

Appendix

Detail Scope of Work

Proposal Overview:

Organization: African Chamber of Commerce- PNW

Budget: ~~\$50,000~~100,000

Project: This proposal will support the *Clean Truck Program* which serves self-employed truckers in transportation to advocate for higher air standards for trucks. The Chamber will work with the trucking community to identify the challenges and what support programs are needed to help with transitioning current trucks into cleaner and more efficient transportation. This project is in furtherance of the Green Job and Maritime sectors. In addition, this organization has the *Small Business COVID-19 Recovery and Resiliency Program and Youth and Adults Workshop*. Both programs provide technical assistance, virtual training, and consultation sessions to empower youth and small businesses. People of African descent in South King County are primarily employed in service sectors, including the gig economy, which have been devastated by the current economic crisis. Black-owned businesses are struggling to combat significantly contracted markets, reduced revenues, and an uncertain future. As a result of these trends, unemployment and small business failures have increased significantly. Before the pandemic, these communities were already struggling with economic insecurity and displacement.

Organization: African Community Housing & Development

Budget: ~~\$91,909,999~~902

Project: These funds will support the hire of a Program Manager at African Community Housing and Development. The African Community Housing and Development (ACHD) Program Manager will pilot a workforce development program to support students with admissions, scholarship applications, and using remote-learning technology; provide individualized education and career planning in airport jobs and other port-related job placements. ACHD provides holistic, complete, and culturally responsive support for African Diaspora immigrants and refugees in South King County. This program's participants are immigrants and refugees from Somalia, Ethiopia, Eritrea, Oromo, Sudan, The Gambia, Senegal, Congo, and Kenya. Most are low-income, and many experience significant language barriers in their day-to-day life. Unemployment is rampant, and ACHD seeks to close the gap between their community and access to vital job training and skill building. This organization has a strong partnership with Highline and Renton Technical Colleges to assist with language barriers, interpretation needs, and to provide infrastructure support.

Organization: Asian Counseling & Referral Services

Budget: ~~\$100,000~~92,000

Project: This program will help 30 laid-off Hudson News workers with individualized case management, retraining, digital literacy classes, and linkages to employment opportunities in port-related industries. This pilot program will help with case management services for culturally competent job search assistance, help to access a Secure Access Washington (SAW) Account for unemployment claims, resume assistance, and help to apply for jobs at UFCW 21-represented employers. Asian Counseling and

Referral Service (ACRS) is a trusted community-based organization with over 45 years of experience serving Asian American and Pacific Islander (AAPI). ACRS will partner with UFCW Local 21, the largest private sector union in Washington, with over 46,000 members working in many different areas, including airport and other port-related industries. The union represents workers from Hudson News, the bookstores at Seattle-Tacoma International Airport and most retailers within the airport. Airport workers have been heavily impacted by the COVID-19 pandemic. This pilot program is an innovative partnership between a community-based organization and labor - ACRS and UFCW Local 21, to promote the economic resiliency of these workers.

Organization: Businesses Ending Slavery and Trafficking (BEST)

Budget: ~~\$92,000~~100,000

Project: This project will serve human trafficking survivors and at-risk youth living in the near-airport communities of Burien, Des Moines, Federal Way, Normandy Park, SeaTac, Tukwila, and beyond. This unique program works with businesses and local service agencies to help human trafficking survivors and people at-risk for trafficking find employment within port industries. This workforce development project will provide employment readiness training, supporting employers in Port-related industries, and creating paid internships and job opportunities for human trafficking survivors and at-risk youth so they can find employment. BEST currently works with 6 Port-related industry employers and will expand this network by adding 5 additional new port-related employers to their program. BEST conducts *Stress, Trauma, and Resilience* training to educate employers on how to enhance their equity practices. This training equips supervisors on how to successfully supervise people who have lived through complex trauma, including racism, homophobia, sexual assault, and trafficking.

Organization: Cares of Washington

Budget: ~~\$83,867~~91,160

Project: *Connect for Success* will support BIPOC people with disabilities who live around Port of Seattle's facilities to enter and successfully complete pre- apprenticeship programs in Port-related industries such as construction, green industries, manufacturing and aerospace. Cares combines career coaching, financial skills education, vocational and educational training, support services, and job placement into a cohesive plan for each client, mitigating barriers to employment and maximizing each person's potential for independence. This program emphasizes placing clients into jobs with career pathways and potential for advancement, benefits and living wages. This project will support individuals gaining skills in port-related industries, earn a living wage and develop a sustainable career that they can support themselves and their family's long term. Cares' existing networks of community providers— such as North Helpline, Solid Ground, Compass Housing, Sound Mental Health and so many others— facilitate getting whatever resources are needed to help our clients break the cycle of poverty, instability and/or homelessness.

Organization: Chief Seattle Club

Budget: ~~\$100,000~~92,000

Project: This program will train 15 urban Indians annually with green jobs skills through the Native Works apprenticeship. Through this program, apprentices will learn about land and water stewardship, garden design and planning, and invasive species removal, preparing them for green jobs at Port habitat sites, including the habitat/wildlife restoration of the Duwamish River. Chief Seattle Club's mission is to provide a sacred space to nurture, affirm and renew the spirit of Urban Native people. American Indians and/or Alaska Natives (AI/AN) are disproportionately affected by homelessness. Native Works is a one-year Apprentice program (to make space for other Apprentices) and an Employment Specialist helps Apprentices move into permanent employment (60% obtain permanent employment). In December 2020, Chief Seattle Club's trauma-informed indigenous-designed job training program, Native Works, is launching Sovereignty Farm. Sovereignty Farm is a new urban Indian farm located in Tukwila, with green jobs for homeless American Indian/Alaska Native Apprentices.

Organization: El Centro de la Raza

Budget: ~~\$91,986~~99,985

Project: Through the *Business Opportunity Center*, El Centro de la Raza will provide extensive outreach, education and referrals for program participants to relevant pre-apprenticeship programs in Port-related industries in order to obtain permanent employment. This pre-apprenticeship workforce development program will partner with Pacific Northwest Carpenters, Institute, Northwest Carpenters Union, Ironworkers Apprenticeship and Training Program and ANEW. Latinos are bearing disproportionate impacts from the COVID-19 pandemic yet continue to be overrepresented among those excluded from relief. Since the beginning of the current public health crisis, the Latino unemployment rate has more than tripled, rising from 6.0% to 18.9%. Research shows that 61% of Latino households lost income as a result of the COVID-19 pandemic. In January 2020, El Centro de la Raza expanded its operations with a new office in Federal Way, in order to meet the demand for culturally and linguistically relevant services in Latino communities throughout South King County. This project will focus on low-income Latinos, immigrants and limited English speakers in near-airport communities including Federal Way, Burien, SeaTac, Tukwila and Des Moines.

Organization: Partner in Employment

Budget: ~~\$92,000~~100,000

Project: This project will build upon existing efforts put in place by its case managers to provide community solutions and wraparound services concerning job acquisition and retention during this period of COVID-19. The *Refugee and Immigrant Economic Recovery Services* provides linguistically and culturally appropriate wrap-around case management and support to youths and adults in obtaining employment and career pathway in the aviation and green jobs sectors. PIE guarantees the economic security and mentorship to newly arrived refugees and immigrants in South King County. PIE was founded by two refugee women of color from Somalia and Vietnam, both with two decades of work in the immigrant and refugee communities. This organization specializes in serving limited-English proficient clients from the African, Middle Eastern, and South East Asian communities. This workforce development project will have two tracks, one that provides support services for immigrant job seekers impacted by COVID-19 in the

aviation industry, and the other continuing the youth green jobs training program started in the summer of 2020 under the Port's opportunity motion. The programs' current services include but are not limited to application, language assistance, financial support, digital literacy aid and job connections in the field of aviation and the Sea-Tac airport area. This organizations have strong partnerships with City of Burien, City of SeaTac, and Seattle Parks & Recreation.

Organization: Puget Sound Welcome Back Center

Budget: ~~\$83,571~~90,839

Project: This project will prepare 30 internationally educated engineers for jobs in construction related fields near the Port of Seattle. The Puget Sound Welcome Back Center (PSWBC) goal is to help internationally educated professionals make the best use of their skills through respectful, innovative, and individual career counseling. Thousands of immigrants settle in South King County each year due to family connections, low rent, and access to Port related jobs. Even though many have college degrees, they lack proper credentials to work in their chosen profession, so people take jobs as security guards, wheelchair assistants, aircraft cleaners, Uber/Lyft drivers, Amazon delivery drivers, etc. During the pandemic, many lost their jobs temporarily or permanently. This project removes barriers by providing resources in port-related industries, including Test Preparation Courses as part of the licensure process for construction related fields, and Strategic Training and Certifications such as Concrete Field Technician, CAD Training and Construction Management courses. This project will help these professionals gain the credentials they need to access higher paying port-related jobs, thus stimulating economic recovery and diversifying the workplace. Many of these professional engineers are structural and civil engineers and have extensive construction experience. Referrals to PSWBC come from faculty within Highline, other community colleges, immigrant and refugee service agencies, healthcare providers, SEIU, and word-of-mouth within the immigrant/refugee community, who serve as partners with PSWBC.

Organization: WA Maritime Blue

Budget: ~~\$91,995~~99,995

Project: The Maritime Youth Accelerator Project aims to provide culturally relevant skills-based learning which will prepare young people for livable-wage jobs in the Maritime field. The YMC Maritime Youth Accelerator Project is specifically designed for youth of color and opportunity youth from underserved communities, who have an interest in learning about the maritime sector and in designing/developing an entrepreneurial project. Youth participants will be 18 – 24 years old, and come from low-income communities in South King County, which continues to be disproportionately impacted by COVID-19. The Youth Maritime Collaborative (YMC) is a district program of Washington Maritime Blue, a non-profit, strategic alliance formed to accelerate innovation and sustainability in support of an include clue economy. Washington State's Strategy for the Blue Economy has a primary strategic goal to support the development of a "diverse and equitable pipeline for a 21st century maritime workforce". The YMC is comprised of members from the Port of Seattle, regional maritime organizations, youth programs, industry leaders, education programs and local government agencies. Due to systemic barriers, now heightened by the impact of COVID-19, BIPOC youth are not adequately prepared for the significant

sectors of the workforce in maritime. This workforce development project will coincide with the continuum of career and educational pathways currently offered for maritime related jobs. The program will involve Career Lab training modules and be modified to prepare students for a maritime career.