



Workforce Programs Update

Economic Development Committee
February 24, 2026

1

Opening the Door to Opportunity through Workforce Programs

EIC

Equity in Contracting

EPA

EPA Brownfields Job Training Program

LEAP

Local Employment & Apprenticeship Training Program

TTEP

Tacoma Training & Employment Program

EIC

Helping small businesses compete, win, and grow: creating local jobs and building community wealth through contracting.

LEAP

Opening doors for local talent and apprentices to build careers on City projects.

EPA Brownfields

Free job training creating pathways to environmental careers.

TTEP

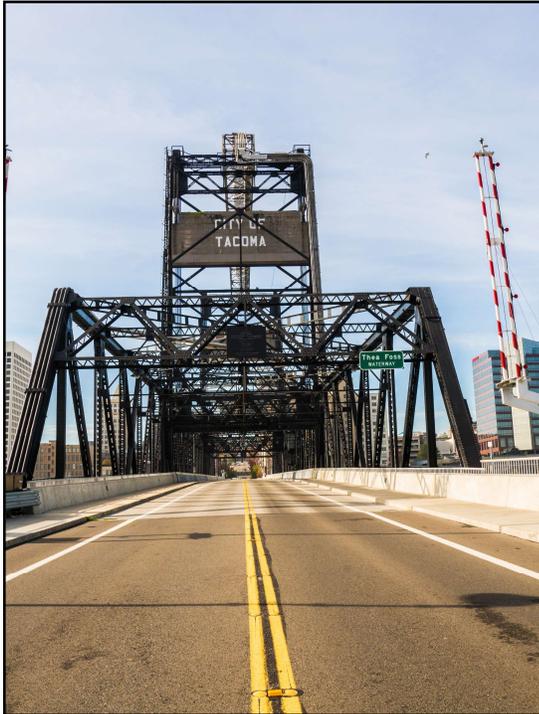
Connecting residents to training and living-wage jobs.



2



3



How We Build Pathways

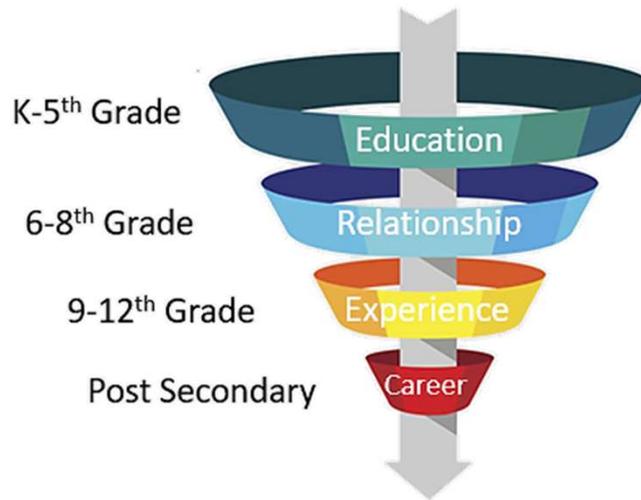
- Align Workforce Development with Key Industry Sectors
- Promote Inclusive Hiring and Contracting Practices
- Leverage Anchor Institutions



4

Building Talent Together

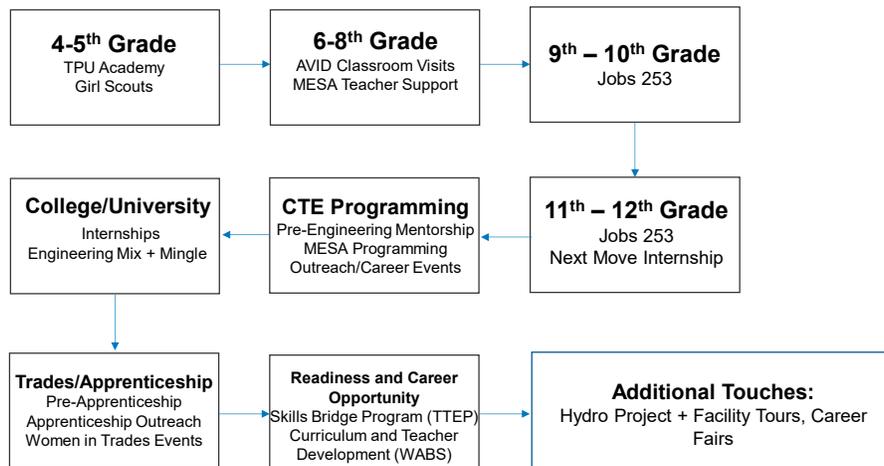
TPU and General Government



5

Building Talent Together

TPU and General Government



6

Measuring What Matters

Key Metrics at a Glance

Focus Area 1: Business Retention, Expansion & Attraction		
Own	Influence	Monitor
<ul style="list-style-type: none"> # of Business Retention and Expansion Visits completed annually # of referrals to partner organizations for direct business support 	<ul style="list-style-type: none"> Jobs created or retained through direct City support 	
Focus Area 2: Small Business & Entrepreneurship		
<ul style="list-style-type: none"> # of businesses served through City-led programs or technical assistance Demographics of business owners served 	<ul style="list-style-type: none"> # of partnerships with local business support organizations Increased participation of small or certified businesses in public procurement 	
Focus Area 3: Career Pathways & Workforce Readiness		
<ul style="list-style-type: none"> # of regional partnerships and advisory group engagements # of participants completing green job training 	<ul style="list-style-type: none"> # of job placements in sustainability and climate-resilient sectors Green certifications or credentials earned 	<ul style="list-style-type: none"> Demographics of program participants (race, gender, age, geography) Wage growth for participants post program(s)



7

Our Impact in Action

Stories Behind the Numbers

Equity in Contracting (EIC)



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



8

Our Impact in Action

Stories Behind the Numbers

Local Employment & Apprenticeship Training Program (LEAP)

- # of LEAP Hours (Local and Apprentice) & Total Wages Paid



9

Our Impact in Action

Stories Behind the Numbers

Tacoma Training & Employment Program (TTEP)

CERTIFICATIONS INCLUDE:

- ✓ confined space
- ✓ boom lift
- ✓ scaffolding
- ✓ OSHA 30
- ✓ CPR
- ✓ forklift
- ✓ flagging
- ✓ CompTIA

50+
participants

Job placements with hourly wages ranging from
\$17 to \$40

EPA Brownfields Job Training Program

48
people trained

293
certifications earned

careers in
ENVIRONMENTAL CLEANUP and CONSTRUCTION

Job placements with hourly wages ranging from
\$18.50 to \$41.39



10

The Road Ahead Strategic Priorities for 2026



- Align Workforce Development with Key Industry Sectors and Quality Job Principles
- Expand Equitable Access to Workforce Programs
- Promote Inclusive Hiring and Contracting Practices and Transparent Talent Pipelines
- Integrate Green Economic Development into Workforce Planning
- Enhance System Coordination and Transparency



11



CITY OF
Tacoma

12