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April 2022

The Next Generation of Our Workforce



Dear Friends,

In the Port-related industries of aviation, maritime, construction, and green jobs, the future of our workforce is uncertain. In many of these industries, especially maritime, the workforce is aging and retiring, a new generation of professionals isn't entering the industry at the same pace of retirements, and the workforce doesn't reflect the racial and gender diversity of our community. At the end of 2021, The Seattle Times reported on these very [dynamics within the maritime industry](#).

At the beginning of the pandemic, the Port of Seattle set out to address these workforce concerns, focusing on the training, education, and apprenticeships of young people — especially youth of color— in Port-related industries.

In the summers of 2020 and 2021, the Port ran the [Opportunity Youth Initiative](#), which each year provided nearly 300 youth — predominately youth of color and youth living on low-incomes — with paid training and professional development in the aviation, maritime, construction, and green jobs sectors. The program was incredibly successful, not only exposing young people to examples of careers in each of these industries but also providing them with the training and skills needed to begin pursuing a career.

However, like many internship programs, we were left with the familiar challenge of “what's next?” Too often, internship programs end, and young people do not have a direction connection or access to a full-time job.

So, we went back to the drawing board, and with the brilliance of our Commission, Workforce Development staff, and industries partners, we are building off the success of the Opportunity Youth Initiative and launching an innovative pilot program — the [Youth Maritime Career Launch](#).

This new pilot program is guided by the [Equity Index](#) and the Awareness,

Experiential, Preparation and Launch (AEPL) model within the [Career Connected Learning](#) framework. The program is funded at [\\$4.1 million over the next three years](#) to directly support maritime industry career preparation and launch. This training program is designed for youth recruited by community-based organization to receive training based on core competencies identified by maritime industry employers. The youth will then be placed in an internship with maritime employers for a three-month entry-level paid internship position. We believe an important part of our equity work is to provide paid internships for young people in programs. The Port will pay part of the interns' stipends during their internship at the company, and we ask maritime employers to consider hiring their interns for a full-time, entry-level position at the conclusion of their internship.

On April 26, we held an [information session](#) for community-based organizations and companies interested in learning more about the Youth Maritime Career Launch and how to get involved. And earlier this week, we just announced a Request for Proposals. [Learn more on our website.](#)

Together, we can invest in the next generation of Port industry professionals.

In unity,



Bookda Gheisar

Senior Director, Office of Equity, Diversity, and Inclusion

Centering Equity and Taking Action

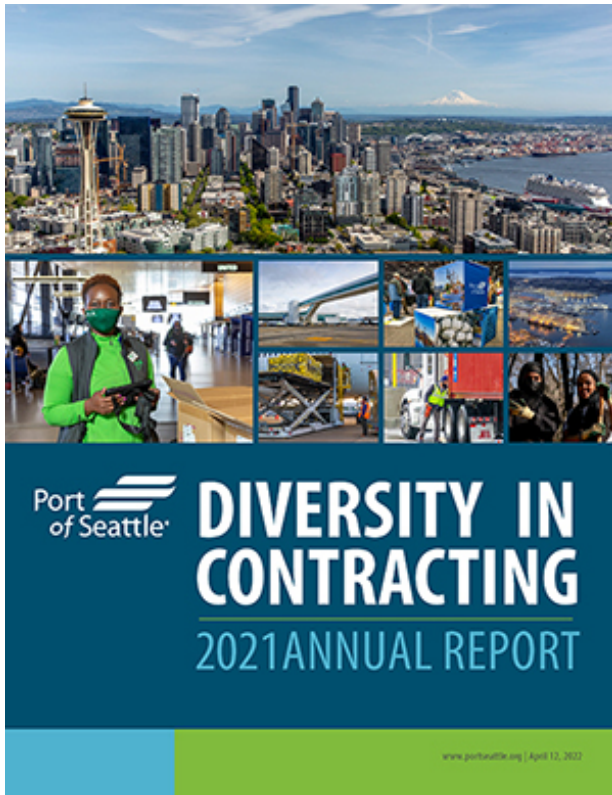
Holocaust Remembrance Day



April 28 marked a somber day of remembrance for Jewish people worldwide. Holocaust Remembrance Day, known as Yom HaShoah, is a time to recognize the systematic, state-sponsored persecution and murder of six million Jews by the Nazi regime and its allies and collaborators during World War II. As Commissioner Felleman recently reflected [in his blog](#), the current war in Ukraine makes this year's remembrance particularly poignant. The Port Commission took time at their April 26th meeting to reflect on this day and honor it through the reading and passage of a [proclamation](#).

Diversity In Contracting Annual Report

Earlier this month, the Port of Seattle released its [2021 Diversity In Contracting Annual Report](#). Despite 2021's economic challenges, the Port continued to make great strides surpassing 2020's results in achieving Port-wide Women and Minority Business Enterprise (WMBE) utilization goals for 2021. As the Port continues to increase WMBE utilization, staff is focused on eliminating specific disparities in utilization for certain ethnic groups and women. [Read the full report](#).



What Are Green Jobs?

Green jobs are broadly defined as any job or career that is focused on the environment, specifically environmental sustainability and solving environmental problems. [Learn more](#) about this relatively new and evolving field and why it's important to the Port.



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