

# Workforce Development Programs

## Office of Equity Diversity and Inclusion

Highline Forum

July 27, 2022



# Workforce Development is a Port Priority

- **Century Agenda**
  - Advance regional workforce development in port-related industries to provide equitable access to quality careers
- **Regional Demographics**
  - More women and diverse communities participating in the labor force
- **Workforce Development Resolution 3776**
  - Workforce development is critical to achieving the Port's mission
  - Investments in Port sectors (aviation, maritime, construction, green careers)
- **RCW 53.08.245(2)(c)**
  - Washington State Legislature legal authority



# 2021 Results of Investments (ROI)

- **Impact of Investments**

- ✓ \$3.7 million workforce development funds invested in port sectors

- 1,312 job placements (aviation and construction)
- 259 training completions
- 37 youth participated in maritime experiential learning
- \$1.7 million invested in 2021 in the Opportunity Youth Initiative supported 291 youth who earned \$16-\$20 hourly

- ✓ **Job Types**

- Janitorial, food service, ramp/airfield, customer service, airfreight
- Apprentice ironworkers, laborers, pipefitters, bricklayers, cement masons

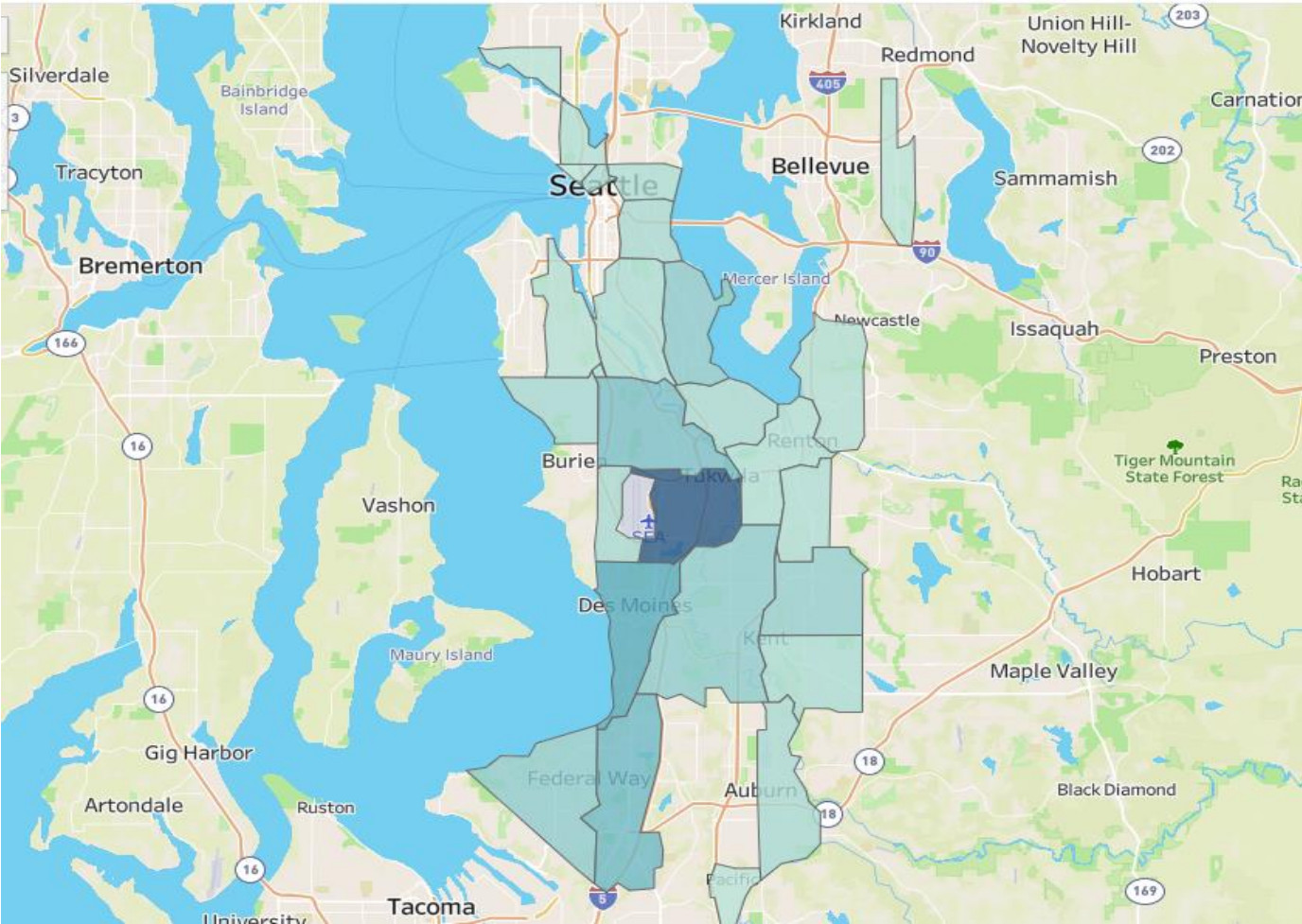
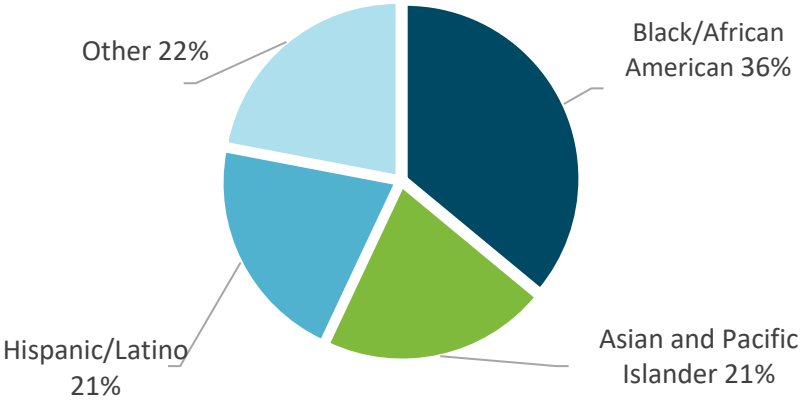
- ✓ **Average Wages Earned**

- Aviation \$17.02, Construction \$25.61



# Communities Served

- **Job and Apprenticeship Placements in 2021**
  - ✓ 55% from Economically-Distressed Zip Codes in King County
  - ✓ Most from South King County



# Workforce Development Strategies

- **Promoting Port Priorities**

- ✓ Continued investments in port sectors through competitive service contracts and paid workgroups, as allowed
- ✓ Develop a regional model for maritime youth career launch programs
- ✓ Develop and implement a green jobs initiative
- ✓ Evaluate new sectors in the future (i.e., transportation, manufacturing, etc.)
- ✓ Continued support for a regional workforce development systems approach
- ✓ Industry and community needs driven



# WFD Partners and Stakeholders

## Aviation

- Employers
- Port Jobs
- Highline School District
- Highline College
- South Seattle College
- Museum of Flight
- and more...

## Construction

- AGC
- Contractors
- City of Seattle
- King County
- Sound Transit
- WSDOT
- ANEW
- Urban League
- Apprenticeship Coordinators
- and more...

## Maritime

- Employers
- Youth Maritime Collaborative
- Highline School District
- Maritime High School
- Seattle Public Schools Skills Center
- Seattle Goodwill
- Labor
- and more...

## Green Careers

- Duwamish Valley
- and more...

## Others

- Workforce Development Council Seattle/King County

## Port Leaders

- Port divisions, Commission, HR, External Relations, other teams

# The Workforce Development Team

Luis Navarro, Director, Workforce Development

- Manages Aviation Pathways



Carl Hogle, Workforce Development Program Manager

- Manages Construction Pathways



Tiffany Sevilla, Workforce Development Program Manager

- Manages Maritime and Green Jobs Pathways



# Questions?

