your team’s participation in the Academy, set goals, and identify areas for additional NLC and DOL support or peer connections.

<p>City Goals</p>	<p><i>By the end of the Good Jobs, Great Cities Academy, my city will have accomplished:</i></p> <ul style="list-style-type: none"> • <i>Establish a sustained green economy infrastructure cross-sector hub to develop an action-based strategy around green infrastructure jobs focused on green infrastructure including manufacturing, green building products, clean energy, and maritime workforce;</i> • <i>Expand and design training and recruitment strategies to increase access and to living-wage green jobs by prioritizing women and people of color (Target populations); and</i> • <i>Connect pathways development to priority areas for Tacoma in the BIL and IRA federal funding opportunities, including investments in clean energy through hydrogen production, a top priority for our state.</i>
<p>Key Partners</p>	<p><i>Who are key partner organizations or individuals you may need to engage or activate to achieve your goals?</i></p> <ul style="list-style-type: none"> • <i>City and County Departments</i> • <i>Workforce Central, Pierce County Community Engagement Task Force</i> • <i>Pierce County Central Labor Council</i> • <i>Employers</i> • <i>Technical colleges and universities & K-12 schools</i> • <i>Department of Labor</i> • <i>State of Washington</i> • <i>National League of Cities</i> • <i>Foundation for Tacoma Students</i>



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Goals / Desired Outcomes	Activities	Lead & Partners	Indicators of Progress	Timeline	Assistance from NLC and the DOL
OUTREACH AND PILOT INITIATIVES					
Formally adopt a framework for a good job for the region based on State and DOL guidance		Lead: Workforce Central Partners: Foundation for Tacoma Students & Workforce System providers	Good Jobs Framework completed	Completed Q1 24	
Create an outreach and advertising campaign elevating trade jobs in target fields	Step 1- Campaign outline formulated Step 2- Communications firm secured Step 3- Campaign implemented	Lead: Workforce Central PC Central Labor Council Partners: All GJGC	Step 1- Campaign outline formulated Step 2- Communications firm secured Step 3- Campaign implemented	Step 1- Q1 24 Step 2- Q2 24 Step 3- Q2-Q4 24	
Grow opportunities for short-medium term certifications and pre-apprenticeship training pathways	<ul style="list-style-type: none"> - Outreach into K-12 system (see above) - Increase funding and capacity for enrollment and completion in training 	Lead: GJGC Partners	<ul style="list-style-type: none"> - Manuf. Pre-apprenticeship academy increases capacity Q1-4 24 		
Pilot investment of additional wrap-around supports and job connections for technical college students nearing completion	<ol style="list-style-type: none"> 1. Raise funds to test strategy 2. Invest and measure results 	Lead: Workforce Central & Technical Colleges	<ol style="list-style-type: none"> 1. Funds raised 2. Contracts formed with CTCs, students begin receiving support 	<ol style="list-style-type: none"> 1. Completed Q4 23 2. Q1 24-Q2 25 	



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TRAINING AND PATHWAYS MAPPING					
Assess where participants are dropping out of apprenticeship pathway, particularly in manufacturing and construction	- determine data available	Lead: Workforce Central & PC Central Labor Council & Local Labor Unions		Q2 24-Q4 24	
Create accessible ecosystem map of green jobs training pathways in the region	Map existing manufacturing and construction pathways via electronically accessible platform	Lead: Workforce central Partners: GJGC partners	-map of pathways is completed	-Q1 24-Q2 24	
Create a skills map of future workforce needs in green construction and manufacturing <i>and</i> MWBE construction employer map	<ol style="list-style-type: none"> 1. Create scope for skills mapping 2. Secure contract 3. Map the ecosystem 	Lead: WorkForce Central & GJGC Partners: Employers		Manufacturing Skills- Q2-Q4 24 Construction Employers- Q2-Q4 24	
CONVENING AND PARTNER ALIGNMENT					
Establish a sustained green economy infrastructure cross-sector hub	-monthly Hub calls -subcommittee meetings as needed	Lead: City of Tacoma Partners: Workforce Central	-regular cadence of meetings with good attendance and engagement	April 2023 - Ongoing effort	Shared examples of other convenings and regular Hubs like this one



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CONVENING AND PARTNER ALIGNMENT (CONTINUED)					
Design and convene priority industry roundtables to ensure alignment around workforce training needs	<ul style="list-style-type: none"> - Schedule four 2024 dates - Send invites to businesses, CTCs, and labor 	Lead: WorkForce Central, CTCs Partners: employers, City, labor	Quarterly roundtables occurring	kickoff in March 2024	
Host Inaugural Green Jobs Summit in Tacoma	<ul style="list-style-type: none"> - Design agenda - Determine audience and roles - Organize logistics 	Lead: City of Tacoma and GJGC Partners: Training and education providers; employers		May 2024	<ul style="list-style-type: none"> - planning site visit and agenda -facilitation support
FUNDING & FEDERAL ALIGNMENT					
Connect pathways development to priority areas in the BIL and IRA opportunities, including investments in clean energy through hydrogen production	Ongoing: <ul style="list-style-type: none"> -incorporate into legislative agendas -align identified pathways with local infrastructure projects, including hydrogen HUB 	Lead: City of Tacoma Workforce Central Partners: Training and education providers employers	-receive state/federal funding for workforce priorities	Ongoing - Washington Jobs: \$3 million received Q4 23 - Apply DoE Grant Feb 24	-assist with expectations and alignment to federal priorities

Good Jobs, Great Cities Strategies

STRATEGY #1

City Of Tacoma Policy

1. Embed & Adopt Quality Jobs principles, green jobs principles, and apprenticeship utilization
2. Green Jobs definition – assess and solidify

STRATEGY #2

K12-Post-Secondary-Registered (Pre)Apprenticeship Pathways Alignment

1. Pre-apprenticeship access in skilled trades and manufacturing
2. Focused work-based, earn and learn opportunities

STRATEGY #3

City of Tacoma Pathways Campaign

1. Develop and deploy campaign focused on following core messages for trust and narrative building:
 - a) City of Tacoma is hub for quality green jobs
 - b) Training pathways are abundant and accessible
 - c) Green QUALITY jobs definition

STRATEGY #4

Eastside Tacoma Outreach & Training Capacity

1. Eastside Green Jobs Training Center
2. Eastside 24/7 childcare for Laborers
3. Transportation from Eastside to work