

# Workforce Development Program

## Office of Equity Diversity and Inclusion

2023 Highline Forum

July 26, 2023



# Programs Supported

- **Aviation**

- ✓ Ongoing – SEA Airport employment center operated by Port Jobs
- ✓ Current – Introduction to aviation mechanics technicians (AMT)
- ✓ Fall 2023 – Ground service equipment mechanics training (GSE) and Commercial driving license (CDL) for bus drivers

- **Construction Trades**

- ✓ Worker Outreach, Training, Placement and Retention Program
- ✓ City of Seattle-led Construction Worker Training and Retention Program

- **Maritime**

- ✓ Youth Maritime Career Launch
- ✓ RAISE the Sails with Sound Experience

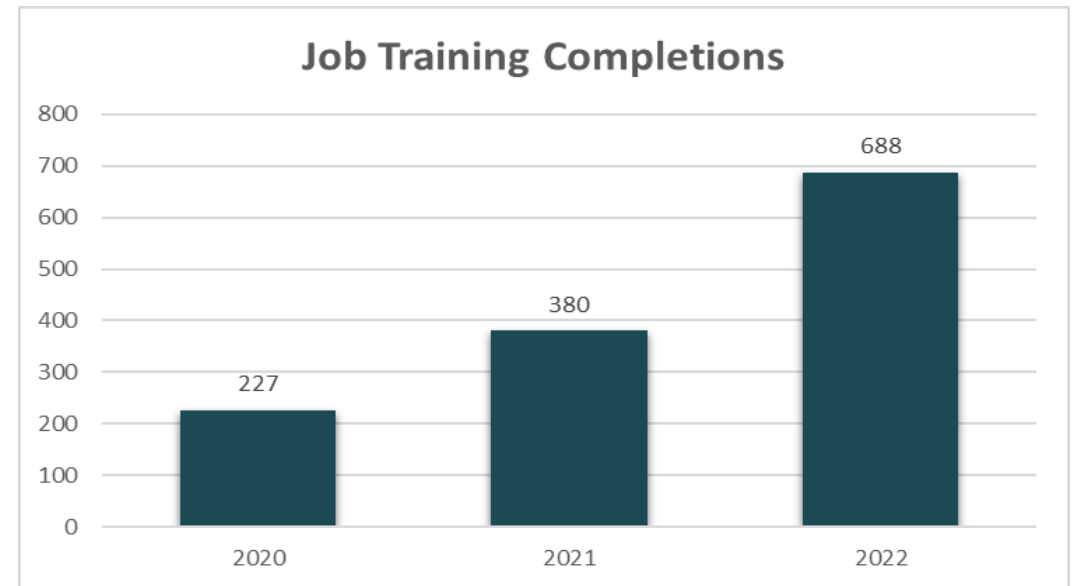
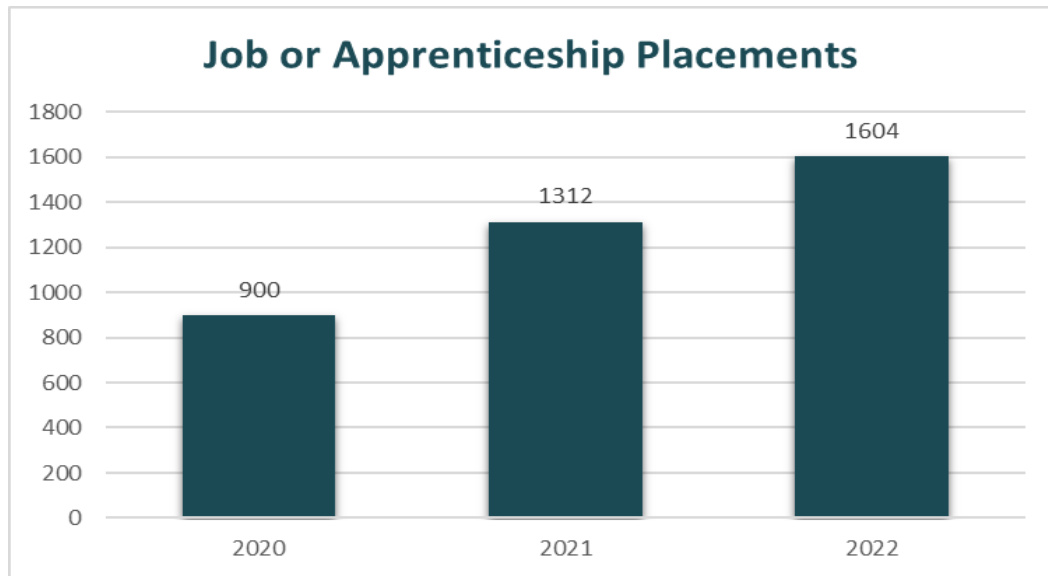
- **Green Careers**

- ✓ Duwamish Valley Green Jobs Corps



# 2022 Workforce Development Highlights

- \$2.5 million workforce development funds invested in port sectors
- Leveraged an additional \$1.5 million in funding from other public agencies and private companies
- Construction: Nearly 200 pre-apprentices completed training that meets industry standards
- Aviation: 50% of new hires through Port Jobs reported being unemployed before their employment center engagement
- Aviation: For 59% of new hires through Port Jobs, English is not their primary language
- Construction: Through Port-funded programs, women made up nearly a third of all new apprentices, graduating at a rate of 87%



# Serving Areas of Lowest Equity

**Construction Worker Outreach, Training, and Retention**  
 Port of Seattle Workforce Development  
*Outreach, Training, Placement, and Retention*

A collaboration between Port of Seattle, Sound Transit, and City of Seattle to support construction worker outreach, training, and retention services focused on Priority Hire Zip codes, aiming to support those that were justice-involved to reduce recidivism.

Locations: Seattle, Auburn, Kent, Tukwila, Renton, Des Moines, Burien, SeaTac, Federal Way  
 Fund Amount: \$500,000

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**Urban League of Metropolitan Seattle**

Port of Seattle Workforce Development  
*Outreach, Training, Placement, and Retention*

Construction worker outreach, training, and retention services aim to increase the representation of underrepresented groups in the construction trades – women, people of color, and those from economically distressed neighborhoods.

Locations: Seattle, Auburn, Kent, Tukwila, Renton, Des Moines, Burien, SeaTac, Federal Way  
 Fund Amount: \$199,100

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**Green Jobs Coalition**

Port of Seattle Workforce Development  
*Duwamish River Green Jobs Program*

Maritime and green jobs training for people connected to the Duwamish

**EQUITY INDEX**

- Very High
- High
- Moderate
- Low
- Very Low

**Custom Area**

Overview Economy Livability Accessibility Environment

Port of Seattle Community Impacts

Total Projects: 6  
 Total Funding: \$11.8 m

SKC Community Impacts Program   
 SKC Environmental Program   
 Workforce Development

Click to Start Tour of Programs

Search for programs... Search

**Northwest Carpenter's Institute of Washington (NWCi)**  
 Construction worker outreach, training, and retention services aim to increase the representation of...  
 Fund Amount: \$199,000  
 10/17/2022

**Urban League of Metropolitan Seattle**  
*Outreach, Training, Placement, and Retention*  
 Construction worker outreach, trainin...  
 Fund Amount: \$199,100

Workforce Development Impact Added to Public Equity Index Map

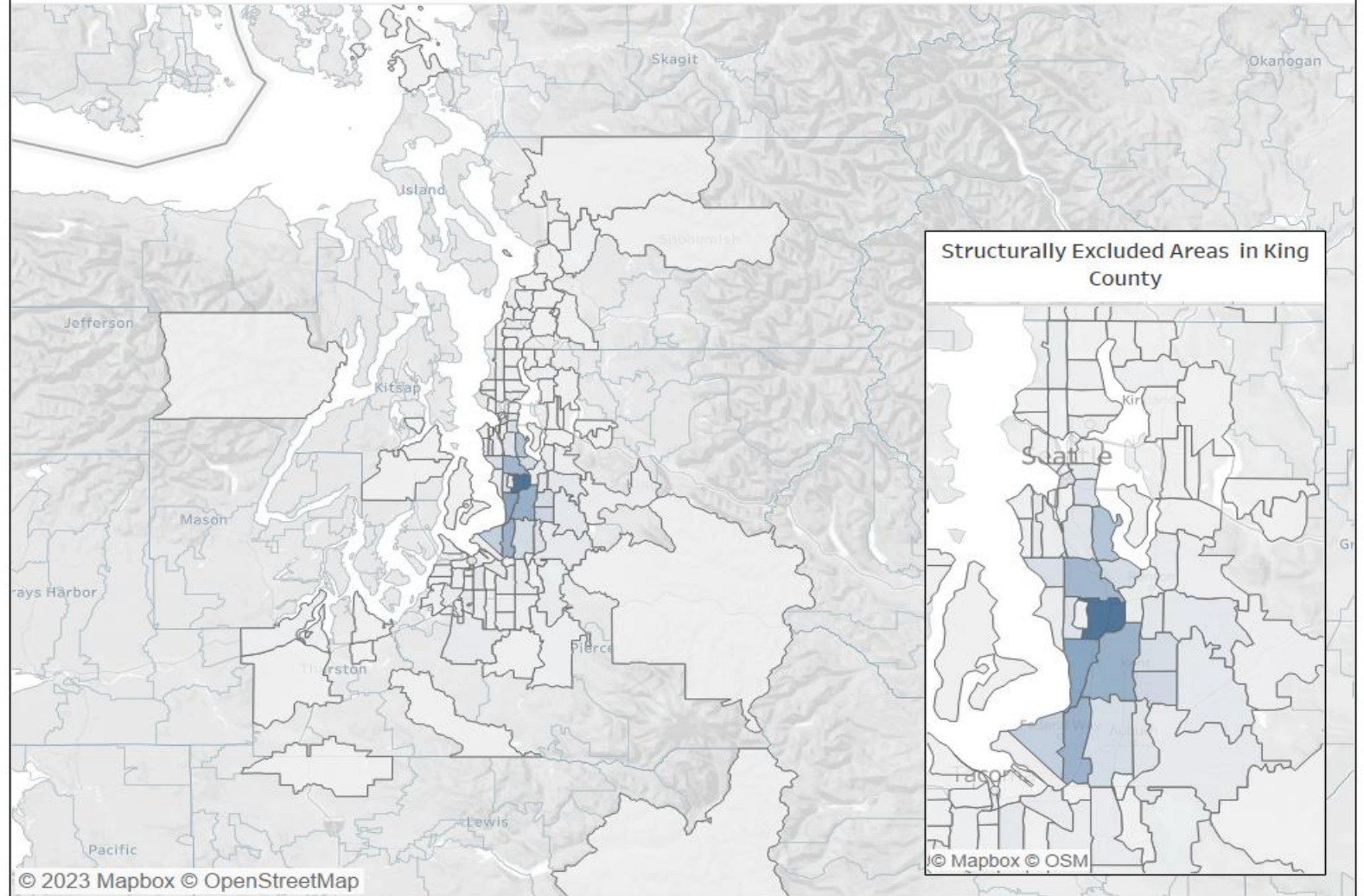
# 2022 Workforce Development Highlights

Overall, we saw a 19% increase in the number of job placements or apprenticeship placements compared to 2021.

## Top Zip Codes

Aviation		Construction	
Seatac 98188	14.5%	North Beacon Hill 98144	8.9%
Des Moines 98198	8.7%	Rainier Beach/ Skyway 98178	6.9%
Tukwila 98168	6.9%	Rainier Valley/Rainier Beach 98118	6.9%
Federal Way 98003	6.7%	Downtown/Int'l District 98104	5.8%
East Kent 98032	6.5%	Federal Way 98023	4.8%

2022 WFD Programming Outreach Results-Mapped



Areas with greatest impact from Port workforce development programs

# Challenges and Opportunities

- **Lack of capacity in Community Based Organizations**
  - Not enough staff to support additional funding from public agencies
  - Lack of familiarity with Port-related industries
  - Complexity of the public contracting process
- **Data Sharing**
  - Currently restrained by new state law that limits our ability to retrieve apprenticeship data
  - Hinders function of evaluating impact of workforce investments, identifying disparities
- **Child Care**
  - Workforce issue for apprentices in tri-county region
  - HB 1525 does not do enough to support apprentices; logistical burdens and financial toll persist
- **Equity Centered Hiring Practices in Port Industries**
  - Language access

# Regional Strategic Partnerships

- Regional College System
  - Support port related career pathways college programs
- Public Agencies
- City of Seattle, King County, Sound Transit, WSDOT
  - Data Sharing Agreement with LNI to access data that informs our reporting and directs partner conversation
  - Aligning policies for Acceptable/Respectable Workplace language
  - Promote diversification and improve retention through workforce investments for training and support services
- Labor Unions
  - Discussions centered on recruitment/retention to support regional workforce gaps
  - Address industry preparation for demographic shift in the workforce



# Questions?

