

**APPENDIX 1**

**Workforce Development Annual Briefing**

**Port Investments in 2020 by Sector**

**1. AVIATION SECTOR**

**Airport Employment Center**

The Seattle Tacoma International Airport (SEA Airport) Employment Center job is managed by the nonprofit Port Jobs. In 2020, placements totaled 857, a drop of 62 percent from 2019. This reflects the impact of the COVID pandemic on SEA Airport and travel more generally. The number of employers hiring through the center was 70, a 22 percent drop from the prior year. Training enrollments and completions were also down, but not by a much – 197 training enrollments, a 20 percent drop from the prior year; and 174 training completions, a 12 percent drop.

It’s projected that results in 2021 will increase, but they’ll still be below the 2019 baseline, as SEA Airport and travel continue to recover from COVID. For example, 2021 job placements are projected to be 1,100, about half that in 2019.

<b>Airport Employment Center Operated by Port Jobs</b>			
	<b>2019 (baseline)</b>	<b>2020 (actual)</b>	<b>2021 (projected)</b>
# Registered for employment and/or training (unduplicated)	4,882	1,810	2,400
# Job placements	2,239	857	1,100
Hourly wage @ placement	\$16.04	\$16.40	\$17.00
# Hiring employers	90	70	80
# Training enrollments	247	197	220
# Training completions	198	174	200

**Participant demographics:** 46 percent African/African American/Black, 22 percent Asian, 11 percent Spanish/ Hispanic/Latino, 10 percent white, 7 percent Pacific Islander/Native Hawaiian, and 1 percent American Indian/Alaska Native. 51 percent male and 49 percent female. 69 percent lived in South King County.

**Types of jobs:** Janitorial/cleaning, 26 percent; food service, 25 percent; ramp/airfield, 15 percent; airport customer service, 14 percent; and warehouse/freight, 13 percent.

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**Types of businesses served:** airport concessionaires, ground handling companies, airlines, and other airport tenants.

**Partnerships:** Aviation employers (e.g., Alaska Airlines and Boeing); community colleges (Highline and South Seattle, which teach Airport University classes); K-12 system (e.g., Puget Sound Skills Center); Aerospace Joint Apprenticeship Committee and ANEW (apprenticeship referrals); Northwest Education Access (college and financial aid navigation); King County Reconnect to Opportunity (young adult employment); community based organizations (African Chamber of Commerce, Asian Counseling and Referral Services, and others); Annie E. Casey Foundation and its Generation Work Initiative; and Washington State Department of Social and Health Services (Basic Food Employment and Training).

The work conducted at SEA through the Employment Center continues to be successful in supporting individuals upskill and enter promising career pathways, as the following quotes affirms:

*“Your work at Port Jobs provides opportunities, gives hope, and creates better lives for future generations. As an Airport University student, I am grateful to be the recipient of such generosity. Thank you so very much!” Janae Fisher, Port of Seattle*

*Through Airport University “I am working here. I am learning here. It’s a great opportunity. I appreciate that every day.” Girmay Worku, Port of Seattle*

### **Aviation Career Pathways: Aviation Maintenance Technician (AMT)**

Port Jobs and South Seattle College partnered to offer an Intro to Aviation Maintenance Technology (AMT) course at SEA Airport in winter 2020. The students—airport workers in entry jobs such as ramp agents—gained contextualized math skills, toured the college’s AMT program and Delta Air Line’s aircraft maintenance hangar, and received financial aid application assistance and navigation support to bridge into the college’s two year, FAA-approved AMT program. Completers received a \$1,000 scholarship from Port Jobs’ Alaska Airlines-Airport University scholarship program. A diverse group of 17 airport workers completed the course, 10 of whom enrolled in the AMT program in spring 2020. Another six students planned to enroll at the next available start date in fall 2020.

Due to COVID, South Seattle had to cancel spring quarter AMT classes for health and safety reasons (note: per FAA regulations, the college could not offer the AMT classes remotely). COVID affected the students’ lives in various and personal ways. For example, some were laid off from their airport jobs; others had their hours reduced; some sought work and opportunities elsewhere; several had young children to care for at home as schools closed and moved to remote instruction. In fall 2020, when AMT classes resumed, five Intro to AMT students entered the program at South Seattle.

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<b>Aviation Career Pathways – Aviation Maintenance Technician – Port Jobs &amp; South Seattle College)</b>		
	<b>2020 (actual)</b>	<b>2021</b>
# Training enrollments (Intro to AMT)	23	22
# Training completions (Intro to AMT)	17	16
# Training enrollments (AMT)	5	11 (est.)
# Training completions (AMT)	N/A*	N/A*
# Job placements	N/A*	N/A*
Hourly wage @ placement	N/A*	N/A*

\* Cohort has yet to reach these milestones, as it is a two-year certification program

**Participant demographics:** 90 percent BIPOC and 25 percent women.

**Types of jobs:** Aviation maintenance technician.

**Types of businesses served:** Airlines.

**Partnerships:** Port Jobs, Alaska Airlines and South Seattle College.

**COVID-19 impact and response:** Eligibility for the AMT career pathways program was expanded to include airport workers who’ve been laid off as a result of COVID.

**Aviation Career Pathways: Planning and Development**

Aviation career pathways planning and development work included: development of a second aviation career pathways program, targeting air cargo; and expansion of Port of Seattle apprenticeship opportunities, including aviation maintenance as well as maritime maintenance, etc.

**Fair Work Center**

The Port hired Fair Work Center as a consultant to provide career support services to establish a more stable workplace environment at SEA Airport by educating employees and employers on the rules and regulations on employment benefits and rights applicable to SEA Airport. This will reduce friction between employees and employers and foster an environment where workers can focus on their jobs and not be distracted by confusion as to their employment rights. COVID-19 impacted their ability to delivery services in person, and a virtual approach had to be developed to provide the contracted services. The contract was amended in 2020 to extend the termination date, and to allow the consultant to provide assistance services during the COVID-

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19 crisis and subsequent recovery including providing UI navigation and application support, other emergency services and resources.

The consultant hired Partners in Employment (PIE) as a sub-contractor to deliver the services. Over 1,400 workers were reached via webinars and online communication. The consultant received over 500 enquiries and email exchanges and was able to have over 225 participants in the 2020 training workshops.

**2. CONSTRUCTION SECTOR**

**Construction Worker Outreach, Training, and Retention**

2020 construction enrollments, training completions, and placements were down significantly from 2019, with 49 enrollments, down 76 percent; 36 training completions, down 80 percent; and 13 placements in apprenticeships and trades related jobs, down 93 percent. The largest contributing factor: the impact of COVID on the construction sector and the Port’s partners in construction worker outreach, training, and retention – ANEW, Urban League, and Ironworkers.

<b>Construction Worker Outreach, Training, and Retention – ANEW, Urban League and Ironworkers</b>			
	<b>2018-19 (baseline)</b>	<b>2020 (actual)</b>	<b>2021 (projected)</b>
# Enrolled	206	49	133
# Training completions	175	36	113
# Placements (apprenticeships, trades related jobs)	190	13	123
# Hiring employers	40	11	TBD
Hourly wage @ placement	\$26.21	\$24.50+	TBD
Retention @ 3 months	142 (75%)	13	92
Retention @ 12 months	107 (56%)	N/A*	69
Retention @ 18 months	86 (45%)	N/A*	55

\* Cohort has yet to reach these milestones.

**Participant demographics:** 43 percent African American, 28 percent white, 10 percent Hispanic, 7 percent Asian, 6 percent Native American/Alaskan Native, and 5 percent Multi-race. Also, 58 percent lived in Priority Hire ZIP codes.

**Types of jobs:** Apprentice ironworkers, laborers, pipefitters, bricklayers, and cement masons.

**Types of businesses served:** Construction contractors.

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**Partnerships:** City of Seattle, King County, Sound Transit and other public contracting entities (Regional Public Owners group), community-based organizations, pre-apprenticeship and apprenticeship programs, and construction contractors.

**COVID-19 impact and response:** Online outreach, information sessions, and classes. Increased focus on retention, reaching out to apprentices and providing wraparound services and supports, as approved by the Port.

**3. MARITIME SECTOR**

In 2020, the number of students participating in maritime experiential learning events totaled 75, a drop of 84 percent from 2019. COVID precluded in-person events – especially the kind of hands on, close quarters events done on boats in past years. Some partners closed shop for part of the year; others moved events online. Over 30 youth participated in virtual internships.

Maritime Experiential Learning and Internships – Youth Maritime Collaborative			
	2019 (baseline)	2020 (actual)	2021 (projected)
# Students participating in maritime experiential events	474	75	200
# Youth participating in maritime internships	N/A	30	30
# Employers providing internships	N/A	11	TBD

**Participant demographics:** 60 percent African American, 13 percent Mixed Race, 10 percent Hispanic, 10 percent white, and 7 percent Asian.

**Types of internships/jobs:** Virtual work-readiness training and employer projects, voice over projects, research and development for new product launch, social media strategies and marketing.

**Types of businesses served:** Boat repair shops, cargo ship operator, marine terminal operator, marine supplies recycler, recreational boating rental providers, and marine science and engineering firm.

**Partnerships:** Maritime employers, schools, community and technical colleges, and maritime nonprofits (e.g., Sound Experience and Center for Wooden Boats).

**COVID-19 impact and response:** Shift from in-person events to virtual webinars and internships. Addressing digital divide (e.g., providing laptops for interns).