

Item No. 11a\_Attach\_2

Meeting Date May 11, 2021

Working with  
Communities  
to Build  
Aviation Career Pathways

**PORT**  **JOBS**



# PORT JOBS

## Annual Report 2020



# OUR PROGRAMS

Port Jobs is grateful for the 300 community-based organizations, 100 businesses, 25 educational partners, and the many funders who made our work possible in 2020 - the most challenging year on record for airport workers. We look forward to your continued partnership as we center our work on equity and provide essential career advancement services for airport workers and communities in 2021.

## AIRPORT JOBS

Airport Jobs connects community members to the broad array of aviation-related job opportunities at Seattle-Tacoma International Airport (SEA). Job seekers receive a "hotlist" of current job openings, job search assistance, career navigation, and information about airport hiring events and resources. As a Basic Food Employment and Training (BFET) provider, we help Basic Food recipients find living wage employment.

As a primary resource for many airport companies, Airport Jobs provides businesses with a single point of contact for recruiting, interviewing, hiring and building a skilled labor force.

## AIRPORT UNIVERSITY

Airport University provides education and career-connected learning as a pathway to career advancement for airport employees. Through our partnerships with Highline and South Seattle Colleges, we bring free college classes to Seattle-Tacoma International Airport (SEA) to help employees build foundational skills in digital literacy, customer service, communications and math, and advance careers in aviation maintenance technology, air cargo, homeland security, and airport hospitality and tourism. We also prepare employees to take the security badge and airfield driving badge trainings required for many airport jobs. In 2020, classes were taught remotely due to COVID-19.



## ALASKA AIRLINES - AIRPORT UNIVERSITY SCHOLARSHIP PROGRAM

Alaska Airlines generously funds a scholarship program to help Seattle-Tacoma International Airport (SEA) employees continue their college education and advance in careers. Scholarships, up to \$1000 a quarter, can be used at any accredited college for programs such as aviation maintenance technology, aeronautical science, airline dispatch, business, engineering, computer science and pilot training. In 2020, eligibility was expanded to include current and laid off employees.



# OUR PROGRAMS

## GENERATION WORK

As the lead organization in Generation Work, a national initiative of the Annie E. Casey Foundation, Port Jobs partners with employers to help young adults ages 18 to 29 access living wage jobs and succeed in the workplace. The Seattle partnership – which includes Northwest Education Access, Aerospace Joint Apprenticeship Committee, King County Reconnect to Opportunity and others – supports young adults in pursuing higher education and job pathways in aviation, manufacturing and apprenticeships.



## FINANCIAL TOOLS FOR THE TRADES

Financial Tools for the Trades (FTT) is a money management curriculum for new construction apprentices, focused on foundational financial skills they need to plan for unemployment, manage money, build credit, and save for the future. We sell our curriculum nationally and partner with the International Foundation of Employee Benefit Plans to offer FTT as an e-learning course.

## CAREER ADVANCEMENT SUPPORTS

Port Jobs supports aviation career advancement through career navigation, resume development, college funding and financial aid assistance. Career information sessions highlight opportunities in aviation maintenance technology, manufacturing, and construction apprenticeships.

Click [here](#) to find more about **PORT JOBS**



# 2020 YEAR-end HIGHLIGHTS

\*Port Jobs provided virtual assistance, remote classes and in-person one-on-one client appointments during 2020.

## AIRPORT JOBS

Job Placements	<b>857</b>
Hiring Employers	<b>70</b>



Average Wage  
**\$16.40** per Hour



Supported **96** job fairs, hiring sessions & recruiter events

### Top Five Hiring Employers

1. ERMC/UNIFI/DALGlobal (127)
2. Worldwide Flight (82)
3. SSP America (65)
4. HMS Host (50)
5. McGee Air Svcs (48)



### Top Five Hiring Job Types

- Janitorial/Cleaning - 26%
- Food Service - 25%
- Ramp/Airfield - 15%
- Airport Cust. Service - 14%
- Warehouse/Freight - 13%

**3,195** Community Members Served

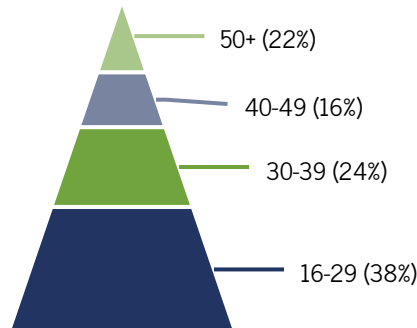
**28,000** Individuals Reached Through  
**86,500** Website Views

## CLIENT DEMOGRAPHICS

- African/Afr-Amer./Black: **46%**
- American Indian/Alaska Native: **1%**
- Asian: **22%**
- Caucasian: **10%**
- Pacific Islander/Native Hawaiian: **7%**
- Spanish/Hispanic/Latino: **11%**
- Other: **3%**

- Male: **50.5%**
- Female: **49.1%**
- Other: **0.4%**

### Age Ranges



### Top Five Languages Spoken Out of 69 Total Home Languages

1. English - **43%**
2. Amharic - **15%**
3. Spanish - **6%**
4. Somali - **5%**
5. French - **5%**
6. Other Languages - **26%**



### Residence



- Seattle: 18%
- South King County: 69%
- East King County: 2%
- Pierce County: 9%
- Other: 2%

### Education



- Some High School: 6%
- HS Diploma/GED: 51%
- Certification: 1%
- Some College: 20%
- College Degree: 22%

### Employment Status at Time of Registration with Port Jobs



- Not Working: 66%
- Work @ Airport: 19%
- Work Outside Airport: 15%



## AIRPORT UNIVERSITY

**69** Students Completed



**117** people completed job skills workshops, including SIDA and AOA badge preparation and career navigation



Provided courses in Aviation Maintenance Technology, Customer Service, Computer Skills and Career Success

**80** College and Bridge Courses

## AIRPORT UNIVERSITY - ALASKA AIRLINES SCHOLARSHIPS

**68** scholarships awarded (between \$400 - \$1000 each) through the Alaska Airlines - Airport University Scholarship program in 2020



**\$44,200** in scholarships awarded in 2020



**232** airport employees have been awarded scholarships since the program began in 2015

## FINANCIAL TOOLS FOR THE TRADES



**TAUGHT**  
**152**  
**STUDENTS**

Presented 7 Financial Tools classes to Electrician and Cement Mason apprentices, and pre-apprentices from ANEW.

Sold 3,658 Financial Tools Survival Guides to teach apprentices money management.

## ADDITIONAL COVID-19 SUPPORT

COVID-19 had an enormous impact on the lives of people working at Seattle-Tacoma International Airport (SEA). Port Jobs provided additional resources and supports for airport employees, laid off employees, and airport communities including:

- In-person Health Insurance Enrollment Fairs in partnership with King County Public Health for laid off airport employees and community members who lost their health insurance benefits.
- Hygiene packs with over \$100 worth of grooming and hygiene products to clients eligible for Basic Food Assistance.
- Technology resources, in partnership with King County Reconnect to Opportunity to help bridge the digital divide for young adults engaged in remote education, training and job search by providing hardware and low-cost internet.
- Other safety-net resources such as training opportunities, unemployment, healthcare resources, food and energy assistance, free tutoring and technology classes, library card assistance, and more.





# STATEMENT OF FINANCIAL ACTIVITY

for the year ending December 31, 2021

## Support and Revenue



Government Contracts and Grants	\$ 1,184,318
Contributions and Foundations	\$ 700,000
Interest and Other Income (including In-Kind)	\$ 113,391
<b>Total Support and Revenue</b>	<b>\$ 1,997,709</b>

## Expenses

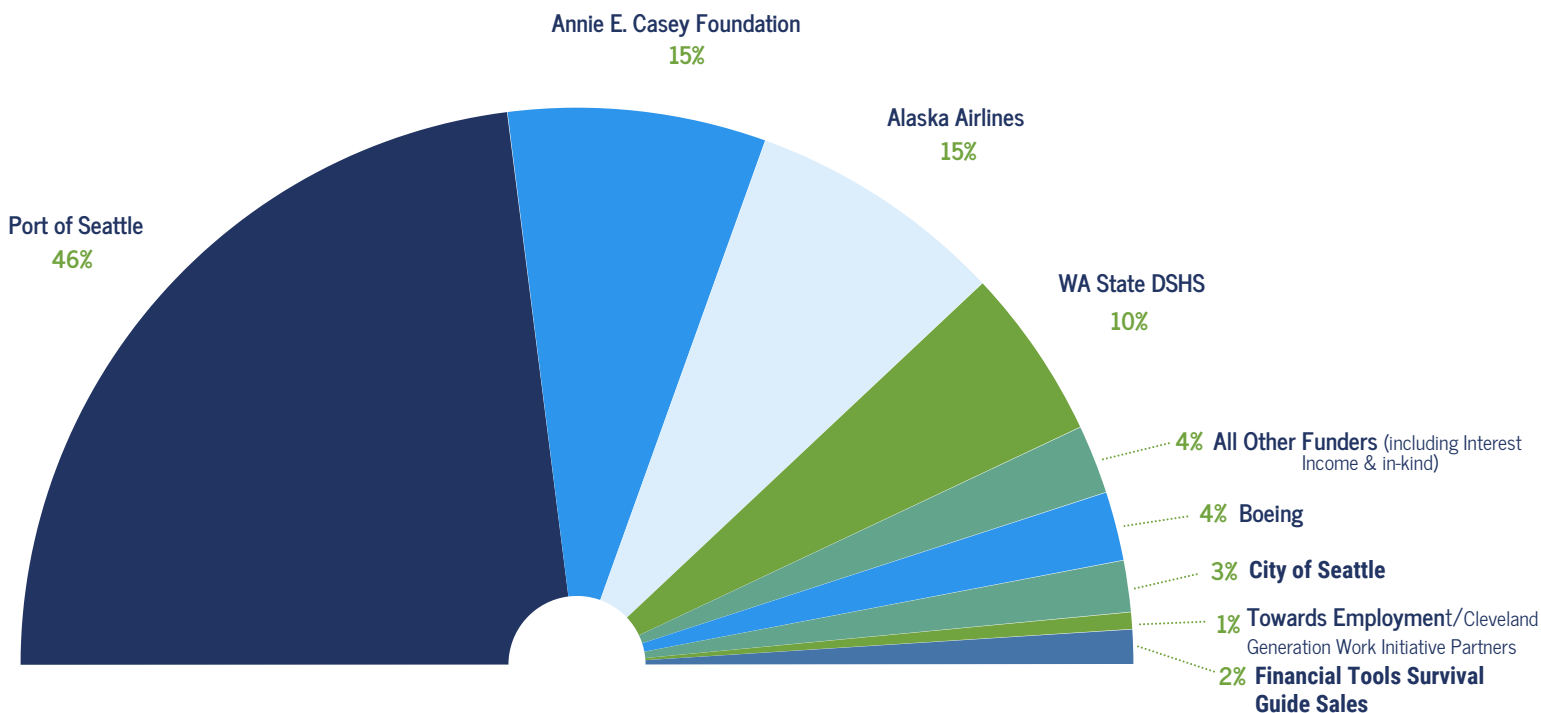


Program Services	\$ 1,752,070
Management and General	\$ 131,876
<b>Total Expenses</b>	<b>\$ 1,883,946</b>

**Change in Net Assets** **\$ 113,763**

*\*unaudited financials*

## 2020 Funders



For every dollar of Port of Seattle funding, Port Jobs secures **\$1.17** in additional leveraged funding to deliver essential services.



# PERSONAL PROFILES



**"I knew I wanted to risk it,  
and I knew I would land on my feet"**

A conversation with Aviation Maintenance Technology  
student **Jerome Cadelina**



When twenty-four-year-old Jerome Cadelina attended the Port Jobs Aviation Maintenance Technician (AMT) orientation at Seattle-Tacoma International Airport (SEA) in January 2019 he didn't know his life was about to get a lot busier. At the time Jerome was working 25 hours a week as a ramp agent for Delta Airlines. Though he liked the job he had held for two years, he knew he was ready to try something new.

Beam forward to 2021.

Today, Jerome is working 40 hours a week and earning \$8.00 more per hour. He is working from 9:00pm - 7:00am for Delta Airlines as an Aircraft Support Mechanic and attending school full-time where he is enrolled in the South Seattle College two-year Aviation Maintenance Technology program, attending school from 7:00am – 1:00pm. As Jerome described it, "All my senses – eyes, heart, brain, ears, everything is about airplanes and working at the airport. I know I am where I want and am meant to be."

"It all started," Jerome said, "When a co-worker told me to go to the AMT orientation that Port Jobs was hosting at the airport. That is where I first learned about AMT jobs and had an opportunity to meet some Delta employees doing this kind of work. I also heard about the Alaska Airlines/Airport University Scholarship program that Port Jobs had in place to help airport workers advance in their careers. Soon after the AMT orientation I submitted my own application to Port Jobs for a scholarship, where I expressed my interest in becoming an AMT. That scholarship resulted in my attending the AMT program. It also gave me a leg up when applying for the Aircraft Support Mechanic job and was a big reason I got hired."

"Timing is everything." As Jerome saw it, "I was in the right place at the right time. The opportunities and information were provided for me by Airport Jobs, and I grabbed them."

Jerome said he loved the idea of being an AMT because he got to use critical thinking and decision-making skills and would be using problem solving skills in his everyday work. He added that along with the AMT certifications and licenses he expected to earn in 2022 he would also be earning an AA degree for his current educational efforts.

Jerome summed up his career journey noting, "I am on a great adventure. I like to risk and push myself. Like when I did my first parachute jump last year. The ride was exciting, but I knew I wanted to risk it, and I knew I would land on my feet."



# QUOTES



I am so grateful for your generosity and support. If it weren't for the supportive people at Airport Jobs, I probably wouldn't be attending school this Spring. I'm glad I can finally FINISH what I started. I will use every cent of scholarships to pay forward to my future. Thank you so much for helping airport employees with their careers!

Alaska Airlines-Airport University scholarship recipient and Delta Air Lines employee



Good news, I got the job! [Airport Jobs] is ready for me whenever I need your help. I really appreciate your encouragement and the free resources you offer. Thank you so much!

Airport Jobs client and VIP Hospitality employee



I want to thank you and your team for all you have done for me. For letting me to come in use the computer to take [Airport University] classes in career success and computers. I learned a lot. Mostly, I am grateful I got the job at SeaTac Airport. I appreciate your time, your experience your knowledge you shared with me.

Airport Jobs client and UNIFI employee



I like to think about all the gifts I've been given over the last year. I wanted you to know that I count my education and the chance for growth over the last year as a very special gift that each one of you has had a part in giving to me through Airport University.

Airport University student and Alaska Airlines employee



I'm a beneficiary of your unending support, drive and encouragements. I wouldn't be a student at South Seattle College if it wasn't for you. I wouldn't be a beneficiary of Alaska Airlines scholarship program. Continue being the light at the end of the tunnel for people who come to Airport Jobs. Thank you so much for the support.

Alaska Airlines-Airport University scholarship recipient and Integrated Deicing Services employee



"I tell our students, the Port economy is like a city that offers a multitude of career opportunities. I encourage them to think about all the different types of jobs a person can get on a cruise ship or at an airport, and how these venues need to hire and employ people with a variety of different skill sets... Partnerships like this [with Port Jobs] expand students' notion of the big picture – of where they fit in, and where they contribute to the workforce."

Sisto Piña, Dean of College and Career Success at the Highline School District's Puget Sound Skills Center (PSSC)





# PORT JOBS - Board of Directors

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## THANK YOU TO OUR FUNDERS - You Make it Happen!





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