

Workforce Development Office of Equity, Diversity, and Inclusion

2024 Annual Report to Commission
May 27, 2025

Who We Are



Our Commitments

Century Agenda Objective 15: Advance regional workforce development in port-related industries by providing equitable access to quality careers

Since 2019, the Port has invested almost

\$17M

in regional workforce development in the maritime, construction, and aviation industries and the green jobs in each of those industries.

1,200+

People trained in high-demand, living-wage careers like General Carpenter pre-apprenticeship, Aviation Maintenance Technician, and Advanced Logistics.

3,000+

Job seekers and employees at SEA Airport received job readiness and career advancement training like Homeland Security, food handlers, Microsoft Office, and badge training.

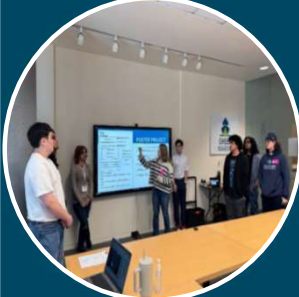
8,500+

People were employed at the airport and in port-related industries thanks to Port investments from 2019 to 2024.

Building Maritime Career Awareness



Port
Commission
seeds
Maritime High
School



Port hires
Maritime HS
Interns



Maritime HS
Interns
develop
videos with
help from HR
and Marine
Maintenance



Port shares
these videos
with schools
throughout
the region



WFD & WABS
incorporate
videos in after
school
STEM4GOOD
throughout
region/state



Goal: more
youth
entering
maritime
education and
careers

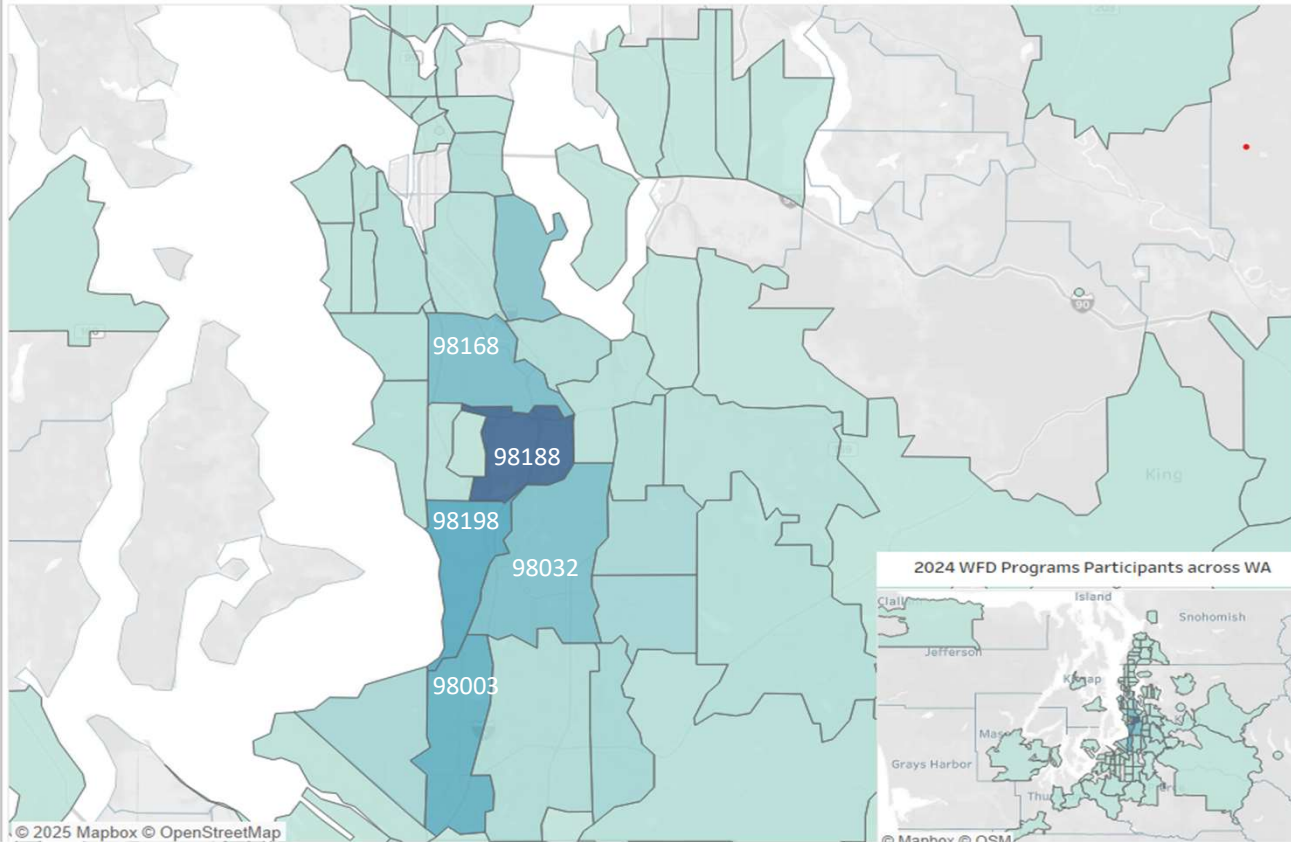


2024 Workforce Development Highlights

Top 5 ZIP Codes

SeaTac/Tukwila 98188	18%
Des Moines 98198	9%
Federal Way 98003	8%
Burien 98168	6%
Kent 98032	6%

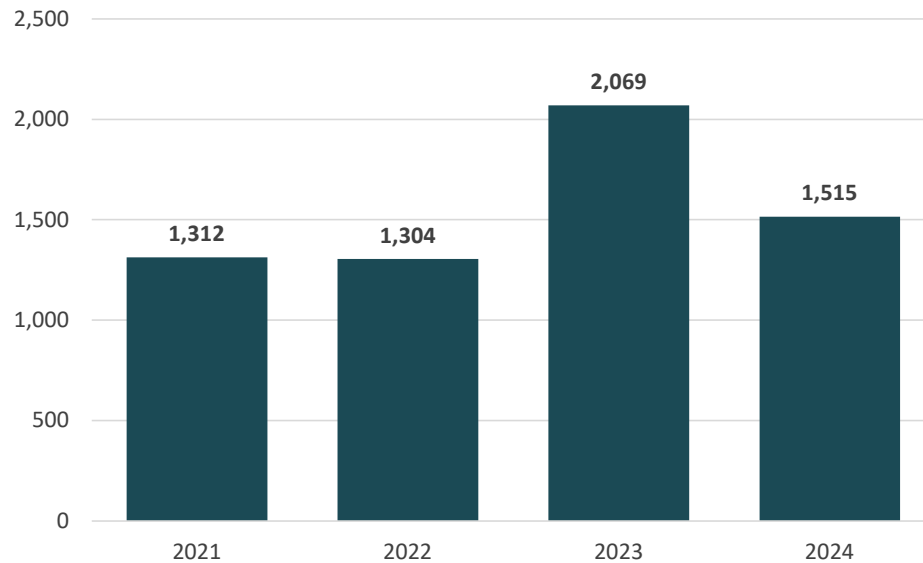
2024 WFD Programs-Participants from Structurally Excluded Zip Codes



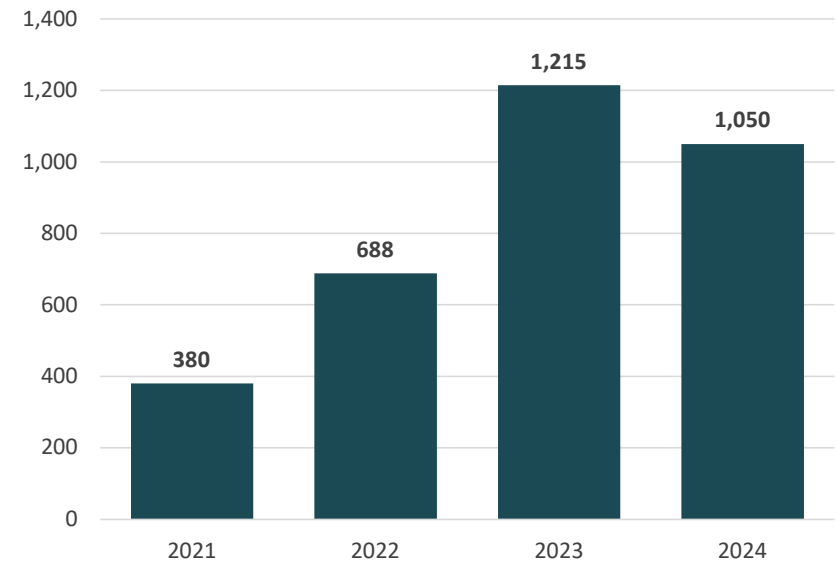
Progress Toward Commitments

- \$3.6 million invested in workforce development in port-related industries
- Wage at employment: \$20.65 at SEA, \$21.09 in maritime internships, and \$32.67 in construction
- 89% served were Black, Indigenous, or People of Color – 83% increase from last year

Job, Apprenticeship, and Internship Placements



Job Training Completions



Plans Underway

Shift from Jobs to Careers

Continue

- Strong partnerships within the Port, with other public agencies, and community partners
- Breadth of services from career awareness building to training to career advancement
- Equitable outcomes for near-Port, structurally excluded communities
- Workforce upskilling (e.g., Aviation Maintenance Tech, Construction Leadership Training, etc.)

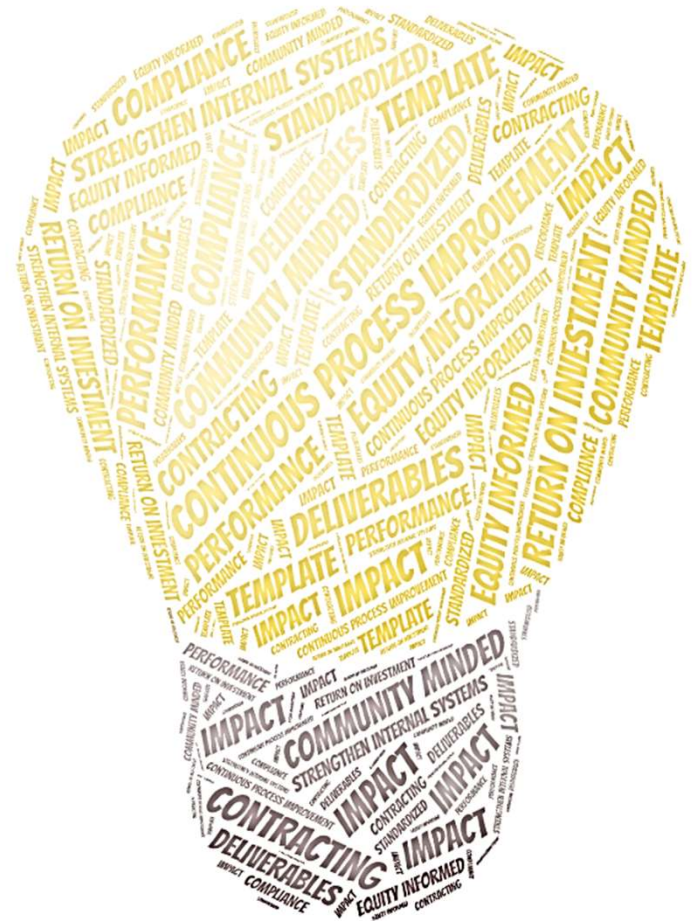
Grow

- Strengthen our internal contracting infrastructure
- Strategic investments to provide more tailored services, partner with more employers and plan for jobs of the future
- Build on commitments like Duwamish Community Benefits, Priority Hire, Muckleshoot and Suquamish

Plans Underway

Strategic Investments to Deliver on Outcomes

- ✓ Strengthen internal systems
- ✓ Economic impact tracking
- ✓ Return on investment tracking
- ✓ Partner onboarding
- ✓ Standardized reporting
- ✓ Site monitoring
- ✓ Standardized report templates
- ✓ Contract procedures



Aviation Sector

- **Port Jobs (\$1.6M)**
 - ✓ Working with communities to build aviation career pathways
 - ✓ 1,202 people placed in jobs and 867 training completions
 - ✓ 130 asylum seekers served
- **South Seattle College (\$121K)**
 - ✓ Introduction to Aviation Maintenance Technician (AMT)
 - 21 AMT Intro graduates (84% completed)
 - ✓ Ground Support Equipment Mechanic (GSE) training launched!
 - 10 GSE student graduates (83% completed)

What's Next:

- Childcare Navigator (Amendment signed May 2025)
- Taxi Driver Employment Navigator (Launches July 2025)
- Aviation Security Training Pathway (Solicitation Summer 2025)



Building the Construction Pathway



Construction Sector

- **ANew (\$292K)**
 - ✓ 63 graduates, 14 placements
- **Urban League/PACT Program (\$324K)**
 - ✓ 75 graduates, 35 placements
- **Northwest Carpenter's Institute (\$92K, ended 2024)**
 - ✓ 11 graduates, 11 placements
- **Ironworkers – Partnership with City of Seattle (\$100K, ended 2024)**
 - ✓ 14 graduates, 12 placements

What's Next:

- **ANew Leadership Development Program (\$62K)**
 - ✓ 9 journeypersons and apprentices enrolled



Maritime Sector

- **Sea Scouts (\$5K)**
 - ✓ First-ever cruise aboard the Propeller with YMCL interns
- **Core Plus Maritime (\$50K)**
 - ✓ STCW curriculum development for high schools
- **Washington Maritime Blue/Urban League (\$692K)**
 - ✓ 33 Youth Maritime Career Launch enrollees, 24 placed into internships
- **Maritime High School (\$250K)**
 - ✓ 134 students were enrolled, a 10% increase from 2023

What's Next:

- **Revamp Youth Maritime Career Launch**
 - ✓ Enhance underway and shoreside training, strengthen employer involvement, and serve more people, including adults, to strengthen pathways to onshore and at-sea careers.



Green Jobs

- **Coalition for Climate Careers**
 - ✓ Green Jobs Green Futures Summit
- **Dirt Corps (\$743K, 4 years)**
 - ✓ Duwamish Valley Green Jobs Program ended in 2024
 - ✓ 44 youth and 43 adults served

What's Next:

- **Duwamish Valley Career Navigator (\$480K, 3 years)**
 - ✓ Increase access for Duwamish Valley residents to:
 - Tailored career services
 - Existing green job training programs
 - Port-related careers for Duwamish Valley job seekers



Thank you to our 2024 partners!



PORT JOBS



Seattle Skills Center
Pathways to college, career, and life



DIRT CORPS



**Urban League of
Metropolitan Seattle**



**MARITIME
HIGH SCHOOL**

