



ABOUT THIS DOCUMENT

This document was adapted from several webpages that were live from July 2021 – June 2022. The Workforce Development Council of Seattle-King County has archived these pages to aid in record-keeping.

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



PROGRAM GUIDE 2021-2022

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We begin the new program year focused on recovery. Our region is seeing promising trends, from lower infection rates to positive economic indicators. Despite the beginnings of recovery, we are seeing widening economic disparities for women and people of color. This is a critical time for our region to work together around a shared vision of support and inclusion.



[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, 2021 -

June 30, 2022, 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

A BETTER RECOVERY DEMANDS A FRESH APPROACH

PROGRAM GUIDE, PANDEMIC RESPONSE, REGIONAL ECONOMY, WORKFORCE BOARD · JULY 21, 2021

[<< Program Guide 2021-2022](#)

A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER & BOARD CHAIR

Friends, partners, and community:

We begin the new program year (July 1, 2021 – June 30, 2022) focused on recovery. Our region is seeing promising trends, from lower infection rates to positive economic indicators. Despite the beginnings of recovery, we are seeing widening economic disparities for women and people of color. This is a critical time for our region to work together around a shared vision of support and inclusion.

At the federal level, the most recent round of pandemic relief legislation has brought much-needed resources to our programs focused on job placement and job quality, positioning our partners to aid in the recovery effort. Locally, the City of Seattle and King County have made important commitments to investing in equitable economic recovery. As residents, stakeholders, and workforce leaders, we must ensure our words are backed by action.

Whether local or national, we hope to see future legislation address job quality as a critical component of making economic recovery work for everyone. [All too often our skills-based policies are too broad to be useful](#) in making targeted efforts to improve workforce equity. By moving beyond an exclusive focus on skills, stakeholders and policymakers can embrace a multi-system approach that focuses on BIPOC communities most at risk. Through collective action, workforce programs and policy can better align with work on homelessness, economic revitalization, and other interlinking challenges affecting our communities.

In the coming year we will continue to put our [Regional Strategic Plan](#) into practice, exercising our direct power and influence in partnership with our community. The plan calls for the WDC, along with partners across the continuum of service delivery, to invest in systemic changes to dismantle racialized practices that historically result in inequitable economic outcomes for BIPOC workers, immigrants, and refugees. As our system addresses the immediate and continuing impacts of the pandemic and economic recovery, we are also taking the long view, remembering the inequitable recovery from the last recession and pledging to do better. As our region recovers, we need to prioritize the inclusion of BIPOC workers and other economically marginalized communities; and the dismantling of structural and systemic racism across our institutions, such that all workers regardless of race or ethnicity have equitable access to high quality jobs and share in the region’s economic prosperity.

Behind the scenes, governance changes set the stage for a more responsive board, with new bylaws to better support capacity for both strategic and fiscal responsibilities. In June, the WDC Board elected a new leadership team: Angela Dunleavy, Princess Ayers-Stewart, and Katie Garrow will serve as Board Chair, Vice Chair, and Secretary, respectively. All three bring a wealth of experience and a commitment to racial equity that show in their work and on the WDC Board.

Meeting the urgent needs of the community will be a challenge, but the WDC looks forward to the opportunity. The dedication of our board, staff, and partners makes it easy to be confident.

Yours in partnership—



Marie Kurose
Chief Executive
Officer

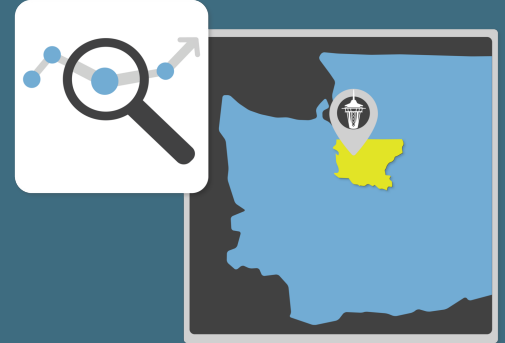


Angela Dunleavy
Board Chair

OUR REGION

SEATTLE-KING COUNTY

DATA AS OF JULY 1, 2021



POPULATION



2.3 MILLION

PEOPLE IN 39 CITIES, INCLUDING SEATTLE



15TH LARGEST

METRO AREA IN THE UNITED STATES



25 PERCENT

FOREIGN-BORN

WORKFORCE

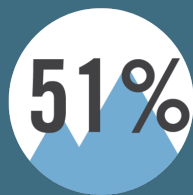


71% LABOR-FORCE PARTICIPATION

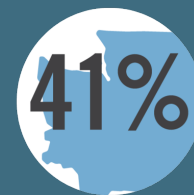


ONE THIRD OF WASHINGTON WORKFORCE

(the largest labor market area in Washington State)



51% OF LABOR FORCE BETWEEN AGE 25-44

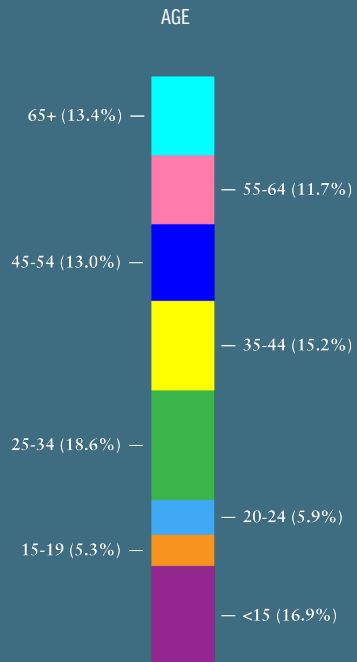
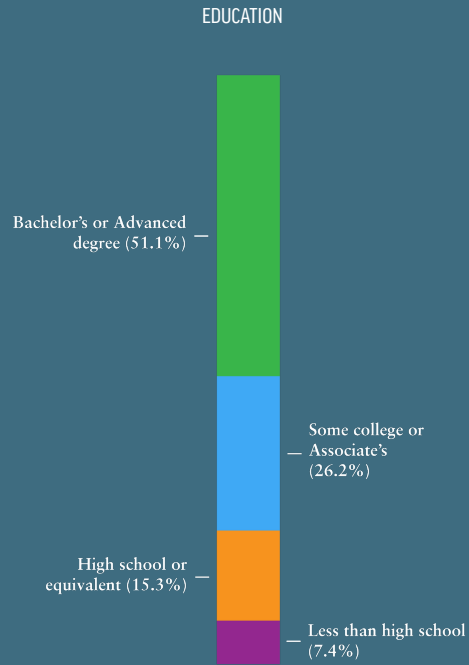
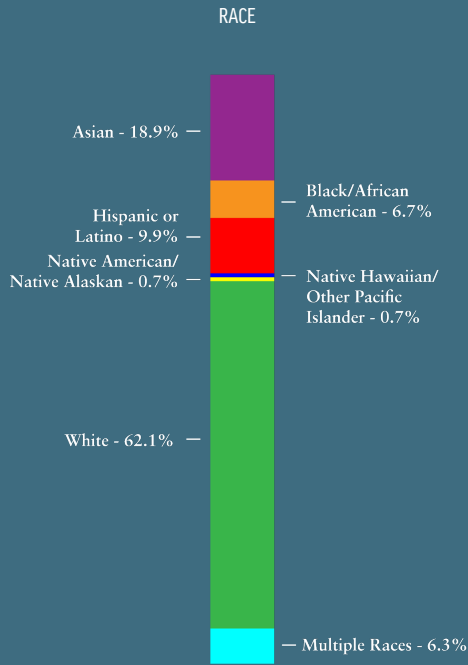


41% OF TOTAL JOBS IN WASHINGTON STATE



91,753 BUSINESSES IN KING COUNTY

SEATTLE-KING COUNTY DEMOGRAPHICS



SOURCES

- US CENSUS BUREAU 2019 1-YEAR ESTIMATES
- EMSI 2020 Q4 DATA
- EMPLOYMENT SECURITY DEPARTMENT BUSINESS ESTABLISHMENT SIZE DATASET - 2020

BUDGET

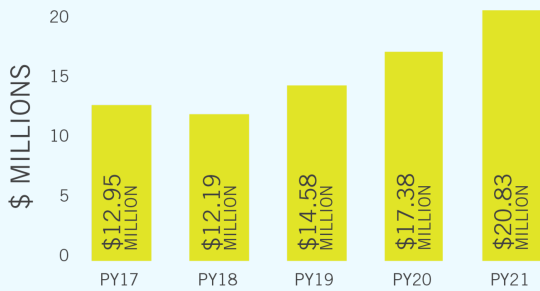
JULY 1, 2021 - JUNE 30, 2022

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

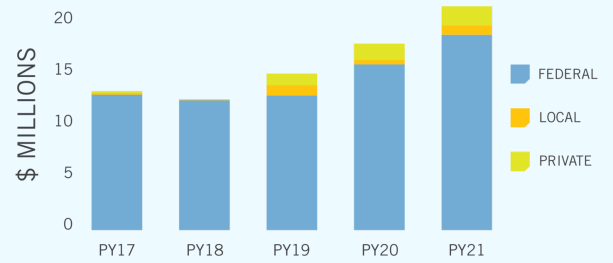
[See archive including Tax Form 990s and audit financial reports.](#)



TOTAL FUNDING



FUNDING COMPOSITION



WHERE FUNDING COMES FROM

FEDERAL	
DEPARTMENT OF LABOR	
WASHINGTON STATE EMPLOYMENT SECURITY DEPARTMENT	
<i>Workforce Innovation & Opportunity Act</i>	
Adult Programs	3,607,249
Dislocated Workers Programs	4,364,346
Youth Programs	3,734,727
Disaster Recovery	2,288,527
Employment Recovery	1,449,820
Rapid Response	50,000
Economic Security for All	342,524
Administrative Cost Pool	1,406,564
SOCIAL SECURITY ADMINISTRATION	
Ticket to Work	90,000
DEPARTMENT OF HEALTH & HUMAN SERVICES	
Health Workforce for the Future - Year 6	855,880
TOTAL FEDERAL FUNDING	18,189,638

LOCAL	
KING COUNTY	
<i>Veterans, Seniors & Human Services Levy</i>	
Seniors & Caregivers	350,000
Vulnerable Populations / Emergency Aid	350,000
Justice Involved Adults	102,000
City of Seattle Union Contract	83,744
TOTAL LOCAL FUNDING	885,744

PRIVATE	
<i>Abt Associates</i>	
Health Workforce for the Future - Evaluation	9,000
<i>Bank of America</i>	
Youth Work Experience	290,139
<i>Boeing</i>	
Men of Color	37,000
<i>Chase</i>	
Chase Equitable Recovery	504,124
<i>Evergreen Healthcare</i>	
Healthcare Career Pathways	3,000
<i>JP Morgan Chase</i>	
COVID Response - Workforce Equity in Emergency	352,541
Industry Table Strategies Model	350,000
<i>Jobs for the Future</i>	
Apprenticeship Expansion and Modernization	10,000
<i>Kaiser Foundation</i>	
Regional Opportunity Youth Apprenticeship Consortium	12,000
<i>National Skills Coalition</i>	
SkillSpan	20,000
<i>New America</i>	
Partnership to Advance Youth Apprenticeships	151,411
<i>Private Donations</i>	
Miscellaneous	200
Self Sufficiency Calculator	14,500
TOTAL PRIVATE FUNDING	1,753,915

TOTAL FUNDING 20,829,297

PROGRAMS

JULY 1, 2021 - JUNE 30, 2022

With a focus on embedding the principles of the [Regional Strategic Plan](#) into program design, including the north stars of equitable economic recovery and job quality.



PUBLIC

- + ADULT PROGRAMS
- + DISLOCATED WORKER PROGRAMS
- + INTEGRATED SERVICE DELIVERY
- + WORKSOURCE BUSINESS SERVICES AND RAPID RESPONSE
- + WORKSOURCE CONNECTION SITES
- + WORKSOURCE OPERATOR TEAM
- + YOUTH PROGRAMS

COMPETITIVE

- + APPRENTICESHIP EXPANSION & MODERNIZATION FUND
- + BANK OF AMERICA
- + BOEING TAKE FLIGHT: MEN OF COLOR
- + HEALTH WORKFORCE FOR THE FUTURE
- + HEALTHCARE CAREER PATHWAYS
- + INDUSTRY STRATEGIES TEAM
- + KAISER OPPORTUNITY YOUTH APPRENTICESHIP CONSORTIUM
- + NATIONAL DISLOCATED WORKER GRANTS - COVID-19
- + PARTNERSHIP TO ADVANCE YOUTH APPRENTICESHIP
- + SKILLSPAN
- + TICKET TO WORK

NOTE

Programs are organized between public and competitive grants. The public grants encompass our role as a one-stop partner with the [American Job Center Network](#), while competitive grants include a mix of public and private funding with population or industry-specific goals.

Grants are awarded to our community partners through [an open and competitive process](#).

PUBLIC

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.

This program makes an explicit commitment to racial equity and the provision of culturally competent and linguistically appropriate services. This commitment is demonstrated in the following ways:

- Program design emphasizing partnership with community-based organizations to expand system capacity and increase engagement of BIPOC, immigrant, and refugee populations
- Flexible funding model promoting wraparound supports and financial resources for communities facing barriers to employment
- Focus on expanded access to work-based learning and on-the-job training to build foundation for long-term career pathways in high-demand industries
- Emphasis on collecting more comprehensive demographic data to identify racial disparities in program access and outcomes

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, with 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

Investment: \$3,642,608

DISLOCATED WORKER 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.

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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 470 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
- TRAC Associates, with Africatown International, Pioneer Human Services, National Asian Pacific Center on Aging, and Entre Hermanos

Investment: \$4,137,381

INTEGRATED SERVICE DELIVERY

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

Integrated Service Delivery ensures that all customers receive equitable access to services that is thoughtful and coordinated, leveraging multiple partnerships and funding streams to connect job seekers to training and high-quality jobs with trusted industry partners.

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
- Entre Hermanos
- Partner in Employment
- Alliance of People with disAbilities
- People of Color Against Aids Network

WORKSOURCE BUSINESS SERVICES AND RAPID RESPONSE

WorkSource Business Services Team (BST) prioritizes businesses that provide quality jobs to their employees, including internal career pathways with upward mobility as well as businesses that are owned by BIPOC community members. The BST serves all businesses that request 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
- Acts as lead support partners through Seattle-King County's primary sector strategies (as defined by WIOA), modeled after the Next Generation Sector Partnership model
- Consults on workforce development activities
- Connects businesses to current workforce skill needs
- Leads regional and local business partnership activities

The team is dedicated to:

- Directly addressing the workforce needs identified

through Industry Leadership Tables by leveraging knowledge of programs and the collective strength of regional network of support partners

- 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 community members with relevant opportunities in high-demand businesses.

Services include:

- Direct connection to job seekers with the skills and relevant education
- Recruitment assistance through in-person and virtual hiring events
- Supporting efforts by Industry Leadership Tables
- Strategic retention assistance and layoff aversion planning
- Layoff assistance
- Providing workforce information (labor market data and forecasts, tax incentive assistance, human resources best practices, navigation of federal contract compliance, and connection with industry groups and economic development networks)

The regional Rapid Response Team is led by the WorkSource BST and is designed to:

- 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

The team is committed to achieving at least a 95% business customer satisfaction rate while:

- Serving over 2,000 unique businesses
- Providing over 5,000 unduplicated services to businesses
- Coordinating 50 demand-driven job fairs and/or hiring events

Thanks to our service provider:

- Pacific Associates

Investment: \$799,664

WORKSOURCE CONNECTION SITES

Connection Sites create strong links to the community, ensuring that Black, Indigenous, People of Color have equal access to financial resources, training programs, and high-quality jobs within in-demand sectors.

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 operator role ensures that all partners in the WorkSource system receive real-time information on Unemployment Insurance guidance, emerging labor market information, and the technical assistance, training and support needed to effectively respond to COVID-19 recovery and get people back to work.

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 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

Investment: \$454,138

YOUTH PROGRAMS

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

Request for Proposals (RFP) Update

From August 2020–March 2021, the WDC convened Board Members and youth workforce development experts to design and release a new WIOA Youth Request for Proposals (RFP) focused on racial equity and encompassing the full scope of the program design, including recruitment, services, and budgeting. This resulted in clearer language around racial equity throughout the document, with specific examples of partnerships and research-based strategies highlighted throughout. Funding was highlighted for specific areas including pre-apprenticeship/apprenticeship pathways, mentorship, financial literacy, and entrepreneurial training.

Due to intentional community outreach and relationship building since our last RFP in 2017, there was a nearly ten-fold increase in applicants and interest compared to last time. As a result of the open, competitive process, the WDC awarded WIOA Youth funds to three existing WIOA providers and will bring on an additional three new providers.

Youth are provided a 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, and 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 can 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 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 369 individuals, which includes 289 out-of-school youth and 80 in-school youth. In the next year, we expect 62% of participants to gain employment. Other outcomes included over 80 paid work experiences (ranging from 45-240 hours), 100+ credentials earned (both GEDs and diplomas), and 115 youth completing Career Readiness Training.

As we plan for PY21, the WDC will work to re-allocate specific outcomes across six providers instead of three. This will include leveraging the expertise of each provider and tailoring outcomes to each organization’s specific program models that garnered them the funding.

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
- Urban League of Metropolitan Seattle
- SafeFutures Youth Center

Investment: \$3,734,727

COMPETITIVE

APPRENTICESHIP EXPANSION & MODERNIZATION FUND

In February 2020 the WDC was selected as one of 6 local workforce boards by Jobs for the Future to provide opportunity youth with expanded access to registered 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
- Computing for All
- Washington Association for Community Health

Partners will train and refer opportunity youth to in-demand career pathways in manufacturing, construction, IT, and healthcare.

In addition, Jobs for the Future and their technical assistance partners will provide 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.

Investment: \$10,000

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
- Capacity-building and collaboration among youth-serving organizations

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. It has also created more systems-building and collaboration across the youth-serving ecosystem.

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

In addition to the internship/youth-specific outcomes, in the last year Seattle Good Business Network began a systems-building project co-funded by the City of Seattle Office of Economic Development called the “Career-Connected Learning InterAgency Forum.”

This is a virtual communications platform to convene stakeholders dedicated to serving local, underrepresented youth, foster new partnerships, and strengthen current internship and career-exposure opportunities. It connects community-based organizations and other dedicated stakeholders that serve young adults, with an emphasis on those who serve BIPOC youth. The platform boasts a steering committee and 59 active members who share opportunities for youth, funding opportunities for organizations, and equity-forward best practices.

Investment: \$290,139

BOEING TAKE FLIGHT: MEN OF COLOR

This grant continues our years-long college and career training collaboration with Highline Public School with a more targeted approach to serving men of color in 7th-12th grade. This approach is based on data showing lower graduation outcomes, post-secondary enrollment, and post-secondary completion for men of color at Highline Public School. This disengagement starts early, and programming is needed to intervene.

To accomplish this goal, this program embeds the Becoming a Man (BAM) curriculum into college and career programming. This model, viewed as a national best practice, was piloted in Chicago in 2001 and demonstrates an approach to creating safe spaces for cohorts of young men of color to process their world, focus on their whole selves, and drive toward their life goals and dreams.

With grant funding from Boeing, the BAM program will recruit 7th-12th grade males of color through outreach to families and students, in addition to targeted recruitment based on academic, attendance, behavior data, and referrals from teachers and counselors. This program will be designed primarily to serve African American and Latinx males, but there will be a no turn-away process for other students who want to join.

The goals of the program include:

- Expand access to mentorship, cohort-based learning, and career-connected activities, including incentives for participation
- Provide STEM-kits for hands-on student learning during virtual events
- Support BAM Summer 2021 programming, including onsite programming with career exploration, résumé building, career shadow, and professionalism skills
- Support district-wide initiatives around career-connected activities and family engagement, including incentives for participation in the Highline Challenge Workshop
- Incentives for families, with an emphasis on BAM families, to participate in career and college-focused events throughout the school year

We project to serve 50 families and students over the course of the program.

Youth Take Flight: Middle School to Career

This separate program will end on October 31, 2021 as it is merged with the new program. This partnership has allowed Chinook Middle School to remain committed to career connected learning for nearly two school years, even during remote learning and including summer programming.

When programming and investments shifted to virtual resources, the middle school as well as college and career departments were able to purchase technology including laptops and digital licenses to support remote learning for students who didn't have access at home. The program also enabled teachers and district personnel to receive training on college and career planning using virtual tools.

By the end of the program, we expect:

- 100 students will have participated in career-connected curriculum
- 500 students will have participated in year-long project/problem-based learning
- 150 parents will have attended an engagement event focused on career pathways
- 60 students will have attended STEM extended learning

Investment: \$37,000

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 regional healthcare sector shows strong signs of recovery post-pandemic, with thousands of new jobs projected for the next five years. We continue to invest in partnerships with industry and labor to expand Medical Assistant apprenticeship programs, including with UW Medical Centers and Washington Association of Community Health. As a result, four cohorts of

medical assistants have completed training and a fifth cohort is planned for 2021.

This program performs outreach and provides resources to an ethnically and racially diverse population, with 83% of participants reporting they are of African/Black, Asian, Hispanic, Pacific Islander, or mixed decent. This supports our broader mission to deliver racially equitable services that are accessible to communities that need it the most.

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 800 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 - Navigation and Employment
- University of Washington Medical Center - 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

Investment: \$864,880

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: \$3,000

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 Industry Engagement Committee (IEC), staffed by the WDC, is comprised of agencies that engage with businesses to inform talent and skill development, including workforce intermediaries, local chambers, labor organizations, K-12 & post-secondary

education representatives, as well as strategic business engagement consultants. The intention of the IEC is to act as Seattle-King County’s forum for shared decision-making and agreement across systems, agencies, institutions, and jurisdictions for the purpose of designating sector-specific industry-led tables, defined as regional networks of businesses and employers drawn from a common industry sector who come together to communicate and take joint, collaborative action on common pre-competitive priority areas.

The IEC determines industry sectors based on current economic conditions, past workforce development engagement, as well as future job and wage growth projections. The Healthcare Industry Leadership Table (HILT) launched in May 2018 and is the regional prototype for future industry leadership tables, with sponsorship from JP Morgan Chase. The IEC studied data for many industries, viewed through an intentional equity lens, and with COVID-19 adding considerable complexity. The technology and manufacturing industries were identified as key targets to establish future industry-led tables, with construction and retail also warranting consideration. Construction, due to its promising best practices in engaging and supporting diverse cohorts of youth through skill training, education, and credential attainment. Retail, due to the severe impact of COVID-19 on its current and future well-being.

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.

Investment: \$350,000

KAISER OPPORTUNITY YOUTH APPRENTICESHIP CONSORTIUM

This 2-year grant develops 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. Over the course of the grant, 150 young adults will be served.

Through piloting programming that bridged organizations and educational institutions, this grant

supported the application for a new Open Doors school led by the Puget Sound Educational Service District (PSESD), called the Dropout Prevention and Reengagement Academy. This is a completely virtual school for youth who are behind in credits, formerly dropped out of school, have justice involvement, want to get a diploma or GED, or pursue a pre-apprenticeship or apprenticeship pathway. In March 2021, the application for PSESD, with Highline Public Schools as lead school district, was approved by the Office of Superintendent for Public Instruction (OSPI). Students can begin enrolling in this new Open Doors school and the remainder of this grant will support the recruitment and launch of that first cohort of students.

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

Investment: \$12,000

NATIONAL DISLOCATED WORKER GRANTS COVID-19

Disaster Recovery Dislocated Worker Grant

This time-limited program, funded by the U.S. Department of Labor in Partnership with Employment Security Department, aims to mitigate the economic hardships of the COVID-19 pandemic by:

Providing unemployed workers access to temporary disaster relief and humanitarian assistance employment
Implementing a Unified Employment System that provides wraparound career planning services, support services, work-based learning, access to training for in-demand careers, and one-on-one job search coaching.
COVID-19 disproportionately impacted communities of color and exacerbated the inequities borne by those who have the least access to opportunities.

This program seeks to address these inequities by focusing on serving individuals who bear the brunt of the pandemic by prioritizing services to BIPOC, immigrants and refugees, and other people who have

been disproportionately affected by the economic hardships of the pandemic.

This program aims to engage:

- Individuals who have been temporarily or permanently laid off
- Individuals who meet the dislocated worker definition
- Long-term unemployed workers
- Self-employed individuals who became unemployed or significantly underemployed as a result of the pandemic

The goals of the program include:

- Implement a Unified Employment System so 156 participants identify and receive all the services they need to grow their careers in a recovering economy
- Provide access to 60 temporary subsidized employment opportunities that support our region's humanitarian relief efforts
- Provide access to training, career services, support services, and one-on-one job search assistance
- Build strong local and statewide partnerships
- Engage in thoughtful and targeted community outreach

Services are provided in partnership with our team of service providers:

- Asian Counseling and Referral Services (ACRS)
- Neighborhood House
- Pacific Associates
- TRAC Associates
- YWCA Seattle

Investment: \$2,288,527

Employment Recovery Dislocated Worker Grant

This time-limited program, funded by the U.S. Department of Labor in Partnership with Employment Security Department, aims to mitigate the economic hardships of the COVID-19 pandemic by:

- Providing employment and training assistance to workers affected by major economic dislocations, such as large, unexpected layoff events that cause significant job losses.
- Implementing a Unified Employment System that provides wraparound career planning services,

support services, work-based learning, access to training for in-demand careers, and one-on-one job search coaching.

COVID-19 disproportionately impacted communities of color and exacerbated the inequities borne by those who have the least access to opportunities. This program seeks to address these inequities by focusing on serving individuals who have bear the brunt of COVID-19 job losses by prioritizing services to BIPOC, immigrant and refugees, and other people who have disproportionately affected by the pandemic.

This program aims to engage:

- Individuals who have been permanently laid off.
- Individuals who meet the dislocated worker definition

The goals of the program include:

- Implement a Unified Employment System so 140 participants identify and receive all the services they need to grow their careers in a recovering economy.
- Provide comprehensive wraparound support
- Provide access to training services, including On-The-Job-Training (OJT)
- Provide access to subsidized work experience opportunities.
- Build strong local and statewide partnerships.

Engage in thoughtful and targeted community outreach. Services are provided in partnership with our team of service providers:

- Asian Counseling and Referral Services (ACRS)
- Neighborhood House
- Pacific Associates
- TRAC Associates
- YWCA Seattle

Investment: \$1,449,820

PARTNERSHIP TO ADVANCE YOUTH APPRENTICESHIP

The WDC was selected as one of 9 national sites by New America to focus on expanding youth apprenticeships in our community.

This effort to advance youth apprenticeship is in

partnership with:

- Aerospace Joint Apprenticeship Committee (AJAC)
- Computing For All
- Independent Technicians Automotive Committee
- 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 through September 2022. The WDC will focus on building resources for school districts and apprenticeships to partner, providing young people access to apprenticeship and pre-apprenticeship pathways.

Over the course of the grant period, the WDC will provide policy recommendations and a compilation of program resources to expand student access to apprenticeship pathways in King County.

Investment: \$151,411

SKILLSPAN

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

The goals of the coalition include:

- Developing new local and state skills policy proposals
- Bringing skills policies to scale
- Driving policy innovation

In 2021 and 2022 the WDC will convene community partners, workforce boards, state policy makers, and other interested parties to assess and prioritize policy goals. Through local partnerships focused on community and the WDC’s recent Regional Strategic Plan, a set of policy proposals ranging from training to support services to population-based strategies will form the basis for advocacy in the coming years.

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.

Investment: \$20,000

TICKET TO WORK

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, the program strengthens 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 and 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 partners:

- Pacific Associates
- Division of Vocational Rehabilitation

Investment: \$90,000

THANK YOU

PARTNERS

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

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.

STAFF

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

PROGRAM & BUDGET PDF ARCHIVE (2017-2021)

THE WORKFORCE DEVELOPMENT COUNCIL OF SEATTLE-KING COUNTY

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