

Workforce Development

2021 Annual Report to Commission
May 24, 2022

Agenda

- Guiding Principles
- 2021 Results of Investments (ROI)
- 2021 Impact, Influence and Leverage
- 2022 Programs Priorities
- The Future of Workforce Development



The Port's Role

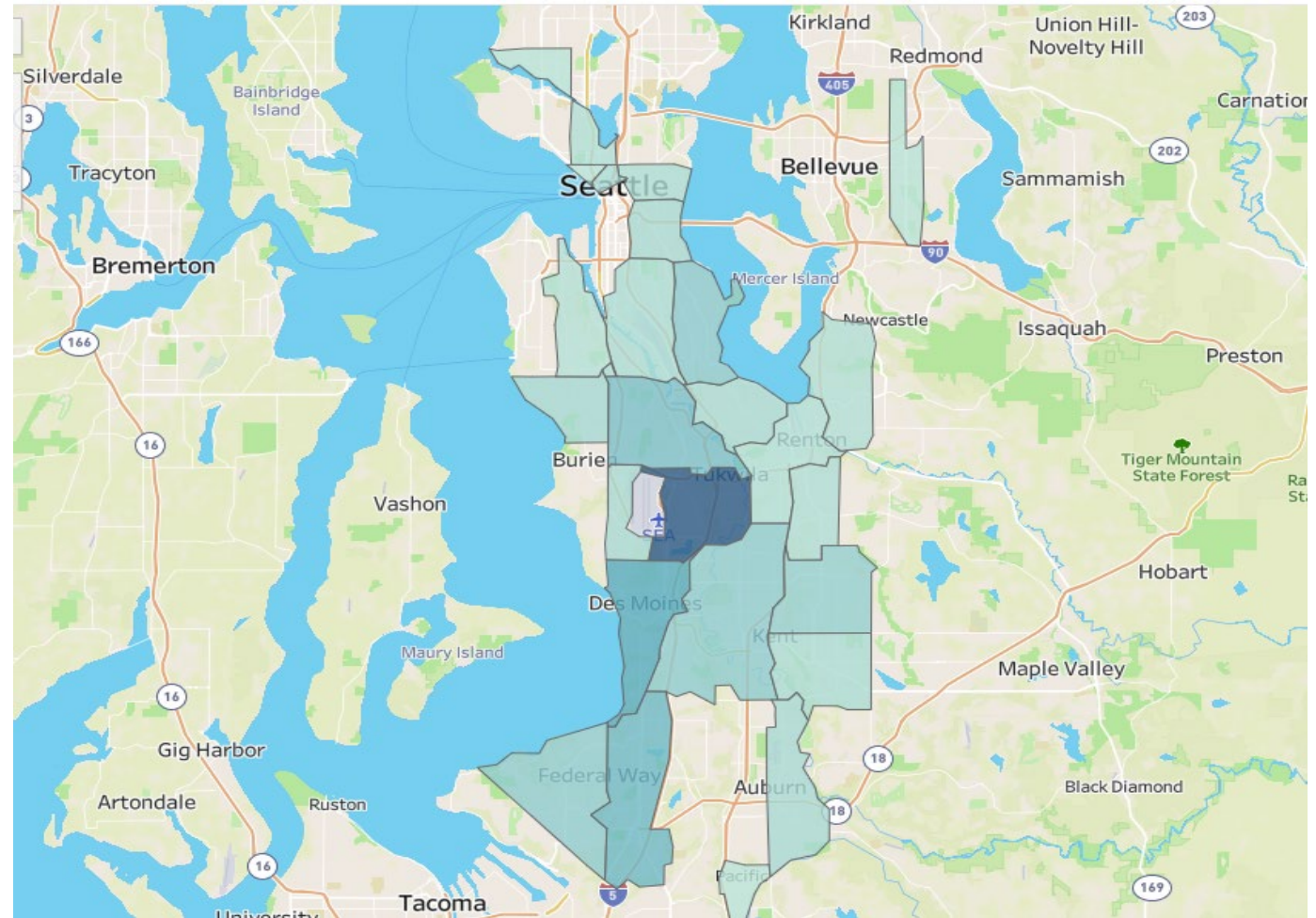
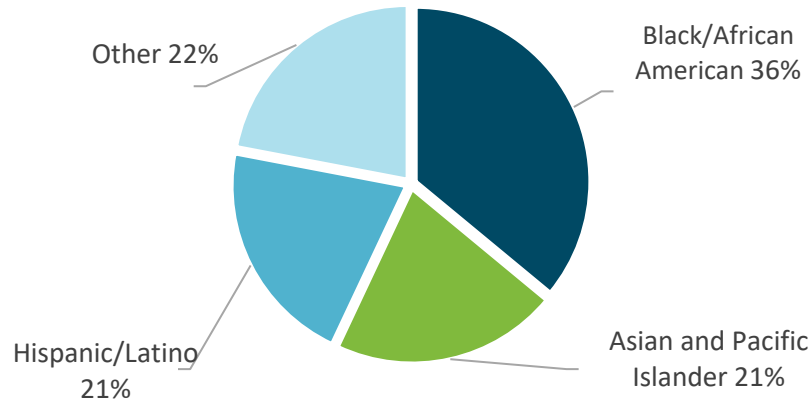
- **Century Agenda**
 - Advance regional workforce development in port-related industries to provide equitable access to quality careers
- **Regional Demographics**
 - More women and diverse communities participating in the labor force
- **Workforce Development Resolution 3776**
 - Workforce development is critical to achieving the Port's mission
- **RCW 53.08.245(2)(c)**
 - Washington State Legislature legal authority



Communities Served in 2021

- **Job and Apprenticeship Placements**

- ✓ 55% from Economically-Distressed Zip Codes in King County
- ✓ Most from South King County



2021 Results of Investments (ROI)

- **Impact of Investments**

- ✓ \$3.7 million workforce development funds invested in port sectors

- 1,312 job placements (aviation and construction)
- 259 training completions
- 37 youth participated in maritime experiential learning
- \$1.7 million invested in 2021 in the Opportunity Youth Initiative supported 291 youth who earned \$16-\$20 hourly

- ✓ **Job Types**

- Janitorial, food service, ramp/airfield, customer service, airfreight
- Apprentice ironworkers, laborers, pipefitters, bricklayers, cement masons

- ✓ **Average Wages Earned**

- Aviation \$17.02, Construction \$25.61



2021 Results of Investments (ROI) cont'd

- **Influence**

- ✓ Regional Public Owners (City of Seattle, King County, Sound Transit, WA Department of Transportation)
- ✓ South Seattle College
- ✓ Youth Maritime Collaborative
- ✓ Maritime High School

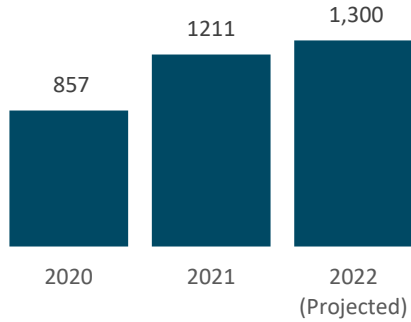
- **Leverage**

- ✓ Over \$1.5 million leveraged from Port Jobs partners including; King County, City of Seattle, Sound Transit, and Youth Maritime Collaborative partners



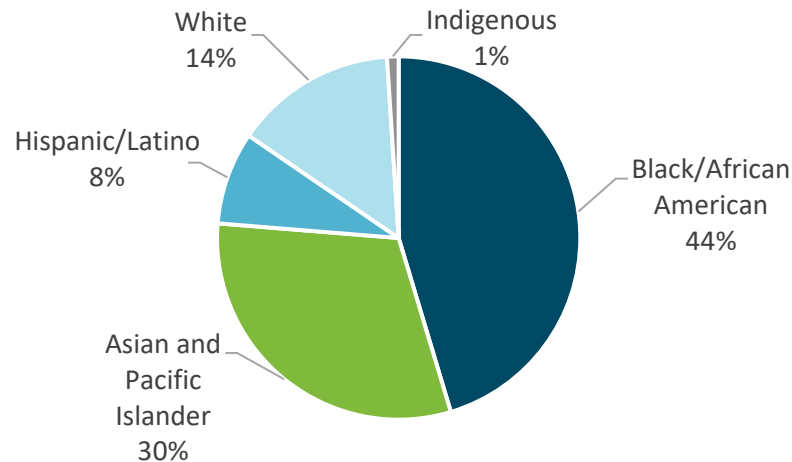
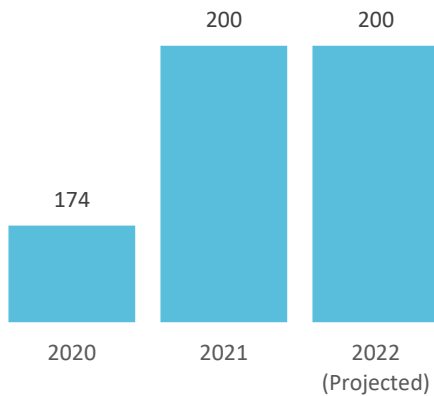
2021 Results - Aviation Sector

Job placements



- **80 SEA Airport employers supported by Port Jobs**
 - ✓ 1211 job placements through the SEA employment center managed by Port Jobs
- **Types of businesses served**
 - ✓ Airport concessionaires, ground handlers, airlines, other airport tenants
- **COVID-19 impact and response**
 - ✓ Provided in-person and virtual services
 - ✓ Services: health insurance, unemployment, food and energy assistance

Training completions



2021 Results - Aviation Sector

- **Aviation Career Pathways (Aviation Maintenance Technician)**

- ✓ These training programs support in-demand careers
- ✓ 40 students enrolled, 29 completions (salary over \$80K)
- ✓ Participant demographics: 90% people of color, 25% women



- **Fair Work Center (Labor Rights Education)**

- ✓ 3,700 workers reached, 310 activities, 41 training sessions

- **2022 Priorities**

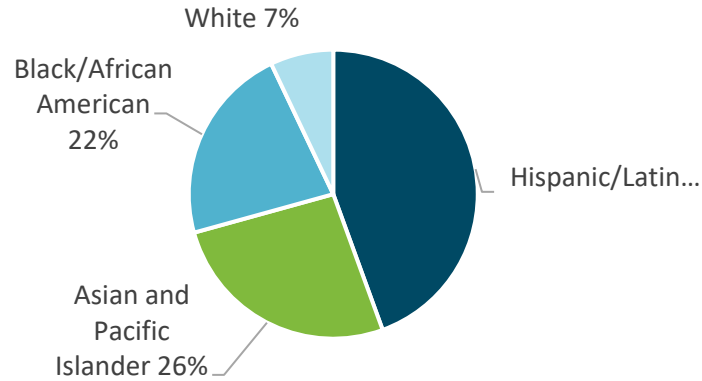
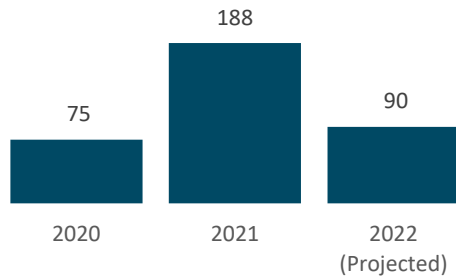
- ✓ Expand services provided by the Airport University program, as allowed under the new contract
- ✓ Fourth cohort for the airport maintenance technician program
- ✓ Implement a second aviation career pathway in air cargo logistics
- ✓ Continued support for immigrant and refugees to obtain employment in port sectors



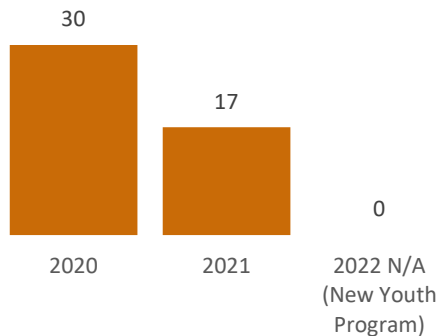
[upbeat music]

2021 Results - Maritime Sector

Students Participating in Events



Internship Placements



Businesses Participating in External Youth Internships

- ✓ Boat repair shops, cargo ship operator, marine terminal operator, marine science and engineering firms

Maritime High School's Inaugural Cohort

- ✓ 37 students enrolled 2021-22 school year
- ✓ 100 students projected for the 2022-23 school year

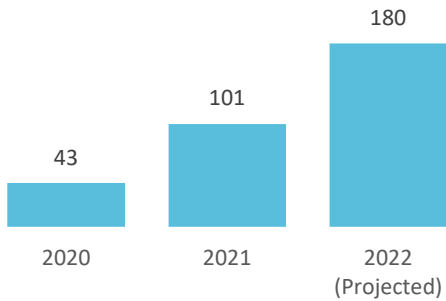
2022 Priorities

- ✓ \$4.1 Million Youth Maritime Career Launch
- ✓ Career-Connected Learning Training for Educators
- ✓ Maritime Industry Table Coordinated by WDC
- ✓ \$250K support for Maritime High School

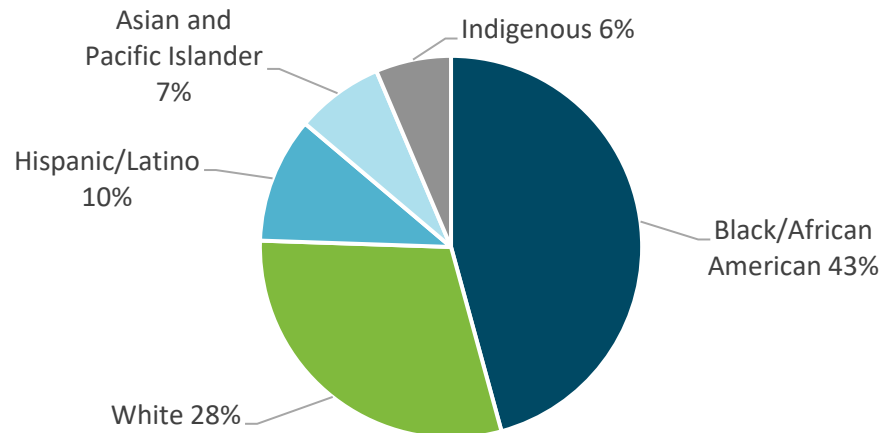
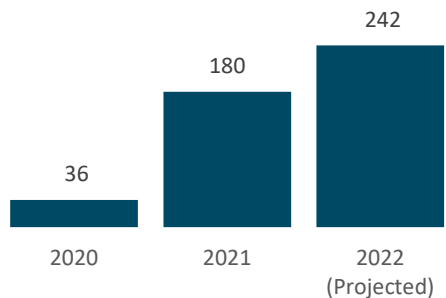
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2021 Construction Sector Training & Retention

Job Placements



Training Completions



Participants Place of Residency

- ✓ 58% lived in Priority Hire ZIP codes

Support and COVID-19 response

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

2022 Priorities

- ✓ Remain engaged on equity issues in construction
- ✓ Fund \$700K in construction training programs
- ✓ Assess impact of concrete strike on new apprentices
- ✓ Support apprenticeship and priority hire programs
- ✓ Recommended language in SB-5600 for increased pre-apprenticeship funding

Pre-Apprenticeship, Priority Hire & Apprentices

- **Internal Support**

- ✓ Expand short-term apprenticeship opportunities at the airport in Port maintenance teams (aviation maintenance, marine maintenance, and Port Construction Services)
- ✓ Continued support for the Port's Apprenticeship Utilization and Priority Hire programs



- **External Collaboration**

- ✓ Partnership with City of Seattle, Sound Transit and King County in a \$1.5 million pre-apprenticeship outreach and retention program



[inspiring music]

2021 Green Careers Strategies

- **2021 Work**
 - ✓ Supported Port's Duwamish Valley community engagement program
 - ✓ Invested \$757K in Green Career experiences through the Opportunity Youth Initiative, 81 students benefitted
- **2022 Priorities**
 - ✓ Conducting a green careers labor market analysis
 - ✓ Exploring partnerships with City of Seattle and King County
 - ✓ Developing a strategy for one or two career pathways programs in 2023



Future of Workforce Development

- **Promoting the Port's Priorities**

- ✓ Continued investments in port sectors through competitive service contracts and paid workgroups, as allowed
- ✓ Propose multi-year funding authorization from the commission to support the work, including staffing resources
- ✓ Develop a regional model for maritime youth career launch programs
- ✓ Develop and implement a green jobs initiative
- ✓ Evaluate new sectors in the future (i.e., transportation, manufacturing, etc.)
- ✓ Continued support for a regional workforce development systems approach
- ✓ Industry and community needs driven



WFD Partners and Stakeholders

Aviation

- Employers
- Port Jobs
- Highline School District
- Highline College
- South Seattle College
- Museum of Flight
- and more...

Construction

- AGC
- Contractors
- City of Seattle
- King County
- Sound Transit
- WSDOT
- ANEW
- Urban League
- Apprenticeship Coordinators
- and more...

Maritime

- Employers
- Youth Maritime Collaborative
- Highline School District
- Maritime High School
- Seattle Public Schools Skills Center
- Seattle Goodwill
- Labor
- and more...

Green Careers

- Duwamish Valley
- and more...

Others

- Workforce Development Council Seattle/King County

Port Leaders

- Port divisions, Commission, HR, External Relations, other teams

Questions?

