



**COMMISSION
AGENDA MEMORANDUM**

Item No. 11c

BRIEFING ITEM

Meeting Date: December 8, 2020

DATE: November 13, 2020

TO: Stephen P. Metruck, Executive Director

FROM: Bookda Gheisar, Sr. Director, Equity, Diversity and Inclusion Division
Gail Muller, Project Specialist, Tourism Development Department

SUBJECT: Opportunity Youth Initiative Briefing

EXECUTIVE SUMMARY

This briefing summary focuses on the work of four contracted organizations that provided short-term employment and internship opportunities for youth in King County as a result of the highly disproportionate unemployment impacts of COVID-19 on communities of color.

BACKGROUND

On May 26, 2020, the Port of Seattle Commission directed the Executive Director to adopt the Opportunity Motion of up to \$1.5M for short-term employment opportunities for youth ages 16 - 24 that enhance the mission of the Port of Seattle and support economic recovery for the residents of King County as a result of the COVID-19 pandemic.

During the same timeframe, the Port experienced unprecedented impacts and shutdowns in the airline and cruise industries, took extraordinary measures to protect its workforce, and reduced its budget by \$70 million for 2020. The impacts of the pandemic on every aspect of life at home and work are extreme.

Due to the COVID-19 related shutdown, the Port acted quickly to address the extremely high youth unemployment rate, the disproportionate impacts on communities of color, and the lack of public or private summer youth employment/internship opportunities, by expediting contracts for qualified organizations to address these issues.

Four community organization contracts were executed in July 2020:

(1) Seattle Goodwill Industries (SGI)

Contract NTE amount	\$574,860.00
Total number of youths	70
Industry focus	Maritime and Environmental Sustainability, STEM, Aerospace and Manufacturing

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(2) Partner in Employment (PIE)

Contract NTE amount	\$355,770.24
Total number of youths	33
Industry focus	Environmental Green Jobs with Mid Sound Fisheries and other PIE Partners

(3) Urban League of Metropolitan Seattle (ULMS)

Contract NTE amount	\$455,498.61
Total number of youths	76
Industry focus	ULMS’ Priority Hire Construction Readiness, Low Income Housing Institute’s (LIHI) Pre-apprenticeship for Construction Trades, and ANEW’s Pre-apprenticeship for Women

(4) Seattle Parks Foundation (SPF)

Contract NTE amount	\$104,663.85
Total number of youths	17
Industry focus	Environmental Green Jobs with Duwamish River Cleanup Coalition and Friends of Georgetown History and Industry

Overview - Program

Youth participants were primarily immigrants, Black, Indigenous, and people of color (BIPOC). Interns were paid a stipend of \$15/hr. Each contracted organization was required to submit comprehensive monthly reports and a final summary report, which included a youth participant survey.

Overview – Partner Organizations

1. Seattle Goodwill Industries is a non-profit organization founded in 1923. This organization has a long history of providing student-centered culturally competent programs within King County. The Youth Maritime Program (YMP), Youth Aerospace Program (YAP), and Youth at Work Program (YAW) have years of successful delivery with strong outcomes of college enrollment and obtaining internships or employment. Seattle Goodwill, in collaboration with its partners, will provide internship training and will work to connect youth with career opportunities within port-related industries.

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2. Partner in Employment (PIE) works to guarantee the long-term economic stability of newly arrived refugees and immigrants in King County by providing tailored assistance in language acquisition, housing stabilization, workforce entry, and job training in higher-wage industries.

PIE is partnering with Forterra and Mid Sound Fisheries Enhancement Group to employ youth of color in South Seattle and South King County. Through Forterra’s existing Green Cities partnerships, youth employed through this program will work at job sites located within City of Tukwila Parks, City of Burien Parks, and City of Seattle Parks to conduct park forest restoration. Through Mid Sound Fisheries partnership with the City of Auburn’s Park Department, youth will also be employed to work along the Green River on City of Auburn’s Park properties engaging in salmon habitat restoration.

3. Urban League of Metropolitan Seattle (ULMS) was established in 1930 to become one of approximately 90 affiliates of the National Urban League. Today, ULMS implements its mission within its Seattle/King County service area through advocacy, direct programming, community outreach, and coalition building in five major pillars of focus: housing, education, workforce development, health, and policy.

ULMS, along with Apprenticeship and Nontraditional Employment for Women (ANEW), and the Low-Income Housing Institute (LIHI), will prepare and employ youth to help build tiny cottages for the homeless. This project will add skilled labor and diversity to the construction trades workforce, which underrepresents people of color. ULMS, ANEW, and LIHI will educate and mentor youth to receive hands-on construction readiness training (with appropriate COVID-19 safety measures) that will prepare them for a living-wage career in the construction trades.

4. Seattle Parks Foundation brings community leaders, donors, and public partners together to create a thriving, accessible and connected system of public space for the health and happiness of all people.

Seattle Parks Foundation is partnering with Duwamish River Cleanup Coalition/Duwamish Valley Youth Corps (DRCC) and Friends of Georgetown History and Industry (FoGHI) to provide youth internship training for green job careers. Training topics will include historic preservation, environmental and economic health and well-being, and habitat restoration.

All four organizations have executed contracts that end on November 30, 2020. The following is a summary of expenditures as of November 24, 2020:

YEAR END CONTRACT EXPENDITURES – as of 11/24/2020		
	Year-end contracts total submitted payment amounts	Year-end contracts remaining amount
Seattle Goodwill Industries	\$544,939.82	\$29,920.18
Urban League of Metropolitan Seattle	\$265,350.44	\$190,148.17
Seattle Parks Foundation	\$81,016.75	\$23,647.10
Partner in Employment	\$290,267.83	\$65,502.41
TOTAL:	\$ 1,181,574.84	\$ 309,217.86

Seattle Goodwill Industries

Activities

July: Youth Maritime Program (YMP) orientation included safety protocol, introduction to maritime industry, native marine life, history in industry, environmental sustainability within maritime, and shipping repair and maintenance. A guided tour aboard Argosy’s Spirit of Seattle, exploring Seattle waterfront ports and Vigor’s shipping yard, as well as an open deck boat tour of Deception Pass wildlife, mariner history and landmarks provided an overview and hands-on experience. All students completed several career readiness workshops. Youth Aerospace Program (YAP) students began OSHA-10 certification class. Several virtual employer tours/panels provided youth interaction with experts from several industries at companies such as Boeing, ATS and Microsoft. Students participated in team building exercises each day as preparation for the problem-solving portion of the AeroLabs Project, which includes robotics building and coding, control and maneuvering drones, and 3D printing. Some of the interns learned the inner workings of operations and development of the programs geared towards finding career pathways within the sector programs of maritime, aerospace, and construction.

August: YMP students furthered their exploration into ways the maritime industry could become a greener industry. Via designing their own fictional product that could help environmentally sustain the maritime industry, youth gained experience learning about marketing/advertising, finance, and industry need. The youth who went through the programs in years past really helped to guide and mentor the new cohort to be successful. Outdoors, youth got to experience the Point Defiance Zoo and Aquarium, Seattle’s waterfront and marinas, and the High Trek ropes course as a team bonding activity. Students attended virtual experiences such as the YMCA’s Level Up week and pre-screened upcoming experiences for the school year like the US Naval Undersea Museum. The Environmental and STEM and Aerospace and Manufacturing interns participated and interacted with experts in the following virtual employer tours: Microsoft Smithsonian National Air/Space Museum Experience, Microsoft: Code Your Own Video Game, ATS, and Blue Origin. Students gained vital skills and validation regarding self-care and stress management. Interns were able to meet with and receive valuable tips and resources

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regarding how to attain and retain employment. SGI in partnership with Microsoft are offering the interns a great opportunity to earn valuable Microsoft Certifications, to improve their skills and ability to compete for employment in several high demand industries.

September: For Maritime and Environmental Sustainability, small projects were started, to accommodate school schedules, that were geared towards STEM in Maritime. Students got to run through multiple hands-on activities in the classroom and at home that gave them exposure to oceanography, ballast and buoyancy, undersea technology and more. For Environmental, STEM, Aerospace and Manufacturing, students focused on the completion of SGI's college and career readiness training and continued to complete virtual job shadowing events with partnering employers in the communities. Female students attended the Girls in Aviation event hosted by Women in Aviation (WIA), explored various aviation careers, listened to female aviation speakers, and participated in various workshops.

October: During October, staff highlighted the importance of voting and how voting affects communities on a local level when it comes to jobs, schools, local laws, etc. The youth are amazing with technology, so staff is utilizing their skills and having them lead projects for outreach which helps them to explore even more about maritime, aerospace and manufacturing sectors. Youth worked on video projects as a result of their training experiences and worked on research projects regarding some fun facts of Maritime. For training in Environmental, STEM, Aerospace, and Manufacturing students have successfully completed several career readiness workshops and the youth Aerospace students have completed a virtual OSHA-10 class. Students are gearing up to participate in a young entrepreneurs class where they will have the opportunity to create a business plan for a startup business and will earn several certifications in areas such as online and social media marketing. Students continue to participate in team building exercises for at least 30 minutes at the start of each day and are completing a work portfolio to start a job search in an industry of their choice. In addition, most students have completed a maximum of 200+ hours of paid internship hours in Seattle Goodwill's E-Commerce, Administration, Philanthropy, Marketing & Communications, and Front Desk Receptionist departments.

Challenges

July: Covid-19 and the restrictions and obstacles that have arisen as a direct result have been the greatest obstacles to overcome. The constant stress and worries about being safe and healthy made it extremely difficult to outreach and recruit. Staff have worked tirelessly to modify activities and exploration methods of the maritime industry while working with partners on ways to stay safe and still have an engaging learning experience.

August: Staff successfully managed constant safety challenges, especially to social distance, due to COVID-19, and still provide youth with some in person experiences which is essential to maintain the students' initial spark of interest and stay connected throughout the school year.

September: With regards to remote learning for high school seniors and first year college students, Youth Aerospace Program (YAP) staff are monitoring the assumed challenges this brings with regards to motivation, mental health and support services. One the most significant challenges faced this quarter was a lack of equity where access to technology was concerned.

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October: Virtual learning continues to be a unique challenge for staff. Staff believe it's important that parents are a part of their student's success, and that if staff can eliminate barriers for the whole family the students can thrive. Staff is struggling to accommodate the students and their parents for in-person workshops.

Successes

July: One YAP student, currently a high school senior, has expressed a strong interest in the aerospace and advanced manufacturing industry. She heard about the program from a friend who recently completed year one of the program and felt that joining would offer her the support and foot in the door needed as a female wanting to enter a male dominated industry. Despite being considered the "under-dog" in this industry she has shown determination and leadership early on. She completed the OSHA-10 training in only a few hours while simultaneously working on other program expectations. She offers her peers sound advice, encouragement and leadership. In such a short period of time her peers have grown to look up to her and she welcomes it.

August: One youth Maritime student really shined in the MariBiz project presentations. The research allowed her to familiarize herself with maritime and motivated her to think about improvements to her project. She demonstrated her knowledge of what she learned and challenged her peers to become more knowledgeable.

September: Along this journey of great success one youth participant has displayed a great deal of dedication and response. Meeting the student for the first time there was a great doubt about which direction he was headed in life. There was no college plan, no job enthusiasm, and quite frankly a noticeable look of a person who was lost. As time went along with the removal of distractions, and a relentless push, change began to take notice. Not only did the youth's attendance begin to improve, his participation blossomed. Questions about career options and what it would take to get there became rampant! Focusing on the next level of the Youth Aerospace Program (YAP) a defining moment emerged. The youth went into the hands-on approach on a mission. Not only did his desire to be on time take center stage, his ability to learn the aerospace industry was incredible. Instructor and students alike recognized him as being the one most likely to succeed in the industry. This day forward this youth remains committed to not being satisfied with just a certificate, but also completion of his AA degree in Aerospace Maintenance. He truly has displayed what the Seattle Goodwill YAP Program is all about!

October: One Maritime Program student has been remarkable with his video editing skills and social media management when it comes to connecting with the program participants. Any vision staff has on content to be delivered is highly executed by him when requested. Another Aerospace Program student works hard to contribute financially for his single Mom and younger brother, while staying focused on his ambitious engineering goals. Upon high school completion, he was accepted into the NASA STEM Program, where he excelled in his studies and received the NASA scholarship. He plans to complete his transfer degree at Everett Community College, and transfer to WSU Everett engineering program. Throughout his internship, he has provided students and staff with trainings and workshops in CAD and 3D printing, allowing him to gain confidence and ability in this area. One 20-year-old student, who has become the head of the household, not only is enrolled in the Aerospace Program, but she is also in the running for a

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position as a Youth Program Assistant. Staff support is helping her find a career path and return to school to earn a GED.

Partner in Employment

Activities

July: On their first day, staff outlined crew expectations and safety protocols. The expectations included basic job expectations such as coming to work on time, keeping good communication, and other life skills to better prepare them for work. The youth worked 40 hours a week overall including weekly educational activities that they completed online and in person. PIE and PIE's partners were able to establish strong partnerships with the cities of Tukwila, Burien and SeaTac, as well as Seattle Parks & Recreation to develop worksites, share resources and create learning opportunities for the youth participants. The cities have expressed gratitude for PIE's collaboration with them and expressed how PIE's program was able to fulfill a need that the cities and parks were not able to meet due to the current health crisis, where many employees have been furloughed. Youth work has cleared invasive species from thousands of square feet of park spaces within the two weeks of work in the month of July alone. The youth are learning restoration skills as well as the science behind restoration. The youth doing this work benefit greatly by gaining skills that lead to living-wage jobs and learning about the environmental sector - a sector that has traditionally left immigrants and refugees out. Due to Covid-19, the parks needed workers to help with forest restoration and clean-up efforts. PIE's summer youth internship provided that needed assistance through salmon habitat and forest restoration leading to a healthier environment for public usage and public health.

August: Youth have heard from arborists, gardeners, city employees, Washington Conservation Corps, King Conservation District, King County DNR, volunteer coordinators, and Earth Corps. The youth have gotten the chance to ask questions and hear about possible career paths. As a result of program activities, youth are aware of the importance of their work for themselves, cities, and the environment. Youth have effectively communicated the importance of their work to friends, family and community. Staff are also continuing to support youth in learning more about environmental science and careers through education.

September: In-person educational training included using a watershed model, testing water quality at their field sites, collecting benthic macroinvertebrates and using them to make determinations about water quality and pollution, learning and practicing plant ID through plant walks and scavenger hunts, completing their own science inquiry project at their field sites, and practicing general naturalist skills of observation and connection to place. Virtual educational sessions furthered understanding of youth's in-person projects and covered such topics as ecosystems and watersheds, water quality, stewardship, restoration ecology, climate change, fire ecology, park design, salmon and bioassessment. In addition, youth selected biomimicry as an additional topic they wanted to learn about and explore. Youth met virtually and in-person with a variety of professionals such as restoration crew members from a variety of programs, city and county organization representatives, environmental educators, and salmon biologists. Within

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career planning, youth received education on how to look for environmental jobs and wrote cover letters and resumes.

October: In October youth were able to learn new skills by completing planting projects at two work sites. Youth continued invasive species removal, mostly focusing on Himalayan blackberry and English ivy. In October youth also learned to use weed wrenches to remove Scotch broom. Youth learned proper planting technique, installed native plants, and created their own planting plans, with crew leads. With the help of Mid Sound Fisheries, youth designed and executed their own mini science investigations in parks. Also, with Mid Sound Fisheries help, youth explored benthic macroinvertebrates at their work sites and learned how they can be used to assess habitat and water quality. Youth continue to hear from guest speakers in related fields and participate with in-the-field education programming to increase knowledge on environmental and sustainability work. Youth have also been speaking with crew leads about possible career paths and other opportunities. Youth participated in an employee “Know Your Rights” training to educate them on labor standards and prepare them for future workplaces.

Challenges

July: More cities and parks have expressed the need for PIE’s assistance; however, staff had to turn them down due to exceeding PIE’s capacity. PIE case managers explained the learning opportunity and career options to the youth’s family in their native language and helped to provide support in navigating transportation issues.

August: Transportation continues to pose a varying degree of challenge to some of the youth who live at varying distances from our park sites and have different access to transportation. Initially, many of the youth also had different understandings and preferences regarding social distancing or mask wearing. As the program has progressed, youths’ understanding of the public health risk and appropriate safety behaviors has increased.

September: The change in weather conditions, adherence to COVID-19 requirements for social distancing and accommodating youth’s differing school schedules were challenges.

October: Now that the weather is transitioning to Fall, rain has been a challenge to make sure everyone is prepared with the appropriate clothes to work outside. As youth are now very comfortable working together staff are having to continue to remind them to keep socially distanced. Planning a COVID-safe graduation that fell within guidelines from cities was a minor challenge.

Successes

July: Partner in Employment had a short turnaround time to recruit 33 youths for the summer internship program. PIE staff were happy to say that they were successful in the recruitment and the launch of the program. The youth are regularly showing up for work, continue to gain understanding of their positions and how to do their jobs, and are provided with wraparound services so that they can perform their job duties.

August: Following are some quotes which illustrate that youth are interested in the education components and that this helps motivate them in their restoration work: “Plant ID was a bit challenging for me at first because everything was just green to me. As weeks passed by, I felt very confident in naming the plants that we came across.” “My favorite thing about the job

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is that we get to learn more about the environment we work in and the different plants.” The start of the school year has shifted some youth to a part-time schedule, but they are all provided with the opportunity to work, learn, and earn money at some capacity. PIE staff are grateful that all students continue to be engaged members of the program.

September: The youth are aware of, and can explain, the benefits of the program and their work. Many youths have inquired about participating in the program again in the future.

October: We continue to follow our COVID-19 protocols as laid out in the beginning of the program. Youth participated in a COVID-safe graduation ceremony where they reflected on their time in the program, the work accomplished, and heard about future opportunities with the Port of Seattle. Youth continue to keep up with the schedule that works best with their school needs. Educational trainings are attended regularly.

Urban League of Metropolitan Seattle

Activities

July: ULMS’s Cohort #1 began its 4-week long construction training program. None of the participants had any prior construction or trades experience. Over the course of the training, participants learned the following and more: Tool Safety, Worksite Hazards, Power Tool Training, and Framing/Carpentry Basics. Youth participants underwent OSHA training during week 4 of the program. Completion was celebrated at an August 7th graduation event. Low Income Housing Institute (LIHI) completed their first session of the Summer Cottage Build Camp. Over the course of the training camp, students successfully completed framing, rafter installation, building wrapping, roofing, and window installation for two 450-square foot cottages. A Seattle Department of Construction and Inspections inspector approved of the quality of the work and walked students through their review during a half-day inspection.

August: ULMS began Cohort #2 of its 4-week long construction training program, which was similar to the training program for Cohort #1. Graduation celebration was held on September 4th for the 19 students who successfully completed the program. With a 93% retention rate, LIHI enrolled students celebrated their successful completion of their 4-week session of the Summer Cottage Build Camp on September 7th. Some students learned an additional skillset, including roofing, siding, trim, window and door installation, and exterior finishes.

September: ULMS’s Phase II for Cohort #2 participants focused on providing supportive services for career pathways and removing individual participant barriers for employment in the trades. ANEW’s program initially began with learning necessary skills, such as being on-time, having a good attitude, being persistent, and building good work ethics. Before participants began work on building a Tiny House, they received the Standards of Training overview and agreement, blueprint overview, safety: tool knowledge, use, and skills test, safety protocols, materials overview, use, and benefits.

October: ULMS’s Cohort #3 construction readiness program included not only training in Tool Safety, Hand and Power Tool Training, Worksite Hazards, job readiness skills, and construction measuring skills, but also blueprint reading, OSHA-10 workplace safety certification, and road flagging certification in the process of learning how to build a tiny home. ANEW’s

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training program included hand tool and power tool skills and safety was conducted by the Instructor and Director of Programs who signed off students to use the tools prior to building. In the final weeks of the Tiny House build with youth ages 18-24, ANEW provided employment opportunities to learn more about construction pathways, hands-on learning, and skills building in order to gain interest in pre-apprenticeship or apprenticeship opportunities. Two (2) Tiny Houses were built to 100% completion and within the 4-week timeframe. Completing the project gave every person a sense of pride, boosted their confidence, and allowed them to think outside of their capabilities and taught them that teamwork and communication is key to building projects. The Instructor was a Local 242 female journey level person. 40% of participants applied for apprenticeship; one in Finishing Trades, one as Boilermakers, one as Laborers (CITC), and one as Laborers (Pierce County).

Challenges

July: Due to lack of experience with power tools, both hand and power, staff learned that additional time spent training and utilizing was necessary. Consistency in the daily schedule is what staff found to work best in establishing a routine with Cohort #1. Staff will seek to improve upon this in the cohorts to follow. LIHI's lessons learned included an assessment of the actual long hours per day for instructors and changes needed for the future. Compliance with COVID safety protocols slowed the pace of construction. Though spacious and with good airflow, the space for the Summer Build Camp has challenging acoustics that make it difficult to relay instructions to the group without a megaphone.

August: ULMS's Cohort #2 was twice the size originally anticipated due to increased interest and referrals from partner organizations. As a lesson learned, an increase in staff was needed to assist instructor in managing students and managing the projects of building. For LIHI, having a third instructor for about 4 days per week made a huge difference, resulting in better management of materials and student safety supervision needs. Compliance with COVID safety protocols slowed the pace of construction, but by adjusting the ambitious goals slightly, staff were able to prioritize safety.

September: Some participants have been referred to pre-apprenticeship training programs. This has been difficult because they will not receive a stipend and will create immediate hardship for their family and current circumstances. The mass majority need their driver's license, which is a main barrier of entering the trades. Keeping vigilance to adhering to COVID-19 protocols is also challenging. For ANEW's work-based learning program, there were three top challenges; stable housing and reliable transportation for participants, and the short timeframe to train participants and build a Tiny House.

October: ULMS had to reschedule the graduation ceremony due to building access issues and COVID-19 orders. In retrospect, ANEW felt more time was needed in order to support youth confidence in learning the skills and practice in performing the work in an apprenticeship role. Adding an additional person dedicated to providing support services and outside resources to individual youth would be beneficial to boost youth success.

Successes

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July: LIHI's student feedback on the program was overall positive: 94 percent of exit survey respondents said the program made them more likely to pursue employment in a construction trade. The average net promoter score of the program (i.e., how likely is it that you would recommend this program to a friend) on a scale of 0 to 10 was 8.7. The average response to the question "on a scale of 0 to 10, how much would you say that your construction trade skills have improved as a result of this program" was 8.5.

August: ULMS retention rate was 100%. LIHI's attendance by students was high, including much better morning attendance, and instructors noticed very high motivation among participants. Student feedback on the program was overall positive ranking their overall experience at a 4.36 out of 5. Students ranked their overall safety at 4.55 out of 5. Students ranked the level of hands on experience at 4.91 out of 5.

September: Two participants, from Cohort 1, were interviewed by Seattle Public Schools about the Student and Community Workforce Agreement (SCWA). The SCWA is a collaboration with the Seattle Building Trades and Seattle Public Schools by implementing Pre-apprenticeship training in local high schools. ANEW participants are on track to complete the Tiny House build.

October: ANEW's program success was a result of their ability to utilize the apprenticeship model of on-the-job training using two skilled persons as Instructors to teach in two separate groups. Those with construction experience were utilized as Leads to ensure that they guided the process of building by assisting the other youth who had never used tools or had no experience building. This teamwork strategy allowed for the possibility of learning leadership roles which not only considers oneself, but also encourages the safety and interconnected responsibilities of others. ULMS's success had three participants interested in working with the Urban League. One participant has accepted a job offer starting at \$20 per hour. Two participants were referred to SVI's Pre-Apprenticeship Construction Training (PACT) Program. Both participants attended an information session and completed enrollment paperwork. Their class is scheduled to start in January 2021.

Seattle Parks Foundation

Activities

July – August: Friends of Georgetown History (FoGHI) started each week with a four-hour session in person to discuss goals for the week. Each intern was asked to use critical thinking skills to start a research project on a topic of interest. One intern is interested in exploring more about the Duwamish River Improvement Project, how it impacted the lives of the Duwamish people, how the project influenced the growth of industry, and the view of residents and city leaders of its great engineering feat despite greatly changing the environment and livelihood of those living in the river communities. One intern is interested in how music and Black History shaped the region. A guided canoe trip led by Urban Systems Design was provided. Also, the interns were introduced to an experienced photographer learning the processes and skills of database management and digital collections. Brainstorming ideas of what the empty buildings in Georgetown could be and discussing how a building and a service has a greater purpose than vacancy, the students will create a walking tour of Georgetown as part of their internship project.

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Duwamish River Cleanup Coalition (DRCC) youth interns are learning how to operate in professional settings and scenarios. Education and training, both virtual and in-person, include community engagement, restoration and environmental work, technology training, leadership curriculum development, and training with Duwamish Valley Sustainability Association. The youth were introduced to different careers and educational paths via speakers from the Port of Seattle, Duwamish Valley Sustainability Association, DRCC, Seattle Neighborhood Group, and the City of Seattle.

September: FoGHI expanded its in-person staff time to provide the needed coaching, mentoring, support, and structure that youth needed during COVID. FoGHI introduced the interns to several different community leaders from Georgetown Community Council, Duwamish Valley Safe Streets and Duwamish Longhouse and Cultural Center who interactively spoke with youth about the work they are doing. The interns presented walking tours they developed over the past few weeks and have created The Georgetown Youth Council. DRCC continues coaching youth and providing mentoring opportunities as part of their community-based organization training and education. Youth are given different tasks from stewardship opportunities, to designing air quality surveys, organizing cleanups, designing fliers, participating in solar technology and leadership courses, etc. The training sessions in September have consisted of learning the Pareto Chart, Ishikawa Diagram, Prioritization Matrix, and the 5 Whys method. Alongside these sessions, DRCC provided videos; for example, PowerPoint presentations of the session, and homework assignments to practice. Throughout these sessions, the interns work together on group exercises and thereby develop their team-work skills. As homework from the training sessions, all interns specified an issue they wanted to research and develop a final project. The final project consists of a project charter or research paper or other ideas they choose. In addition, youth have interacted with professionals from the Port staff in charge of remodeling Terminal T-117, Engineers without Borders who will design the solar project for the T-117 park, and designers and planners of the South Park Plaza Project.

October: FoGHI interns received coaching and mentoring on their video project, had field work opportunities with community professionals, and learned that activated places decrease crime and that, perhaps, more community open spaces would be beneficial in Georgetown. At the weekly training sessions, the DRCC interns summarized their experiences with their respective organizations. In this month's sessions, the interns were focused on their final project. By providing these weekly sessions, the interns were able to connect and work together creating a community with one another. Alongside the training, youth also receive one-on-one meetings with a Youth Manager, who collaborates with supervisors to brainstorm or provide support. For the final project, all interns were given the choice to make a project charter, a research paper, or create a final project of their own. Interactive sessions with professionals included, but are not limited to, Climate Policy Manager; City employees; Professors on environmental health; Housing Advocates; Community Engagement Managers; Project Managers/Coordinators; and Social Workers.

Challenges

July – August: Challenges included staying within COVID regulations, making sure everyone was physically distancing, wearing masks, and washing hands. Anticipating weather as

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a future barrier for outdoor trainings as well as getting laptops for interns from other funding sources to make sure everyone had access were also challenges.

September: School workload and schedule conflicts as well as stress from Covid-19 impacts on families' economic burdens were challenging. Another barrier was due to the poor air quality in Washington, which impacted the youths' ability to work outside for a period of time.

October: The change in weather for outdoor activities and finding adequate space to host sessions at a safe social distance has been challenging. Some youth have mentioned the difficulty of having online sessions after they spent the whole day with online school.

Successes

July – August: One of FoGHI's success was recruiting from the neighborhood as Georgetown youth don't often have a chance to participate in youth programs as there isn't community space or programs in the neighborhood. Some of DRCC's successes include partner collaborative development of tasks resulting in successful learning activities for youth, trainings every week with almost 100% attendance and participation, mentorship/coaching once a week provided to each youth, and the recognition and acknowledgement from the community for youth driven work.

September: As virtual school began, the success of providing interactive outdoor training activities helped boost youth interest and consistently kept program attendance to about 80%. Youth motivation increased throughout the second half of September. As a result of interacting and supporting one another more, youth confidence and teamwork were apparent in the weekly training sessions. Here are some comments from Rosario Maria, volunteer FoGHI Board member: "I just wanted to give you a quick update that the interns and their families are loving the internship program. Thank you, Port of Seattle, for sponsoring this year's Youth Internship program. Learning about history has inspired them to become involved in their community, since historically Georgetown has been underserved, underrepresented and looked over many times. After this internship ends, they will continue to be involved in community meetings, groups and projects. They are busy networking to have Georgetown Youth representatives on City forums. They also want to support Georgetown community members involved with PCAT and have taken a huge interest in working with Peaches at Duwamish Valley Safe Streets."

October: Youth have stayed resilient and continued to attend the weekly training sessions. Each week was pleasant as staff witnessed how the interns have become stronger, knowledgeable of topics, and more confident within themselves. The interns are enjoying their internship so much that they have been asking to make an extension to go beyond October.

ATTACHMENTS TO THIS BRIEFING

- (1) Presentation slides

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

June 23, 2020 – Motion 2020-18 adopted by the Port Commissioners

May 26, 2020 – Motion 2020-12 was amended and adopted by the Port Commissioners