




2019 Tacoma Community Workforce Advisory Committee Report Recommendations Update

Economic Development Committee
February 24, 2026

1

Building a Path to Livable Wage Jobs & Growing Disadvantaged Businesses

Committee Creation

Core Priorities of Tacoma 2025

Committee Makeup

Resolution 40124
Directing Creation and Purpose of Committee

Priorities for Residents
Learning Opportunities
Support
Success

Diverse Members
Representatives from seven stakeholder groups





2

Call to Action:

Building a Path to Livable Wage Jobs & Growing Disadvantaged Businesses

Committee tasks related to City-funded Public Works

- Review utilization of disadvantaged workers and disadvantaged businesses and recommend actions
- Review a draft dual-purpose CWA and PHO intended to increase utilization of both groups and recommend actions
- Recommend other City actions for increasing utilization of both groups



3

Tacoma Community Workforce Advisory Committee Recommendations



Achievements

Today, 96% of the 25 recommendations have advanced

- 20 completed
- 4 partially completed
- 1 remaining

14 recommendations are related to WMBE-and SBEs

7 are related to workforce and priority hiring

3 are 'other'

City programs reviewed:

- Local Employment & Apprenticeship Training Program (LEAP)
- Small Business Enterprise Program (now Equity in Contracting)



4

Committee Recommendation Updates Aligned with Disparity Study

Six of the Ten Overlapping Items – Certified Firms	Current Actions	Status
1. Ensure WMBE list mirrors state list and use state-certified firms	City now uses state list	Complete
2. Increase funding for LEAP and EIC oversight	Increased from 2-3 FTEs to 4 FTEs	Complete
3. Provide more notice of upcoming bidding opportunities	We publish a Project Forecasting List for a two-year period	Complete
4. Fund supportive services for WMBEs	EIC includes Capacity Building; workshops and trainings for the small business community	Complete
5. Use national procurement coding to help small firms know if they are qualified to bid	We use the North American Industry Classification System (NAICS) Codes	Complete
6. Use a small business reserve program / roster for projects that can only be bid by small businesses	Not implemented at this time	Not started



5

Recommendations Aligned with Disparity Study

Four of the Ten Overlapping Items – Certified Firms	Current Actions	Status
7. Collect payment data on all public works – include all minority prime and subcontractors	EIC collects the data on all public works with EIC requirements assigned	Ongoing
8. Assign MWBE requirements (EIC) to private projects that have City benefits (land, tax incentives, infrastructure or other items of value)	Aspirational goals included without compliance mechanism	Ongoing
9. Assign aspirational race & gender goals and project goals, and update annually, based on local WMBE firms. Committee supports mandatory goals for hiring certified MWBEs and linking meeting 'requirements' to rewards.	EIC assigns three separate MWBE and SBE utilization requirements. City will conduct a disparity study every five years to review.	Complete
10. Investigate possible discrimination by bidders who submit low or no proposed WMBE utilization. Require bidders to list firms they contacted, bids received from subs, and who was selected.	EIC now has a formal complaint process and staff can investigate	Complete



6

Recommendation Updates for Certified Firms

Other Recommendations in Support of Promoting WMBE Utilization	Current Actions	Status
11. Track prime contractor performance data, set performance expectations, and use data in bid process to evaluate bidders—track who bidders said they would hire, and who they actually hired	We tracks primes' performance, give expectations before and during projects. EIC requirements are used to evaluate bidders. Follow up tracking is performed.	Complete
12. Update code to not allow bidders offering zero percent SBE hiring to be considered responsive	Contractors who do not plan to meet EIC requirements are non-responsive bidders. Departments may request waivers (full or partial), but contractors may not.	Complete
13. Require prompt payment of WMBE subcontractors	Prompt payment is a condition of RCW 39.76 and is monitored in our EIC tracking system.	Complete
14. Promote and/or fund small firm mentorship programs	Done via the Capacity Building Mentorship Program (CBMP) through the National Minority Business Development Agency, Sound Transit, and WSDOT.	Complete



7

Recommendation Updates for Hiring Residents of Economically Distressed Areas (EDAs)

Support of Employing Residents of Economically Distressed Areas	Current Actions	Status
15. Work with education system to promote construction jobs as a career path	With Tacoma Public Schools and the Jobs 253 program we promote construction jobs as a career path and credential opportunities with ANEW Construction Trades, Electrical Interim, Plumbers and Pipefitters, and Residential and Commercial Construction.	Complete
16. Amend code requiring bidders to submit a plan showing how they will meet goals for hiring of residents of EDAs (and WMBEs) and plan meeting specific requirements a condition of being a responsive bidder (a "point system")	Bidders are required to submit plans for each program. EIC plan submitted with bid, LEAP plan submitted before work begins.	Ongoing
17. Increase pre-apprenticeship training opportunities in City in partnership with local institutions	We support these training opportunities through work with contracted partners. Example: Clover Park Technical College (Palmer Pathways program).	Complete



8

Updates Regarding Employing Residents of EDAs

Support of Employing Residents of Economically Distressed Areas	Current Actions	Status
18. Support and promote apprenticeships programs and hiring of apprentices. Programs should target both employed and underemployed people and use strategies to make it easy for people to participate—weekend and evening training sessions	We support and promote these through LEAP, through a former contract with the NW Carpenter's Institute, through funding the EPA Brownfields Job Training Program, and Tacoma Training & Employment Program (TTEP). The two latter programs target both employed and underemployed people, use strategies to make it easy for people to participate, and often lead to employment in apprenticeship programs.	Complete
19. Fund skills training for Tacoma residents	We fund several skills training programs for Tacoma residents through grants, general fund, and through assessments.	Complete



9

Updates Regarding Employing Residents of EDAs

Support of Employing Residents of Economically Distressed Areas and 'Other'	Current Actions	Status
20. Participate in regional coordination of workforce development efforts	We participate in many regional workforce development efforts.	Complete
21. Adjust code to ensure bidders considered responsive only if they clearly demonstrate a plan/strategy to meet priority hire goals.	Updating code to Priority Hire Plan due at time of bid is being addressed.	Ongoing
22. Include workforce development system as a partner in developing workforce strategies. The Workforce Development Council is a key partner here.	We actively engage with the workforce development system as a partner (Workforce Central). For example, the industry sectors represented in TTEP are inclusive of the key industry sectors by Workforce Central.	Complete



10

'Other' Recommendation Updates

'Other'	Current Actions	Status
23. Promote a strong education system and business friendly environment.	We promote strong education and business partnerships through work with Clover Park Technical College and Tacoma Public Schools.	Complete
24. Clarify the interaction between any new WMBE goals and the SBE program.	In 2019, SBE transitioned to the Equity in Contracting (EIC) program per the Tacoma Municipal Code Chapter 1.07, requiring utilization of certified firms. All program updates are shared with internal and external stakeholders.	Complete
25. Clarify the process contractors should use to verify that with respect to hiring of WMBEs, SBEs or Apprentices, they have met the three tier priorities identified in Table 3 with respect to hiring Tacoma and TPU service area firms and residents before reaching out to other qualified firms/individuals	<p>Contractors can reference the OMWBE site to verify certified firms: https://omwbe.wa.gov/</p> <p>Online tool to verify if an employee will help meet LEAP requirements: https://data.tacoma.gov/apps/78d5845f62294ec3a91250b7d3411fc8/explore</p> <p>Verification of Registered Apprentices: https://secure.ini.wa.gov/arts-public/#/</p>	Complete



11

Common Goals of Priority Hire Programs



Local Hire Goals

% of labor hours by residents of targeted zip codes

Apprenticeship Goals

% of labor hours by apprentices

Diversity Goals

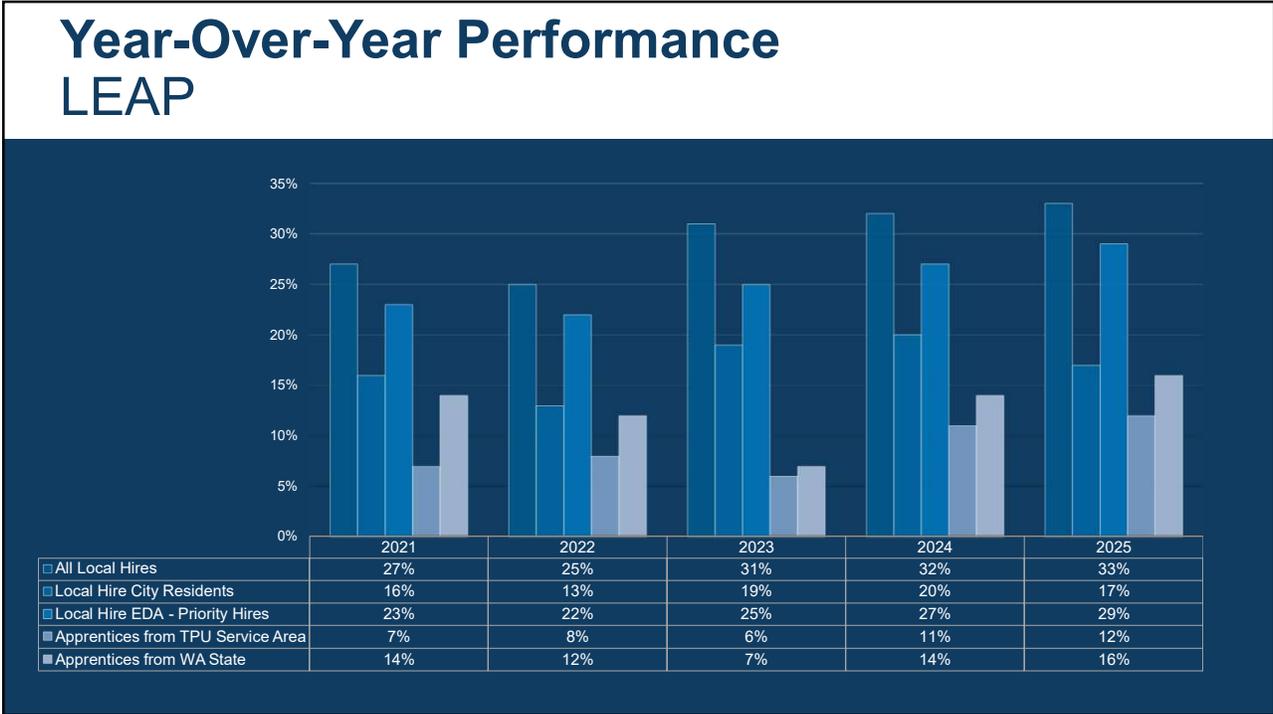
Targets for women and minority workers

Contractor Compliance

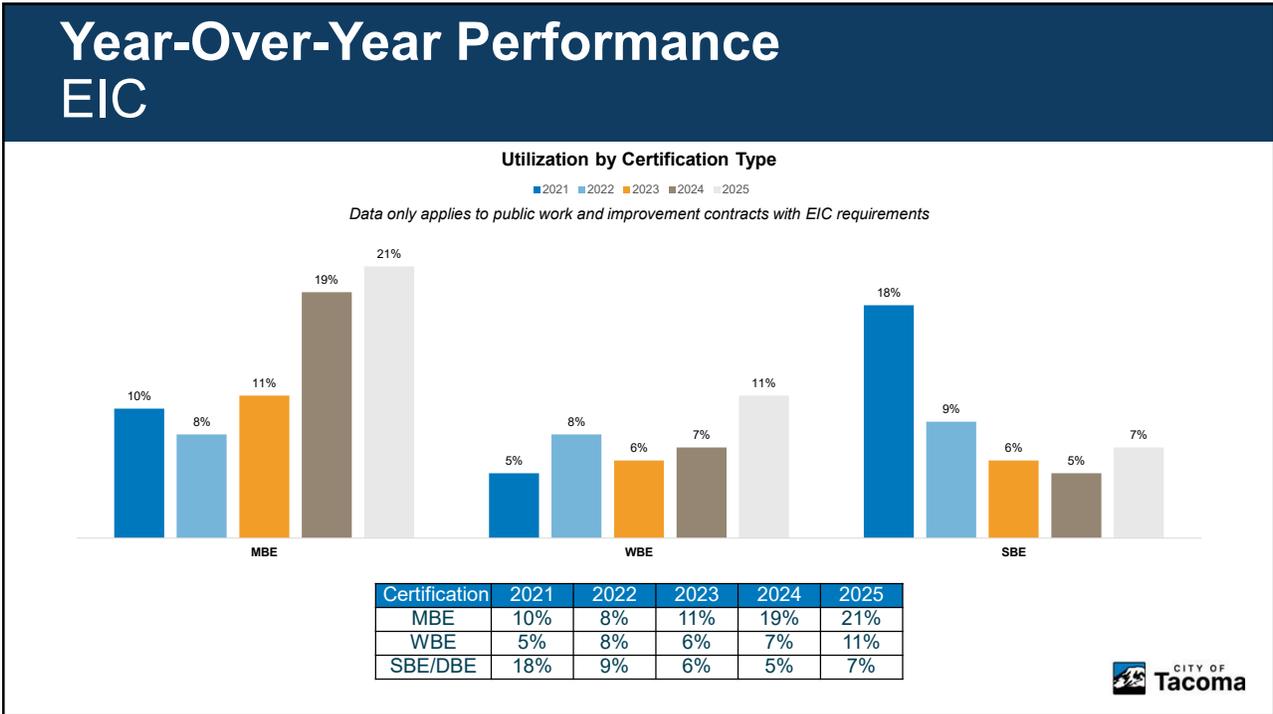
Reporting and accountability measures



12



13



14

Questions?



15



CITY OF
Tacoma

16