

Item No. 11a Supp

Meeting Date: March, 9 2021

YOUTH INTERNSHIPS UPDATE

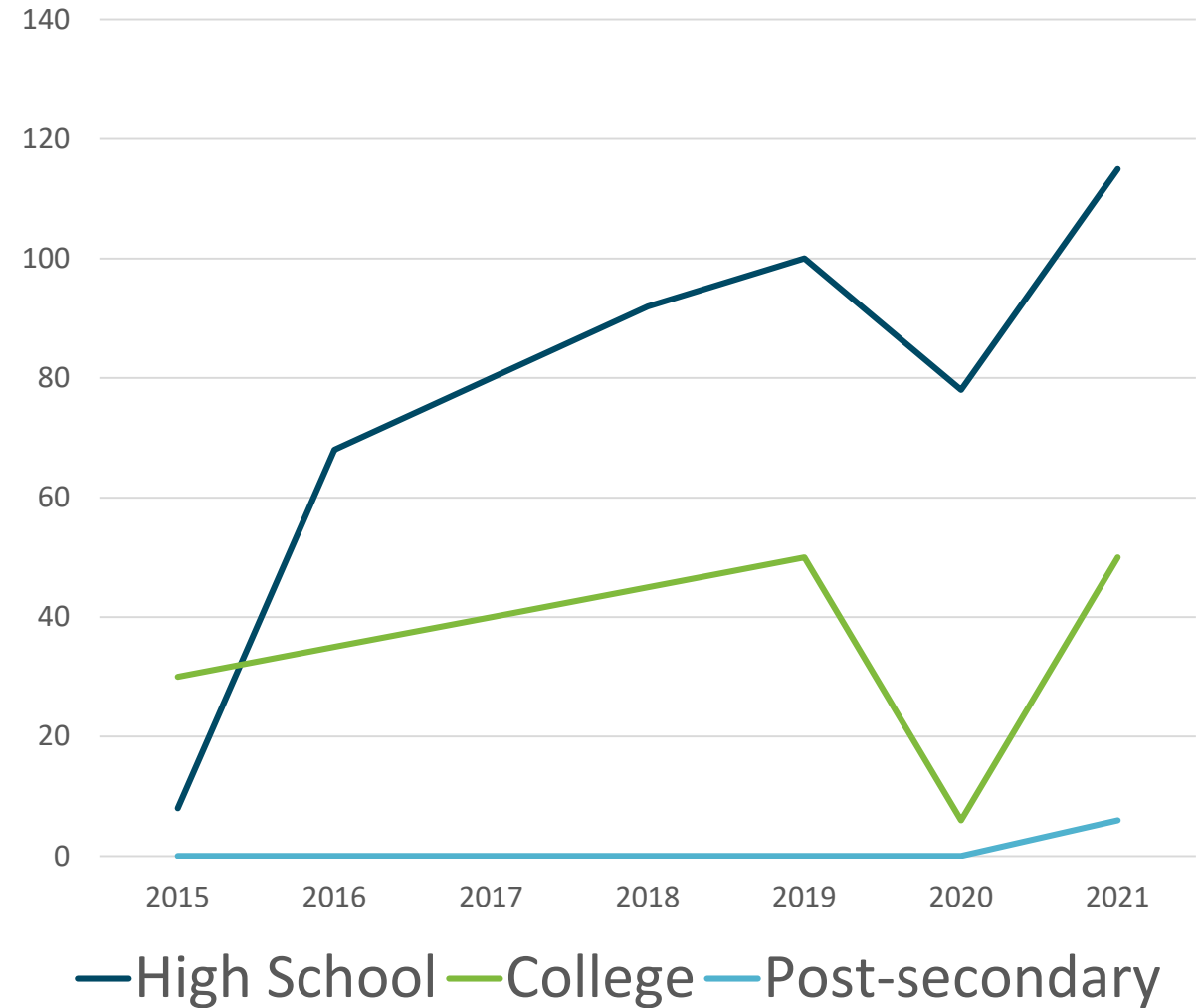
March 9th, 2021



Background

- **Since 2015 Commission Motion:**
 - Doubled college internship opportunities
 - Went from 8 to 115 high school interns hired each year
 - Created over 15 new partnerships
- **We are currently:**
 - Offering quarterly internships
 - Working on CTE frameworks
 - Piloting a program for opportunity youth pursuing tech certificates

Youth Interns Hired



Met 2020 Challenges with Innovation



VIRTUAL
PROJECT-BASED
INTERNSHIPS



100% COMMUNITY
REFERRAL
PROCESS



FOCUS ON EQUITY
IN ECONOMIC
RECOVERY



NEW COMMUNITY
PARTNERSHIPS

Virtual Project-Based Model



Week 1

Getting to know the Port

Team development

Workplace expectations



Weeks 2-6

Transferable skill development

Meetings with project stakeholders and mentors



Week 7

Finalize project deliverables

Work on resumes



Week 8

Lessons learned process

Prepare for and deliver final presentation



Hill, Cassady



Lawrence, Jewelian



Paredes, Vivian



Penn, Astraiya



Miller, Bousae



Hernandez-Cortes, Jasmin



Chiquiti, Ah-nika-leesh



Palana, Leonora



Ramirez, Lillianna



Cornejo, Citlalli



Green, Hunter



Wilson, Amberine



Judson-Elkins, Izreal



McCloud, Joycelyn

High School Program Restructure Benefits



Aligns with state and regional Career Connected Learning recommendations.



Answers community desire for year-round programming.



Virtual program meets social distancing requirements; reduces transportation barrier.



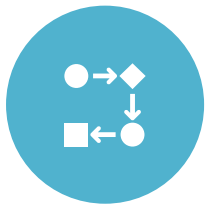
Reduces program and wage expenses during tight budget year.



Scalable design allows for growth when the economy improves.



Reduces workload on Port department staff.



Increases collaboration with industry partners to create multi-agency pipelines.



Virtual design allows for increased Tribal engagement.



Smaller cohorts support mentorship.



2021 Goals

Strengthen	relationships with community partners.
Increase	credit earning and career connected internships.
Grow	direct engagement events with diverse student associations.
Leverage	Equity index to identify communities most in need.
Pilot	internships for opportunity youth attending certification or post-secondary programs.
Implement	alumni engagement initiatives focused on creating talent pipelines and skill banks for Port careers.
Build	at least one multi-agency pipeline.

Youth Experts Panel



- Me'Kyel Bailey hired as consultant to lead collaborative process with community and educational partners.
- Community-driven:
 - Intern selection process
 - Intern support and success measures
 - Program evaluation
 - Community priorities

2021 High School Programs Timeline

Winter (Jan-March)

Virtual

25 Port Interns: Maritime 101, Aviation Capital Planning

Summer (July-Aug)

Virtual or Hybrid

40 Port Interns: Habitat Restoration, Aviation Operations, Aviation Security

Virtual

25 Port Interns: Inclusive Green Economy, Aviation Capital Planning

Spring (May-June)

Virtual

25 Port Interns: Maritime 101, Construction Trades

Fall (Oct-Nov)

Long Term Vision

