

Youth Internship Programs

Item No: 7b

Meeting Date: February 11, 2020

Revised: 2/18/2020

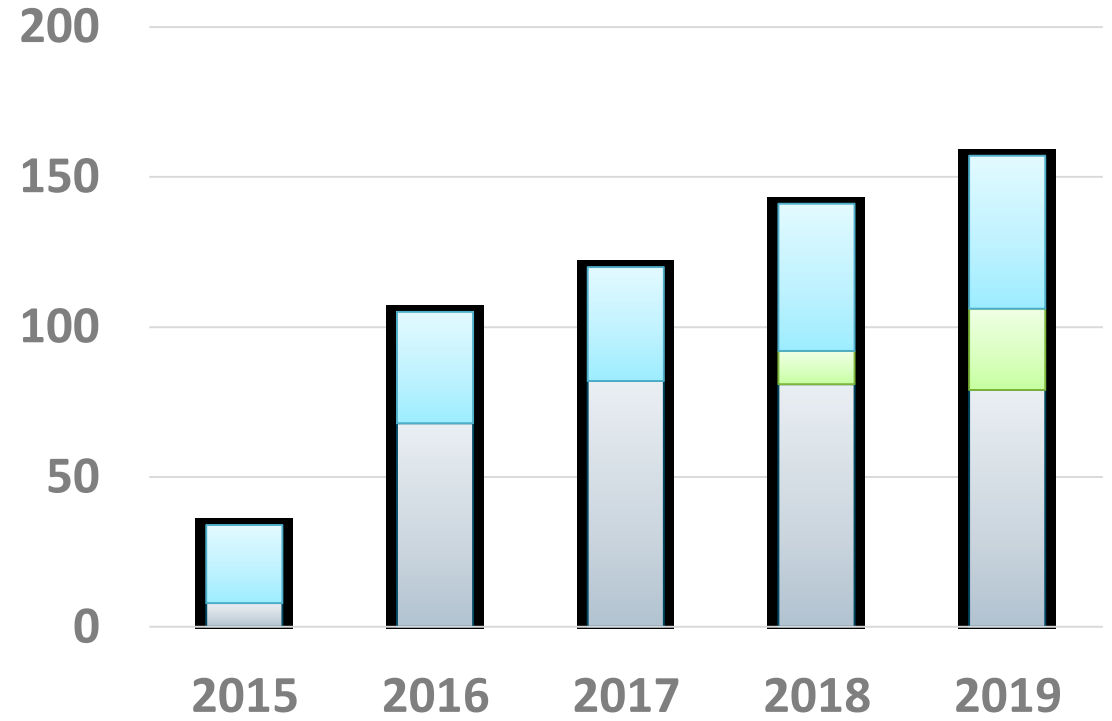


Commission Briefing

February 11, 2020



Background



- College/Graduate
- High School: School Year
- High School: Summer



2019 Program Goals

- Raise Awareness of Port of Seattle and Port-Related Careers.
- Build a Diverse Talent Pipeline for the Port and Related Industries.
- Lessen the Opportunity Gap Among Youth in King County.
- Offer Paid Internships to at Least 90 High School and 30 College Students.



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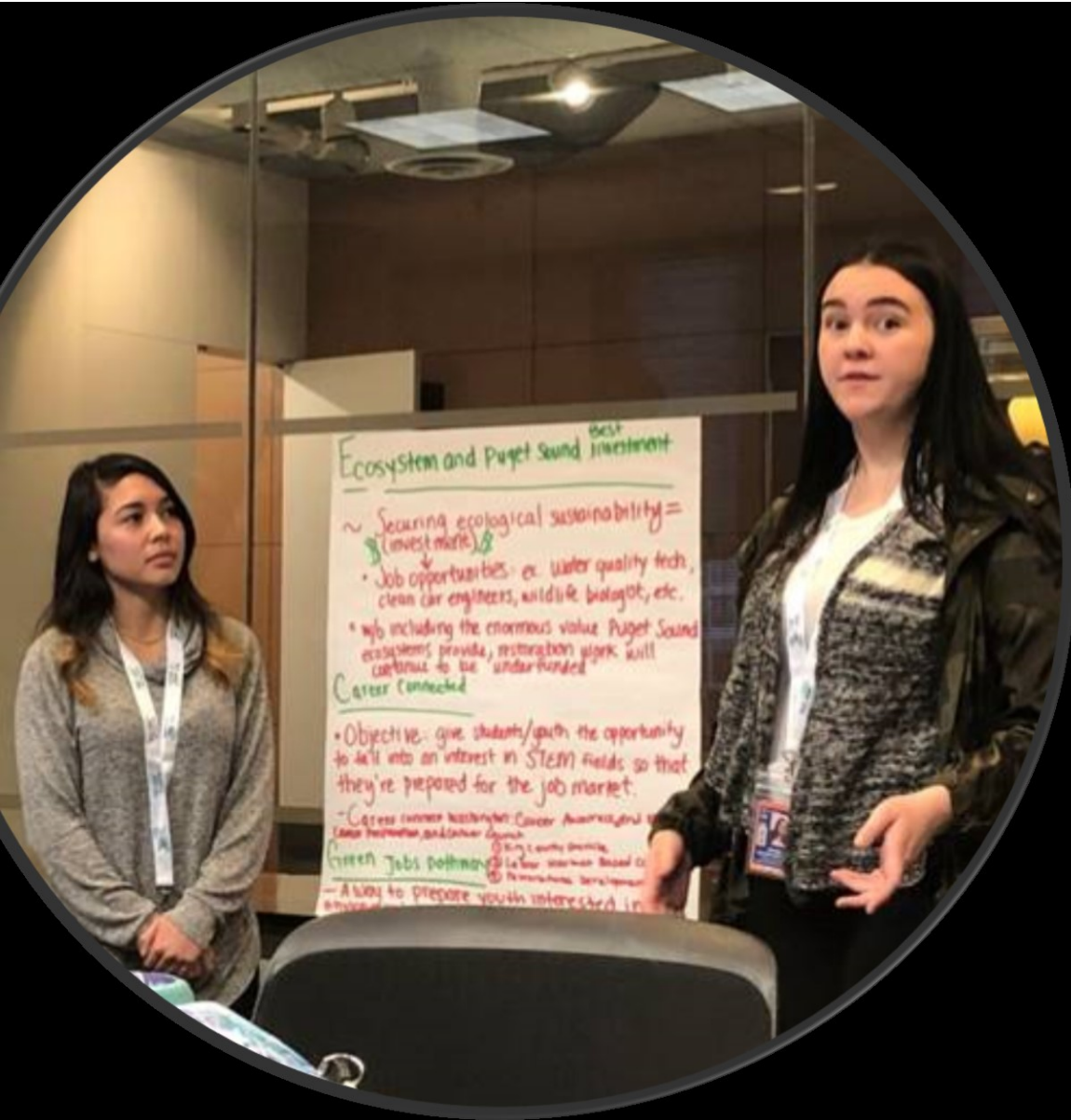


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2016



2020



*It all started with
the Port of Seattle.”
-Toan Nguyen*

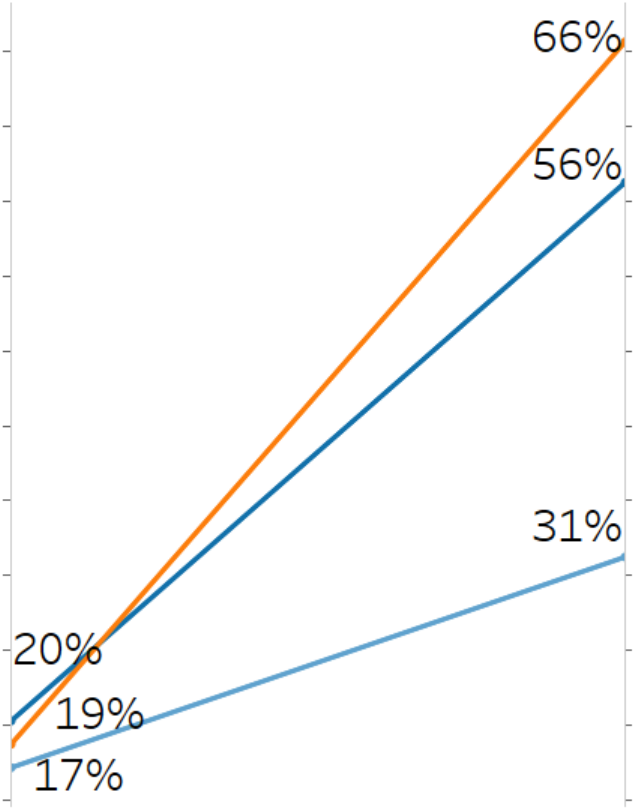
Program raised awareness of the Port of Seattle and Port-Related Careers

% of students **strongly agreeing** with statement at: Start of internship

End of internship



I understand how the Port of Seattle impacts my community
I am **aware of a variety of careers in Port-related industries**
I am **interested in persuing a career in a Port-related industry**



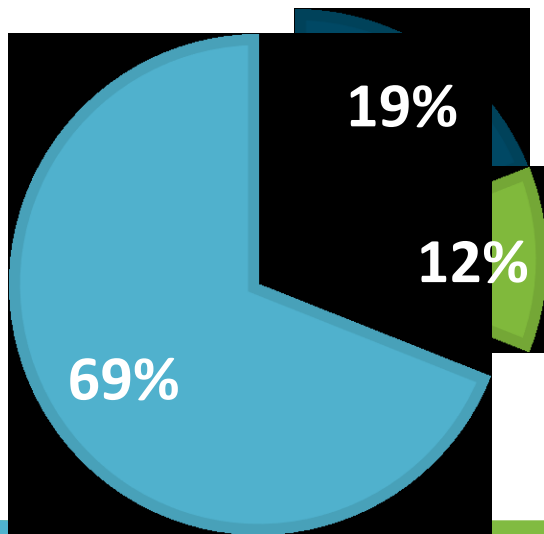
Source:

Build a Diverse Talent Pipeline for the Port and Related Industries

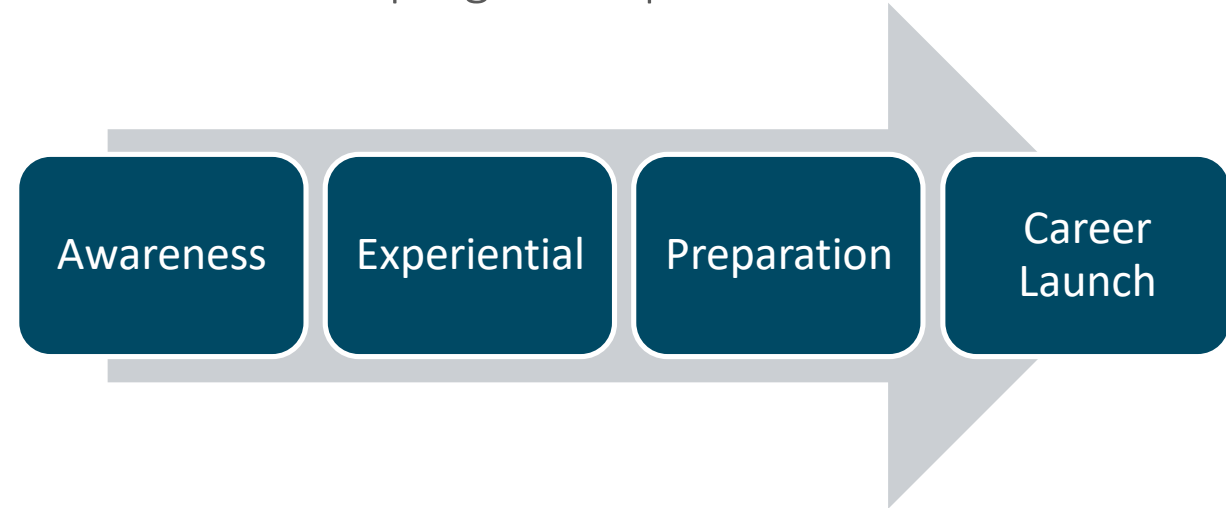
Diversity of Interns

- At least 3 interns identified as **having a disability**
- 61% of high school interns were young women

■ Not Reported ■ White ■ Youth of Color



Developing the Pipeline



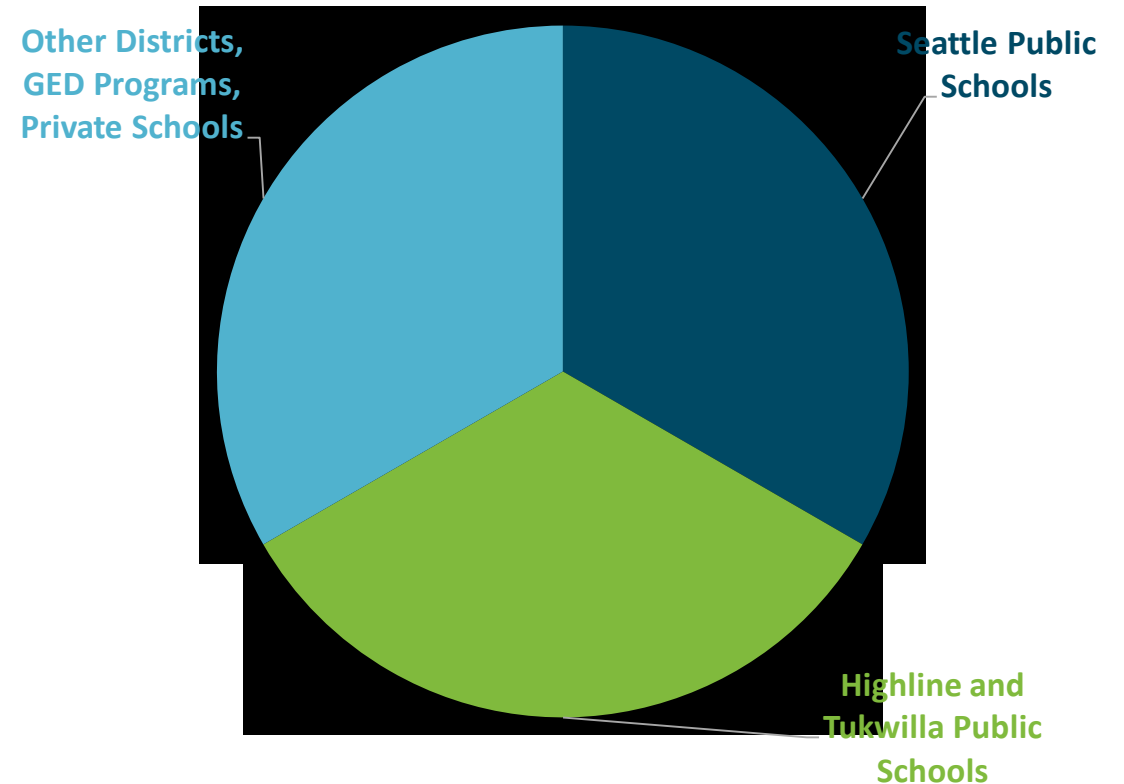
- 8.5% of interns hired over the last 20 years have become Port of Seattle employees
- Will be launching alumni employment survey in 2020

Build a Diverse Talent Pipeline for the Port and Related Industries

Focused Outreach on Priority Communities

- **Near-Port Communities:**
 - 2/3 interns come from Near-Port School Districts
 - 1/3 interns come from other school districts or GED programs
- **King County Opportunity Youth:**
 - Partnerships with nonprofits that work with low income youth from across King County

INTERNS CAME FROM 48 DIFFERENT SCHOOLS
AND 16 DIFFERENT DISTRICTS

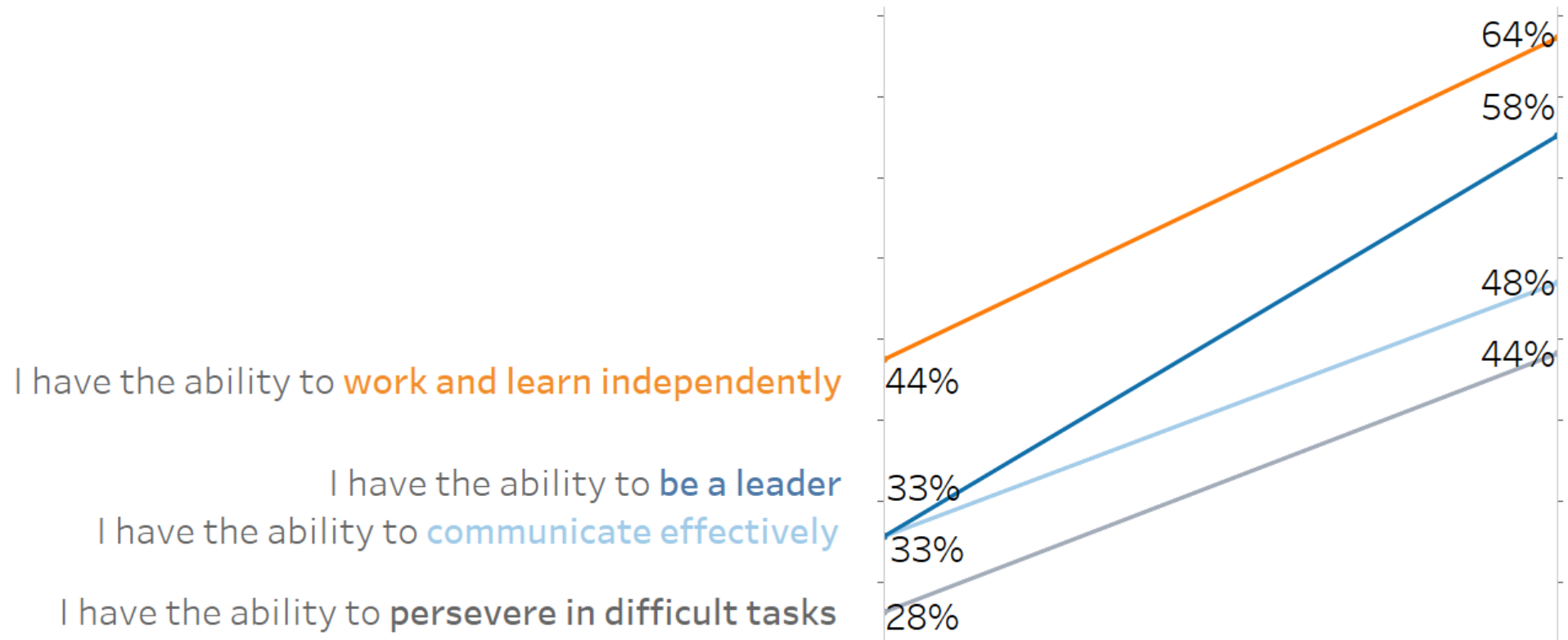


Impactful Soft Skills Development Opportunities

Supports the goal to close the opportunity gap among King County youth

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End of internship



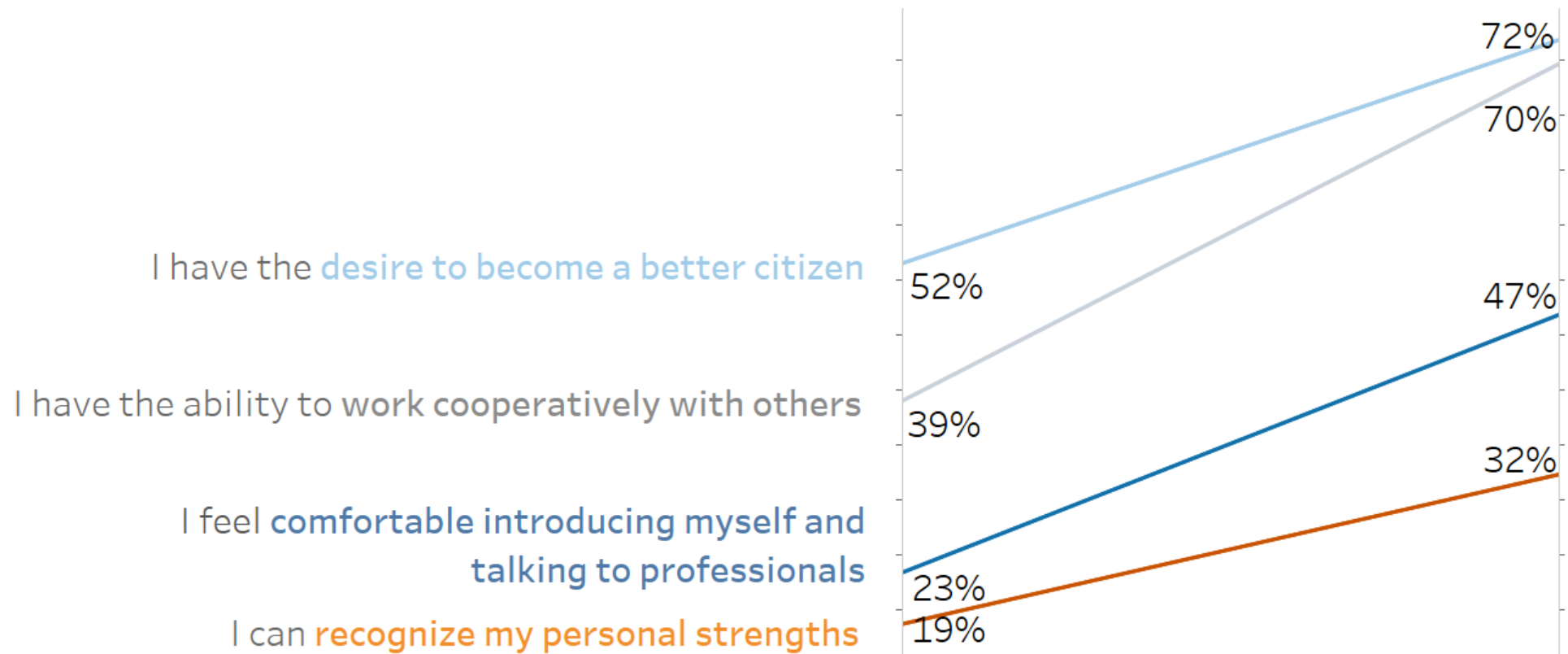
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Impactful Soft Skills Development Opportunities

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Source:

Offer Paid Internships to at Least 90 Local High School Students and 30 College Students



Over 1500 Applications!

2019 Pilot Programs

Port Youth Ambassadors

- **11 additional paid high school interns in the SPRING**
- External Relations, Sustainability Ambassadors and Duwamish Valley Youth Corps
- Outreach for youth, by youth



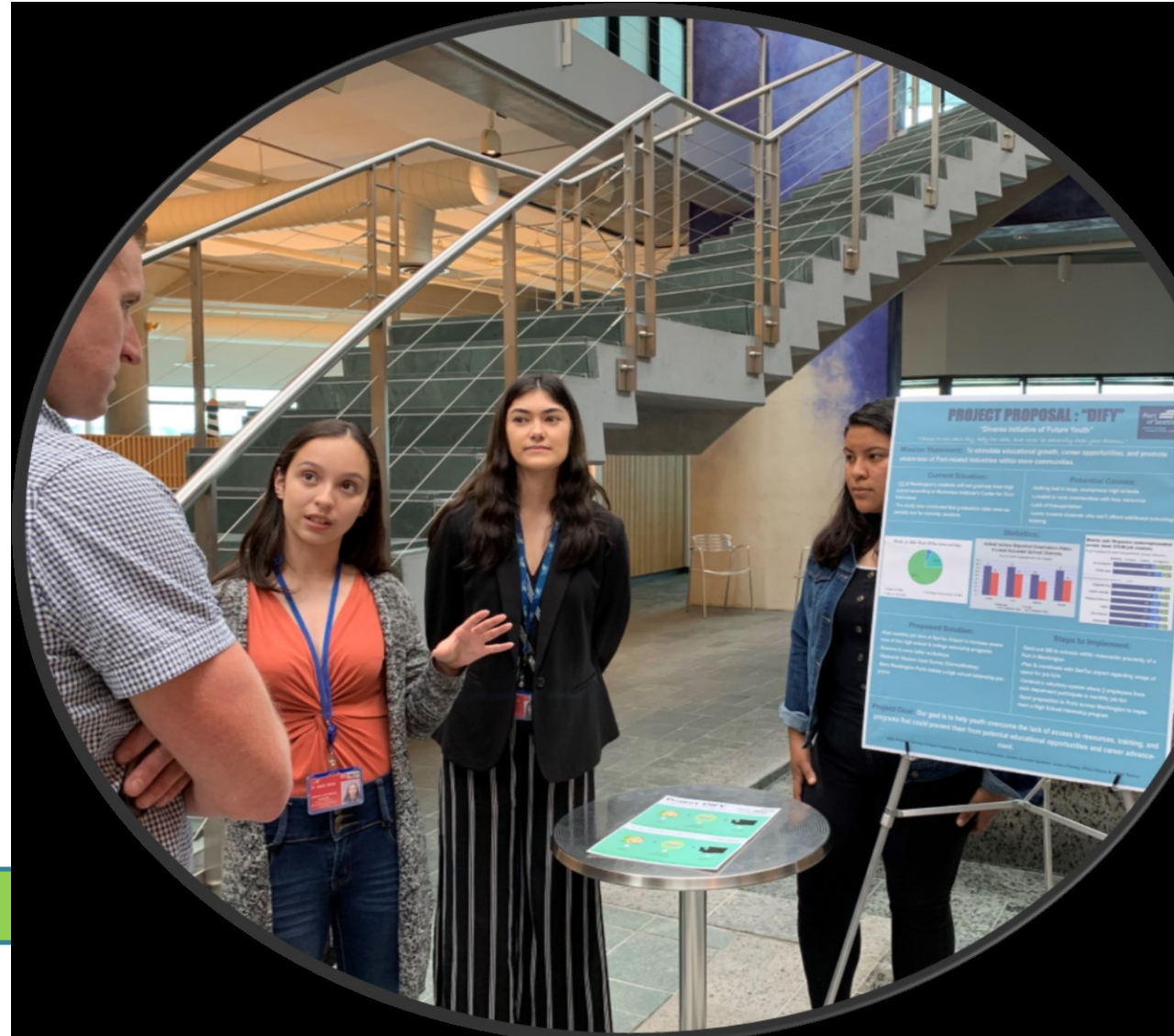
Aviation Career Pathways

- **5 additional paid high school interns in the FALL**
- WFD, Aviation Departments, Tye High School's Pathways Program
- Credit-earning internship

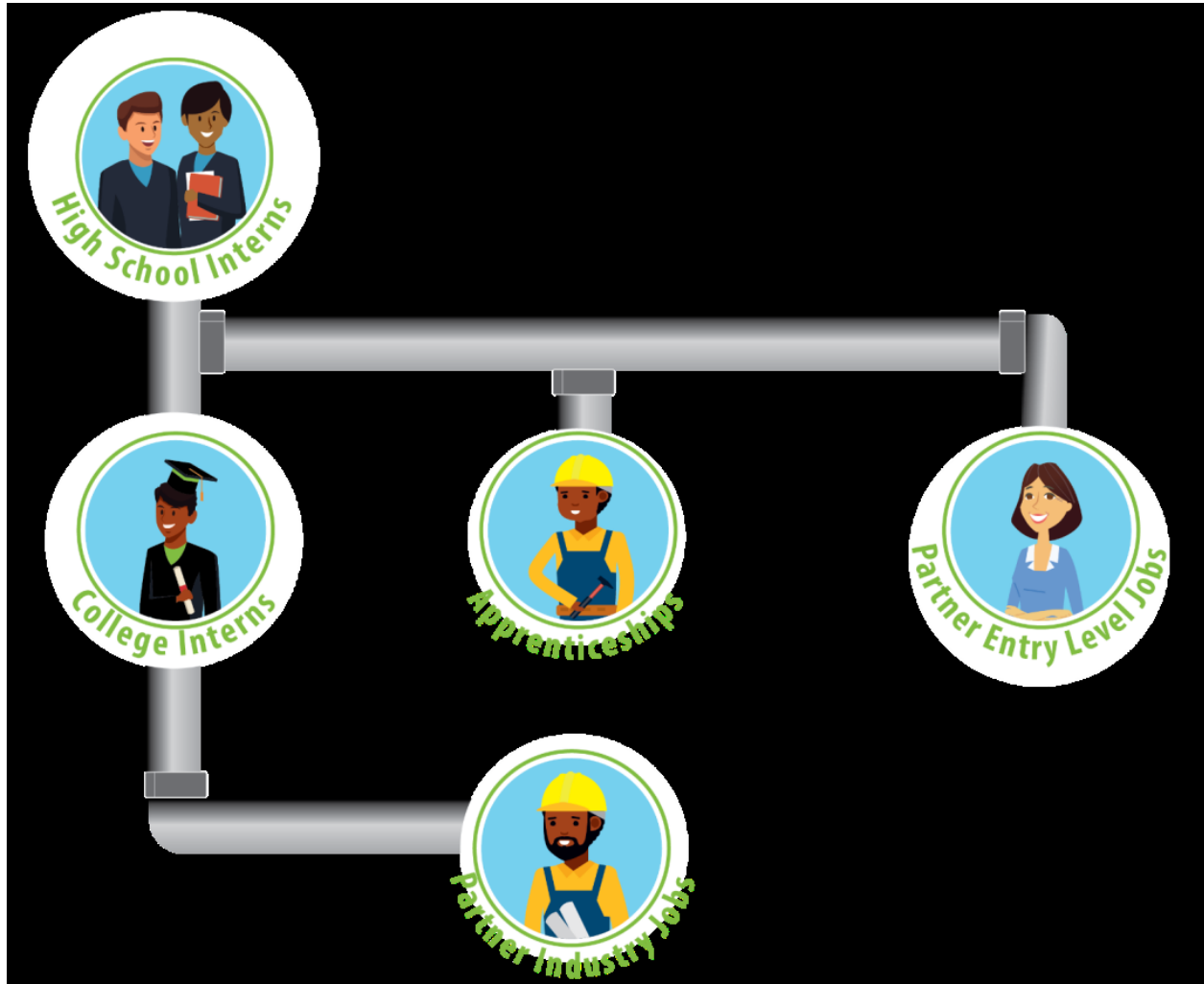


Considerations and Lessons Learned

- Project Based Learning Works
- Partnerships Work
- Transportation Barriers
- Supervisor Training and Support
- Onsite Space and Staff Capacity
- Risk and Liability



Equity, Diversity, and Inclusion Mission. Career Connected Learning Strategy.



By 2025:

- 100% of Port hosted interns are selected by community partners.
- 100% of internships connect to Port-related career pipelines.
- 80% of internships also offer credit.
- Program impact and outcome metrics will be reported annually.

A More Impactful Internship Program

2020 Goals and Outcomes

Goals

- Raise Awareness of Port of Seattle and Port-Related Careers.
- Build a Diverse Talent Pipeline for the Port and Related Industries.
- Operate program within EDI mission and CCL strategy.
- Offer Paid Internships to at Least 100 High School and 45 College Students.

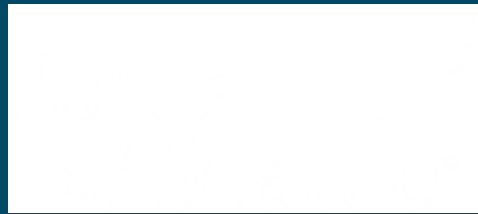
Outcomes

- Reach 2000 youth through awareness activities.
- 1 complete career pipeline.
- 30% of Port interns are selected by community partners.
- Double credit-earning internships.
- Benchmark impact and outcome metrics. Report on results.

Key 2020 Program Dates

- **January:** College Intern Recruitment Begins.
- **February 19 – April 22:** Port Youth Ambassador Program.
- **March 30 – April 26:** *Summer High School Program Application*
- **May-June:** College Interns Start. High School Intern Selection Process
- **July 6 – July 8:** *Summer High School Intern Orientation.*
- **July:** Career Exploration and Speaker Series events.
- **August 7:** *Career and Education Fair.*
- **August 14:** *Intern Showcase and Networking Luncheon.*
- **October 10:** Fall High School Intern Orientation and Safety Training
- **October 12 – December 18:** Fall High School Intern Programs.





APPENDIX

Taking it to the next level: Career Connected Learning

