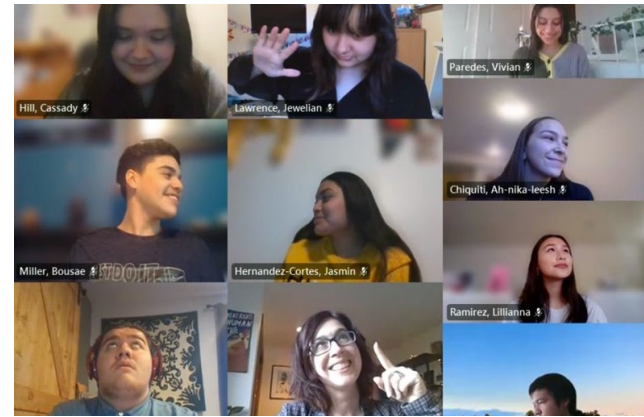
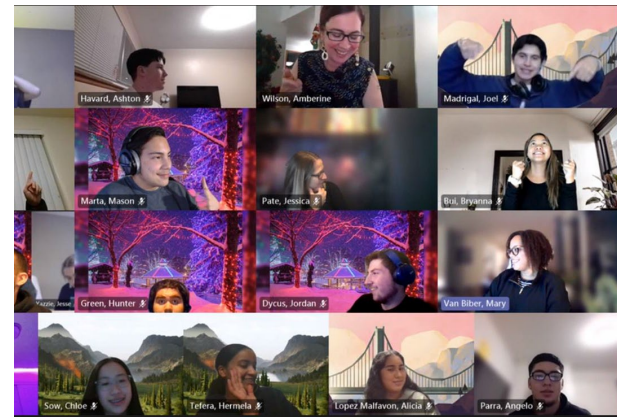


# Port of Seattle Internships

Item No: 11d supp  
Meeting Date: April 12, 2022



Emerging Talent Commission Briefing

April 12, 2022

# Agenda

- Emerging Talent Goals
- Background
- Partner  
Recommendations
- 2022 HS Intern Program
- 2021 Outcomes



# Emerging Talent:

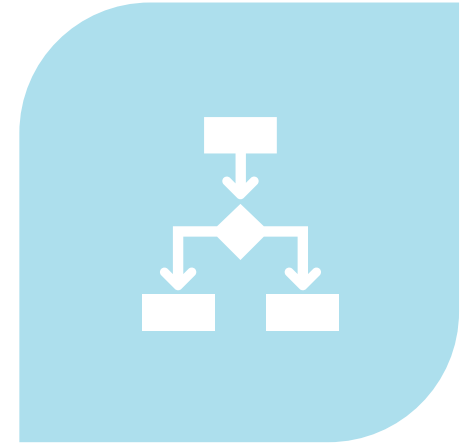
## *Raise Awareness and Develop Talent*



EQUITY FOCUS

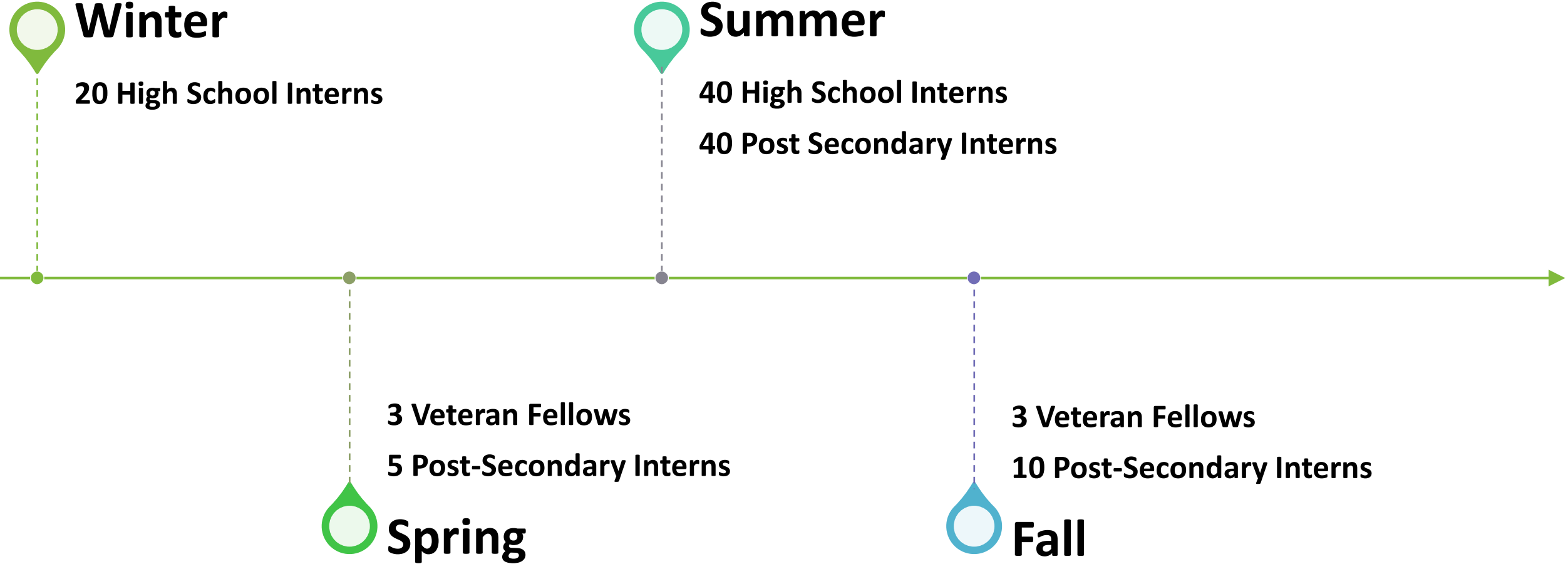


HIGH QUALITY INCLUSIVE  
PROGRAMS



DEMONSTRATE OUTCOMES

# Emerging Talent



**Winter**

20 High School Interns

**Summer**

40 High School Interns  
40 Post Secondary Interns

**Spring**

3 Veteran Fellows  
5 Post-Secondary Interns

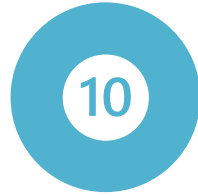
**Fall**

3 Veteran Fellows  
10 Post-Secondary Interns

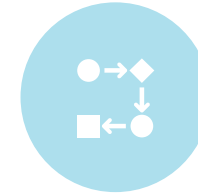
# Since the 2015 Commission Motion



Doubled post-secondary internship opportunities



Grew high school internship opportunities ten times



Opportunities Across Career Connected Learning Continuum



Offered Paid and Credit Earning Internships



High Quality, project-based, internships



Youth Experts Panel: Community Program Design Process



Offer Year-Round Opportunities



Designed virtual and hybrid programming



Increased Equity and Diversity of programs and processes.



# Community Partner Recommendations

## Formalize Processes

- Outreach Priorities
- Cohort Recruitment and Selection Process
- Program Schedules

## Increase Communications

- Quarterly Engagement with Youth
- Monthly Meetings with Partners
- Partnership Handbook

## Update Application Process

- Develop Questionnaire
- Include Story-Telling Element
- Open a requisition for unaffiliated youth

# Summer Curriculum Outline - Hybrid



## **Week 1**

Getting to know the Port  
and each other

Team development

Workplace expectations



## **Weeks 2-6**

Transferable skill  
development

Facility Tours

On Site Workdays

Meetings with project  
stakeholders and mentors



## **Week 7-8**

Finalize projects

Career Development

Next Steps Career Fair

Final presentations

# Inclusive Mentorship Model

- Port mentors are representative of intern population
- Small group discussions on Fridays
- Topics:
  1. Feeling Valued and Respected in the Workplace
  2. Finding Your Passion
  3. Setting Personal, Academic, and Career Goals
  4. Authentic Networking
  5. Identifying Strengths and Weaknesses
  6. Youth Led Topic





# Career Connected Learning

## Awareness

Virtual Sessions  
for Families  
Youth-led  
Outreach  
Translated  
Materials  
Career Fairs

## Experience

Facility Tours  
Habitat  
Restoration  
FOD Walk  
Project-Based  
Work

## Prepare

Project  
Management  
Leadership  
Public Speaking  
Networking

## Launch

Career Next Steps  
Resource Fair  
Post-Secondary  
Internships  
WFD Programs



# HR Outreach & Career Awareness Strategy



Port Employee  
Resource Groups



Community  
Partnerships



Virtual Open Houses



Career Fairs



Intentional Advertising



Registered Student  
Associations



Community Events



Internships and  
Fellowships



Youth Led Outreach

# 2021 Outreach

- Program materials translated into 5 different languages
- Over 2000 conversations
- 116 families impacted
- 93 school and community org staff
- 42 middle school students
- 2 Youth Outreach Solutions published in multiple languages



**SUMMER 2022**  
Come Aboard. Spread Your Wings.

Port of Seattle

## High School Internships

**Apply to Port of Seattle High School Internships!**

Join us for a **paid, eight-week hybrid internship program** to explore careers at the Port of Seattle in aviation, maritime, governance, and green jobs while learning skills in:

- **Project management**
- **Public Speaking**
- **Networking**
- **Leadership**

**Program dates:**  
July 6 - August 26

**\$17.56 per hour**

**Up to 25 hrs/week**

**Requirements:**

- at least 16 years old
- U.S Work Authorization
- Full Covid-19 vaccination

**Apply May 9 - 22**  
[www.portseattle.org/careers/internships](http://www.portseattle.org/careers/internships)

**Come to a virtual open house to learn more:**

**ENGLISH:**  
Every Thursday in April | 5:30-6:15 PM

**SPANISH:**  
Every Wednesday in April | 6:00-6:45 PM

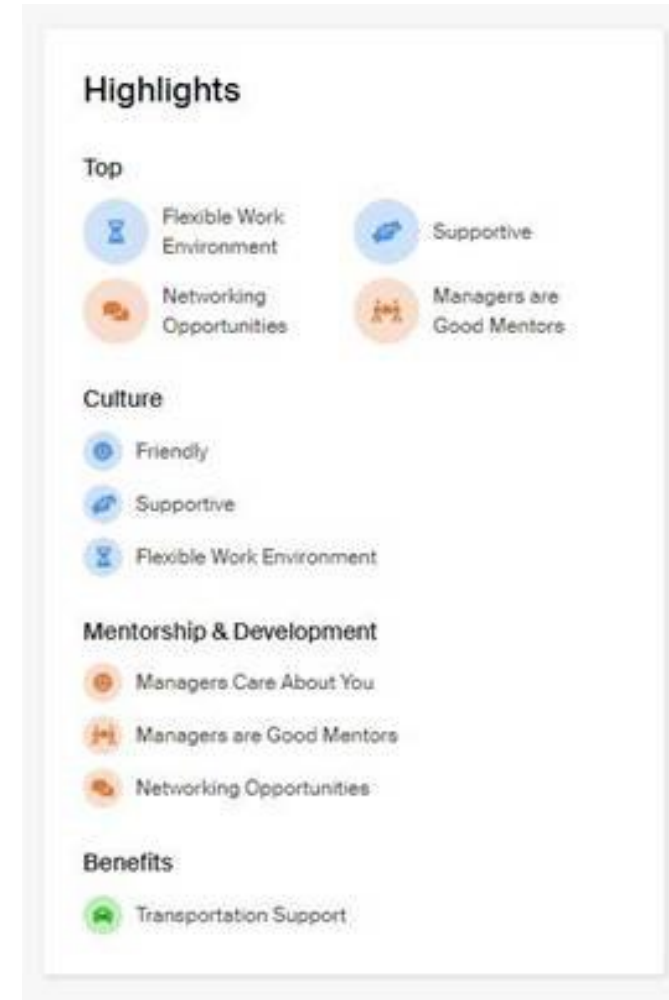
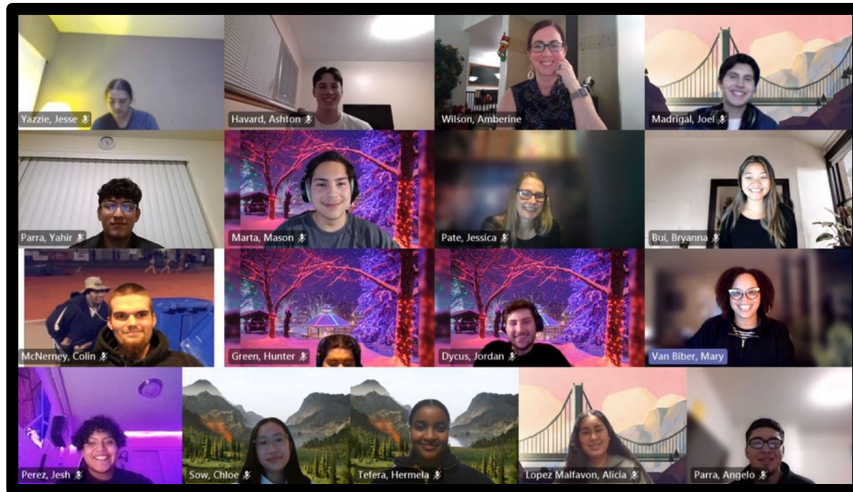
**Find an upcoming session at:**  
[tinyurl.com/events-at-the-port](https://tinyurl.com/events-at-the-port)

**SCAN ME**

# 2021 Learning Outcomes

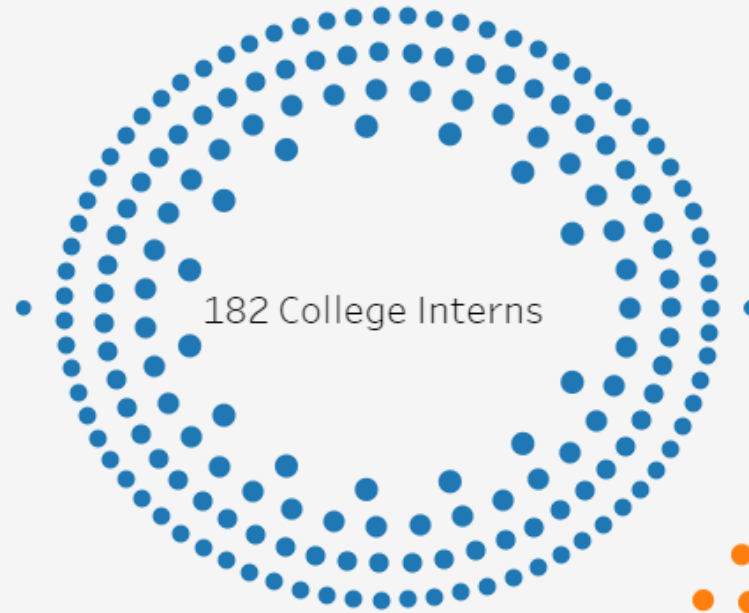
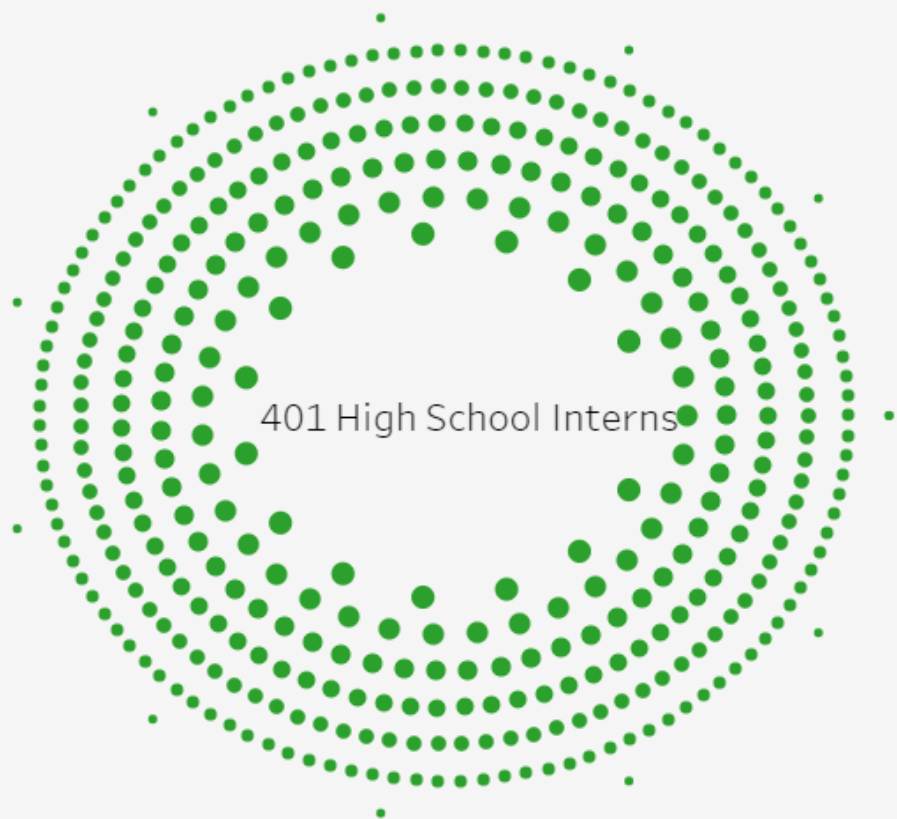
## Impact Survey

- Results are not valid due to lack of survey engagement
- Burnout on virtual programming



# Talent Pipelines

696 Total Participants across all programs.



# Proposed Education and Community Partner Criteria



Support youth living in “very low” equity zip codes, as defined by Equity index



Provide youth with ongoing support and wrap around services



Offer youth career development training



Have demonstrated commitment to anti-racism and equity, diversity and inclusion



Able to assist with recruitment of interns



Is a community-based organization or school



Willing to track and share metrics on alumni



Preferred: Connection to Port related industries



Preferred: Willing to collab on curriculum development