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

✓ Job Types
  o Janitorial, food service, ramp/airfield, customer service, airfreight
  o Apprentice ironworkers, laborers, pipefitters, bricklayers, cement masons

✓ Average Wages Earned
  o 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

[Pie chart showing distribution of placements:
- Black/African American: 36%
- Hispanic/Latino: 21%
- Asian and Pacific Islander: 21%
- Other: 22%]
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 Hugle, Workforce Development Program Manager
  – Manages Construction Pathways

Tiffany Sevilla, Workforce Development Program Manager
  – Manages Maritime and Green Jobs Pathways
Questions?