



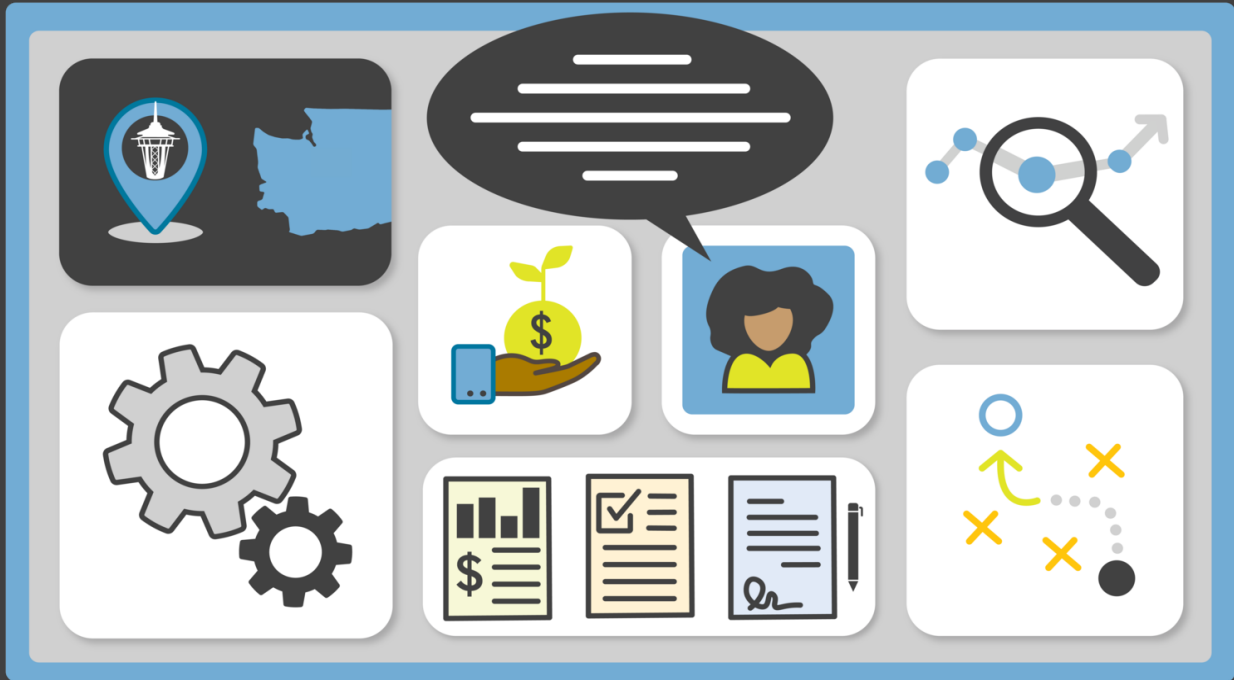
## ABOUT THIS DOCUMENT

The following was adapted from versions of several webpages that were live from July 2020 – June 2021. Because websites are continuously updated, we have archived the information in this format to aid in future record-keeping.

In addition to visual differences, interactive elements that link to live site content will behave differently from how they were originally designed.

# PROGRAM GUIDE

2020 - 2021



## TO REDUCE RACIAL INEQUALITY, WE MUST REDUCE ECONOMIC INEQUALITY

A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER & BOARD CHAIR

[READ MORE](#)

## THE NEW PROGRAM YEAR



This guide provides an **overview** of the Workforce Development Council of Seattle-King County's **investments** for July 1, 2020 - June 30, 2021, including **funding** sources and corresponding **program** goals, deliverables, and service providers.

USE THIS GUIDE TO:

- Learn & share about our **programs**
- Identify opportunities for **partnership & collaboration**
- Hold us accountable to **strategy & outcomes**

## TABLE OF CONTENTS



REGION IN CONTEXT



OUR FUNDING



OUR PROGRAMS

# TO REDUCE RACIAL INEQUALITY, WE MUST REDUCE ECONOMIC INEQUALITY

PROGRAM GUIDE · JULY 7, 2020

<< [Program Guide 2020-2021](#)



*Friends, partners, and community:*

We begin the next program year in a substantially different place than from last year, even than from a few months ago. The health and economic impacts of COVID-19 have created massive disruptions to the economy and created a new reality for workers, the unemployed, and small businesses.

While the impacts on businesses and workers are widespread, COVID-19 has exacerbated the deep racial inequities in our health, social, and economic systems. Black, Indigenous, people of color, including immigrants and refugees, have not only been overrepresented in the death and infection rates from COVID-19 but also in industries most affected by the virus—in those essential occupations in healthcare, grocery stores, food processing, and most at risk of exposure, and in lower wage occupations in hospitality, retail, and other sectors hardest hit, leaving many people who already lived paycheck to paycheck in a struggle for survival.

The sustained protests and activism around George Floyd's death at the hands of police and the much longer pattern of violence and racism against Black people in the United States have elevated voices that have long been oppressed, underrepresented, or ignored. This collective action caught many by surprise and brings hope and focus to the work of eliminating structural barriers.

To reduce racial inequality, we must reduce economic inequality. We must scale up our systems with more resources and smarter program design driven by data that accounts for disparities. We must build a backbone for our region with community at the center, in partnership with diverse organizations that center the needs and experiences of the people they serve.

Job loss is only part of the problem in this pandemic and access to a job is only one part of economic justice. Working to foster quality jobs that are safe, that pay a living wage, and that provide opportunities for growth can be one step on a path to healing.

Yours in partnership—



**Marie Kurose**  
Chief Executive Officer



**Kristen Fox**  
Board Chair

# SEATTLE-KING COUNTY

IN CONTEXT

DATA AS OF JULY 1, 2020



## POPULATION



**2.2 MILLION**

PEOPLE IN 39 CITIES, INCLUDING SEATTLE



**15TH LARGEST**

METRO AREA IN THE UNITED STATES



**23 PERCENT**

FOREIGN-BORN

## WORKFORCE



**70% LABOR-FORCE PARTICIPATION**



**ONE THIRD OF WASHINGTON WORKFORCE**

(the largest labor market area in Washington State)



**49% OF LABOR FORCE BETWEEN AGE 25-44**

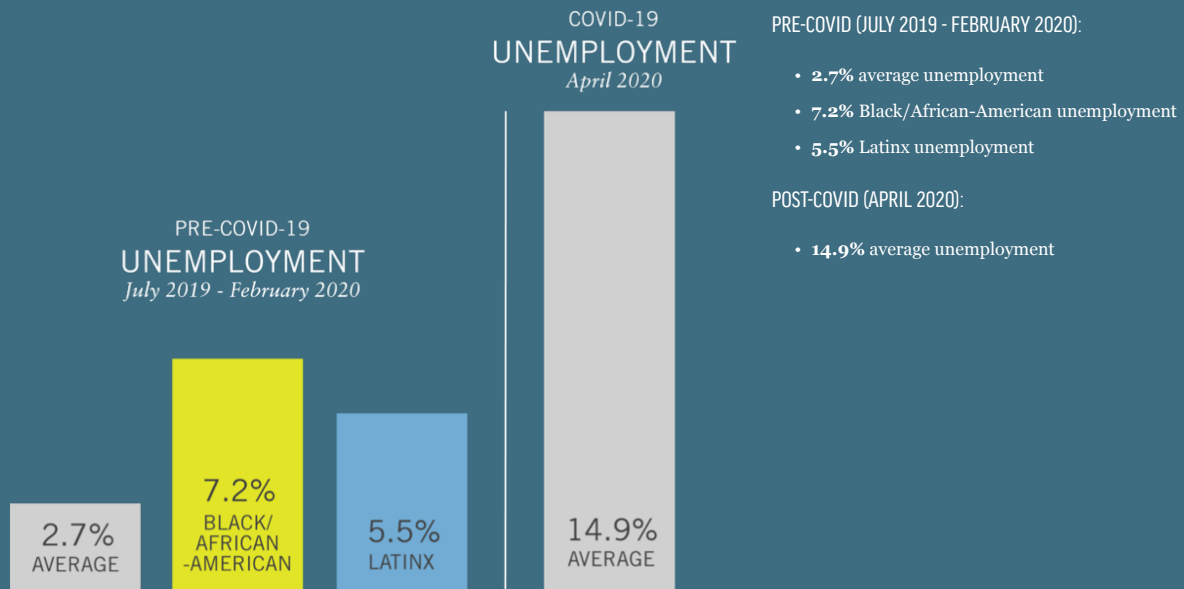


**41% OF TOTAL JOBS IN WASHINGTON STATE**

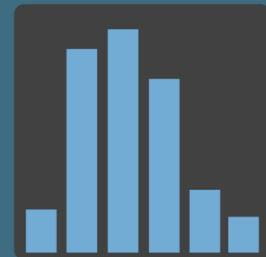
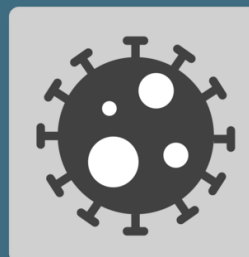
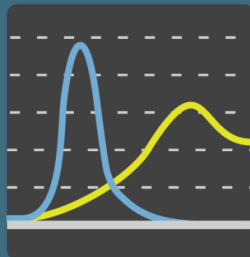


**90,479 BUSINESSES IN KING COUNTY**

## SEATTLE-KING COUNTY EMPLOYMENT



## COVID-19 EMPLOYMENT IMPACT DASHBOARD



[OPEN DASHBOARD](#)

## SOURCES

- US CENSUS, AMERICAN COMMUNITY SURVEY, 2018 5-YEAR OR 1-YEAR ESTIMATES
- EMSI ANALYST DATA
- EMPLOYMENT SECURITY DEPARTMENT

# OUR FUNDING

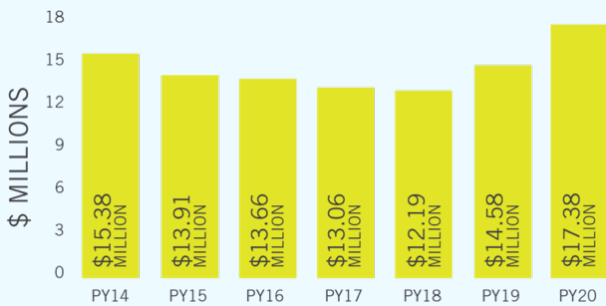
JULY 1, 2020 - JUNE 30, 2021

Braiding **public** money from federal and local governments with **private** money from philanthropic donations.



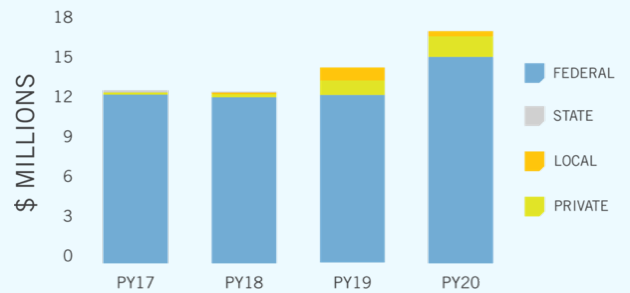
## TOTAL FUNDING

In the past **six** program years



## FUNDING COMPOSITION

In the past **four** program years



## WHERE FUNDING COMES FROM

FEDERAL	
DEPARTMENT OF LABOR	
WASHINGTON STATE EMPLOYMENT SECURITY DEPARTMENT	
<i>Workforce Innovation &amp; Opportunity Act</i>	
Adult Programs	2,725,029
Dislocated Workers Programs	3,059,112
Youth Programs	2,717,130
Disaster Recovery	1,569,130
Rapid Response - Additional Assistance	557,153
Rapid Response - Increased Employment	1,508,639
Administrative Cost Pool	953,299
SOCIAL SECURITY ADMINISTRATION	
Ticket to Work	115,000
RETAIN	275,823
DEPARTMENT OF HEALTH & HUMAN SERVICES	
Health Workforce for the Future - Year 5	550,714
Health Workforce for the Future - Year 5 Extension	1,410,029
<b>TOTAL FEDERAL FUNDING</b>	<b>15,441,058</b>

LOCAL	
KING COUNTY	
<i>Veterans, Seniors &amp; Human Services Levy</i>	
Seniors & Caregivers	202,990
Vulnerable Populations / Emergency Aid	200,000
<b>TOTAL LOCAL FUNDING</b>	<b>402,990</b>

PRIVATE	
<i>Abt Associates</i>	
Health Workforce for the Future - Evaluation	13,000
<i>Bank of America</i>	
Youth Work Experience	70,000
<i>Boeing</i>	
Youth Take Flight: Middle School to Career	50,000
<i>Evergreen Healthcare</i>	
Healthcare Career Pathways	16,000
<i>JP Morgan Chase</i>	
COVID Response - Workforce Equity in Emergency	500,000
Industry Table Strategies Model	479,117
<i>Kaiser Foundation</i>	
Regional Opportunity Youth Apprenticeship Consortium	221,135
<i>National Fund for Workforce Solutions</i>	
Boeing - Manufacturing Apprenticeships	100,000
JP Morgan Chase Foundation - Skills Gap 2.0	52,000
<i>National Skills Coalition</i>	
SkillsSpan	22,000
<i>Renton Technical College</i>	
Partnership to Advance Youth Apprenticeship	3,000
<i>Private Donations</i>	
Miscellaneous	1,000
<b>TOTAL PRIVATE FUNDING</b>	<b>1,532,917</b>

**TOTAL FUNDING 17,376,965**



# HOW FUNDING IS SPENT

FUNDING SOURCE	GRANT NAME	GRANT RECIEVED (PY '20)	CARRY-IN (FROM PY '19)	CARRY-OVER (TO PY '21)	TOTAL (PY '20)	WDC INTERNAL	SERVICE PROVIDER
PUBLIC FUNDING							
WORKFORCE INNOVATION & OPPORTUNITY ACT FORMULA FUNDING							
Dept. of Labor - ESD	WIOA Administrative Cost Pool	953,299			953,299	953,299	
Dept. of Labor - ESD	WIOA Adult Programs	2,667,093	324,546	266,709	2,725,029	539,286	2,185,743
Dept. of Labor - ESD	WIOA Dislocated Worker Programs	3,121,997	249,315	312,200	3,059,112	610,973	2,448,139
Dept. of Labor - ESD	WIOA Youth Programs	2,790,611	205,580	279,061	2,717,130	564,262	2,152,868
OTHER PUBLIC FUNDING							
Dept. of Health-Human Services	Health Workforce for the Future Year 5		550,714		550,714	109,543	441,171
Dept. of Health-Human Services	Health Workforce for the Future Year 6	1,880,039		470,010	1,410,029	250,225	1,159,804
Dept. of Labor - ESD	WIOA Disaster Recovery		2,852,962	1,283,832	1,569,130	267,950	1,301,180
Dept. of Labor - ESD	WIOA Rapid Response Additional Assistance		557,153		557,153	96,516	460,637
Dept. of Labor - ESD	WIOA Rapid Response Increased Employment	847,231	661,408		1,508,639	268,378	1,240,261
King County (VSHSL)	Seniors & Caregivers		202,990		202,990		202,990
King County (VSHSL)	Vulnerable Populations/ Emergency Aid		200,000		200,000		200,000
Social Security Admin - DOL	RETAIN		275,823		275,823	65,006	210,817
US SSA	Ticket to Work	75,000	40,000		115,000	62,500	52,500
<b>TOTAL PUBLIC FUNDING</b>		<b>12,335,270</b>	<b>6,120,590</b>	<b>2,611,812</b>	<b>15,844,048</b>	<b>3,787,938</b>	<b>12,056,110</b>
PRIVATE FUNDING							
Abt Associates	Health Workforce for the Future Evaluation	13,000			13,000	13,000	
Bank of America	Youth Work Experience		70,000		70,000	30,000	40,000
Boeing	Youth Take Flight Middle School to Career		50,000		50,000		50,000
EvergreenHealth	Healthcare Career Pathways	16,000			16,000		16,000
JP Morgan Chase Foundation	COVID Response Workforce Equity in Emergency		500,000		500,000	148,616	351,384
JP Morgan Chase Foundation	Industry Table Strategies Model		569,718	90,601	479,117	161,096	318,021
Jobs for the Future	Apprenticeship Expansion and Modernization		5,665		5,665	5,665	
Kaiser Foundation	Regional Opportunity Youth Apprenticeship Consortium		221,135		221,135	26,350	194,785
National Fund for Workforce Solutions	Boeing Manufacturing Apprenticeships		100,000		100,000	8,000	92,000
National Fund for Workforce Solutions	JP Morgan Chase Skills Gap 2.0		52,000		52,000	52,000	
National Skills Coalition	Skillspan		22,000		22,000	22,000	
Renton Technical College	Partnership to Advance Youth Apprenticeships		3,000		3,000	3,000	
Private Donations	Miscellaneous	1,000			1,000	1,000	
<b>TOTAL PRIVATE FUNDING</b>		<b>30,000</b>	<b>1,473,518</b>	<b>90,601</b>	<b>1,532,917</b>	<b>470,727</b>	<b>1,062,190</b>
<b>TOTAL FUNDING</b>		<b>12,365,270</b>	<b>7,594,108</b>	<b>2,702,413</b>	<b>17,376,965</b>	<b>4,258,665</b>	<b>13,118,300</b>

# OUR PROGRAMS

JULY 1, 2020 - JUNE 30, 2021

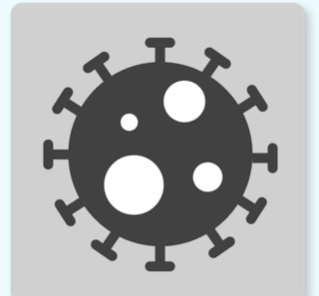
*With an emphasis on serving those **furthest from opportunity**, across **industry sectors** and in partnership with a **diverse group** of service providers.*



## NOTE ON SERVICES DURING COVID-19

The **scale of the COVID-19 pandemic** has resulted in systemwide closures and limited in-person client engagement due to health and safety concerns. We are working with service providers to develop strategies for **virtual service delivery and program enrollment**.

Although **service providers continue to serve clients** while balancing health and safety risks, the uncertainty around system operations makes **estimating outcomes** for the next year—which is never a simple task—especially challenging.



## TABLE OF CONTENTS

### PUBLIC WORKFORCE SYSTEM

ADULT PROGRAMS

DISLOCATED WORKER PROGRAMS

INTEGRATED SERVICE DELIVERY

WORKSOURCE BUSINESS SERVICES

WORKSOURCE CONNECTION SITES

WORKSOURCE OPERATOR TEAM

WORKSOURCE RAPID RESPONSE

YOUTH PROGRAMS

### COMPETITIVE GRANTS

APPRENTICESHIP EXPANSION & MODERNIZATION FUND

BANK OF AMERICA

BOEING MANUFACTURING APPRENTICESHIPS

HEALTHCARE CAREER PATHWAYS

HEALTH WORKFORCE FOR THE FUTURE

INDUSTRY STRATEGIES TEAM

JOBS & OPPORTUNITY REPORT

KAISER OPPORTUNITY YOUTH APPRENTICESHIP CONSORTIUM

PARTNERSHIP TO ADVANCE YOUTH APPRENTICESHIPS

RETAINING EMPLOYMENT & TALENT AFTER INJURY/ILLNESS NETWORK

SKILLSPAN

TICKET TO WORK PARTNERSHIP PLUS PROGRAM

YOUTH TAKE FLIGHT: MIDDLE SCHOOL TO CAREER

# PUBLIC WORKFORCE SYSTEM

## ADULT PROGRAMS

The **Workforce Innovation & Opportunity Act** (WIOA), braided with **King County Veterans, Seniors & Human Services Levy** (VSHSL) funds, provides a variety of services to adults who are furthest from opportunity, overrepresented among low income and unemployed individuals, and historically underrepresented in their access to services.

**Services** prioritize **job placements, training, and job retention**, and are connected through the [45 WorkSource Seattle-King County locations](#).

**Types of service** include:

- Career counseling
- Labor market and training information
- Assessment
- Employment placement and retention services
- Interactive workshops
- Labs
- Job clubs
- Training
- Supportive services

In the next year, we expect **380 people to enroll** in this program, **68% achieving employment**.

Thanks to all of our **service providers**, including **consortia of partners**:

- Asian Counseling & Referral Service, with Partner in Employment
- Neighborhood House
- TRAC Associates, with Africatown International, Pioneer Human Services, National Asian Pacific Center on Aging, and Entre Hermanos
- YWCA Seattle | King | Snohomish, with International Rescue Committee and Urban League of Metropolitan Seattle

INVESTING: **\$1,813,280**

---

## DISLOCATED WORKER PROGRAMS

The **Workforce Innovation & Opportunity Act** (WIOA), braided with **King County Veterans, Seniors & Human Services Levy** (VSHSL) funds, provides a variety of supports to individuals facing layoffs, referred to here as “**dislocated workers**,” who are furthest from opportunity— overrepresented among low income and unemployed individuals, and historically underrepresented in their access to services.

**Services** prioritize **job placements, training, and job retention**, and are connected through the [45 WorkSource Seattle-King County locations](#).

**Types of service** include:

- Career counseling
- Labor market and training information
- Assessment
- Employment placement and retention services
- Interactive workshops
- Labs
- Job clubs
- Training
- Supporting services

In the next year, we expect **380 people to enroll** in this program, with **75% achieving employment**.

Thanks to all of our **service providers**, including **consortia of partners**:

- Asian Counseling & Referral Service, with Partner in Employment
- Pacific Associates, with Alliance of People with disAbilities
- TRAC Associates, with Africatown International, Pioneer Human Services, National Asian Pacific Center on Agin, and Entre Hermanos

INVESTING: **\$1,935,950**

## INTEGRATED SERVICE DELIVERY

A **seamless approach** to customer service within WorkSource Seattle-King County that **prioritizes customer needs** over systems and separate processes.

**Key components** include:

- Organization of staff around **functions and customer needs**, rather than programs or agencies
- **Leadership and supervision** to support functional teams
- **Co-enrollment** of customers
- Meeting a **common set of outcome measures** for all customers
- **Continuous quality improvement** based on customer data and feedback

Primary Service Providers:

- Washington State Employment Security Department
- Seattle Jobs Initiative
- Asian Counseling and Referral Service
- TRAC Associates
- Pacific Associates
- Neighborhood House
- King County Employment & Education Resources
- South Seattle College
- North Seattle College
- Seattle Goodwill
- Boys and Girls Club
- YWCA Seattle | King | Snohomish

Consortia of Partners:

- International Rescue Committee
- Urban League of Metropolitan Seattle
- Africatown International
- Pioneer Human Services
- National Asian Pacific Center on Aging (NAPCA)
- Entre Hermanos
- Partner in Employment
- Alliance of People with Disabilities
- People of Color Against Aids Network (POCAAN)

## WORKSOURCE BUSINESS SERVICES

Business is one of the **primary customers** of the WorkSource Seattle-King County system, as mandated by the *Workforce Innovation & Opportunity Act* (WIOA). The **Business Services Team** at WorkSource Seattle-King County has:

- Comprehensive understanding of **labor market conditions**
- **Sector strategies** (as defined by WIOA)
- Workforce development **activities**
- Workforce **skill needs**
- **Connections** to regional and local business partnership activities

The team is **dedicated to**:

- Workforce planning needs of **local industries**
- **Talent acquisition** strategy development
- **Connecting businesses** to the WorkSource system's **talent and resources**

The team **champions** initiatives, led by the WDC, that **engage industry** as a **leader** in workforce development strategies and investments, with the goal of providing Seattle-King County **community members** with **relevant opportunities** in local high-demand businesses.

**Services** include:

- **Direct connection** to job seekers with the **skills and relevant education**
- **Recruitment** assistance through hiring events, both in-person and virtual
- **Strategic retention** assistance **Layoff aversion** planning
- Layoff assistance
- Providing workforce **information**, including:
  - **Labor market** data and forecast
  - **Tax incentive** assistance
  - **Human resources** best practices
- Federal Department of Labor Office of Federal Contract Compliance Programs **navigation**
- **Connecting** with industry groups and economic development networks

The team is committed to achieving at least a **90% business customer satisfaction rate** while:

- **Serving 1,000** unique businesses
- **Providing 4,000** unduplicated services provided to businesses
- **Coordinating 50** demand-driven job fairs and/or hiring events

Thanks to our **service provider**:

- Pacific Associates

INVESTING: **\$545,725**

## WORKSOURCE CONNECTION SITES

**In response to the diverse needs** of the Seattle-King County community, the network of WorkSource Seattle-King County sites has **increasingly expanded** to include **community organizations** with a portal to WorkSource services, called “**Connection Sites.**” This connects local organizations to resources from the *Workforce Innovation & Opportunity Act*.

These sites provide customers and program participants with **computer-dedicated access** to WorkSource Seattle-King County services, in addition to:

- Food
- Transportation
- Clothing
- Family counseling
- Employment readiness
- Education
- Housing
- English-language classes
- Disability and mental health resources

By leveraging resources and knowledge through dedicated collaborative partnerships, these organizations **become partners** with local WorkSource Center and Affiliate sites, **connecting their customers to:**

- Additional resources through the larger system
- Network for customer referrals
- Staff training

In the two quarters **prior to** closures due to COVID-19, we saw:

- Approximately **19,000 job seekers** being served through WorkSource Connection Sites
- **2,945 attendees** of on-site employment/education-related workshops
- **500+** direct referrals to WorkSource Centers and Affiliates

The network is powered through **unpaid, in-kind partnerships** with each community-based organization. Sites and organizations include:

- Bellevue College, Center for Career Connections
- Bellevue College, Workforce Education
- Cascadia College
- Children’s Home Society of Washington
- Downtown Emergency Service Center
- Downtown Seattle Association, Metropolitan Improvement District
- Green River College
- Highline College
- Hopelink, Bellevue
- Hopelink, Carnation
- Hopelink, Kirkland
- Hopelink, Redmond
- Hopelink, Shoreline
- King County Community Corrections Division
- King County Library, Auburn
- King County Library, Enumclaw
- King County Library, Covington
- King County Library, Kent
- King County Library, Renton
- Lake Washington Institute of Technology
- Millionair Club Charity
- Multi-Service Center
- Neighborhood House, Birch Creek
- Neighborhood House, High Point
- Puget Sound Training Center
- Refugee Women’s Alliance, Seattle
- Refugee Women’s Alliance, SeaTac
- Renton Technical College
- Seattle Central College
- Seattle Goodwill
- Seattle Housing Authority, New Holly
- Seattle Public Library, Ballard
- Seattle Public Library, Central
- Shoreline Community College
- Washington Talking Book & Braille Library
- YWCA Education Center at Greenbridge

## WORKSOURCE OPERATOR TEAM

The *Workforce Innovation and Opportunity Act* requires the WDC to competitively select an Operator to administer the area's **one-stop system**.

The **WorkSource Seattle-King County Operator** is responsible for **working in partnership** with the WDC to:

- Integrate and streamline service delivery for all WorkSource programs and partners
- Maintain standards and accountability
- Support communication across the system
- Provide and facilitate professional development and staff training
- Provide guidance and technical assistance for all WorkSource staff, including providing access to resources and information for Connection Site staff
- Share system best practices
- Recruit new partners

Additionally, the Operator leads **functional teams** made up of WorkSource staff, which guide system-wide efforts in:

- Customer engagement
- Community outreach
- Workshop facilitation

Through **collaboration with these functional teams**, the Operator:

- **Creates strategies** to expand outreach and service efforts to individuals facing obstacles to employment
- Conducts and analyzes **customer survey data**
- Coordinates **regional partnerships** to ensure efficient services

Thanks to our **service provider**:

- Seattle Jobs Initiative

INVESTING: **\$440,911**

---

## WORKSOURCE RAPID RESPONSE

**Rapid Response services** through WorkSource Seattle-King County assist affected workers with **transitioning jobs** in the event of company layoff, closure, and/or disaster.

In recent months, Seattle-King County was approved for **Rapid Response Additional Assistance** funding (RRAA) to respond to the unprecedented magnitude of the COVID-19 pandemic dislocation, providing short-term staff and direct-service supports to participants and businesses.

**Goals** for this program include:

- **Minimize the amount of time** affected employees spend laid off
- **Facilitate the sharing** of occupation and employment networks, information, and resources
- **Help businesses avoid layoffs** by assisting with job re-employment prior to the occurrence of layoffs
- **Help participants, businesses, and industries in the region** who have been impacted by COVID-19 move toward recovery and stability

### + INCREASED EMPLOYMENT

The Rapid Response Increased Employment (RRIE) initiative increases the number of dislocated workers served through enhanced support and resources. RRIE creates a stronger partnership between job seeker service providers and business services by directing dislocated workers to additional training and supports to help secure employment and enhanced WorkSource system process improvements.

**Goals** for this program include:

- **Increased employment** for dislocated workers
- **Education for employers** about layoff aversion opportunities
- Staff **training**, enhanced **strategies** for integrated service delivery, and updated **resource room technology** to support services to customers

Through this program, **200 dislocated workers** are expected to receive service.

Thanks to our **service providers**:

- Asian Counseling & Referral Service
- Pacific Associates
- TRAC Associates

INVESTING: **\$1,700,898**



## YOUTH PROGRAMS

The *Workforce Innovation & Opportunity Act* provides a variety of services to **in-school youth** (ages 14-21) and **out-of-school youth** (ages 16-24) who meet eligibility requirements.

Youth are connected with the **full range** of services, including **tailored internships and jobs** with a prioritization of career pathways, work experience, and industry-recognized degrees and certificates.

Each participant undergoes a **comprehensive assessment** to review:

- Skills
- Interests, strengths, and aptitudes
- Support needs

Then they work with a **qualified case manager** to identify a career goal, service plan, and outcome related to education and employment.

By **offering education** through **tutoring, alternative schools, and learning centers**, these programs are able to serve youth throughout Seattle-King County, either enrolled **in school** or **outside of school** systems, to work toward a high-school diploma and/or a General Education Diploma.

Throughout the program, young people receive intensive support in **addressing barriers to opportunity** in order to progress through additional **education, training, and the next steps** on their career journey. This program **prioritizes**:

- Educational credential attainment
- Post-secondary placement
- Unsubsidized employment placements
- Training
- Employment retention

Additionally, participants receive **twelve months of follow-up services** after exit from programming.

Over the last year, this program **enrolled 408 individuals**, which includes **327 out-of-school youth** and **81 in-school youth**. In the next year, we expect **62% of participants to gain employment**.

Other outcomes included **90 paid work experiences** (ranging from 45-240 hours), **100+ credentials earned** (both GEDs and diplomas), and **115 youth completing** Career Readiness Training.

Thanks to our service providers for **out-of-school youth**:

- King County Employment & Education Resources
- Seattle Goodwill Industries

As well as for **in-school youth**:

- Boys & Girls Club of King County

INVESTING: **\$2,050,884**

# COMPETITIVE GRANTS

## APPRENTICESHIP EXPANSION & MODERNIZATION FUND

In February 2020 we were selected as **one of 16 national grantees** by *Jobs for the Future* to receive support to provide opportunity youth with **expanded access to apprenticeships**.

This program will **enroll 50 opportunity youth in Registered Apprenticeship** programs by 2022. This is thanks to support from the U.S. Department of Labor's *Apprenticeship Expansion and Modernization Fund*, and **partnerships made possible** by this funding:

- Aerospace Joint Apprenticeship Committee
- Apprenticeship and Non-traditional Employment for Women
- Community Center for Education Results
- Computing for All
- Washington Association for Community Health

In addition, *Jobs for the Future* and their technical assistance partners will provide our staff with **coaching from experts** in the field of apprenticeship, as well as **peer-learning opportunities** and access to **incentive and rapid-innovation-pilot funding** to support sponsors and apprentices.

---

## BANK OF AMERICA

We received funding from *Bank of America* to expand participation in:

- Paid internships
- Job shadows
- Work-based learning
- Career guidance
- Unsubsidized employment

This is part of a strategy to **increase equitable access** to pre-apprenticeship and apprenticeship for opportunity youth. This funding supports the creation of new pathways available through traditional high schools or career and technical education spaces.

Up to **40 opportunity youth** ages 16-24 will gain access to new paid work experiences in:

- Advanced Manufacturing
- Healthcare
- Construction Trades
- Information Technology

The **expansion of program capacity** benefits participants through:

- Mentorships
- Career fairs
- Networking events
- Exposure to post-secondary options
- Ongoing supportive case management
- Training stipends
- Access to work materials for apprenticeship activities
- Work-readiness skills

**Additional benefits** include:

- Education and exposure to technical skills
- Career planning (including wages and career paths)
- Financial capability training using WDC-developed tools, including the [Self-Sufficiency Calculator](#) and [Map Your Career](#) educational resource

Each service provider brings a customized program focus:

- **Boys and Girls Club:** Paid work and education experience through advanced manufacturing pre-apprenticeship cohort training
- **Maritime Blue:** Collaborative internships supporting local industries and meaningful learning experiences for high school students
- **Seattle Good Business Network:** Paid, mentored, and case-supported internships providing a closed-loop, CareerLaunch experience

INVESTING: **\$40,000**

---

## BOEING MANUFACTURING APPRENTICESHIPS

This **two-year** program will use **on-the-job resources** to improve family-supporting career opportunities, connecting underserved populations—especially young adults, women, and people of color—to **advanced manufacturing jobs** and **registered apprenticeship training**.

We will **partner** with:

- Aerospace Joint Apprenticeship Committee (AJAC)
- At least four local manufacturing employers

To take on **40 new apprentices** in occupations including:

- Machinist
- Industrial Maintenance Mechanic
- Manufacturing Technician
- Industrial Manufacturing Technician
- Precision Metal Fabricator

AJAC and partners will use resources from *Boeing* and the *National Fund for Workforce Solutions* to facilitate a **10-week pre-apprenticeship bridge program**. This will help workers:

- Develop critical competitive skills
- Find advancement opportunities

This program will also **extend relationships** with existing and new employer partners and with **resources acting as incentive** to offer apprenticeship opportunities to underserved populations. This will result in **accelerated, cost-effective** hiring and training for a **diverse set of apprentices**.

INVESTING: **\$92,000**

---

## HEALTHCARE CAREER PATHWAYS

This public-private partnership at *EvergreenHealth* provides on-site career counseling services to **existing staff** seeking to:

- Move forward in their profession
- Achieve wage growth
- Fill mission-critical roles

The career-counseling model was identified through a **convening of employer, labor, and education partners** and has since been applied at **several local healthcare** organizations, including the most recent iteration at *EvergreenHealth*.

The program covers:

- **Connecting directly** with incumbent workers to **increase knowledge** of training fund resources
- **Acting as liaison** between *EvergreenHealth* and the training fund to **increase opportunities** for incumbent workers
- **Leveraging career counseling services and resources** from the WorkSource system to support worker advancement

The career-counseling model helps *EvergreenHealth* to **achieve its organizational and workforce goals**, which are measured and assessed directly by employee satisfaction.

More than **185 incumbent workers** have been served since the project began in 2015. About **30-40 people** are served annually by the Career Pathways counselor, referred by labor/management partners administering the **Training & Education Fund** at *EvergreenHealth*.

Thanks to our **service provider**:

- TRAC Associates

INVESTING: **\$16,000**

## HEALTH WORKFORCE FOR THE FUTURE

This program, funded by a competitive grant from *U.S. Department of Health and Human Services*, aims to build **the future healthcare workforce** needed in King County as the **population ages and becomes increasingly diverse**.

**A team of Career Navigators** support participants in preparing for and successfully completing training for high-demand healthcare occupations, including nursing, medical administration, and diagnostic/therapeutic roles. Health Workforce for the Future is a **6-year project** running through fall of 2021.

The **goals** of the program include:

- Enhancing employment and economic opportunities for Seattle-King County residents, with at least 70% of participants completing healthcare occupational training during the grant and 68% of participants entering careers in healthcare
- Working collaboratively with healthcare employers to address critical staffing shortages and labor market needs
- Providing wraparound support to individuals that lead to healthcare occupational training completion, state licensing, and employment

Over the life of this program, it is projected to serve **more than 750 individuals**, with **over 350 individuals** securing employment in the healthcare field and/or moved into more advanced healthcare positions.

Thanks to our service providers, each with a specific focus:

- TRAC Associates, with subcontractors Neighborhood House and Pacific Associates
- Northwest Hospital - *Medical Assistant Apprenticeship Coordination*
- Seattle College District, Green River Community College, Highline College – *curriculum development and customized training cohorts*
- Applied Inference – *local 3rd party evaluator*

INVESTING: **\$1,600,975**

---

## INDUSTRY STRATEGIES TEAM

The WDC continues to build and strengthen relationships with local in-demand industries. Built around the **Next Generation Sector Partnership model**, the WDC's Industry Strategies Team co-convenes and supports **industry-led tables** and **aligns current industry engagement efforts** with other stakeholders across the region.

The **Healthcare Industry Leadership Table** co-convened by the WDC, is unique to Seattle-King County, a **prototype** for future industry leadership tables defined as **regional networks** of businesses and employers drawn from a common industry sector who come together to **communicate** and **take joint action** on common pre-competitive priority areas.

With sponsorship from *JP Morgan Chase*, the team provides **facilitation expertise** and an understanding of our **regional workforce infrastructure** as industry works collectively to identify common trends and challenges. The industry tables are made up of businesses that **work as a unit** to develop strategies and identify opportunities for growth and improvement.

The WDC has been instrumental in connecting the regional workforce and economic development system with industry. This partnership helps to **build understanding** and **improve programs** that prepare, build, and connect talent to career pathways, and identifies mechanisms through employment that lead to self-sufficiency and livable wages.

INVESTING: **\$318,021**

---

## JOBS & OPPORTUNITY REPORT

We were chosen as **one of five workforce collaboratives** to receive funding to **develop equity work groups** comprised of **diverse stakeholders**, charged with:

- Identifying local workforce **equity trends**
- Developing **actionable policy** and **programmatic strategy**

These would be focused on:

- Advancing **equitable outcomes**
- Addressing **identified barriers** throughout the workforce system

Outcomes of this work will include a **detailed report** on local strategies for addressing **data-informed** workforce equity challenges, in order to promote equitable outcomes for individuals facing barriers throughout the workforce system.

We will also **share best practices and learnings** with other communities seeking to integrate a **stronger equity lens** into their workforce efforts to improve the **economic success of workers**.

Finally, we will **develop strategies** for approaching **COVID-19 recovery** for communities of color. The recent impacts of COVID-19 have **exacerbated racial inequities** faced by people of color, **increasing the urgency** to address disparities and systemic barriers faced by these communities.

Thanks to **partnership** between:

- National Fund for Workforce Solutions
- JP Morgan Chase Foundation
- National Equity Atlas – Policy Link and the USC Program for Environmental and Regional Equity

## KAISER OPPORTUNITY YOUTH APPRENTICESHIP CONSORTIUM

This **2-year grant** will develop a **scalable system** connecting **low-income youth** to high-demand-registered-pre-apprenticeship-and-apprenticeship pathways, with a **focus on South King County** and youth enrolled in **drop-out re-engagement** programs.

Systems will be put in place to **effectively partner** with school districts, community colleges, and pre-apprenticeship and apprenticeship programs.

This is to build **work-based educational pathways** and benefit a **broad range of K-12 schools and districts**. The primary goal of the program will be to **strengthen economic and educational opportunities** for:

- Young adults eligible for **WIOA programs**
- Participants in **Open Doors/High School 21+** re-engagement programs across school districts in South King County

Over the course of the grant, **150 young adults** will be served, and an **application will be submitted** for the Open Doors designation to the Office of the Superintendent of Public Instruction for pre-apprenticeship pathways

Thanks to our **contracted partners**:

- Puget Sound Educational Services District
- Aerospace Joint Apprenticeship Committee
- Seattle Education Access

And a big thanks to **our in-kind partners**:

- Accelerator YMCA
- Boys and Girls Club of King County

INVESTING: **\$194,785**

---

## PARTNERSHIP TO ADVANCE YOUTH APPRENTICESHIPS

We were selected as **one of 9 national sites** by New America to focus on **expanding youth apprenticeships** in our community.

We are **partnering** with:

- Aerospace Joint Apprenticeship Committee (AJAC)
- Construction Center of Excellence
- BERK Consulting

The local partnership's vision is broad and deep: **all high school students** in King County have the opportunity to **start their careers** through youth apprenticeship pathways that lead to **good jobs and rewarding careers**.

The grant supports **strategy development** and **implementation activities** over a **17-month period**, culminating in a **regional plan** to advance youth apprenticeship, due September 2020.

The plan will include **policy recommendations** and a **compilation of program resources** to expand student access to apprenticeship pathways in the King County region.

---

## RETAINING EMPLOYMENT & TALENT AFTER INJURY/ILLNESS NETWORK

RETAIN is funded by the U.S. Department of Labor's *Office of Disability Employment Policy* (DOL/ODEP), in partnership with:

- Employment and Training Administration
- Social Security Administration

The RETAIN partnership aims to engage:

- Individuals residing in King and Snohomish Counties who **self-select** into the RETAIN program using an **electronic application**
- Individuals **at-risk of losing employment** because they have acquired or are at high risk of developing a chronic illness or non-work-related injury

These individuals are provided **employment and health services** through an **integrated network** of partners, in order to help them successfully return to and stay at work.

The program aims to:

- **Increase employment retention and labor force participation** for individuals who acquire or are at risk of developing illness, injury, or disability, by providing **economically sustainable alternatives** to federal disability benefits (Social Security Disability Insurance and Supplemental Security Income)
- **Reduce long-term disability** in participants, particularly the need for federal financial disability benefits

Services provided include:

- Recruitment, assessment, and referrals of potential participants
- Workforce, employment, and training information
- Care coordination and vocational rehabilitation
- Training in occupational health best practices for participating health providers

Due to COVID-19, the program activities for RETAIN have shifted to focus on improving service and outreach to people and companies during this time.

Thanks to our **service provider**:

- Pacific Associates

INVESTING: **\$210,817**

## SKILLSPAN

In 2019, the National Skills Coalition launched SkillSPAN, a policy and advocacy initiative incorporating **20 state coalitions**. In early 2020, the WDC was chosen as the **lead for Washington**, bringing together advocates working to advance skills policies across the state.

The **goals** of the coalition include:

- Developing new state skills policy proposals
- Bringing skills policies to scale across the state
- Driving policy innovation

Throughout 2020 and 2021 the WDC will convene community partners, workforce boards, state policy makers, and other interested parties to assess and prioritize policy goals. Through a partnership with the Association of Washington Business, employers will contribute to **policy conversations and proposals**.

By working with and listening to community partners, the WDC will better understand and advocate for skills policies that help low-wage workers and the unemployed by **strengthening the safety net, upskilling workers, and expanding sector partnerships**.

---

## TICKET TO WORK PARTNERSHIP PLUS PROGRAM

The goal of this program is to provide Social Security beneficiaries with disabilities the **choices, opportunities, and support** needed to become and stay employed, and **increase their earnings** on a path to becoming economically self-sufficient.

By providing a **coordinated and seamless service transition** between *Division of Vocational Rehabilitation* (DVR) and employment services for eligible Ticketholders, we will **strengthen existing partnerships** focused on employment services for DVR customers.

Program participants have the opportunity to develop and maintain an Individual Work Plan to reach their **career development goals** and receive:

- Immediate WorkSource Seattle-King County benefits
- Long-term support for job retention and career advancement

**Services provided** include:

- Career counseling
- Benefits counseling
- Labor market and training information
- Assessment
- Employment placement and retention services
- Interactive workshops
- Labs
- Job clubs
- Training
- Support services

Additionally, through a recent partnership with DVR, eligible program participants may receive **coordinated vocational rehabilitation** services based on the need and appropriateness of services.

Thanks to our **service provider**:

- Pacific Associates
- Division of Vocational Rehabilitation

INVESTING: **\$52,500**

## YOUTH TAKE FLIGHT: MIDDLE SCHOOL TO CAREER

This program expands career-connected education in **middle school**, where experiences have the chance to impact **early-high-school preparation and decision-making**. To create opportunities that continue into the future, the project will also expand career-connected education in **high schools** that source from those middle schools.

The project meets a need by focusing primarily on **school-based** career-connected education, including **lesson plans** that teach students about careers, as well as **career contextualization** for core academic content.

**Activities** include:

- Afterschool STEM (Science Technology Engineering Math) enrichment activities
- School-wide, problem-based project
- Culminating events

By the end of the program, we expect:

- 100 students to participate in career-connected curriculum
- 500 students to participate in year-long project/problem-based learning
- 150 parents to attend an engagement event focused on career pathways
- 60 students to attend STEM extended learning

**Increased teacher and administration collaboration and summer programming** around career-connected learning experience aims to strengthen the overall education to career pipeline.

This is all thanks to our **service providers**:

- Highline Public Schools, College and Career Readiness Department
- Chinook Middle School
- Tyee High School

INVESTING: **\$50,000**

# THANK YOU

## PARTNERS

Our partners are a diverse group with programmatic expertise in workforce development and deep connections with the communities they serve.

**[View a list of our partners.](#)**

## BOARD

Our board is an active, committed group with leaders from business, labor, youth and adult education, state and local government agencies, and community-based organizations.

**[View a list of our board members.](#)**

## STAFF

Our staff are a dedicated team committed to serving the mission of the organization and elevating and supporting the work of our partners.

**[View a list of our staff.](#)**

---

## PROGRAM & BUDGET PDF ARCHIVE (2017-2020)

We have traditionally shared annual program and budget information in a printed booklet. [View a PDF archive of the last 4 years.](#)

---

## THE WORKFORCE DEVELOPMENT COUNCIL OF SEATTLE-KING COUNTY

phone: 206.448.0474  
[info@seakingwdc.org](mailto:info@seakingwdc.org)

2003 Western Ave, Suite 250  
Seattle, WA 98121-2162

Follow us on [Twitter](#) and [LinkedIn](#)



The Workforce Development Council of Seattle-King County is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Washington Telecommunications Relay Service 7-1-1.