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%

---

**Job or Apprenticeship Placements**

<table>
<thead>
<tr>
<th>Year</th>
<th>Placements</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>900</td>
</tr>
<tr>
<td>2021</td>
<td>1312</td>
</tr>
<tr>
<td>2022</td>
<td>1604</td>
</tr>
</tbody>
</table>

**Job Training Completions**

<table>
<thead>
<tr>
<th>Year</th>
<th>Completions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
<td>227</td>
</tr>
<tr>
<td>2021</td>
<td>380</td>
</tr>
<tr>
<td>2022</td>
<td>688</td>
</tr>
</tbody>
</table>
Serving Areas of Lowest Equity

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

<table>
<thead>
<tr>
<th>Zip Code</th>
<th>Aviation</th>
<th>Construction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seatac 98188</td>
<td>14.5%</td>
<td>North Beacon Hill 98144</td>
</tr>
<tr>
<td>Des Moines 98198</td>
<td>8.7%</td>
<td>Rainier Beach/Skyway 98178</td>
</tr>
<tr>
<td>Tukwila 98168</td>
<td>6.9%</td>
<td>Rainier Valley/Rainier Beach 98118</td>
</tr>
<tr>
<td>Federal Way 98003</td>
<td>6.7%</td>
<td>Downtown/Int'l District 98104</td>
</tr>
<tr>
<td>East Kent 98032</td>
<td>6.5%</td>
<td>Federal Way 98023</td>
</tr>
</tbody>
</table>

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?