



Port Jobs 2012 Annual Report



Expanding opportunities.
Building success.

Port Jobs receives funding and in-kind support from the



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KEY 2012 RESULTS

Expanding Opportunities. Building Success.

Background

In 1993, the Port of Seattle spearheaded the creation of **Port Jobs**, a 501(c)(3) nonprofit organization. As a workforce intermediary, Port Jobs brings together stakeholders to address workforce issues in Port-related business sectors. Port Jobs supports a vibrant and equitable Port-related economy; we connect King County residents to employers and training opportunities in the transportation/logistics, airport, and construction sectors.

2012 Snapshot

We are pleased to present this *2012 Annual Report*. Port Jobs served **7,633 people** across all of its programs in 2012. Key outcomes include:

- Expanded efforts in the international trade, transportation and logistics sector.
- 7,172 job seekers assisted and 1,169 open positions filled with 72 companies at Sea-Tac Airport. (Airport Jobs)
- 234 airport workers and job seekers enrolled in onsite college classes and jobs skills classes. (Airport University)
- 132 people placed in apprenticeships and trades-related jobs earning an average of \$19.56 per hour plus benefits. (Apprenticeship Opportunities Project)
- 236 apprentices and pre-apprentices learned money management skills. (Financial Tools for the Trades)

Since 1993, Port Jobs has served more than **78,400 community residents**, helping fill more than **13,630 job openings** in the Port-related economy.

LEVERAGED FUNDING

Leveraging the Port of Seattle's Support

The Port of Seattle is Port Jobs' largest funder. In 2012, the Port provided \$655,000 in direct funding to Port Jobs, approximately 61% of Port Jobs' revenue. The Port also contributed nearly \$139,000 in in-kind support to Port Jobs, including space for the Airport Jobs center and Port Jobs' administrative office.

The Port of Seattle's 2012 direct and in-kind funding to Port Jobs includes support for Port Jobs' Pier 66 operations, Airport Jobs, and major funding for the Apprenticeship Opportunities Project, which is administered by Port Jobs through a subcontract with ANEW (Apprenticeship and Non-Traditional Employment for Women) .

The funding from the Port of Seattle acts as leverage for other funding. In 2012, Port Jobs raised more than \$406,000 in additional funding from private foundation grants, earned income, United Way of King County, the City of Seattle, King County, and state and federal government. This funding provides additional operational support for Airport Jobs, the Apprenticeship Opportunities Project, Airport University, Financial Tools for the Trades, and wrap-around services.

As a result of this support, jobseekers placed through our programs had an **estimated annualized income of \$24,800,000** in 2012.



PORT JOBS 2012 FUNDING

		Funders						Total funding by program sector	Total funding
		Port of Seattle	King County	City of Seattle	State of Washington	Other Leveraged Funds			
Services									
General Operating <small>(includes Port Jobs-Pier 66 and Airport Jobs)</small>	Operating Support	\$ 515,000		\$ 48,667	\$ 76,000	\$ 194,464	\$ 834,131	\$ 972,945	
	In-Kind	\$ 138,814					\$ 138,814		
Apprenticeships	AOP	\$ 140,000	\$ 22,858	\$ 24,333			\$ 187,191	\$ 187,191	
	Financial Tools for the Trades					\$ 40,286	\$ 40,286	\$ 40,286	
Total Funding by Source		\$ 793,814	\$ 22,858	\$ 73,000	\$ 76,000	\$ 234,750			
Total Funding								\$ 1,200,422	

TRANSPORTATION AND LOGISTICS

Workforce Development in the Port-Related Transportation and Logistics Sector

In 2012, Port Jobs continued its efforts to support workforce development and create linkages to jobs in the Port-related international trade, transportation and logistics (ITTL) sector. This work aligns with several of the strategies outlined in the Port of Seattle's *Century Agenda*, including positioning the Puget Sound region as a premier international logistics hub. We work in partnership with the Port's Office of Social Responsibility, as well as the Seaport and Aviation divisions.

ITTL Research

Through a leveraged investment from SkillUp Washington, Port Jobs is working with consultant Business Government Community Connections to identify the workforce and education/training needs of Port-related ITTL companies.

Port Jobs has partnered with the Manufacturing Industrial Council (MIC) to

connect with ITTL employers that work in the Port-related economy. Port Jobs and MIC are exploring ways that Port Jobs' Airport Jobs center can serve as a bridge to airport-based ITTL jobs for students who are part of Core Plus, a new high school-based program that builds students' science, technology, engineering and math (STEM) skills. Port Jobs is also working with air cargo employers, several of which currently hire job seekers through Airport Jobs. Our research will result in a report that outlines next steps to connect King County residents to ITTL skill building, credentialing and employment opportunities.



NOSE LOADING OF AIR CARGO

Customer Service Training

Port Jobs continues its partnership with Highline Community College to deliver a customized Transportation and Logistics Customer Service training. The class:

- Teaches practical skills for providing excellent customer service and incorporates “Sea-Tac Airport 101”, an overview of airport operations;
- Provides one transferable college credit that counts toward certificate and degree programs;
- Includes the industry-recognized SuperHost credential; and
- Prepares workers for career advancement with skills upgrade.

Seventy-seven (77) people completed customer service training in 2012. There is strong demand for more classes in 2013, including a request through the Port of Seattle to train airport taxi drivers.

Truck Drivers

Port Jobs is a partner in the Port’s joint project with the University of Washington to survey drayage truck drivers. Port Jobs has provided input on the survey tool and participated in a well-attended Port-hosted trucker outreach event. We also provided incentives for truck driver focus group participants. This survey will be administered in 2013.

Pathways to Careers

Through our work with the City of Seattle, Port Jobs is part of *Pathways to Careers (P2C)*, an effort to create educational pathways to high-demand careers in four sectors, including transportation and logistics. Port Jobs participated in a DACUM curriculum building process led by South Seattle Community College (SSCC) to identify the skills needed for entry-level ITTL jobs. These efforts are laying the groundwork for new ITTL courses that are being developed by SSCC.

AIRPORT JOBS

Connecting Job Seekers and Employers at Sea-Tac Airport

Port Jobs opened the Airport Jobs center in 2000 to provide a centralized employment hub that connects job seekers with airport companies recruiting new workers. Since opening, Airport Jobs has served more than **66,000 job seekers**. Airport companies have filled more than **16,450 positions** with Airport Jobs clients.

2012 Outcomes

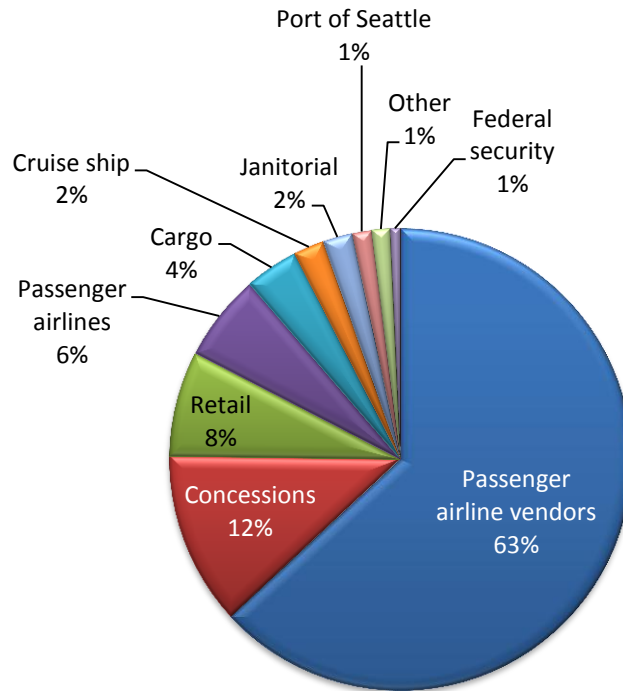
- More than **7,170 job seekers** visited the Airport Jobs center.
- **142,000 people** visited the Airport Jobs website where we post current job openings.
- **Seventy-two (72) airport companies** hired **1,088 Airport Jobs clients**, filling nearly **1,170 open positions**. The majority of these companies were vendors serving passenger airlines (63% of hires.) See Chart 1. The average placement wage was \$9.73 per hour.



A JOB SEEKER LOOKS AT “HOTLIST” JOB OPENINGS AT THE AIRPORT

In addition to listing open positions, Airport Jobs supports airport companies throughout their hiring processes. For example, companies can use the Airport Jobs office for interviews and orientations. Airport Jobs staff can assist new hires with preparation for SIDA and AOA badge testing and with obtaining food handler cards. Beechers, Primeflight, Worldwide Flight Services, and Hudson Group were among the companies that used Airport Jobs’ services in 2012.

Chart 1: Airport Jobs placements by employer type
2012 hires (n=1,169)



Building community jobs pipelines

Port Jobs builds community partnerships to create stronger linkages between area residents and airport jobs, including:

- Through a partnership with the Department of Social and Health Services, Port Jobs provides job search assistance to people receiving Basic Food services (i.e., food stamps) through the Basic Food Employment and Training (BFET) program.
- With support from United Way of King County, Port Jobs partners with the **White Center Community Development Association** and **Seattle Housing Authority** to connect White Center and public housing residents to jobs at the airport.
- Port Jobs is a host agency for Washington Connections, which connects low-income jobseekers and incumbent workers to a variety of public benefits.
- Port Jobs was recognized as an **outstanding community partner** by Highline Community College.

AIRPORT UNIVERSITY

Workplace-Based College Classes for Airport Workers

Airport University, a partnership between Port Jobs, Highline Community College and the Seattle Community College District, brings college classes onsite at Sea-Tac Airport.

Through **jobs skills classes** and **credit-bearing college courses**, airport workers can progress along career pathways in the hospitality, trade, transportation, logistics and tourism industries, and make progress toward college certificates and degrees. The Port of Seattle provides critical training space for Airport University classes.

2012 Outcomes

- **108 people** completed **245 credit-bearing college courses** through Airport University. These classes, which focus on business technology, customer service and college preparation, help workers build transferable skills needed for many jobs.
- Classes are offered tuition-free to income-eligible students through scholarships provided by Port Jobs. In 2012, **107 people received scholarships**.
- **139 people completed jobs skills classes**. These included classes that prepare new hires and incumbent workers to pass tests required for airport employment, such as the SIDA badge test, airfield driving/AOA test and Washington State Food Handlers Permit. Port Jobs also provided interview preparation and online application assistance to job seekers.

“Our work with Port Jobs has been a real partnership and a privilege as together we are supporting airport employees entering their career and educational pathways.”

*-Alice Madsen
Dean for Professional-Technical
Education, Highline Community
College*

Airport Workers Earn College Certificates

Five airport workers earned 15-credit Business Technology (BTECH) certificates from Highline Community College by completing classes entirely through Airport University and while working at the airport. These students walked in Highline’s graduation ceremony.

This was a milestone for Airport University, which has always had as its premise “access to transferable college credit for low-wage workers, where they work, and offered on a schedule that works for shift workers.”

This format makes it possible for full-time workers to pursue post-secondary credentials one class at a time.



AIRPORT WORKERS EARN COLLEGE CERTIFICATES AT HIGHLINE
COMMUNITY COLLEGE THROUGH AIRPORT UNIVERSITY

Since 2005, **1,709 people** have completed Airport University classes, including 715 credit-bearing college courses in computers, customer service, and leadership/supervision, and 1,892 job skills classes.

THE APPRENTICESHIP OPPORTUNITIES PROJECT

Connecting Residents to Well-Paying Construction Careers

Created in 1994, the Apprenticeship Opportunities Project (AOP) helps low-income individuals, women, and people of color enter and succeed in apprenticeships and in trades-related jobs. Port Jobs partners with Apprenticeship and Nontraditional Employment for Women (ANEW) to operate AOP.

2012 Outcomes

- **132 people** entered apprenticeships and trades-related jobs at an average placement wage of **\$19.56 per hour** plus benefits. There was a strong demand for workers in the electrical trades (See Chart 2), which AOP helped fill along with placements in several other skilled trades.
- AOP also provided financial assistance for work-related or emergency needs to help apprentices successfully enter or persist in their careers in the trades. In 2012, AOP provided assistance to **121 people**, who met low-income guidelines and had no other resources. Most assistance requests were for gas, work clothing, testing fees, and bus fare.

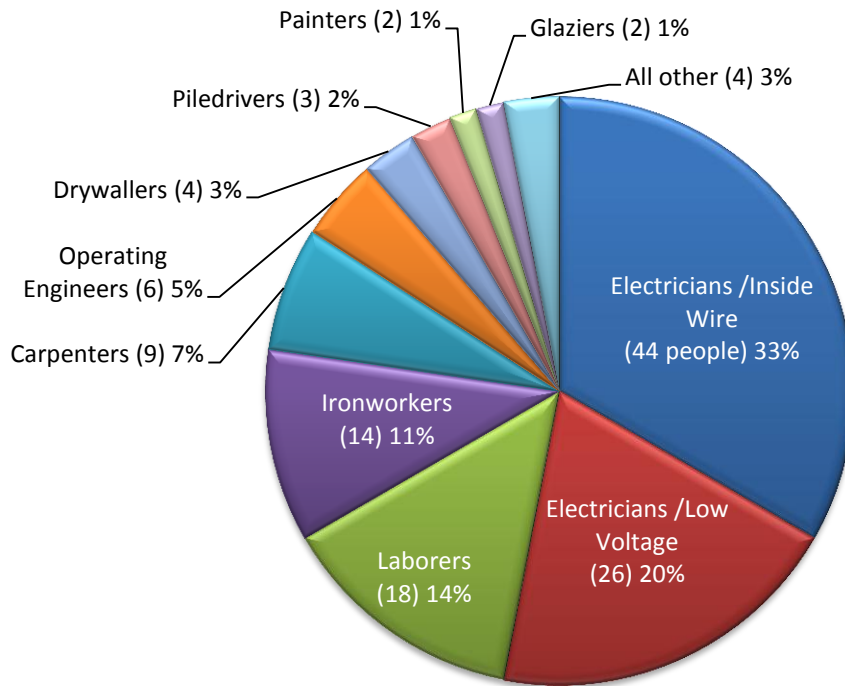
Since 1994, AOP has **placed nearly 2,000 people** in skilled trades jobs and has provided **financial assistance to more than 1,450 people**.



PREPARING FOR APPRENTICESHIP

Chart 2: AOP Placements by Trade

2012 (n=132)



AOP's 132 placements in 2012 is an **increase of more than 50%** over 2011.

"The superintendent [of a drywall company] called me to say how impressed he was with [an ANEW/AOP client's] hustle and motivation. Never do I get a report about an apprentice kicking butt like this, let alone the company superintendent calling me personally. Keep up the good work sending us these great candidates for apprenticeship."

—Drywall Coordinator – Finishing Trades Institute Northwest

FINANCIAL TOOLS FOR THE TRADES

Money Management Skills for Apprentices

Port Jobs created Financial Tools for the Trades (FTT) in 2005 to help apprentices navigate the periods of unemployment that are common in the construction industry and build the financial skills needed to persist in their careers. Port Jobs teaches Financial Tools classes in apprenticeship and pre-apprenticeship programs across the Puget Sound area.

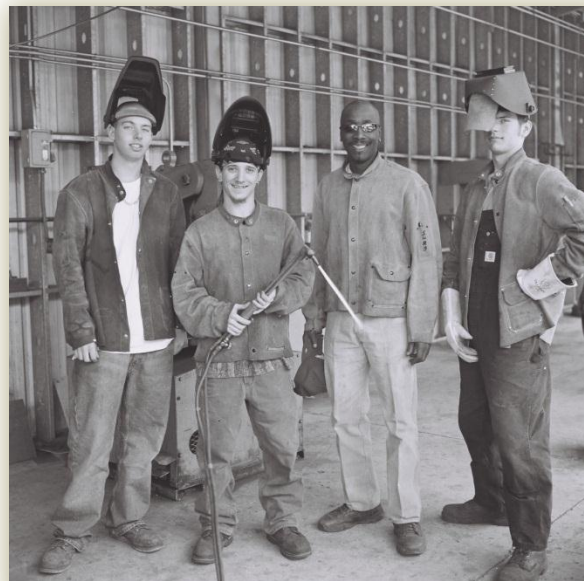
2012 Outcomes

In 2012, **236 tradespeople** attended classes. More than **1,800 people** have attended these classes since 2005.

Port Jobs delivered several classes to veterans in partnership with the Washington State Department of Veterans Affairs (DVA). DVA is providing information on financial and other resources available to veterans.

Port Jobs continued its partnership with American Financial Solutions, a non-profit credit counseling agency based in Bremerton, to offer free onsite credit counseling in conjunction Financial Tools classes. **Ninety (90) people** received credit counseling in 2012.

Financial Tools for the Trades has garnered attention from apprenticeship programs nationwide that have incorporated the curriculum into their training programs. The National Elevator Industry Educational Program, for example, has incorporated Financial Tools for the Trades into its ongoing course offerings for its members across the United States.



APPRENTICES BUILD THEIR WELDING SKILLS

STRATEGIC OBJECTIVES

Supporting the Port of Seattle's Century Agenda

Port Jobs' workforce efforts support the following Port of Seattle *Century Agenda* strategies and objectives:

“Position the Puget Sound Region as a premier international logistics hub”, including tripling air cargo volume and growing seaport annual container volume.

“Increase work force training, job and business opportunities for local communities in trade, travel and logistics.”





c/o Port of Seattle

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