

Workforce Development Progress Report

May 9, 2017



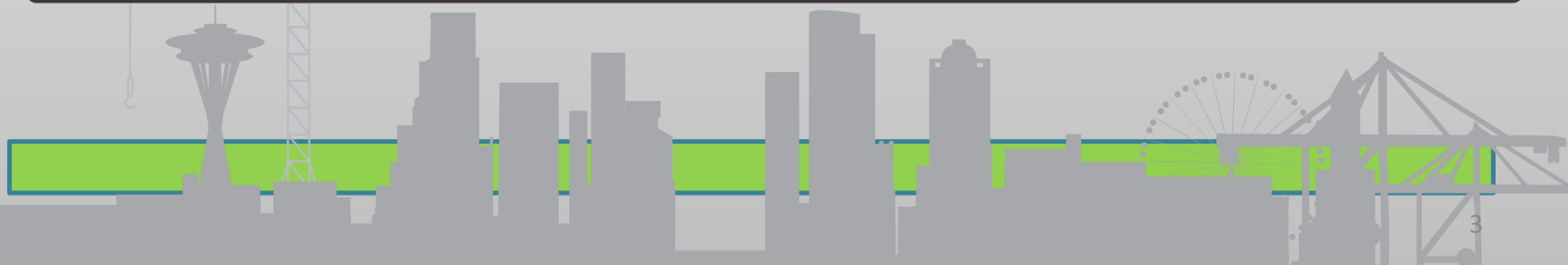
Presentation Highlights

- Workforce Development Challenges and Opportunities
- Port Workforce Priorities
 - Aviation
 - Construction
 - Maritime
 - Career Connected Learning/Summer internships





**BUILDING A SKILLED
WORKFORCE
WITH OPPORTUNITY FOR ALL**



CHALLENGE NOT ENOUGH SKILLED WORKERS



4,630

SKILLED WORKER SHORTAGES

in the region by 2020

CHALLENGE NOT ENOUGH SKILLED WORKERS



Aging workforce



Income inequality



Lower participation & completion rates for women & people of color



Insufficient apprenticeship slots



Shortages to increase with new public works projects

Port-Related Workforce Priorities



Maritime Occupations

Sailors, Marine
Oilers, Ship
Engineers, Marine
Electricians,
Welders, HVAC



Aviation Occupations

Passenger Air, Air
Cargo, Logistics,
Maintenance,
Restaurant,
Hospitality, Retail



Construction Occupations

Trades &
Maintenance
Laborers,
Electricians,
Pipefitters,
Carpenters



Manufacturing Occupations

Machinists,
Assembler,
Inspectors,
Testers, Welders,
Mechanics

Key Cluster Focus - Middle Class Jobs

Airport Jobs & Airport University

Context

- High turnover in entry level positions
- Limited career advancement
- Turnover raises safety & security issues
- Limited English proficiency
- High cost of recruiting screening, and training new employees

Performance	July to Dec. 2016
• # Registered	3,809
• # Job Placements	782 ind/834 jobs
• # of Hiring Employers	67
• Placement Wage	\$14.67
• Training Enrollments	160
• Training Completions	129

SeaTac Airports Growth Creates Jobs and Workforce Development Opportunities

Airport Career Pathways Research Underway

Creating Career Pathways

- Build new career ladders and economic opportunities
- Strengthen the skills and education of workforce
- Map education opportunities to promote career advancement
- Organize Cross Agency and System Partnerships (workforce development, education, social services, economic development)

Occupational Clusters

- Aircraft Maintenance
- Safety and Security
- Facilities and Ground Services
- Customer Service/Passenger Services
- Airport Dining and Retail

Stakeholder Interviews

- ☑ Employers
- ☑ Training and education partners,
- ☑ Labor partners

CHALLENGE KEEPING THE SKILLED WORKER PIPELINE FILLED

NEEDED TO MEET GROWING DEMAND



OVER **\$67 BILLION**

IN PUBLIC CONSTRUCTION BY 2042

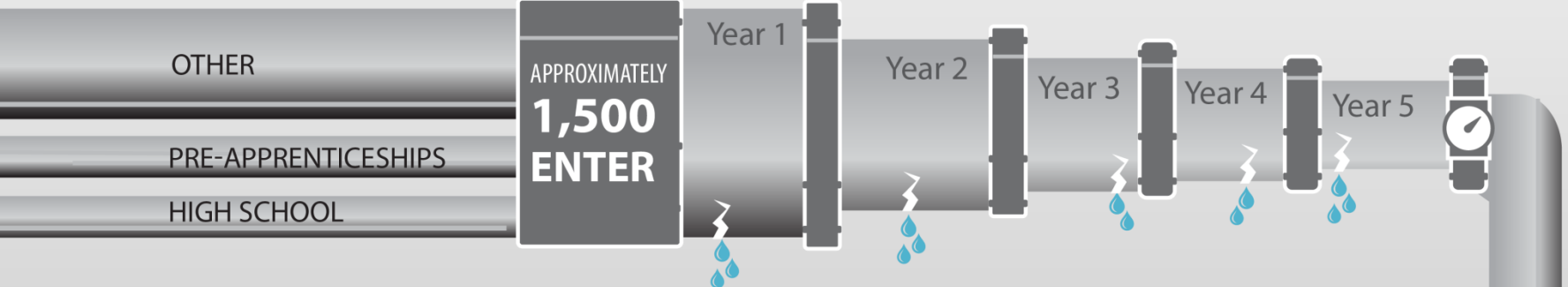
OVER **70 MILLION**

LABOR HOURS



CHALLENGE KEEPING THE SKILLED WORKER PIPELINE FILLED

SOURCES OF APPRENTICES



Apprenticeships: 3,121 in the pipeline at any given time

125,000 AVAILABLE WORKERS
WITH RESIDENTIAL, COMMERCIAL OR
INDUSTRIAL EXPERIENCE



APPROXIMATELY ONLY
600 REACH JOURNEY LEVEL

Only **40%** Graduate to Journey Status
• 33% of people of color • 32% of women

SOLUTION PARTNER TO ACHIEVE SCALE & IMPACT

STRENGTHEN & EXPAND THE PIPELINE FOR LOCAL WORKERS



- **Expand** pathways to apprenticeships
- **Strengthen** retention and completion rates
- **Align** & champion efforts for greater diversity
- **Share** accountability for common outcomes



City of Seattle



Washington State
Department of Transportation

Port
of Seattle



King County

SOUNDTRANSIT



Construction: Partner to Achieve Scale and Impact

1. Expand Pathways to Apprenticeship
 - Port Contracting with Urban League, RAYDO, and Partners in Employment to recruit women and people of color into apprenticeship tracks
 - Community partners help with client assessment and referral
2. Coordinated Funding - Regional Construction Trades Partnership
 - To underwrite both training and **retention**
 - Invests in Labor market tracking and intelligence
3. Implement **Priority Hire** for residents of economically disadvantaged communities
4. Port Internal Apprentice Utilization
5. Develop outcome and accountability measures

Current Recruitment Targets:

- ➔ 135 assessed
- ➔ 75 referred
- ➔ 35 entered training or placed into jobs

Outreach, Assessment & Referral	Coordinated Approach to Retention	Better Define Demand/Gap	Coordinated Training Investments	Priority Hire Recommendations	Demand Drives Apprenticeship Slots	20% increase in Retention & Completion Rates
Q4 2016	Q3- 2017	Q4- 2017	Q4- 2017	Q1- 2018	2018-2022	2018 - 2022

Maritime Sector

1. Conducted Employer and Training Institution Focus Groups
2. Maritime Youth Collaborative
 - Maritime Operations and Marine Science Careers
 - Educational Pathways
 - Partnership with Seattle Maritime Academy and Goodwill Industries
 - Shipboard Experience
 - Maritime Pre-Apprentice Pilot



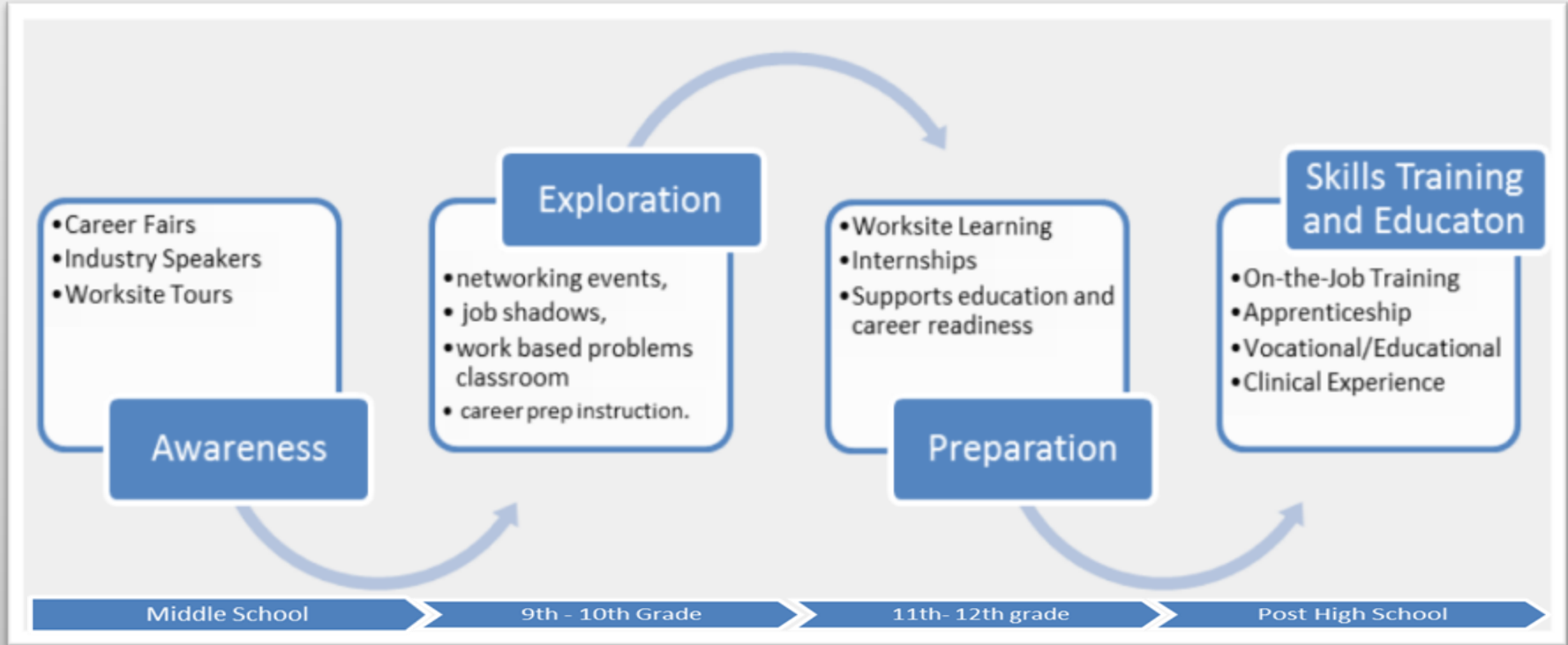
Employers Want the Port to Help Generate Interest in Maritime Careers

Core Plus

- H.S. to Industry/Post-Secondary Transition
- Develop Core Plus Maritime curriculum
- Curriculum and training, career exposure and internships
- Expansion of Core Plus Maritime in 14 schools



Youth Development Strategy: Career Connected Learning



Tying Internships to Career Awareness & Exploration Activities

- Port Activities
 - Career Awareness Tours
 - Airports and the Environment Learning Project
 - Discover U Tours
- Youth Maritime Collaborative – Outreach and Awareness Activities
 - Maritime Operations and Marine Science Day
 - SMA Experience Maritime Training
 - Sound Experience Schooner Adventuress Capstone Event
- Expanding to Middle Schools



2017 High School Internship Expansion

High School Internships	2015	2016	2017
• HS - Port internship opportunities	8	68	82
• HS - Key Cluster Employer Partnership		10	30
Total HS Internships	8	78	112

- More than 50% of internships are reserved for teens in youth employment programs
 - At least 20 reserved for Rainier Beach & Cleveland High Schools
- Targeted recruitment in underrepresented communities of King County
- Access:
 - Port website
 - LaunchPath
- Tremendous interest and response

Port High School Internship Goals

1. Advance career readiness & transferable skills training
2. Provide enrichment activities, including:
 - Networking, goal-setting, resume, & interviewing workshops
 - Facility tours at multiple Port & maritime locations
 - 4 day experiential maritime skills development
 - 2 day Sound Experience cruise experience
3. Encourage Mentorship
4. Organize career & education Day with schools, maritime employers, apprenticeship & aviation employers