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.
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

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- REGION IN CONTEXT
- OUR FUNDING
- OUR PROGRAMS
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

15
15TH LARGEST
METRO AREA IN THE UNITED STATES

23%
23 PERCENT
FOREIGN-BORN

WORKFORCE

70%
70% LABOR FORCE PARTICIPATION

1/3
ONE THIRD OF WASHINGTON WORKFORCE

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

41%
41% OF TOTAL JOBS IN WASHINGTON STATE

90,479
90,479 BUSINESSES IN KING COUNTY

(who market area in Washington State)
SEATTLE-KING COUNTY EMPLOYMENT

PRE-COVID (JULY 2019 - FEBRUARY 2020):
- 2.7% average unemployment
- 7.2% Black/African-American unemployment
- 5.5% Latinx unemployment

POST-COVID (APRIL 2020):
- 14.9% average unemployment

COVID-19 EMPLOYMENT IMPACT 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 |
| Workforce Innovation & Opportunity Act |
| Adult Programs | 2,725,099 |
| Dislocated Workers Programs | 3,059,412 |
| Youth Programs | 2,717,130 |
| Disaster Recovery | 1,569,130 |
| Rapid Response - Additional Assistance | 957,453 |
| Rapid Response - Increased Employment | 1,508,699 |
| Administrative Cost Pool | 953,499 |
| SOCIAL SECURITY ADMINISTRATION |
| Ticket to Work | 165,000 |
| RETAIN | 275,833 |
| DEPARTMENT OF HEALTH & HUMAN SERVICES |
| Health Workforce for the Future - Year 5 | 539,754 |
| Health Workforce for the Future - Year 5 Extension | 1,410,099 |
| TOTAL FEDERAL FUNDING | 15,441,058 |

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<tr>
<th>LOCAL</th>
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<tbody>
<tr>
<td>KING COUNTY</td>
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<tr>
<td>Veterans, Seniors &amp; Human Services Levy</td>
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<tr>
<td>Seniors &amp; Caregivers</td>
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<td>Vulnerable Populations / Emergency Aid</td>
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<td>TOTAL LOCAL FUNDING</td>
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<th>PRIVATE</th>
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<td>Abt Associates</td>
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<td>Health Workforce for the Future - Evaluation</td>
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<td>Bank of America</td>
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<td>Boeing</td>
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<td>Regional Opportunity Youth Apprenticeship Consortium</td>
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<td>Private Donations</td>
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<tr>
<td>Miscellaneous</td>
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<td>TOTAL PRIVATE FUNDING</td>
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TOTAL FUNDING 17,376,965
### How Funding Is Spent

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<tr>
<th>Funding Source</th>
<th>Grant Name</th>
<th>Grant Received (PY '20)</th>
<th>Carry-In (From PY '19)</th>
<th>Carry-Over (To PY '21)</th>
<th>Total (PY '20)</th>
<th>WDC Internal</th>
<th>Service Provider</th>
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<td>Dept. of Labor - ESD</td>
<td>WIOA Administrative Cost Pool</td>
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<td>324,846</td>
<td>266,709</td>
<td>2,795,049</td>
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<td>332,200</td>
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<td>379,084</td>
<td>3,374,375</td>
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<td>Health Workforce for the Future Year 5</td>
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<td>1,680,019</td>
<td>658,043</td>
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<td>1,599,360</td>
<td>2,601,692</td>
<td>267,950</td>
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<td>Youth Take Flight Middle School to Career</td>
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<td>National Skills Coalition</td>
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<td>Renton Technical College</td>
<td>Partnership to Advance Youth Apprenticeships</td>
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<td>12,365,270</td>
<td>7,594,108</td>
<td>2,702,413</td>
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</table>
Thanks to our service providers for out-of-school youth. Other outcomes included 115 youth completing steps. Over the last year, this program, Additionally, participants receive opportunities. This is part of a strategy to We received funding. BANK OF AMERICA opportunities In addition, Jobs for the Future programs by 2022. This is thanks to support from the U.S. Department of Labor's APPRENTICESHIP EXPANSION & MODERNIZATION FUND $2,050,884 or. By qualified case manager. Then they work with a. Each participant undergoes a. Youth are connected with the full range Goals. partners between job seeker service providers and business services by directing dislocated workers to additional training and supports to help secure employment and. WORKSOURCE RAPID RESPONSE collaboration with these functional teams. Additionally, the Operator leads closures due to COVID-19, we saw: connecting. Workforce Innovation & Opportunity Act organizations. community WORKSOURCE CONNECTION SITES Business is one of the. to customer service within WorkSource Seattle-King County that prioritizes.$1,935,950 380 people to enroll 75% achieving employment. Services to adults who are furthest from opportunity, overrepresented among low income and unemployed individuals, and historically underrepresented in their access to services. dislocated workers, “who are furthest from opportunity—overrepresented among low income and unemployed individuals, and historically facing layoffs, referred to here as “. Thanks to our service providers in this program, inclusion and engagement are emphasized. With an emphasis on serving those furthest from opportunity, across industry sectors and in partnership with a diverse group of service providers.

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.
In the next year, we expect 327 out-of-school youth ages 16-24 will gain access to new paid work experiences in: This is part of a strategy to transition jobs through WorkSource Seattle-King County assist affected workers with pandemic dislocation, providing short-term staff and direct-service supports to participants and businesses. The network is powered through a portal to WorkSource services, called "WorkSource Connection Sites". YES to all of our priorities. The Operator: • Training • Education and exposure to technical skills • Healthcare • Work-readiness skills • Training stipends • Ongoing supportive case management • Advanced Manufacturing • Information Technology • Housing • Food • People of Color Against Aids Network (POCAAN) • Cascadia College • Bellevue College, Center for Career Connections • YWCA Seattle | King | Snohomish, with International Rescue Committee and Urban League of Metropolitan Seattle • Neighborhood House • Seattle Goodwill • South Seattle College • King County Employment & Education Resources • Pacific Associates • Neighborhood House, Birch Creek • Multi-Service Center • Lake Washington Institute of Technology • Washington Talking Book & Braille Library • Shoreline Community College • Refugee Women’s Alliance, SeaTac • Puget Sound Training Center • Multi-Service Center • Lake Washington Institute of Technology • Washington Talking Book & Braille Library • Shoreline Community College • Refugee Women’s Alliance, 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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 Aging, 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)
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
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
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**
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
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.

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**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
This program, funded by a competitive grant from the 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 third 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-convenses 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
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 24+ 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/WELLNESS 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
SKILLSPLAN

In 2019, the National Skills Coalition launched SKILLSPLAN, 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 attended 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
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

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• OUR FUNDING
• OUR PROGRAMS

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.

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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.