

**ORDER NO. 2022-02**

**AN ORDER OF THE PORT OF SEATTLE COMMISSION**

Aligning the Port’s Opportunity Youth Initiative with the Port’s Workforce Development Resolution and Policy Directive and renaming it as the “Youth Career Launch Program” and to create pathways to high-quality jobs for youth.

**PROPOSED  
FEBRUARY 8, 2022**

**INTRODUCTION**

This proposal modifies the Port’s COVID – 19 Recovery Opportunity Youth Initiative to create a three-year pilot program to determine how to implement a permanent and sustainable youth employment program that connects young people between the ages of 16-24; to provide Workforce Development preparation and launch opportunities in port-related industries; and to align with the Port Workforce Development Resolution and Policy Directives and other successful programs in King County and Washington State.

**TEXT OF THE ORDER**

The Port of Seattle Commission hereby directs the Executive to:

- (1) Rename the Port’s “Opportunity Youth Initiative Program” to the "Youth Career Launch Program;”
- (2) Implement a pilot program that will explore how to evolve the program from a temporary response to COVID-19 recovery to an ongoing, permanent program aligned with the core priorities of the Port’s workforce development strategic plan and Workforce Development Resolution and Policy Directive;
- (3) Require the pilot program to be guided by the Equity Index and the Awareness, Experiential, Preparation and Launch (AEPL) model within the Career Connected Learning (CCL) framework, as outlined in the Workforce Development Policy Directive; and
- (4) Partner with community organizations to provide career launch opportunities for young people aged 16-24 in port-related industries. The pilot will emphasize:
  - Working with BIPOC youth and communities in a workforce development capacity;
  - Partnering with employers in port-related industries;
  - Youth job training;
  - Providing wrap-around services to facilitate workforce development opportunities;

- Collecting data and reporting on metrics and measurable outcomes; and
- Partnership with educational institutions providing certificates and training for students in port related industries.

(5) The Executive Director shall conduct a program evaluation following the program’s second year to determine alignment with the current Workforce Development Resolution and Policy Directive. The evaluation shall include a review of program metrics and outcomes to inform the recommendation from the Executive Director as to whether the program should be adopted as a permanent feature of our core programming in Workforce Development.

(6) Pending the outcome of the evaluation the Youth Career Launch Pilot Program shall sunset on December 31, 2024, with the intent that the program becomes permanent, by executive or commission approval.

**STATEMENT IN SUPPORT OF THE ORDER**

The Port’s Workforce Development Policy Directive states that port-related workforce development provides a substantial public benefit consistent with the Port of Seattle Commission’s economic development goals and is consistent with ongoing worker training initiatives in place.

Investing where needs are greatest will address root causes of the inequity in opportunity while allocating public resources toward continuous improvement. Youth Career Launch is an opportunity to fulfill Century Agenda strategic objectives by increasing equitable access for youth to acquire the skills, experience, and education they need to secure increasingly complex and better compensated jobs and careers at the Port and in port-related industries; connecting increased job placement and retention within port-related industries.

The Commission recognizes the Port has reached many milestones in the goal of connecting learning with career opportunities and is in a position to develop and strengthen additional pathways that serve both port-impacted communities and port-related industries.

The Port will build upon its strong support for CCL and will continue to develop positive partnerships through its youth employment training programs to advance offerings that support the Awareness, Experiential, Preparation and Launch (AEPL) model and the career launch for the next generation of workers.

**ADDITIONAL INFORMATION ATTACHED**

Workforce Development Resolution and Policy Directive as Amended and Adopted June 23, 2020

**PRIOR COMMISSION ACTIONS**

2020-2023 WFD Strategic Plan as introduced to Commission on July 14, 2020