

Item No. 11a\_attach\_1  
Meeting Date: May 27, 2025

# Workforce Development Office of Equity, Diversity, and Inclusion

2024 Annual Report to Commission  
May 27, 2025



# Who We Are



PORT OF SEATTLE  
REGIONAL DRIVER

MARITIME

AVIATION

CONSTRUCTION

GREEN JOBS

# 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

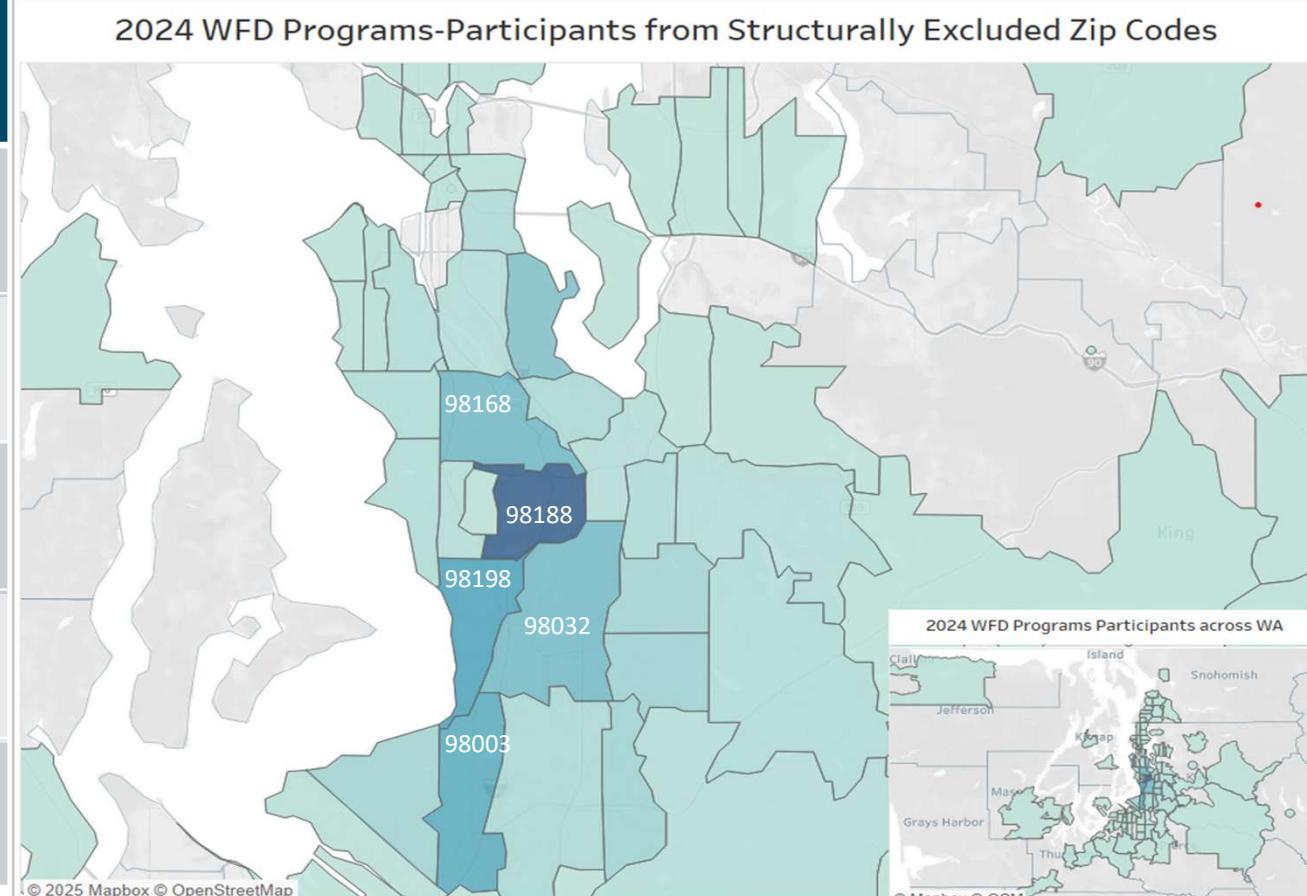


Goal: more  
youth  
entering  
maritime  
education and  
careers

# 2024 Workforce Development Highlights

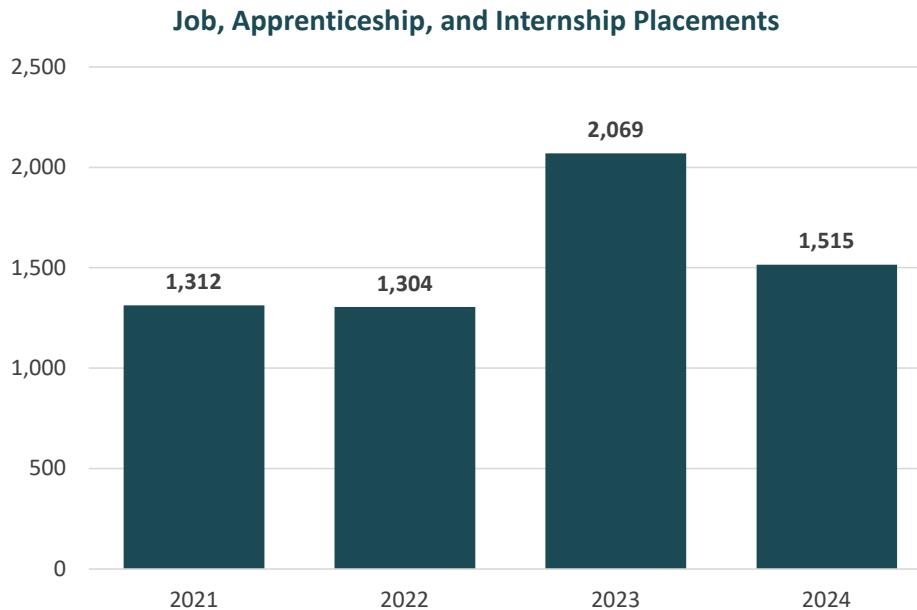
## Top 5 ZIP Codes

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



# 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



# 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.)

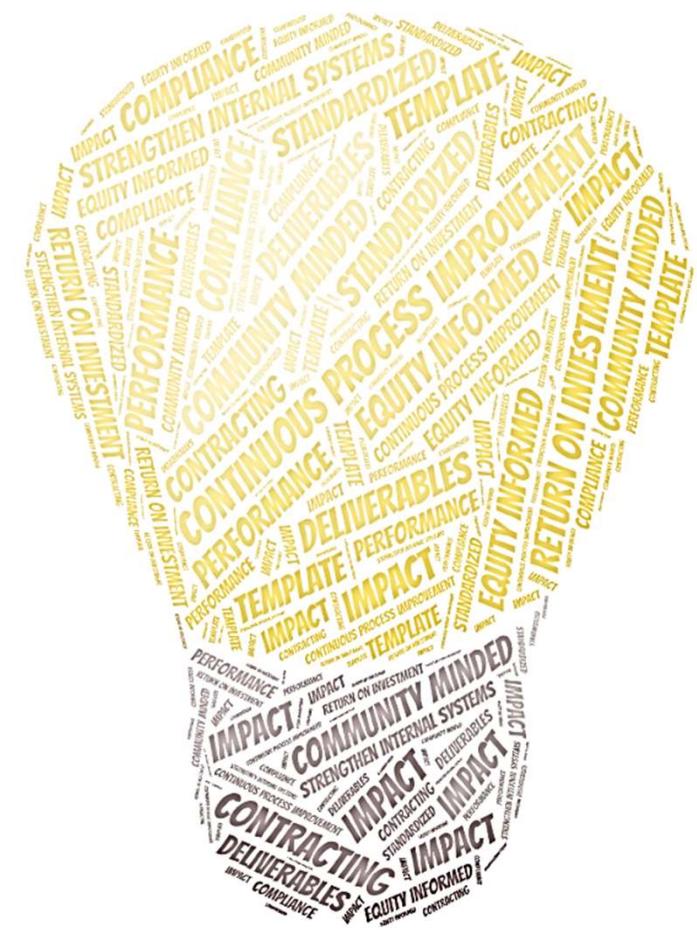
### Grow

- 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!



Urban League of  
Metropolitan Seattle



MARITIME  
HIGH SCHOOL

