

**PORT OF SEATTLE
Order No. 2024-11**

AN ORDER OF THE PORT OF SEATTLE COMMISSION

... amending the deadline for the Youth Maritime Career Launch, supporting program updates, and requiring program evaluation.]

**ADOPTED
OCTOBER 8, 2024**

INTRODUCTION

This order will modify and extend the Youth Career Launch pilot program through Dec. 31, 2025. In February 2022, the Commission enacted a three-year Youth Career Launch Order (2022-02) to determine how to implement a permanent and sustainable youth employment program that connects young people between the ages of 16-24; to provide Workforce Development preparation and launch opportunities in port-related industries; and to align with other Port, regional and state priorities. In April 2022, the Commission added \$2 million to the pilot fund to bring the total to \$4.1 million (2022-05) and directed Port staff to return in 2024 to report on program evaluation and recommendations. The current order expires Dec. 31, 2024.

TEXT OF THE ORDER

The Port Commission directs the Executive Director, or designee, to:

1. Extend the Youth Career Launch pilot an additional year until Dec. 31, 2025.
2. Support the Workforce Development team's recommendations for updates to the program:
 - a. Continue working closely with community partners to implement the Youth Maritime Career Launch internships with additional time for proof of concept in the third year of the pilot.
 - b. Expand the use of up to 30 percent of the 2025 Youth Career Launch funds to provide maritime career services and post-secondary education to those over 24 years old who are near-Port, structurally excluded or otherwise priority communities.
 - c. Provide maritime post-secondary education as a pilot to ensure youth (18-24) have the necessary skills before starting internships and adults are prepared when seeking high-wage maritime careers.

3. Conduct a program evaluation in 2025 to determine alignment with the current Workforce Development Resolution and Policy Directive. The evaluation shall include a review of program metrics and outcomes to inform the recommendation from the Executive Director as to whether the program should be adopted as permanent core programming in Workforce Development.

STATEMENT IN SUPPORT OF THE ORDER

The Youth Career Launch has since been renamed Youth Maritime Career Launch with the first pilot programs beginning in January 2023. Urban League and Maritime Blue provided 21 youth with internships in 2023 and are continuing to offer training, internships, wrap around supports, etc., to youth 18-24. Modifications to the program are necessary to enhance participant preparedness and youth access to high-demand maritime occupations. Staff propose including participants over the age of 24 in maritime career services in 2025, given this is the sole source of Port maritime workforce development funds, and industry workforce demands cannot be met by 18- to 24-year-olds alone. The Commission believes this type of programming offers a great opportunity to connect near-port communities to port-related employers and see value in allowing community partners and Port staff more time to deliver the services and evaluate results.