



## Local Employment & Apprenticeship Training Program (LEAP)

City of Tacoma | Community & Economic Development Department

City Council  
June 4, 2024



## AGENDA



- LEAP Background
- LEAP Overview
- LEAP Advisory Committee
- Program Outcomes
- 2024 Priorities
- Proposed Code Revisions
- Next Steps

## BACKGROUND



- Purpose – employment opportunities for local residents
- Establishment of Program
- Compliance Measures – workforce utilization requirements
- Oversight

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## OVERVIEW



- Types of projects with LEAP Requirements
- Thresholds for LEAP
- Measuring Compliance
- Noncompliance Consequences
- Benefits to Workers and Families
- Benefits to Contractors
- Workforce Development



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## OVERVIEW



- Types of Projects with LEAP Requirements
  - Public Work & Improvements and Related Service Contracts
    - Civil Projects
    - Building Projects
- Thresholds for Categories of LEAP Requirements
  - Civil Projects of \$250,000 and up – Local Employee
  - Building Projects \$750,000 and up – Local Employee
  - Projects of \$1 million and – Local Employee and additional Apprenticeship Requirement

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## OVERVIEW



- Measuring Compliance
- Noncompliance Consequences
- Benefits to Workers and Families
- Benefits to Contractors
- Workforce Development



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# LEAP ADVISORY COMMITTEE



The LEAP Advisory Committee meets quarterly to provide program oversight and policy recommendations

Voting Members are from seven constituency groups:

- Residents of Tacoma
- Construction companies doing business with the City of Tacoma
- Members of the Puyallup Tribe
- Members of organized labor representing various industry crafts
- Community-based organizations
- City staff
- Educational institutions

# PROGRAM OUTCOMES UP TO 2024

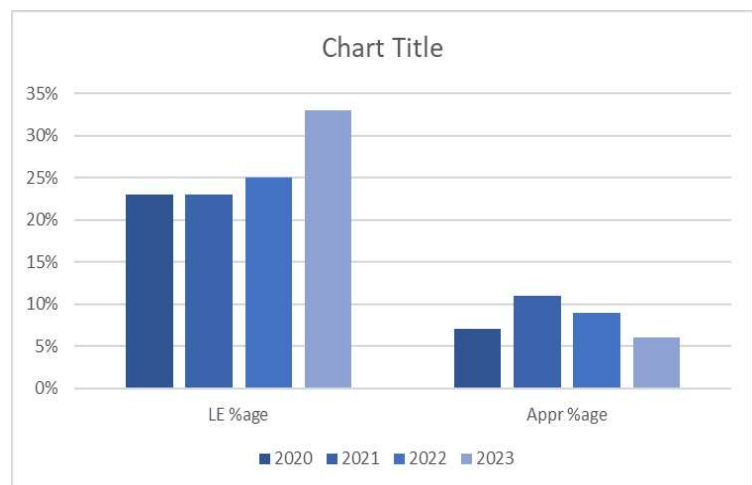


## • Past Data 2008 – 2015

- Local Employee  
Utilization average 17%

## • Current Data 2020 - 2023

- Local Employee  
Utilization average 26%
- Apprentice Utilization average 8%



# 2024 PRIORITIES



## Program Improvements

- Contractor education and assistance
- Support to increase local employee and apprentice utilization on projects with LEAP requirements
  - Compliance enforcement
  - Code enforcement
- Code Revisions



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# PROPOSED CODE REVISIONS



To strengthen LEAP and ensure apprenticeship training and employment opportunities for local residents we propose:

- Replacing the use of the term 'goals' with 'requirements' and CED Director with 'LEAP Coordinator'
- Updating noncompliance penalty assessments
  - Results of assessment of penalties from 2008 - 2015
  - Penalty assessment amounts have not changed since at least 2008

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# PROPOSED CODE REVISIONS



## Current Penalty Structure

Percent of Requirement Met	Assessment per Unmet Hour
100%	\$ 0.00
90% - 99%	\$ 2.00
75% - 89%	\$ 3.50
50% - 74%	\$ 5.00
1% - 49%	\$ 7.50
0%	\$ 10.00

## Proposed Penalty Structure

Percent of Requirement Met	Assessment per Unmet Hour
100%	\$ 0.00
90% - 99%	\$ 12.00
75% - 89%	\$ 21.00
50% - 74%	\$ 30.00
1% - 49%	\$ 45.00
0%	\$ 60.00

# NEXT STEPS



## Implementation of 2024 Priorities

### Tacoma Municipal Code 1.90

Study Session Presentation – June 4, 2024

First Reading of Ordinance 28970 – June 4, 2024

Second Reading – June 2024



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