



CITY LIGHT WORKFORCE DEMOGRAPHICS AND RECRUITMENT PROGRAMS

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CITY LIGHT WORKFORCE DEMOGRAPHICS

The targeted outcome for Seattle City Light: A workforce that is representative of the community that we serve. This means that the race and gender demographics of the Seattle City Light workforce in all job categories will mirror the census data for King County.

Group	Women	Black/African American	American Indian and Alaskan Native	Asian	Hawaiian and other Pacific Islander	Two or More Races	Hispanic	White	Not Specified
King County	50.0%	6.8%	1.1%	6.9%	0.9%	5.0%	9.5%	61.7%	N/A
Seattle City Light	29.5%	10.8%	1.5%	16.3%	1.1%	2.7%	4.9%	59.5%	3.2%
SCL Skilled Trades	7.5%	10.4%	1.9%	8.1%	1.1%	3.8%	4.9%	65.8%	4.0%

CITY LIGHT EEO PROFILE

January 9, 2018

Group	Women	Black and African American	American Indian and Alaskan Native	Asian	Latino
OFFICIAL/ADMINISTRATOR					
Percentage of Total	44.30%	14.40%	0.0%	9.30%	2.10%
Availability Rate	32.66%	5.38%	1.03%	11.95%	3.00%
PROFESSIONAL					
Percentage of Total	40.80%	8.20%	0.80%	24.20%	4.90%
Availability Rate	36.56%	5.03%	0.81%	17.71%	3.12%
TECHNICIANS					
Percentage of Total	21.30%	6.00%	1.3%	18.70%	4.7%
Availability Rate	31.42%	5.37%	1.04%	16.49%	3.2%
PARAPROFESSIONALS					
Percentage of Total	59.70%	10.40%	1.50%	14.90%	6.00%
Availability Rate	66.10%	11.34%	0.00%	16.49%	4.83%
OFFICE & CLERICAL					
Percentage of Total	67.80%	21.70%	2.00%	31.60%	8.60%
Availability Rate	67.69%	14.81%	1.14%	21.30%	3.93%
SKILLED TRADES					
Percentage of Total	7.50%	11.00%	1.70%	9.90%	5.40%
Availability Rate	8.35%	8.03%	2.05%	7.83%	5.46%
SERVICE & MAINTENANCE					
Percentage of Total	16.00%	13.50%	3.80%	16.00%	5.10%
Availability Rate	22.15%	11.05%	2.39%	9.90%	10.25%
SEATTLE CITY LIGHT EMPLOYEES					
% of Total	29.50%	11.10%	1.50%	17.80%	5.30%

The green shading indicates City Light's employee demographics are below the City's availability rate.

*Availability Rate is a benchmark against which the demographic composition of the City's workforce can be compared to determine whether barriers to equal employment opportunity (EEO) may exist. The data is provided by the City of Seattle, Office of Civil Rights.

CITY LIGHT WORKFORCE RETIREMENT DEMOGRAPHICS

Number of City Light Employees – 1670 FTE		
Retirement Eligibility	Total City Light Employees	City Light Electrical Skilled Trades (562)
Now	32.6% (545)	34.3% (193)
+1 Year	36.4% (608)	36.1% (203)
+2 Years	40.2% (672)	38.1% (214)
+3 Years	43.1% (719)	40.6% (228)
+4 Years	46.5% (776)	43.4% (244)
+5 Years	49.5% (827)	45.9% (258)

CITY LIGHT INTERNSHIP PROGRAM

- High School, Undergraduate and Graduate students
- 8-weeks to 24-months
- Professional Development & Training
- Networking Opportunities
- Field Trips



CITY LIGHT INTERNSHIP PROGRAM

	College Interns	High School Interns	Demographics of Interns Hired	# of Interns Hired
2010	18	NA	NA	NA
2011	38	NA	NA	NA
2012	55	NA	NA	NA
2013	74	NA	People of Color– 53% Female – 31%	7
2014	80	8	People of Color– 39% Female – 39%	9
2015	89	15	People of Color– 59% Female – 46%	10
2016	56	13	People of Color– 39% Female – 45%	9
2017	65	14	People of Color– 56% Female – 52%	NA

CITY LIGHT APPRENTICESHIP PROGRAM

- 3-4 year on the job training program.
- Cost approximately \$60,000 per apprentice.
- Fully funded by the utility.



APPRENTICESHIP PROGRAMS

	# of Apprentices	Projected Completion Date	Year to Complete Apprenticeship
Cable Splicer	14	6 – 2019 8 – 2021 ← New Hires	4-year Program
Electrician Constructor	19	4 – 2018 5 – 2019 4 – 2020 6 – 2021 ← New Hires	4-year Program
Generation Electrician Constructor	5	1 – 2018 1 – 2019 1 – 2020 2 – 2021 ← New Hires	4-year Program
Lineworker	24	9 – 2019 5 – 2020 4 – 2021 6- 2022 ← New Hires	4-year Program
Meter Electrician	0		3-year Program

OUTREACH & RECRUITMENT INITIATIVES

Apprenticeship Program Open House

- Offered Annually
- Career Exploration
- Hands on Demonstrations
- Application Information

Basic Electricity & Applied Math Classes (BEAM)

- Offered twice a year - South Seattle Community College
- Preparatory class for the Apprenticeship Hiring Process Written Test

Women Recruitment Initiatives

- Women in Trades Fair
- ANEW (Apprenticeship and Non-traditional Employment for Women) Pre-Apprenticeship
- Vocational/Community College Outreach
- Hosted City Light tours
- Veteran Job Fairs

High School Recruitment Initiatives

- Career Workforce Exploration for Skilled Trades
- King County Construction Career Days
- Highline, Lindberg and Renton High Schools
- Rainier Beach High School
- Rainer Scholars

Diversity Recruitment Fairs Initiatives

- Rainier Beach Community Center - Trades Job Fair
- Urban League Job Fair
- Tulalip Tribe Career Opportunity Expo
- Rainier Beach Action Coalition
- Regional Area Youth Development Association
- White Center Community Development Center

Community Partnerships

- ANEW (Apprenticeship and Non-traditional Employment for Women) Pre-Apprenticeship
- Mother Africa
- Rainer Scholars
- Seattle Vocational Training Institute
- University of Washington, Young Executives of Color