

Workforce Development

Annual Report to Commission
May 11, 2021

Agenda

- **Guiding Principles**
- **2020 – A year of challenges and resilience**
- **2020 Results of Investments**
- **2020 Apprenticeship and Priority Hire Utilization Summary**
- **2021-2023 Proposed Investments**



Guiding Principles

- **Century Agenda (Why we do this)**
 - ✓ Increase career and business opportunities for local communities in all port-related industries
 - ✓ Workforce development is critical to achieving the Port's mission
- **Workforce Development Resolution 3776**
- **RCW 53.08.245(2)(c)**
- **Results of Investments (ROI)**
 - ✓ Impact
 - ✓ Influence
 - ✓ Leverage



2020 - A Year of Challenges and Resilience

- **Regional Workforce Impacts of COVID-19**
 - ✓ 610,000 new unemployment claims in King County (March 2020-March 2021)
 - ✓ 41% of all jobs potentially affected
 - ✓ People of color disproportionately impacted
- **Community Resilience**
- **Port Remained Committed and Engaged**



2020 Results of Investments (ROI)

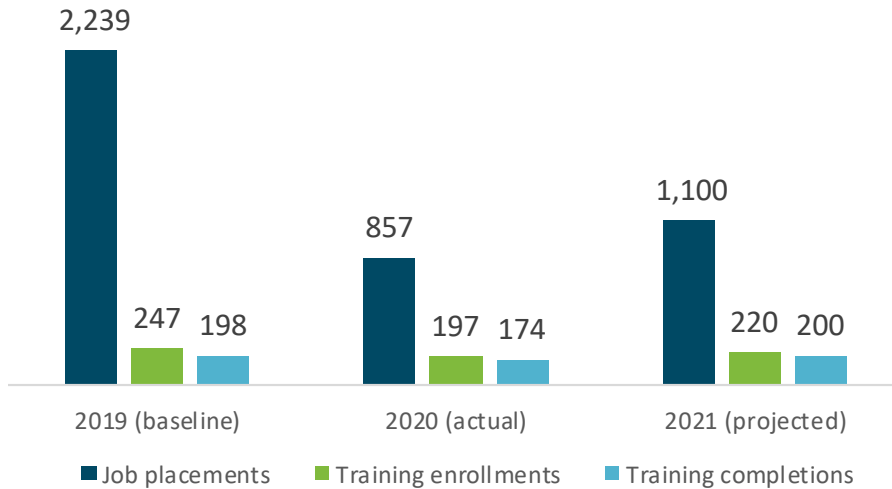
Impact

- ✓ \$1.5M invested in Opportunity Youth Initiative supported 196 youth
- ✓ \$1.9M of workforce development funds invested in port sectors
 - 870 placements
 - 210 training completions
 - 105 youth participated in experiential learning
 - 100+ received retention services
- ✓ **Job Types**
 - Janitorial, food service, ramp/airfield, customer service, airfreight
 - Apprentice ironworkers, laborers, pipefitters, bricklayers, cement masons
- ✓ **Wages Earned**
 - Aviation \$16.40, Construction \$24.50+, Maritime \$1,000 stipend



2020 Results - Aviation Sector

SEA Airport Employment Center



92 SEA Airport employers

Participant demographics

- ✓ 46% Black/African American/African
- ✓ 22% Asian
- ✓ 11% Hispanic
- ✓ 10% White
- ✓ 7% Pacific Islander
- ✓ 1% American Indian/Alaskan Native

Types of businesses served

- ✓ Airport concessionaires, ground handling companies, airlines, and other airport tenants

COVID-19 impact and response

- ✓ Shift from in-person to virtual meetings
- ✓ New services re: health insurance, unemployment, food and energy assistance

2020 Results - Aviation Sector

Aviation Career Pathways

- ✓ Career pathway: Aviation maintenance technician
- ✓ Participant demographics: 90% people of color, 25% women

Fair Work Center

- ✓ Over 1,400 workers reached via webinars and online communication
- ✓ Over 500 enquiries and email exchanges
- ✓ Over 225 participants in training workshops

2021 Priorities

- ✓ Add another aviation career pathway
- ✓ New solicitation for the operation of the employment center
- ✓ Continued engagement with industry partners

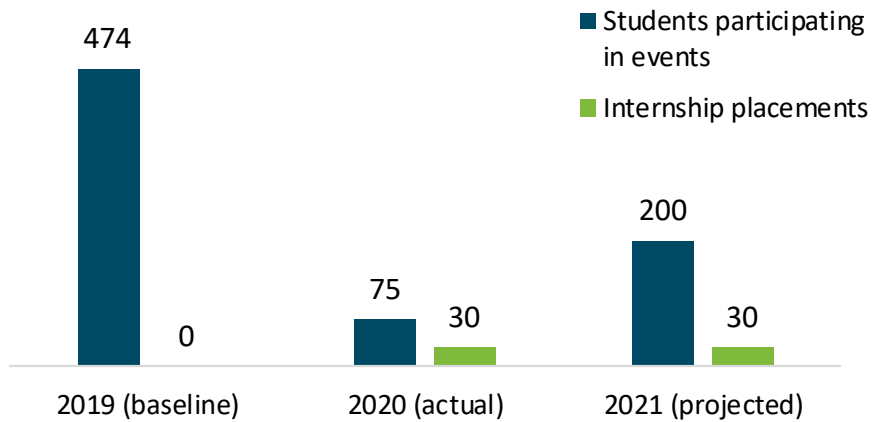


JAROLD PAET

Aviation Maintenance Technician
Introductory Program

2020 Results - Maritime Sector

Maritime Experiential Learning



Participant demographics

- ✓ 60% Black/African American
- ✓ 13% Mixed Race
- ✓ 10% Hispanic
- ✓ 10% White
- ✓ 7% Asian

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

COVID-19 impact and response

- ✓ Shift from in-person events to virtual webinars and internships. Addressing digital divide (providing laptops for interns)

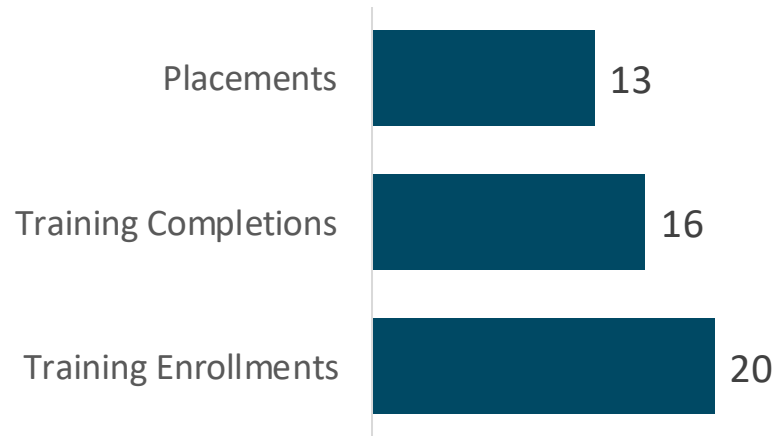
2021 Priorities

- ✓ Continued engagement with partners
- ✓ Establish a maritime industry table

ROBERT BROWN
Youth Maritime Collaborative

Green Careers Strategies, 2021-2023

2023 Green Careers

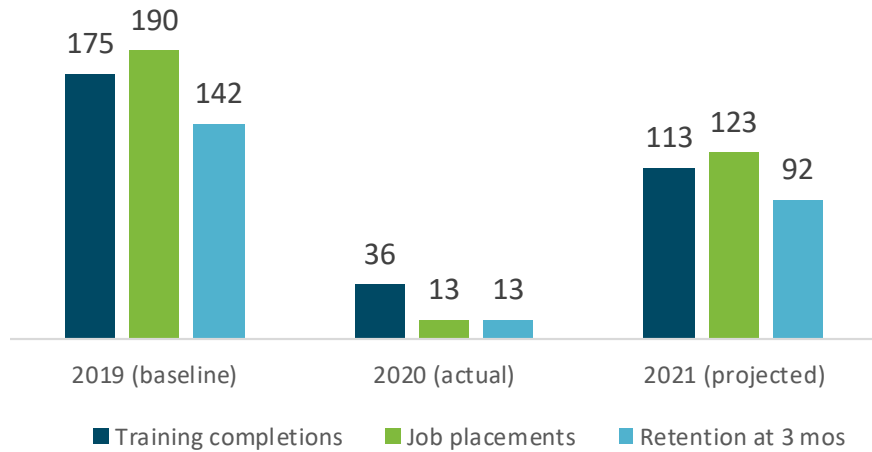


- Support Port's Duwamish Valley community equity program
- Develop a green jobs career pathway program



2020 Results - Construction Sector

Construction Trades Training and Retention



Participant demographics

- ✓ 43% African American
- ✓ 28% White
- ✓ 10% Hispanic
- ✓ 7% Asian
- ✓ 6% Native American/Alaskan Native
- ✓ 5% Multi-race
- ✓ 58 percent lived in Priority Hire ZIP codes

COVID-19 response

- ✓ Online outreach, information sessions, classes
- ✓ Increased focus on retention of apprentices
- ✓ Provided wraparound services and supports

2021 Priorities

- ✓ Continued engagement on equity issues
- ✓ Support apprenticeship and priority hire

LEILANNA BARRIENTES
Construction Readiness Program

2020 Apprenticeship and Priority Hire Utilization

Apprenticeship Utilization

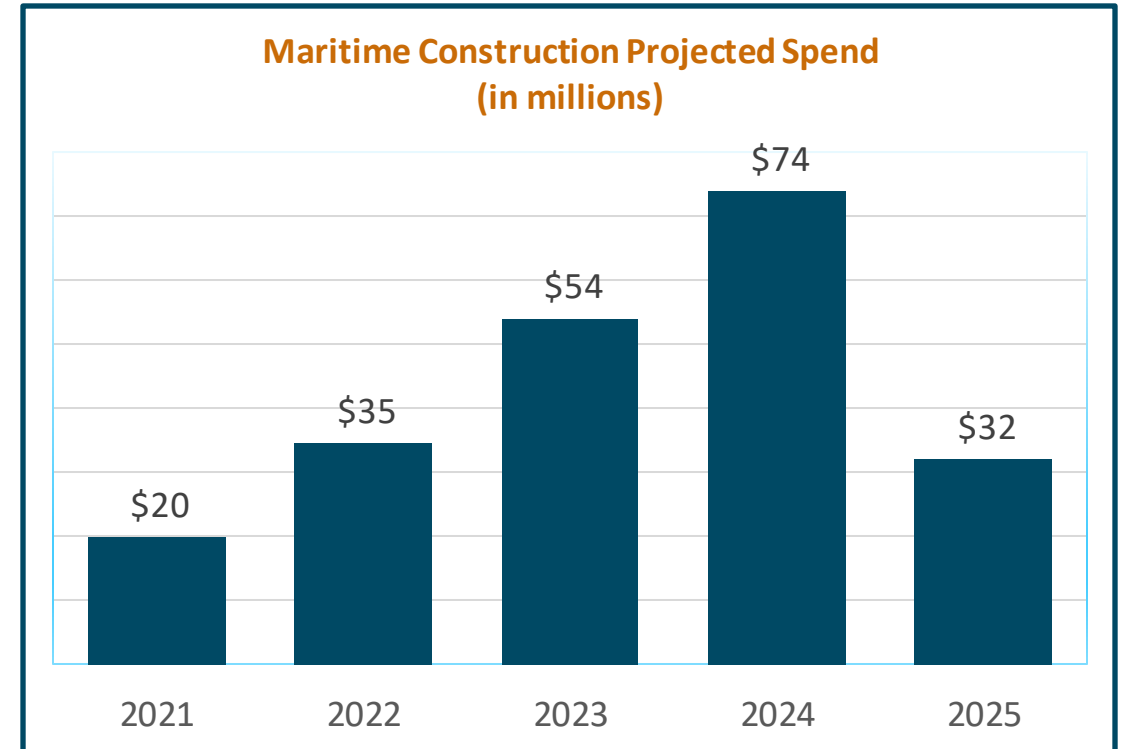
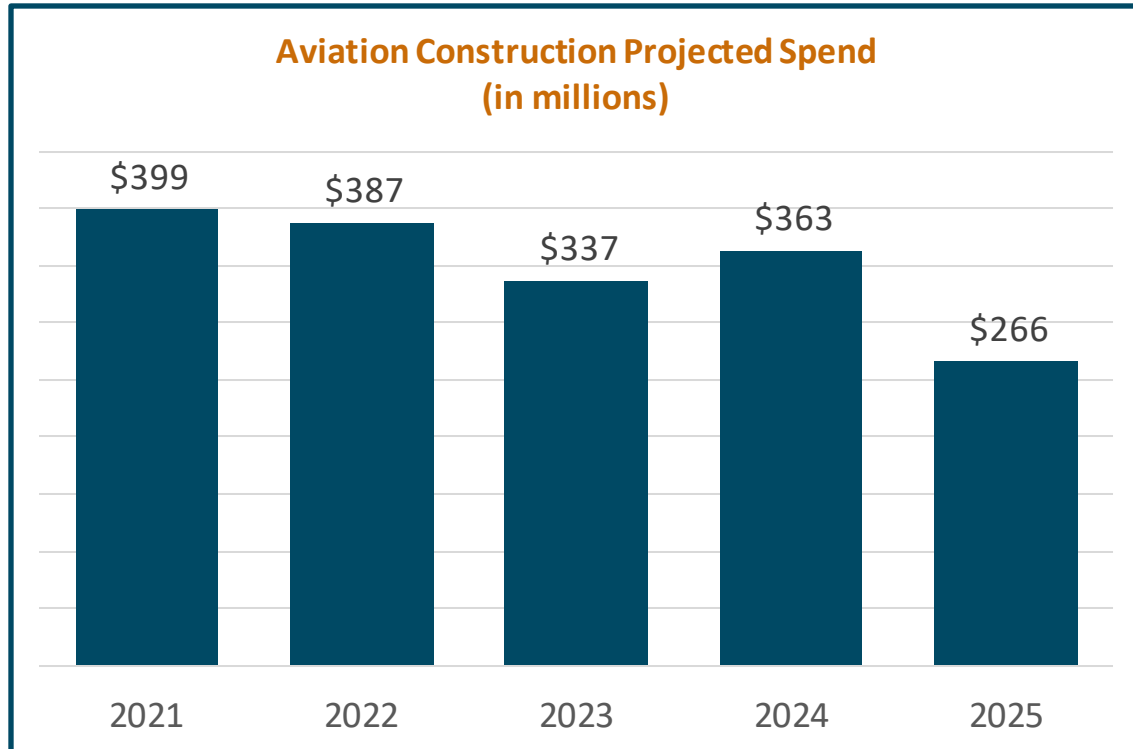
- ✓ 30 port-wide projects, 1.7M total labor hours
- ✓ 823 apprentices representing 22.8% of total labor hours
 - 9.4% women – Goal 10%
 - 37.5% people of color – Goal 15%

Priority Hire Utilization

- ✓ 3 PLA projects, 17.7K total labor hours
- ✓ 35 Priority Hire workers representing 33.5% of total labor hours – Goal 20%
 - 4 Priority Hire apprentices
 - 31 Priority Hire journey workers
 - 5 Female workers
 - 20 Workers of color



2021-2025 Port Construction Forecast*



**Capital program subject to change*

2020 Results of Investments (ROI) cont'd

Influence

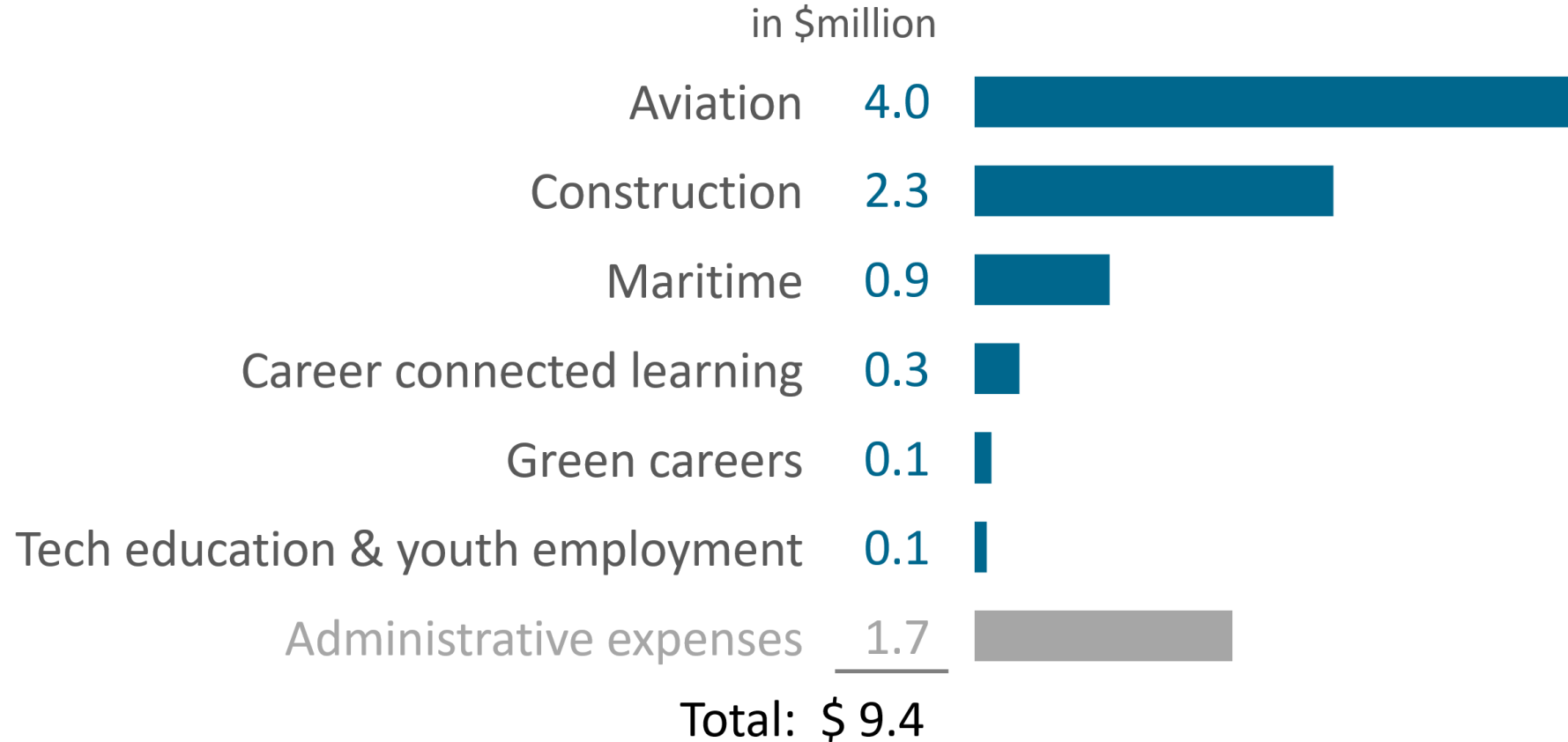
- ✓ Regional Public Owners
- ✓ Youth Maritime Collaborative
- ✓ Washington Alliance for Better Schools

Leverage

- ✓ over **\$2.3 million** from King County, City of Seattle, Sound Transit, WA Department of Transportation, businesses and foundations



\$9.4M Proposed WFD Investments 2021-2023



WFD 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

Questions?

