

Tacoma Training and Employment Program (TTEP)

TPU Board Study Session
March 13, 2024



BACKGROUND

LEGISLATIVE AUTHORITY

- **1997: Ordinance 26128 established the Youth Building Tacoma Training and Employment Program, codified at TMC Chapter 1.80**
- **2016: TTEP removed from the Municipal Code and reauthorized via Resolution**
- **2019: TTEP moved from Neighborhood & Community Services (NCS) to Community & Economic Development (CED)**



BACKGROUND

PROGRAM BUDGET

2023-2024 Budget Total

- \$613,292.00 Total Biennial Budget

Recent Uses

- Career Mapping/Pathways online tool in partnership with Workforce Central
- Public Works Electrical Worker Upskill/Backfill Program
- Pre-Apprenticeship Training Cohort with NW Carpenters Union
- 2024 Training Cohort RFP



PROGRAM COMPONENTS

Components

Employment Readiness Training

Case Management and Mentoring

Supportive/Wrap-Around Services

Pre-Apprenticeship Training

Job Placement Assistance

Third Party Evaluation

Roles of Collaboration Partners

Outreach, Recruitment & Assessment

- Genesis Housing
- Community Development Coalition
- Sure House Bible Church

Employment Coaching, Financial Counseling, Case Management

- Sound Outreach Hilltop Center for Strong Families

Training Readiness, Pre-Apprenticeship Training

- Bates Technical College

Third Party Evaluation

- Puget Sound Educational Service District



PROPOSED CHANGES

AMEND RESOLUTION & PROGRAM COMPONENTS

1. Align target population with broader equity objectives
2. Modify core program components
 - a. Expand Employment readiness training
 - b. Job placement assistance with City (GG & TPU)
 - c. Fund FTE project positions in the Biennial Budget for placement of TTEP graduates
 - d. Program Evaluation



PROPOSED CHANGES

ALIGN TARGET AUDIENCE WITH BROADER EQUITY OBJECTIVES

Current Target/Focus

- All of City of Tacoma & Economically Distressed Areas of Tacoma Public Utilities Service Area, in alignment with LEAP and EIC programs

Proposed Target/Focus

- Expand demographics and populations reached through recruitment



PROPOSED CHANGES

MODIFY CORE PROGRAM COMPONENTS

- **Employment Readiness Training**
 - Pre-apprenticeship and other workforce development training
- **Job placement assistance with City (GG & TPU)**
- **Evaluation**



ADMINISTRATIVE REVISIONS

- **Biennial Competitive Solicitation**
 - One RFP, multiple awards per program component
 - \$350,000.00 budgeted for RFP
- **Funding for project positions to increase TTEP participant opportunities**

* Last competitive solicitation was in 2016



WATER

Since 1999...

34 program participants

15 permanent placements

2021 – 2024...

9 program participants

4 permanent placement



History



Current project (resolution #U-11230) began in January, 2021, expires at the end of this year.

- 3 full time, ongoing positions
- Project status
- Water Utility Worker classification

25 year involvement with YouthBuild Tacoma (YBT), Tacoma Training and Employment Program (TTEP)



WATER

Foundation of our Workforce – 48% of our workforce started in this position

Wage starts at \$31.76 (\$66,060 Annually)

Minimum qualifications: high school or GED, driver's license

Extremely competitive candidate pool for permanent positions

Water is experiencing strong need for WUW positions



WATER



Brad Gronlund
Hired: March 1999
Permanent: June 2001



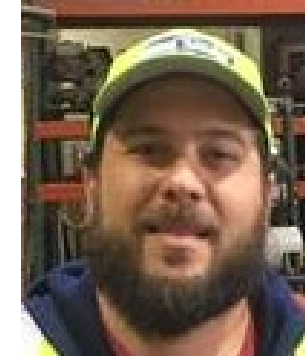
James Southern
Hired: Jan 2004
Permanent: Jan 2005



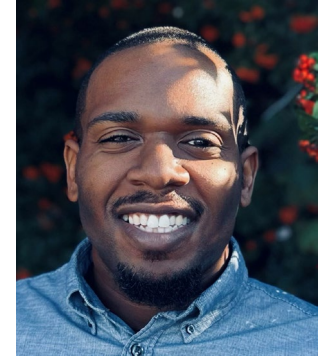
Savanara Tith
Hired: Aug 2005
Permanent: Jan 2007



Daniel Broussard
Hired: Aug 2005
Permanent: July 2006



Gabriel Hernandez
Hired: April 2006
Permanent: Oct 2007



Maurice Jackson
Hired: March 2008
Permanent: March 2011



Toby Holland
Hired: July 2017
Permanent: July 2019



D'Aaron Barksdale
Hired: June 2018
Permanent: May 2021



Kiyante James
Hired: Dec 2021
Permanent: March 2023



Gladyliza Untalan
Hired: March 2023
Permanent: July 2023



Justin Martin
Hired: March 2023
Permanent: Feb 2024



SUCCESS STORIES

TACOMA WATER

Gladyliza Untalan, a graduate of TTEP was hired into a project position with Tacoma Water as a Water Utility Worker in March 2023.

Gladyliza also applied for the permanent civil service list at the same time, when a permanent position became open we were able to directly place her because she was doing so well!

Gladyliza became a permanent employee with Tacoma Water as a Water Utility Worker in July of 2023.

Justin Martin, a graduate of TTEP was hired into a project position with Tacoma Water as a Water Utility Worker in March 2023.

Justin applied for the permanent civil service list this past January and successfully made it on the civil service list. Because he was doing so well and there was a vacancy in a permanent position, we were able to directly place him.

Justin became a permanent employee with Tacoma Water as a Water Utility Worker in February of 2024.



SUCCESS STORIES

PUBLIC WORKS

Inspiring story of an employee retained by the Tacoma Training & Employment Program (TTEP)

Eric Codrington, a graduate of TTEP was hired into a project position with Public Works' Signal & Streetlight Shop as an Electrical Worker.

Eric worked with the Signal & Streetlight Shop for (2) two years, and as the project was ending, he looked for other opportunities to stay with the City.

Eric has since become a permanent employee with Tacoma Water as a Water Utility Worker (Step 4 Training).



TTEP



Public Works



Tacoma Water

<https://www.youtube.com/watch?v=tsDdeD3nUYc>

PROGRAM COMPONENTS

Previous Program	Future Proposed Program
<ol style="list-style-type: none">1. Employment Readiness Training2. Case Management and Mentoring3. Participant Support Services4. Pre-Apprenticeship Training Program5. Job Placement Assistance (GG & TPU)6. Third-Party Evaluation	<ol style="list-style-type: none">1. Recruitment and Enrollment Assessment2. Employment Readiness Training3. Case Management and Retention to Address Barrier Reduction4. Access to Support/Wrap-Around Services5. Job Placement Assistance (GG, TPU, and others) <p>Service Providers TBD based on future RFP</p>



EQUITY OUTCOMES

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- TTEP participants and graduates representative of underrepresented communities
- Increase diversity of qualified candidate pools in jobs at the City and in Tacoma
- Align TTEP curriculum to City needs increasing likelihood of future hires into entry level positions
- TTEP graduates will be competitive for hire into living wage jobs increasing the generational wealth of the Tacoma-Pierce County workforce and community



NEXT STEPS

- **2023:** Meetings with internal service departments
- **January 23, 2024:** Economic Development Committee
- **March 13, 2024:** TPU Board Study Session
- **March 19, 2024:** City Council Consideration
- **March/April 2024:** RFP Solicitation
- **April/May 2024:** Project Award(s)
- **May 2024 – November 2024:** Program Implementation



Tacoma Training and Employment Program (TTEP)

TPU Board Study Session
March 15, 2024

