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May 30, 2024

Investing in the Next Generation



Dear Friends,

For generations, quality, family-wage careers in the maritime industry have been inaccessible for women and people of color. At the same time, maritime industry workers are retiring at a faster pace than new workers are coming into the industry. In other words, the maritime industry is confronting a co-occurring crisis – a workforce that is retiring at a greater rate than it is accumulating new workers, and a workforce that lacks the diversity of the

people in our communities, making it harder to find new workers to fill those jobs.

The Port is uniquely positioned to coordinate efforts to address these issues. We are committed to this not only because it's the right thing to do, but because we know that diversity, equity, and inclusion create a more successful economy and healthier communities.

Our partnership with Highline Public Schools' [Maritime High School](#) (MHS) is one way we are investing in the next generation, creating pathways into the maritime industry for youth women and youth of color. The partnership of Highline Public Schools, Northwest Maritime Center, Duwamish River Community Coalition, and the Port launched MHS in the Fall of 2021, and the Port has made yearly investments in the school. On [May 14, 2024](#), the Port Commission unanimously approved funding for MHS at \$250,000 per year for 2024 and 2025 ([MHS 2023 Annual Report](#); [Commission Memo](#)).

There are currently 120 students (grades 9–11) enrolled in Maritime High School, and the first graduating class is slated for the 2024–2025 school year. MHS offers students an experiential curriculum, providing hands-on learning, connections to industry professionals and employers, college accreditation, and industry-specific certifications. During the 11th and 12th grades, students choose to specialize their learning, focusing on either maritime sciences or vessel operations. Soon there will be a third specialization for maritime construction. Depending on their specialization, students will graduate high school with college accreditation that sets them up for a college degree in marine sciences or graduate with the foundational certification required to attain a well-paying, entry-level job in the industry.

Maritime High School is a new, creative solution to creating a stronger, more diverse maritime industry. This nontraditional learning relies on public-private partnerships, collaboration with industry employers, and dedicated teachers and staff who are invested in removing barriers for low-income students, students of color, and young women to access family-wage careers and higher education.

When asked about her vision of the future of the school, MHS Principal Jamila Gordon said, “I want MHS to be a place where folks who are furthest away from educational justice get access to skills and education for living-wage jobs. I want it to be a place — a public, affordable option — for students to gain skills for quality careers, and I want students to feel proud and respected in choosing a career in this industry.”

Please join us as we continue to invest in creative pathways to diversify port industries and opportunities for structurally excluded community members to build careers in these industries. Finally, the [admissions window for 2024–2025 at Maritime High School](#) is open, and I encourage you to share this with your networks and communities.

In Unity,



Bookda Gheisar
Senior Director, Office of Equity, Diversity, and Inclusion

Centering Equity and Taking Action

Celebrating Asian American, Native Hawaiian, and Pacific Islander Heritage Month



On May 28, the Port of Seattle Commission passed a [proclamation celebrating Asian American, Native Hawaiian, and Pacific Islander Heritage \(AANHPI\) Month](#). The proclamation was read by members of the Port's Home of Asian Pacific Islanders (HAPI) employee resource group. To accompany the proclamation, Commissioners Toshiko Hasegawa and Sam Cho and HAPI created [this video](#), celebrating the rich diversity of the AANHPI community.

Part 150 Noise and Land Use Compatibility Study Kickoff Workshops — June 5, 6, and 8



The Port invites you to attend a public workshop to provide information on the Part 150 Study for SEA Airport. The study will evaluate the noise compatibility of SEA with surrounding communities and current and possible new efforts to reduce the effects of aircraft noise.

The workshops will include displays that will present information on various topics including the Part 150 Study process, the schedule, and information about modeling aircraft noise exposure. Each workshop will be in an “open house” format with no formal program. [Learn more](#) →

Building Career Connections for SEA Employees

Creating awareness and pathways for port-related careers is a key piece of the Port's Workforce Development strategy. In partnership with Port Jobs and South Seattle College, the Port is creating opportunities for SEA workers to enroll in South Seattle College's two-year Aircraft Maintenance Technology (AMT) program.



[Learn more](#) about the impact of the AMT program and the Port's Workforce Development efforts.

Expanding Opportunities for SEA Taxi Drivers



The Port is expanding career training and resources to include Seattle-Tacoma International Airport (SEA) taxi drivers, considered an important group that supports the airport. The Port partnered with nonprofit [Serve Ethiopians Washington](#) to survey SEA taxi drivers about the career-related skills they want to develop.

Their feedback will help shape a program to better serve drivers through existing Port programs or developing new programs. [Learn more](#) →

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