

Item No.:	7b supp
Meeting Date:	July 14, 2020

# Workforce Development

2021-2023 Strategic Plan

July 14, 2020

Office of Equity, Diversity and Inclusion



# Agenda

- Strategic Plan Principles
- Overview of Strategic Plan
- Results of Investments
- Community Feedback
- COVID-19 Considerations
- 2021-2023 Strategic Plan Elements



# Guiding Principles

## Century Agenda Strategy #3

Use the Port's influence as an institution to promote women and minority business enterprise growth, small business growth, and workforce development

## WFD Policy Directive Goals

Increase equitable access to economic prosperity

Leverage Port impact and Innovation



# Overview of Strategic Plan

## Strategic Planning Process

- Review of current strategies and programs
- Sessions with internal and external partners

## Landscape Analysis

- Regional economic and labor market assessment
- Workforce development system analysis
- COVID-19 impact and response/recovery

## Sector Strategies

- Aviation
- Construction Trades
- Maritime
- Green Careers
- Career Connected Learning



# 2015-2019 Results of Investments (ROI)

Total Port Investment: \$6.5M

## Impact

**\$5.6M** invested in workforce development programs

## Influence

**\$748K** invested in strategic partnerships and policy/system change

## Leverage

**Over \$10M** generated in additional public and private funding

## Results

**9,824** job placements

**1,442** training completions

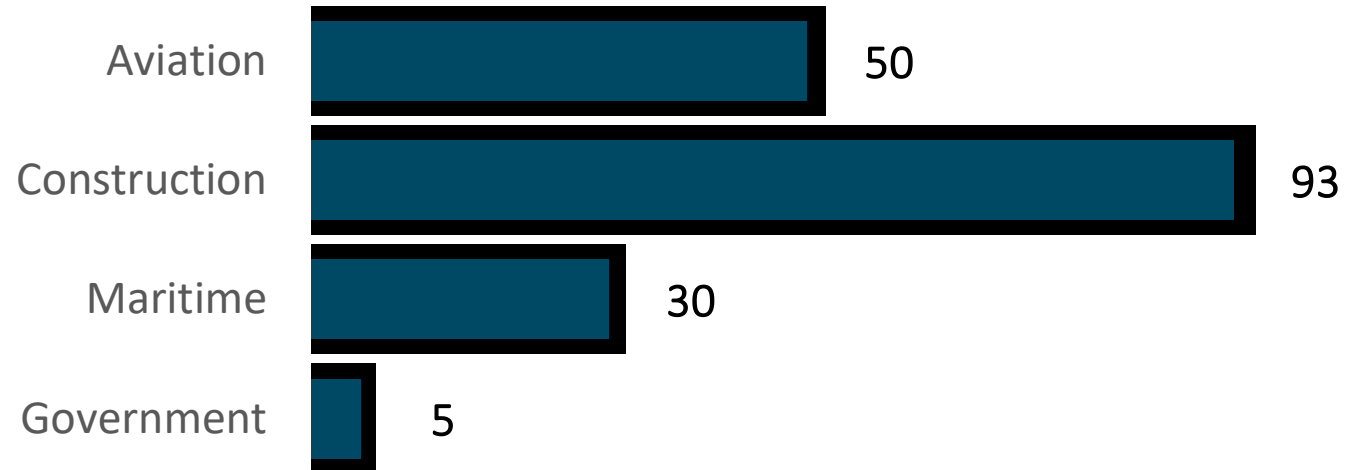
**1,303** youth participating in experiential learning events

# Community Feedback

## Themes from community sessions

1. Conduct more outreach
2. Collaborate with partners
3. Engage with employers
4. Expand career pathways
5. Fund wraparound services
6. Increase transparency

## 178 External Participants



# COVID-19 Considerations

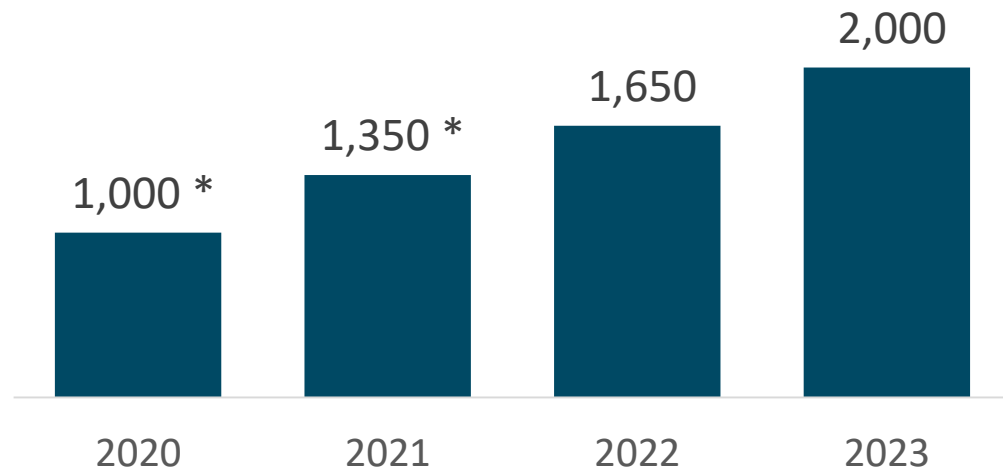
- Convene roundtables to determine impactful investments
- Adjust the workforce development programs as needed
- Support response and recovery legislation



# Aviation Sector Strategies, 2021-2023

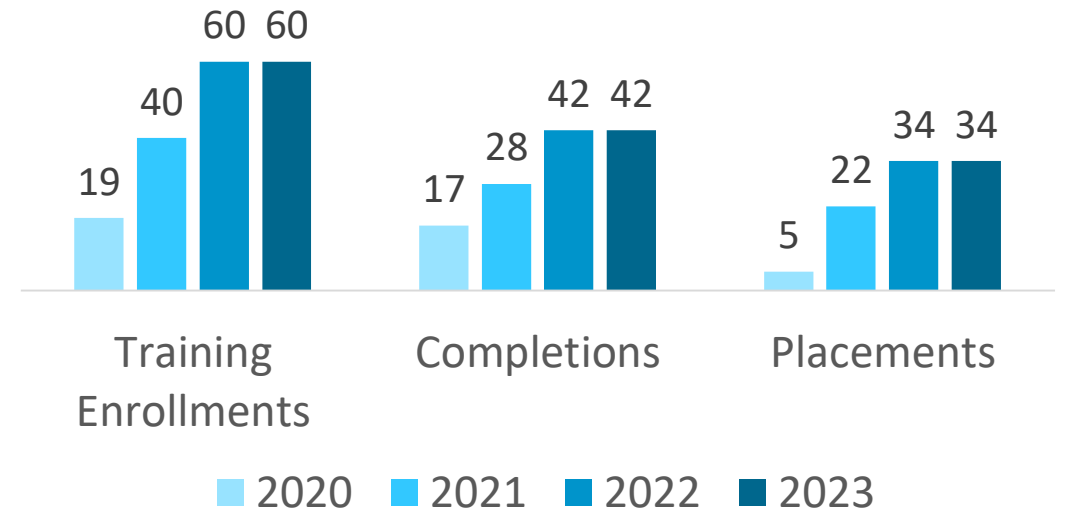
- Continue funding SEA job placements
- Expand aviation career pathways by adding two more (currently Aviation Maintenance Technician)

### SEA Jobs Placements



\*Decline due to COVID-19

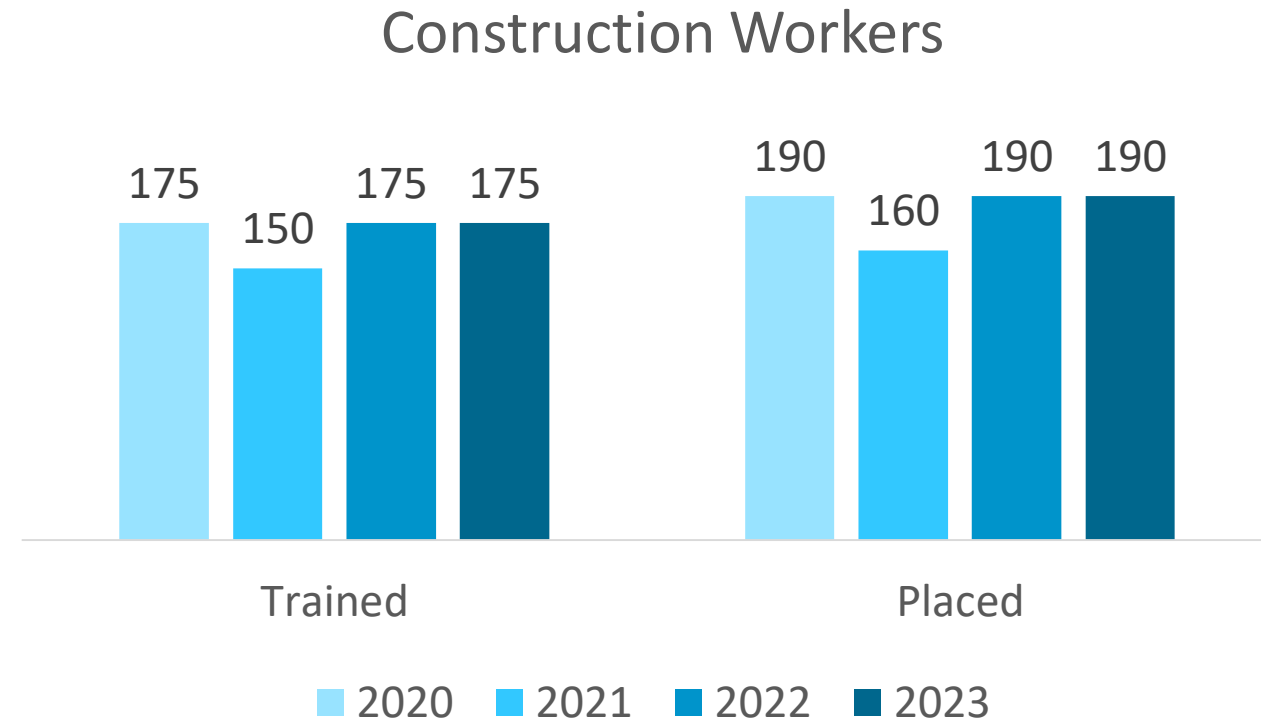
### AV Career Pathways





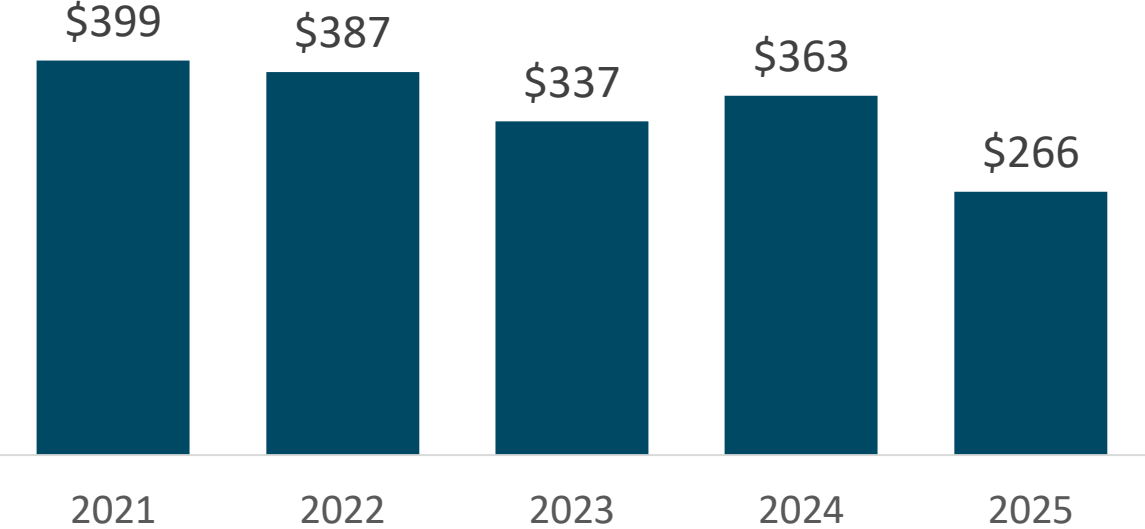
# Construction Trades Sector Strategies, 2021-2023

- Continue funding construction worker outreach, training, and retention
- Continue Regional Trades Partnership
- Support the Port's Priority Hire, Acceptable Worksite Standards and Apprenticeship Utilization Programs
- Identify and pursue Port apprenticeship opportunities

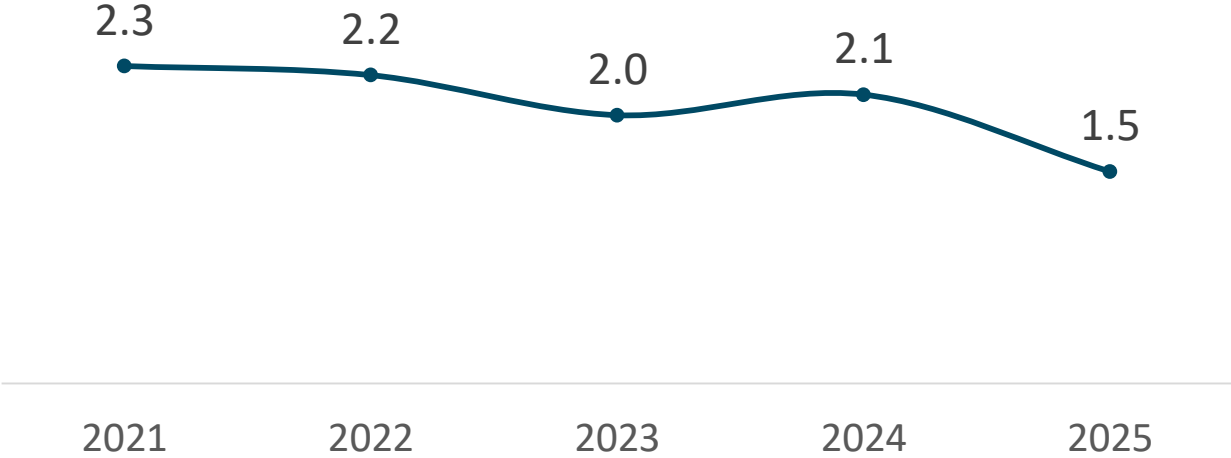


# Port Construction Analysis, 2021-2025

Projected Port Spend\*  
(Construction Only)  
in millions



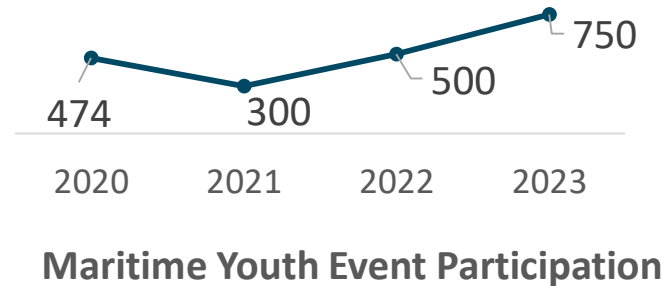
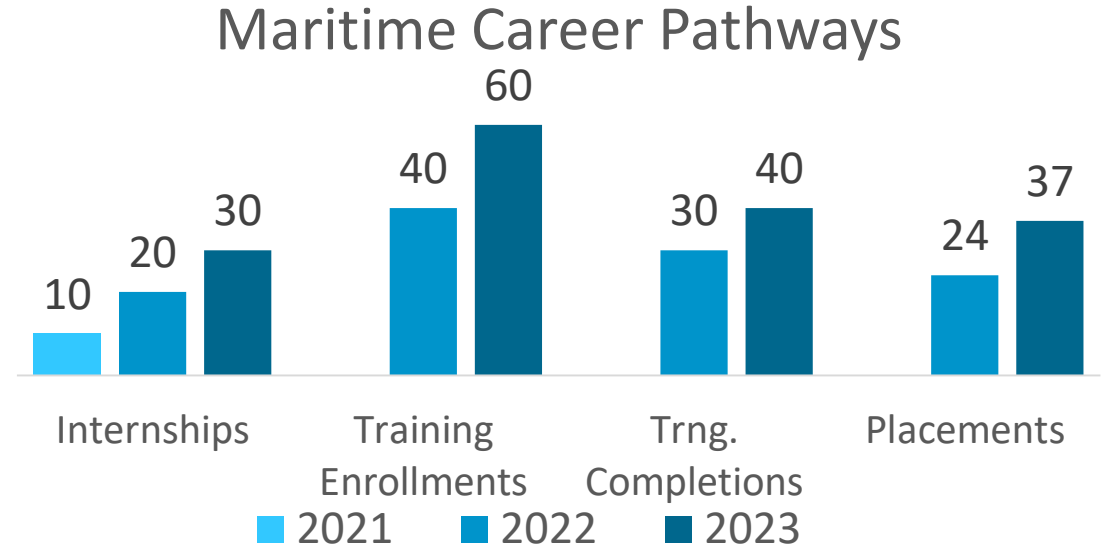
Projected Port Demand\*  
(Construction Hours)  
in millions



\*Capital program subject to change

# Maritime Sector Strategies, 2021-2023

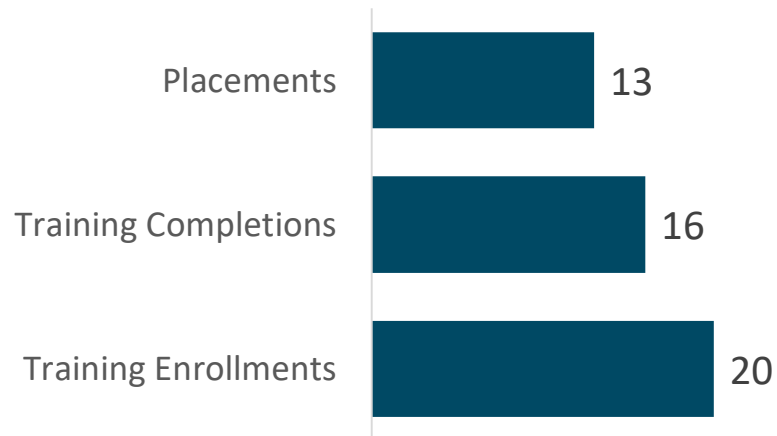
- Create awareness of and access to maritime careers with partners
- Develop maritime career pathway programs for youth and adults with partners
- Advocate for regional maritime workforce development efforts



# Green Careers Strategies, 2021-2023

- Support Port's Duwamish Valley community equity program
- Develop a green jobs career pathway program

2023 Green Careers



# Career Connected Learning Strategies, 2021-2023

- Expand launch opportunities in port-related industries for target populations
- Continue to identify and remove barriers for students of color and women
- Strengthen port-related postsecondary training
- Partner to maximize CCL efforts and investments
- Support HR
  - Align youth internships with Port and regional workforce needs
  - Enable interns to earn academic credit



# Program Evaluation

## Provide Annual Report

- Persons trained, recruited, placed in jobs, and retained
- Wage range
- Number and types of businesses served

## Disaggregate Data

- Ethnicity, gender, zip codes, etc.

## Results of Investments (ROI)

- Impact, Influence, Leverage



# Partners and Stakeholders

## Aviation

- Employers
- Port Jobs
- Highline School District
- Highline College
- South Seattle College
- Museum of Flight
- and more...

## Construction

- Employers
- City of Seattle
- King County
- Sound Transit
- WA DOT
- ANEW/PACE
- Urban League
- Apprenticeship Coordinators
- and more...

## Maritime

- Employers
- Youth Maritime Collaborative
- Seattle Maritime Academy
- Seattle Public Schools Skills Center
- Seattle Goodwill
- Labor
- and more...

## Green Careers

- Duwamish Valley
- and more...

## Others

- WA Alliance for Better Schools

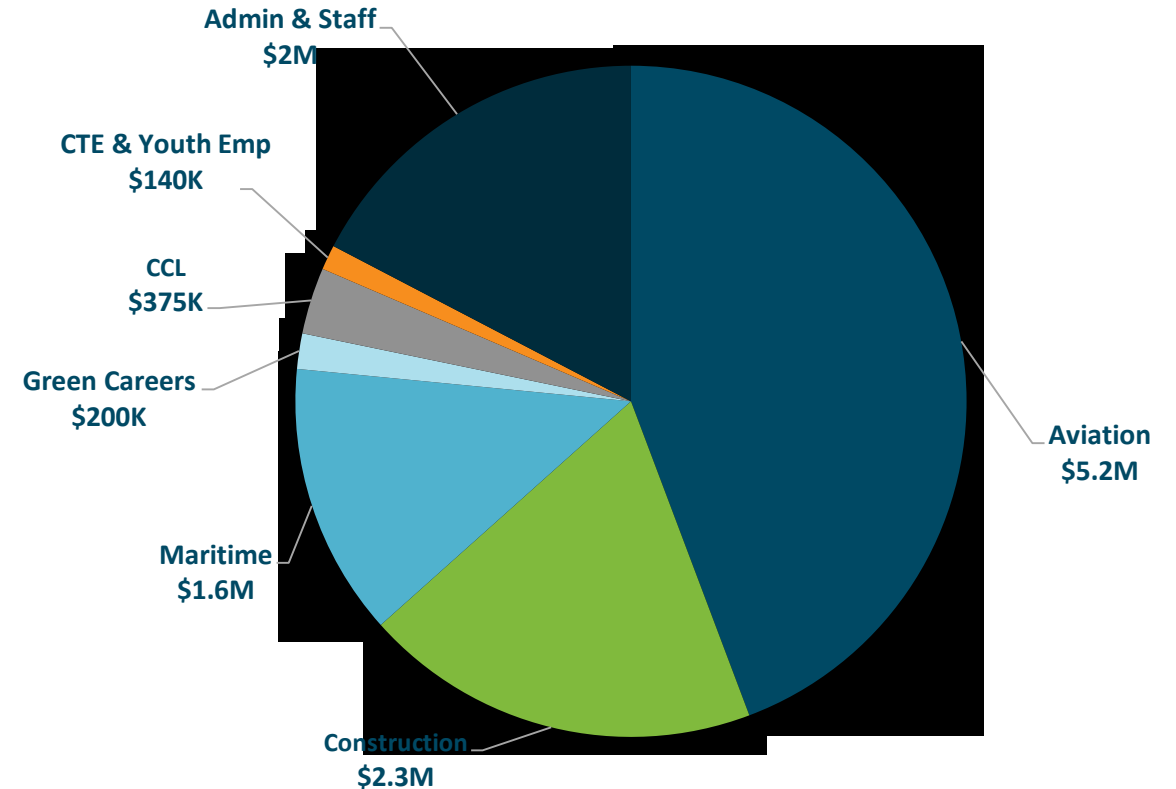
## Port Leaders

- Port divisions, Commission, HR, Ext. Relations, other teams

# Proposed Investments, 2021-2023

## Investments (\$11.6M)

- Aviation (\$5.2M)
- Maritime (\$1.6M)
- Construction Trades (\$2.3M)
- Career Connected Learning, CCL (\$375K)
- Green Careers (\$200K)
- Career Technical Ed and Youth Programs (\$140K)
- Staff and Administration (\$2M)





Questions?