



**COMMISSION
AGENDA MEMORANDUM**

Item No. 11a

BRIEFING ITEM

Meeting Date: January 25, 2022

DATE: 12/11/2021

TO: Stephen P. Metruck, Executive Director

FROM: Bookda Gheisar, Sr. Director, Equity, Diversity, and Inclusion Division
Gail Muller, Economic Development Division and Office of EDI for the Opportunity Youth Initiative

SUBJECT: 2021 Opportunity Youth Initiative Briefing

EXECUTIVE SUMMARY

On May 11, 2021, Order No. 2021-05 directed the Executive Director to allocate up to \$2.0 million from the COVID-19 Emergency Fund to support the Port of Seattle's 2021 Opportunity Youth Initiative.

While workers in nearly every sector of Washington's economy have been adversely affected by the COVID-19 pandemic, low-skilled workers with high school degree or equivalent education between 16 to 24 years of age have been hit the hardest; in particular, people of color living in south Seattle and the south King County area have the highest number of unemployment claims per capita. To stimulate economic recovery from the COVID-19 pandemic with an equity lens on communities of color most disproportionately affected, the 2021 Opportunity Youth Initiative provides short-term youth internship training opportunities in Port-related jobs and careers in aviation, construction, green jobs, and maritime. Four contracts were executed - Seattle Goodwill Industries, Partner in Employment, Urban League of Metropolitan Seattle, and Seattle Parks Foundation.

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 were extreme.

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Due to the COVID-19 related shutdown in 2020, 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.

In 2021, the following four community organization short-term contracts were executed in July-August:

(1) Seattle Goodwill Industries (SGI)

| | |
|-----------------------|--|
| Contract NTE amount | \$678,979.00 |
| Total number of youth | 90 |
| Industry focus | Maritime, Environmental Sustainability and Green Jobs, STEM, Aerospace and Manufacturing |

(2) Partner in Employment (PIE)

| | |
|-----------------------|---|
| Contract NTE amount | \$458,385.00 |
| Total number of youth | 66 |
| Industry focus | Environmental Green Jobs with Mid Sound Fisheries and Aerospace Manufacturing with Machinists Institute |

(3) Urban League of Metropolitan Seattle (ULMS)

| | |
|-----------------------|--|
| Contract NTE amount | \$539,289.02 |
| Total number of youth | 83 |
| Industry focus | ULMS’ Priority Hire Construction Readiness; Apprenticeship & Nontraditional Employment for Women (ANEW) with subcontractor Love-To Construction Pre-apprenticeship; and YouthBuild Seattle’s Construction Pre-apprenticeship Program |

(4) Seattle Parks Foundation (SPF)

| | |
|-----------------------|--------------|
| Contract NTE amount | \$309,071.00 |
| Total number of youth | 40 |

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|----------------|---|
| Industry focus | Environmental Green Jobs with Cultivate South Park; Friends of Georgetown History and Industry; Green Jobs and Maritime with Duwamish Valley Youth Corps and Duwamish Valley Sustainability Association |
|----------------|---|

Overview - Program

Youth participants were primarily Black, Indigenous, and people of color (BIPOC). Interns were paid a stipend of \$15/hr. and Mentor Lead Interns were paid a stipend between \$16/hr. - \$20/hr. Each contracted organization was required to submit comprehensive monthly reports, a final summary report, and encourage youth participants to take a survey at the end of their training.

Overview – Partner Organizations

1. Seattle Goodwill Industries (SGI) (aka Evergreen Goodwill of Northwest Washington) is a non-profit organization founded in 1923. This organization has a long history of providing student-centered culturally competent programs within King County and beyond. Seattle Goodwill has three dynamic programs: Youth Maritime Program (YMP); Youth Aerospace Program (YAP); and Youth at Work (YAW) which centers on youth development designed to help youth identify their strengths and set goals. Seattle Goodwill, in collaboration with its partners, provided internship training and career support to connect youth with career opportunities within port-related industries.

2. Partner in Employment (PIE) has strong ties with communities in South King County, experience with workforce development, and expertise in youth employment. The organization 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. As part of PIE’s existing Green Cities partnership with Forterra, youth employed through this program worked at job sites located within City of Tukwila Parks, City of Burien Parks, City of Des Moines Parks, and White Center Parks to conduct park forest restoration. PIE also partnered, with Mid Sound Fisheries, which provides youth internship training in the environmental green jobs sector, in park restoration at Angle Lake Park in SeaTac and Sonju Park in Des Moines. Finally, PIE partnered with Machinist Institute Youth Academy to teach youth participants basic manufacturing concepts, how to safely use power tools, and to support youth in earning their Certified Manufacturing Associate certification.

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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 subcontractor Love-to) and YouthBuild Seattle prepared and employed 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 YouthBuild educated and mentored youth to receive hands-on construction readiness training (with appropriate COVID-19 safety measures) that prepared them for a living-wage career in the construction trades.

4. Seattle Parks Foundation (SPF) 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. This organization was the cluster lead and fiscal sponsor for four grass roots organizations – Duwamish Valley Youth Corps, Friends of Georgetown History, Cultivate South Park, and Duwamish Valley Sustainability Association. This funding structure helps smaller community-based organizations, led by people of color, navigate the onerous perception of governmental process and legislation. These programs provided youth with internship training for green job and maritime careers. Training topic examples include concepts of an inclusive green economy, environmental remediation, permitting, green storm water infrastructure, creatively solving environmental issues within communities, habitat and riparian restoration, and historical preservation.

All four organizations have executed contracts that ended on December 31, 2021. The following is a summary of expenditures as of January 7, 2022:

| YEAR END CONTRACT EXPENDITURES – as of 1/7/2022 | | |
|--|--|--|
| | Year-end contracts total submitted payments and accrual for payment amounts | Year-end contracts remaining amount |
| Seattle Goodwill Industries | \$673,739.01 | \$5,239.99 |
| Urban League of Metropolitan Seattle | \$471,245.90 | \$68,043.12 |
| Seattle Parks Foundation | \$278,376.90 | \$30,694.10 |
| Partner in Employment | \$283,776.43 | \$174,608.57 |
| TOTAL: | \$1,707,138.24 | \$278,585.78 |

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Seattle Goodwill Industries (SGI)**Activities*****August:***

Youth in the SGI Aerospace program completed Composite CT 101, learning college level information about a variety of construction materials. In “AeroBiz,” youth created an Aerospace product, researched, and conducted a presentation. AeroBiz competition allowed students to explore their skills and knowledge to develop their own companies with very real products for the Industry. SGI Maritime partnered with Relevant Engagement to provide weekly sessions on self-awareness, social justice, and homage to native land. Students also explored the US Naval Undersea Museum, learning how to fish at the Springbrook Trout Farm, and created their own projects and presented them through “MariBiz.” In SGI STEM, students learned about different careers from guest speakers, including the Health field and manufacturing.

September:

Youth in SGI Aerospace attended professional career panels and did mock interviews. The program collaborated with Everett Community College and facilitated an interactive workshop on earning college credit in high school, and how to apply for college. In SGI STEM, staff supported students in their transition back to in-person school. Students also participated in a virtual career day panel with other youth programs. In SGI Maritime, youth did workshops in person and virtually, and were introduced to YMP student government to gain more leadership skills within the program.

October:

Maritime and Environmental Sustainability youth participants were provided resources for fun hands-on activities, provided by NOAA (National Oceanic and Atmospheric Administration), such as how to ‘build a boat’ or ‘ocean in a bottle’. In the process of planning, students completed the registration for the upcoming Pacific Marine Expo and participated in a survey of student interests for the expanded cohort partnership with Maritime Blue - kick-off event at The Center for Wooden Boats. Aerospace and Manufacturing interns participated in a virtual job shadow interactive workshop on sustainable farming with GSI technology and the use of the latest technical skills and tools in increasing crop profitability. Interns learned about geospatial information analysts, or GIS analysts, and geographic representation of data. Interns explored data collection, geographic components, and generated maps. Interns also volunteered at the 2021 NW Model Hobby Expo where they learned about radio control equipment and new products in their ongoing career exploration and networking efforts. Students in the Environmental and STEM program received scholarship information and Washington College grant information. Students networked with professional guest speakers and learned budgeting and finance planning skills as well.

November - December:

At an event, located at the Center for Wooden Boats, Maritime and Environmental Sustainability youth participated in activities such as learning vessel locations, terms, and overall maritime lingo. A speaker from Maritime Blue facilitated maritime themed icebreakers and presented

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information on maritime apprenticeship training opportunities. Youth attended the First Ever Your Money Matters Youth Summit – Bridging the Gap Between Financial Knowledge and Literacy. The day was filled with learning how to manage money and connect with potential financial mentors that help graduating high school youth and college youth. Goodwill youth along with almost 100 youth from other organizations got to live a day in the life with a made-up career and budget. Youth registered and attended the 2021 Pacific Marine Expo. YMP youth collaborated with Maritime Blue of the Youth Maritime Collaborative to schedule a day full of exploration of this amazing event. Youth got to explore numerous aspects of the maritime industry and network with industry professionals while learning about innovative technology and resources. Aerospace and Manufacturing youth participants received OSHA training certification, CPR, and flagger certification. Environmental and STEM youth participated in weekly virtual assignments which included STEM career cluster, social skills, hard and soft skills. Students continue to be informed on available scholarships and Washington College grant information, as well as continue to network with prior guest speakers and industry representatives.

Challenges

August:

Youth in SGI Aerospace were not able to go on various industry tours due to a COVID outbreak. Transportation costs was another challenge, since many interns and families faced economic hardships, as well as facing other issues in their home lives, including coming from single parent homes, poverty, and issues of addiction.

September:

All of SGI's programs were impacted by COVID-19, and several events had to be cancelled for safety. Many interns also faced economic hardships and couldn't afford transportation costs. Readjusting to school schedules was a challenge for some interns.

October:

Transportation continues to be a challenge for interns. In person industry tours, due to Covid-19 restrictions and precautions, were a challenge, since many industries, companies and organizations are limiting in-person capacity or have completely canceled industry tours. Staff provide group and one-on-one tutoring since the majority of interns struggle with meeting grade-level mathematical and/or English competences.

November - December:

Many interns faced economic hardships and could not afford driver's education, car ownership, and/or transportation and/or food costs. Due to COVID, industry tours were either cancelled or had limited in-person restrictions. Many of the interns struggle with academic grade-level mathematical and/or English competences.

Successes

August:

All youth in SGI Aerospace learned how to create resumes, cover letters, and interview. They learned financial literacy as well. Students in Maritime gained a new appreciation for Native land and learned hard skills useful for Maritime industries. In SGI STEM, instructors worked hard to

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engage with students about their future careers, and brought in speakers from relevant fields, which students really appreciated.

September:

Interns became adept at researching and conducting project presentations. Additionally, youth were supported in career path exploration and learned how to apply to colleges in all programs.

October:

As examples of two individual successes, one maritime and environmental sustainability intern's efforts, as a result of his trusted staff support relationships, made a turn-around on his grades to not only receive full credits, but to graduate on time. His hands-on activities of creating an 'ocean in a bottle' and knot tying expanded his curiosity to explore maritime career opportunities. Another youth aerospace and manufacturing intern, a recent immigrant, earned a certificate in composite foundation from his local community college, continues to improve his GPA and continues to map out his career goals. On career panels, he asks thoughtful questions and follows up with thank you notes to guest professional speakers.

November - December:

Many interns earned certifications empowering their confidence and boosting their skill set. Vendors at the Pacific Marine Expo were amazed with youth sharing their Youth Maritime Program experiences, which provided youth more time to network with career professionals.

Partner in Employment (PIE)

Subcontract organizations: Mid Sound Fisheries and Machinists Institute

Activities***July-August:***

PIE onboarded and trained crew (interns) during a summer of record heat. Crew members learned plant ID, best practice restoration work, including removal of invasive blackberries in Tukwila, Burien, Des Moines, White Center Parks, and created planting plans for multiple environments and practiced communicating their knowledge about plants to others. Besides a field trip to the Burke Museum to learn about local Indigenous people, youth learned of job and career opportunities from several environmental green career professionals and attended a virtual career panel hosted by King County Wastewater. Mid Sound Fisheries focused on production and solidifying a groundwork of environmental knowledge, while also establishing avenues for career advancement in the environmental green jobs sector. Youth learned about safe tool operation, workday planning, and exceeded their goal in the process of removing invasive plants. Numerous speakers included a group of immigrant stormwater specialists and a Sierra Club representative for the Pacific Northwest. The Machinist Institute Youth Academy (MIYA) students learned how to use power tools, as well as basic manufacturing concepts, and were given the opportunity to earn their Certified Manufacturing Associate (CMfgA). In addition, youth participated in an interactive virtual industry tour.

September:

In September, PIE recruited new youth participants and worked in Angle Lake Park in SeaTac. In person training allowed for better team building and gaining new skills in plant identification and restoration. Mid Sound Fisheries finished the summer cohort, where youth were able to create

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a video commemorating their experiences and began the Fall cohort. They also coordinated a successful field trip to the smolt trap on the White River to engage students in hands-on salmon work. The Machinist Institute also ended its first cohort and began its next one. Students had the opportunity to do an in-person industry tour to Laser Cutting Northwest, and students learned about machining, safety, shop math, lean manufacturing, metrology, and inspection. Several students also participated in a Mentorship Matters workshop in which those participants also received an additional certificate.

October:

In addition to finishing a week of restoration work at Angle Lake Park in SeaTac, youth crew worked at Sonju Park in Des Moines to remove ivy and prepare the site for planting. Professionals from SEA Potential and Green Cities Partnership spoke about the space youth were creating for BIPOC communities and about maritime jobs and careers. As part of the Green Des Moines Day, youth assisted community members in installing native plants. On October 16th the crew participated in Green SeaTac Day. In addition to working with volunteers, several youth led planting demonstrations to teach volunteers how to install plants. This experience was a great opportunity for the youth to share their knowledge and practice public speaking. A total of seven guest speakers talked about green jobs and career opportunities. Youth learned about green stormwater infrastructure, salmon lifecycles and needs, plant biology and creating planting plans, intertidal ecology and introduction to marine environments, ecosystems, and climate change. Interns with Machinists Institute worked on projects, toured a machinist factory, and participated in lab activities. Staff also added an electronics component to the curriculum, so students also worked on electronic chips, programming and have been able to add soldering as a learning experience.

November - December:

Youth interns helped host the Green Seattle Day event and sharpened their native plant identification skills in the process of restoration work at Westcrest Park, Kubota Natural Area, Hilltop Park, Tukwila Park, and Arbor Lake Park. In addition, youth participated in a field trip to Seahurst Beach and met with SEA Potential founders to learn about marine ecosystems and career paths. In mid-November, youth collaborated with Earth Corps to do restoration work, discuss career paths, and create a video on how to remove ivy. Youth participants received technical skills training that would prepare them for any number of job opportunities on restoration crews, municipal parks departments, outdoor maintenance crews, trail crews, or nurseries. Youth were connected with environmental professionals who offered their connections and assistance in the fields of environmental and experiential education, restoration, outreach, volunteer coordination, maritime fields, environmental non-profit work, and farming. Multiple youth who have participated in PIE's training program have gone on to apply for jobs using the connections and skills they gained through the program. The Machinists Institute youth interns expanded on their skills in CNC machining through hand programming activities and electronics through soldering and assembly. At the graduation celebration, students were given the opportunity to showcase their skills in the lab along with giving testimonials as to what the program training meant to them.

Challenges

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July-August:

One of PIE's greatest challenges was transportation, with youth coming from a variety of places. Hiring enough crew leaders quickly to fill needed positions was also a challenge. Mid Sound Fisheries staff leaders struggled with developing engaging educational programming, which was solved by hiring an education coordinator. Machinist Institute struggled with equipment and supplies arriving at the right time.

September:

It was harder for PIE to recruit during the school schedule, and it was more difficult for students to balance the program with their additional school homework. Mid Sound Fisheries had to adjust to a new cohort, and with the changes in weather, including heavy winds forcing cancellation of the first in-person crew day, created an additional challenge. Adapting to youth school schedules in the Fall and retention were challenges for the Machinist Institute.

October:

One challenge this Fall was adjusting the training schedule with youths' school schedules. Another challenge was the weather, especially for outdoor training.

November - December:

The main challenge of work in late Fall was the weather.

Successes

July-August:

The Youth Restoration Training Crew was refined from last year, with participating youth getting more educational activities and connections with environmental professionals in a wide variety of jobs. One big success this month was the number and variety of guest speakers who came to share their stories with the youth. Another success was the youth level of participation in all aspects of the program. Mid Sound Fisheries' youth became a cohesive team and learned about how the internship can be used as a career steppingstone. The Machinist Institute benefitted from its instructor, an experienced machinist who engaged and inspired students.

September:

PIE was able to recruit new youth and had some individuals interview for jobs with the Washington Conservation Corps. Mid Sound Fisheries was able to celebrate a successful summer cohort and received valuable feedback to help improve the program. Students in the Machinist Institute learned how to program G-code into the computer, and how to use a CNC router to cut out metal strips and learned how to create intricate designs.

October:

Two PIE interns applied for positions with the City of Burien and one summer intern was offered a position with Washington Conversation Corps. A total of 3,530 square feet of invasive plant species were removed and a total of 1,106 native plants with 800 square feet of mulch were installed in October. There was great crew dynamics amongst the youth. Volunteer events and work completed helped youth understand the inter-relationships of creating sustainable natural spaces for the surrounding community.

November - December:

Staff was able to provide a surprising number of educational activities for the last cohort, which had some of the most consistent attendance. Several youth expressed interest in continuing with

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PIE's crew in 2022. Having mentor leads to pair up with helped to support many youth interns' confidence and success in the program.

Urban League of Metropolitan Seattle (ULMS)

Subcontract organizations: Apprenticeship & Nontraditional Employment for Women (ANEW) and YouthBuild Seattle

Activities

August:

Youth in the ULMS program gained many hard skills, including general blueprint reading, trades math, identification of tools and materials, framing, the use of hand and power tools, and various job readiness and safety measures. ANEW's students participated in a 280-hour program and received training in professional development, trades math, construction skills, apprenticeship competency evaluations, physical fitness and received industry certifications. ANEW, together with LOVE TO, provided additional construction skills training prior to building a tiny house for a local tiny house village. Additionally, interns learned about construction trades apprenticeship programs and how to apply for them. YouthBuild students received similar training in tools, safety, and measurements, as well as financial literacy training. Students unloaded, conducted inventory, and identified materials and tools that will be utilized to build a tiny home.

September:

ULMS' training included basic construction skills, pre-apprenticeship and apprenticeship career paths, union apprenticeship, work ethic, and various hard skills. The focus of this month was on transferable skills and discipline, including punctuality, perseverance, and positive attitude. ANEW facilitated a training cohort where students continued work on the tiny house. YouthBuild students learned about fence building, bridge building, and deck building. Participants also worked to build a large compost bin which will be donated to a gardening program. Youth also went on two site visits, one to an aviation hangar with Powell Ryka and another to an Amazon build with Howard S. Wright.

October:

ULMS' construction trades training program provides youth with basic construction knowledge, safety, skills, and work ethics. Training includes tape measure reading, blueprint reading, trades math, tool and material identification, job readiness and safety measures, trade certifications (CPR/ 1st- Aid, Road Flagging, 40hr Hazwoper, OSHA-10, HAZCOM, Bloodborne Pathogens), basic carpentry, and use of hand and power tools. Cohort 2 students had access to hands-on training completing the Tiny House that started in Cohort 1. YouthBuild interns training included completion of building a compost bin, which was donated to a community garden program, prior to working on the construction of a tiny home. Most of the students completed their OSHA10 training and have received their certificate. Students have tackled major projects in tiling, blueprint reading, and tiny home construction. Staff are tracking mastery of tools, skills, and measuring. All of the interns are advancing in these areas. ANEW enrolled youth for a new cohort in early October and started training on the safe use of hand and power tools and began interacting with apprenticeship coordinators and contractors. Those interns who completed a

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prior training having received their certifications, learned tape measure, hand tools and power tools and are currently working on shop projects.

November - December:

ULMS' training cohort specialized more on hands-on- training. In the process of building a tiny house, students learned to identify and safely use hand and power tools, tiny house materials, conduct measurements, blueprints, window installation, painting, and roof installation. ANEW/LOVE TO students completed a tiny house as their main construction project, completed their professional development skills, and started working on applying to their trades of interest. ANEW students completed their shop projects and went on a job site tour to see how a construction site operates. YouthBuild students worked to complete building a tiny home in shop and participated in a workday with Habitat for Humanity. They also attended two job site tours in the month of November - one of which was hosted by DPR Construction. The students were able to visit a lab space that was being constructed in South Lake Union and learned a lot from this visit. The other site tour was with Skanska Construction. Students had the opportunity to meet with further industry professionals. Members from the Local 45 Electricians Union held an information session at YouthBuild. This was a very informative conversation and at least three youth were interested in pursuing this path. Students also participated in Flagger's training and earned certifications.

Challenges

August:

ULMS challenges included behavioral concerns with students, how to efficiently provide food for the students, gun violence in surrounding communities, and not having enough hours for the students to participate full-time. ANEW faced issues in which some certifications, such as forklift and flagging certifications, couldn't be offered to students under 18 years old. Some youth in Youth Build struggled with homelessness, juvenile detention, difficulty with online learning, and family financial struggles.

September:

One of ULMS' challenges was the timeliness of the construction material deliverables. Another challenge was adjusting to school schedules in the Fall and re-aligning staff efforts to compensate for the loss of one staff. ANEW, with LOVE TO, experienced a challenge for one cohort regarding balancing the facilitation of professional development curriculum with construction skills within a short amount of time. The largest challenge for Youth Build was two positive COVID-19 cases, which required the clients who tested positive to leave the program for two weeks.

October:

One challenge was to remove barriers for new incoming interns so that they can successfully apply to the trade of their choice at the end of their training. Two YouthBuild interns were unable to complete the OSHA10 training; however, staff arranged an alternate OSHA10 training for them. There was some challenge in recruiting enough new youth to start a new cohort within a short time frame.

November - December:

Weather was a challenge for students working outside. Staffing turnover was another challenge. Housing was a challenge for one youth, to which YouthBuild offered assistance.

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Successes***August:***

For each student in the ULMS program who did not return to high school received their OSHA-10 (Occupational Safety and Health Administration), CPR, 1st aid, Road Flagging, and 40hr. Hazwoper certifications. Several participants also applied to work for local laborer's unions and construction trades. ANEW successfully recruited two cohorts of students for training. YouthBuild succeeded in teaching students and helping them build four walls and the floor of a tiny home in a relatively short amount of time.

September:

Four of the ULMS graduated interns were deciding between enrolling into Local 242 as apprentices or open shop CITC (Construction Industry Training Council). ANEW graduated 100% of all youth participants – many of whom were placed in construction jobs, have applied for apprenticeships, or are in the pipeline to get a job. Two new students joined YouthBuild and there were great strides made in training youth how to enter or re-enter the workforce. All youth are advancing in the mastery of tools, skills, and measuring.

October:

ULMS successfully recruited new youth interns for Cohort 2. One intern who completed his former course training returned to give back to the program's success as a mentor lead for the new students. He's also studying to pass his apprenticeship license. YouthBuild has seen very consistent attendance from the youth cohort this month. One youth intern, referred by his case manager, has shown great respect and engagement in the program. He shows up every day, on time, and with a positive attitude. He has shown to be a good example to the other students and staff can see him as an emerging leader. He aspires to be an electrician, and staff are hopeful that he will enter the Local 45 Apprenticeship after training. In summary a total of 14 youth interns have been placed in trade jobs and are working. One female intern who entered construction training in October realized she needed and wanted to complete her high school diploma, took the initiative to seek out guidance from staff, has consistently maintained great attendance, and is on track to graduate in November.

November - December:

Eight YouthBuild students participated in interviews with a construction company, and all eight were offered to join the company as a part-time paid intern. ANEW placed eight graduates in installer and apprenticeship positions with two local trade unions. ULMS' provided relicensing assistance for two students, by removing barriers to enter the trades. One of the two received their license. Three cohort students applied to the union or non-union apprenticeship program, with one student landing an interview.

Seattle Parks Foundation (SPF)

Subcontract organizations: Friends of Georgetown History & Industry, Duwamish Valley Youth Corps, Cultivate South Park, and Duwamish Valley Sustainability Association

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Activities

July-August:

Friends of Georgetown History youth conducted research on the environmental history of their neighborhood, developed their writing, public speaking, and social media for business skills. In the process, interns were introduced to the concepts of an inclusive green economy, environmental remediation, permitting, and green storm water infrastructure. They also learned light construction skills on how to use power tools, measure, and cut plywood. Duwamish Valley Youth Corps learned skills both in maritime and green jobs, working on the Duwamish River Festival in the South Park neighborhood. Youth learned how to engage community by designing fliers, helping organize, and advocating for volunteer cleanup. Youth taught festival attendees about stormwater and the negative impact of trash going into the Duwamish River and Puget Sound. Interns also participated in a four-day activity with Sound Experience where they learned about and sailed on the Adventuress. Cultivate South Park interns learned about placemaking and artistic trends to creatively solve environmental issues and were introduced to the idea of completing an innovative community development project. They learned about the current sustainability practices of businesses. Youth also learned about habitat restoration at Marra farm, including the history on daylighting the creek. Interns learned how to construct shade structures and compost bins, and how to transform trash into art for the community. Duwamish Valley Sustainability Association was split into two groups: green jobs and maritime industries. The groups had orientation, field trips to the Delta Marine and Acceler8, a career panel with BIPOC workers in the marine field, met with the Seattle Kraken, received an introduction on Stormwater/Riparian Restoration/ Duwamish Site History, and went kayaking on the Duwamish.

September:

Friends of Georgetown History youth training ended in August. The curriculum and goals for Duwamish Valley Youth corps was focused on learning about jobs in the maritime industry/green, community organizing, environmental justice, and career readiness. Duwamish Valley Youth Corps youth designed project ideas based around the prompt of having \$10,000 to make change in the Duwamish Valley community related to environmental and climate justice. The youth presentations were judged by a panel of industry professionals and community members who provided constructive feedback. Cultivate South Park provided youth training on the best methods for sustainable composting and recycling on both large and small scales. Youth took banking and financial literacy courses, as well as researching a variety of careers in the green jobs sector. Duwamish Valley Sustainability Association's focus for the youth after their foundational training in circular economy and waste management was applying green job career training into projects. Youth learned project planning skills, created flyers in tools like Canva, developed electronic surveys, and collaborated as a team. They also met with Impact Bioenergy for training in a lab setting.

October:

Duwamish Valley Sustainability Association youth interns received two green jobs trainings from Impact Bioenergy; one on biodigestion systems and training on aspects of selection and classification of organic waste. In the field, the youth learned how to take samples of organic waste from both residential and commercial sites to compare findings. A site visit to Impact

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Bioenergy's manufacturing center in Auburn, allowed interns to see their smaller scale H.O.R.S.E. digester and learn what happens to samples at a test site. Duwamish Valley Youth Corps staff continued to prioritize career and green job pathways for the youth interns; for example, attending lectures related to budget development for youth projects, participating in multiple community cleanups efforts, and participating in a very successful career panel that brought about 16 panelists (professionals, tradesmen, and community leaders of color) and about 30 youth. Interns had the opportunity to talk with the panelists, ask questions, and receive advice and feedback. Youth interns also continue to work on their project presentations.

November - December:

Cultivate South Park interns learned various art forms used in public placemaking and environmental sciences from professional facilitators, as well as led research and planning on a project. The focus for Duwamish Valley Youth Corps interns was on exploring green job opportunities as a career path and provide networking opportunities as they presented their projects to professionals and community leaders during a Presentation Day event. Youth attended a field trip, from South Park bridge to Lake Washington Ship Canal, to learn about the importance of bioswales. A few youth were inspired by the mechanics and benefits of the bioswales and are considering looking into careers where they can design them. Interns practiced their presentation skills and knowledge of their community; thereby increasing their comfort and confidence with public speaking. On Project Presentation Day, interns presented their work in front of their younger peers from the DVYC program, professionals, and community leaders who acted as a feedback panel. Duwamish Valley Sustainability Association interns participated in a site visit to Vashon Island's bioenergy farm – the most comprehensive bioenergy system in the State. A strong partnership with Impact Bioenergy was established – an organization which not only demonstrated confidence in the professionalism and capabilities of the youth, but also had a strong, respectful, and well-performed work practice. Key learnings included biofuel systems, circular economies in a regional setting (Vashon Island), incorporating local farms, restaurants, and a biofuel site, as well as a circular tool library and zero waste network on the island; processing and evaluating waste samples; monitoring waste output for restaurants and households; project management skills, communication skills, and networking/professional development.

Challenges***July-August:***

One challenge for Friends of Georgetown was a delayed start for a summer internship, time management and project reporting. Duwamish Valley Youth Corps was challenged by a lack of a physical space, COVID, and summer heat waves. Cultivate South Park was challenged with consistency in attendance, as well as individuals who dealt with issues such as teen motherhood, financial struggles, and family conflicts.

September:

The lack of physical space continued to be an issue for Duwamish Valley Youth Corps. Attendance and timeliness was a challenge for some Cultivate South Park youth participants. Timing was a challenge for the Duwamish Valley Sustainability Association with regards to youth availability with school schedules and youth family financial issues.

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October:

Weather was a challenge for outdoor activities and there was some challenge working with some small businesses to clarify the correct way to classify organic waste. One of the most significant challenge continues to be the lack of access to a physical space. Another set of challenges are related to access to mental health and teen parenthood support services.

November - December:

One challenge included coordinating various schedules and conflicts for a site visit on Vashon Island. Another challenge was not having a fixed location to store equipment and process the organic waste collected from the participating sites.

Successes

July-August:

Friends of Georgetown History youth connected as a team and worked together on creating a walking tour. They were asked to support Duwamish Tribal Services develop a new tour at the Duwamish Longhouse and Cultural Center. Duwamish Valley Youth Corps interns engaged in conversations related to stormwater drainage and waste disposal facilitated by Seattle Public Utilities (SPU). Youth also learned the responsibilities of a sailboat crew, marine navigation, and rope work. Cultivate South Park youth were able to successfully start a zero-waste initiative with South Park Businesses, as well as benefit from increased direct access to career opportunities and professional development mentors in various green fields. Duwamish Valley Sustainability Association had great participation and attendance in all their workshops, and homework assignments generated good ideas. They also gained followers on social media.

September:

Duwamish Valley Youth Corps interns researched and presented on their own project ideas on how to improve the quality of life in the Duwamish Valley, and gained confidence in public speaking skills. Cohort 1 completed the Cultivate South Park program despite challenges, and staff was able to begin a new cohort with new curriculum and youth. Duwamish Valley Sustainability Association interns selected community participation sites and began fieldwork implementation planning. Staff moved forward with Impact Bioenergy to complete the second training, including sample evaluation in labs. Youth selected five restaurants and ten houses to participate in a project evaluating waste production. They also finalized the lab assessment process to evaluate organic waste collected by the participating sites.

October:

Staff witnessed excellent teamwork this month, consistently building off the previous months of the program training. Duwamish Valley Youth Corps' career panel event was the highlight of the month. The one-on-one interaction with professionals who look like the youth interns and had similar experiences inspired even the shyest of the interns and empowered them with the tools to make informed decisions and pursue their own career success.

November - December:

Overall, staff have found this project to be highly effective and successful, exceeding expectations, in terms of community engagement and the youth performance in their tasks. The site visits helped the youth realize that they could meet new people who will help them begin a search for new personal and professional opportunities. Two of the interns have already seeded

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new career opportunities in environmental community action, based on relationships they gained while doing their project.

ATTACHMENTS TO THIS BRIEFING

- (1) Presentation slides

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

May 11, 2021 – Order No. 2021-05 for 2021 Opportunity Youth Initiative Funding

December 8, 2020 – 2020 Opportunity Youth Initiative Commission Meeting Summary Briefing

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