

# Adult Program

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**Purpose:** To increase the employment, job retention, earnings, and career advancement of U.S. workers by providing quality employment and training services to assist eligible individuals in finding and qualifying for meaningful employment, and to help employers find the skilled workers they need to compete and succeed in business.

## **WIOA Adult Eligibility**

- Legally entitled to work in the U.S.;
- Age 18 or older; and
- Selective Service Registration, for males who are 18 or older and born on or after January 1, 1960

**Target Populations:** Provide variety of career services to adults furthest from opportunity, overrepresented among low income and unemployed individuals, and historically underrepresented in access to services

## **Blended Funding Goals:**

- Expand racial equity and community-driven goals within the region's unified workforce development system and strategy
- Identify specific marginalized communities currently underserved by the workforce system and explicitly targeting funding for culturally competent and linguistically appropriate services to reach those communities
- Coordinate resources to close system gaps, eliminate redundancies and increase efficiencies
- Expand access to training programs and navigation services along career pathways
- Create a unified regional, coordinated and efficient system for engaging industry

## 2021-2022 Impact

- 332 people enrolled
- \$24 median wage
- 75% placement rate

**Investment:** \$2,667,517

## Service Providers

- 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

# Dislocated Worker Program

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**Purpose:** To provide quality employment and training services to assist workers who have been laid off or have been notified that they will be terminated or laid off in finding and qualifying for meaningful employment, and to help employers find the skilled workers they need to compete and succeed in business.

## **Target Populations:**

- Individuals who have been terminated or laid off through no fault of their own;
- Separating service members;
- Individuals who are displaced homemakers;
- Individuals who are military spouses of active-duty service members and who meet certain criteria.

## **Program Services:**

**Career Services:** Basic (e.g. career counseling, workforce and labor market, referrals to partners) Individualized (e.g. assessments, work experience, transitional jobs)

**Training Services:** Work-based (On-the-job, Registered Apprenticeship, Incumbent Worker, Customized) Occupational Skills Training

## **2021-2022 Impact**

- 375 people enrolled
- \$25 median wage
- 83% placement rate

**Investment:** \$2,848,639

## **Service Providers**

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

# Youth Program

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**Purpose:** The Youth program offers services to in-school (ages 14-24) and out-of-school youth (ages 16-24) who experience extensive barriers to opportunities in education and career pathways. The program ensures youth receive intensive support along their journey to a sustainable future in the workforce.

## **Types of service:**

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

**Goal:** To expose underrepresented youth to various options for education and training attainment, offer a range of employment pathways through work-based learning opportunities, and uplift the voices of youth by incorporating their experiences on program needs and design for future customers.

## 2021-2022 Impact

- 229 youth enrolled
- \$19.50 median wage
- 67% placement rate

**Investment:** \$3,227,519

## Service Providers

- King County Department of Community and Human Services (DCHS)' Children, Youth and Young Adult Division (CYYAD)
- Boys & Girls Club of King County
- Urban League
- El Centro de la Raza
- Partner in Employment
- SafeFutures Youth Center
- Goodwill Industries



# WorkSource Seattle-King County

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## Purpose:

In partnership with business leaders as well as state and local partners, the Workforce Development Council of Seattle-King County (WDC) leads, directs and oversees the Seattle-King County public WorkSource system as a part of the American One-Stop Job Center Network.

## Target Populations:

WorkSource Seattle-King County provides effective workforce employment and training services to a wide variety of youth, adults, and businesses through interagency partnerships, leveraged resources, and the delivery of services through a network of geographically targeted one-stop locations. Services are free and can be accessed at any WorkSource location.

## Goals:

- Deliver job-driven, effective training and aligned employment services to meet the needs of employers and job seekers, especially those with barriers to employment.
- Develop a future skilled workforce prepared to enter the region's high demand career pathways and advance to self-sufficiency.
- Advance sector-based workforce development to support regional economic development and industry-responsive education
- Educate workforce development policy makers and stakeholders on regional workforce needs and initiate programs and policies to meet those needs.

## 2021-2022 Impact

- 35,000 customers served

**System Cost:** \$19,625,765

System WorkSource Partners:  
**425 people from 47 agencies**

# Employment Supports for Individuals Impacted by the Criminal Legal System (ESIICLS)

**Purpose:** ESIICLS is an initiative designed to create employment, training, and education opportunities among individuals who have interacted with the criminal legal system (i.e., have been cited, diverted, arrested, charged, convicted, and/or incarcerated).

**Participant Eligibility:** Eligible participants for services are residents of King County, ages 18 and older, who are members of vulnerable populations or resilient communities, and have interacted with the criminal legal system (i.e., have been cited, diverted, arrested, charged, convicted, and/or incarcerated).

## Goals:

- Create access to employment, training and education opportunities among individuals who have touched the criminal legal system.
- Focus on Black, Indigenous and Latinx individuals and communities who are adversely affected by the criminal legal system that disproportionately targets people of color, immigrants, and refugees
- Provide upstream and responsive services through community-led organizations that possess, or tap into, community-centered leadership, peer navigators, and the technical expertise needed to support individuals' journey towards employment and self determination

## Impact (2022)

Quarter	# Clients Served	Exits	Exits with UE	Average Wage (hourly)
Q - 3	401	36	10	\$ 23.50
Q - 2	367	62	53	\$ 21.50
Q - 1	203	21	16	\$ 24.50

**Investment:** \$ 1,229,434

## Service Providers

- Chief Seattle Club
- Community Passageways
- Organization for Prostitution Survivors
- TRAC Associates, with Africatown International & Evergreen Empowerment Group
- Weld Seattle

# Jobs & Housing Program

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**Purpose:** The King County Jobs and Housing Program is designed to provide a County supported job and housing for ~400 people who are experiencing homelessness. The goal is to help people progress to a permanent job and permanent housing.

**Included in this program:**

- Temporary and sometimes permanent jobs (King County and/or private sector)
- Rapid Rehousing services for 1 year
- Career Services for 1 year

**Type of Career Services are available:**

- *Basic Career Services:* job readiness workshops, skills assessment, information on labor market, job search, etc.
- *Individualized Career Services:* development of an employment plan, individual career planning, workshops on resumes, LinkedIn, Interviewing, etc. referral to education/training programs
- *Career Attainment Fund:* Support services to cover costs that will remove barriers to employment, e.g., driver's license, childcare, work related clothes or tools, training related costs, certifications, etc.

IMPACT IN PROGRESS

**Investment:** \$1,045,448

## Service Providers

- Neighborhood House
- TRAC Associates



# Economic Security for All (EcSA)

Economic Security for All (EcSA) is an initiative of the *Washington Employment Security Department* (ESD) designed to develop replicable models to measurably reduce poverty. Based on the funding source there are currently two versions of the EcSA programs (table below).

Funding	Award	Name	Performance Period
Round 1 - WIOA	\$ 0	N/A	N/A
Round 2 - WIOA	\$ 687 K	Federal EcSA	3 years (10/2021 – 03/2024)
Round 3 – State	\$ 1.04 M	State EcSA	1 year (07/2022 – 06/2023)

## Eligibility:

- Participants should have household income at or below 200% of FPL
- Legally entitled to work in the U.S.
- Age 18 or older; and
- Selective Service Registration, for males who are 18 or older and born on or after January 1, 1960 (**Not required for State EcSA**)

## 2021-2022 Impact

Program	Enrollments	ITAs	Exits with UE
Federal EcSA	101	45	30
State EcSA	76	41	12

**Investment:** \$1,727,000

## Service Providers

- ACRS
- Neighborhood House
- TRAC Associates
- YWCA | Seattle | King | Snohomish

# Economic Security for All (EcSA) - continued

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## Available Program Services:

- *Basic Career Services:* job readiness workshops, skills assessment, information on labor market, job search, etc.
- *Individualized Career Services:* development of an employment plan, individual career planning, workshops on resumes, LinkedIn, Interviewing, etc. referral to education/training programs
- *Training Services:* Work-based (On-the-job, Registered Apprenticeship, Incumbent Worker, Customized) Occupational Skills Training
- *Financial Literacy Training:* includes 3 components (Money Mechanics, 1:1 Financial Coaching & 2:1 Savings Match)

## \$500 Monthly Flexible Financial Assistance Pilot for State Funded EcSA Program:

One of the features of the EcSA program is that the WDC is launching a pilot study in partnership with the [Federal Reserve Bank of Atlanta](#), and [Applied Inference](#), providing \$500 monthly stipends to a selected number (due to budget constraint) of currently enrolled State funded EcSA program participants. The goal of this pilot is to explore the impact of providing \$500 monthly flexible financial assistance to help low-income adults (at or below 200% of FPL) in King County aged 18+ furthest from opportunity complete education or training, persist in pre-employment supports, or remain employed. As we know that individuals and families experience financial barriers to economic mobility. One significant barrier occurs when career advancement puts a family above the income eligibility threshold for public assistance programs. Due to the loss of these programs, career advancement opportunities can result in the family being financially worse off (a benefits cliff) or no better off (a benefits plateau) than before the wage increase. The stipends could potentially offset the negative impacts of the benefits cliff and motivate people to work towards their career advancement goals.



# Hunger Relief Staffing & Services

The WDC received CDBG COVID-19 funds from the Washington State Department of Commerce to reduce food insecurity by creating employment opportunities (Work-Based Learning) that support the operations of food banks and nutrition programs in response to the pandemic.

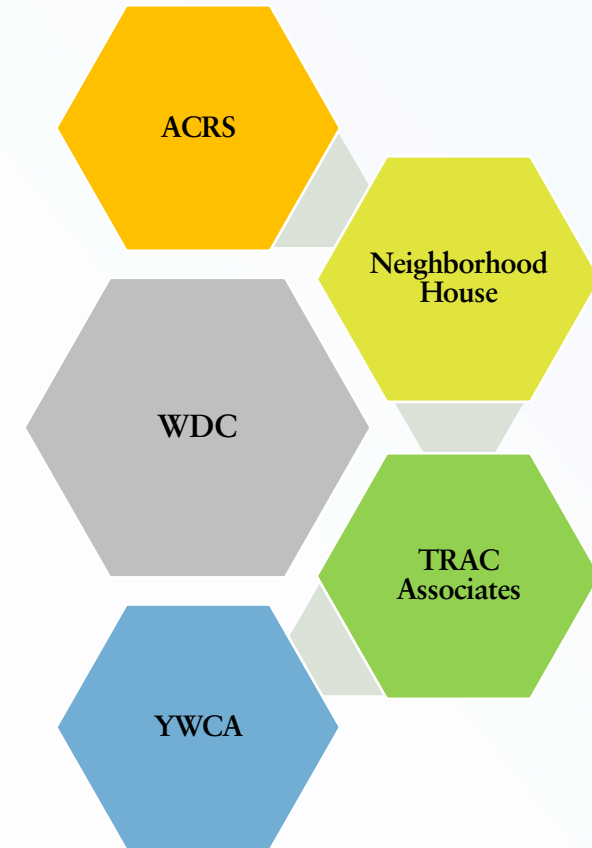
## Community Impact:

- A commitment to fund 28 positions at local food programs located in areas with elevated food insecurity.
- Performance period: September 2021 to June 2023.

## 18 Community Partnerships

Community Lunch on Capitol Hill	Des Moines Food Bank	East African Senior Meal Program
Eritrean Association	FamilyWorks	FareStart
First Tongan Senior Association	International Drop-in Center	Kent Food Bank
Multi-Service Center Food Bank	Pike Market Food Bank	Project Feast
St. Mary's Food Bank	South Park Senior Center	Tukwila Pantry
United Indians of All Tribes	Wasat	White Center Food Bank

## Hunger Relief Service Providers



**Blended funding:** co-enrollment model with the WIOA Adult program for additional support to participants.

# Digital Navigation Services

The WDC has partnered with the City of Seattle Information Technology Department and King County Information Technology to create a regional approach and a unified digital equity strategy.

Digital Navigation services represent a key strategy and investment in digital equity in our region. This funding addresses funding inequities that create barriers for organizations to access funding.

## 12 Community Partnerships

Casa Latina	Chinese Information & Service Center	East African Community Services
El Centro de la Raza	Friendship Circle of Washington	Horn of Africa
Khmer Community of Seattle King County	Puget Sound Training Center	Sound Generations
Uplift Northwest	Urban League	World Relief

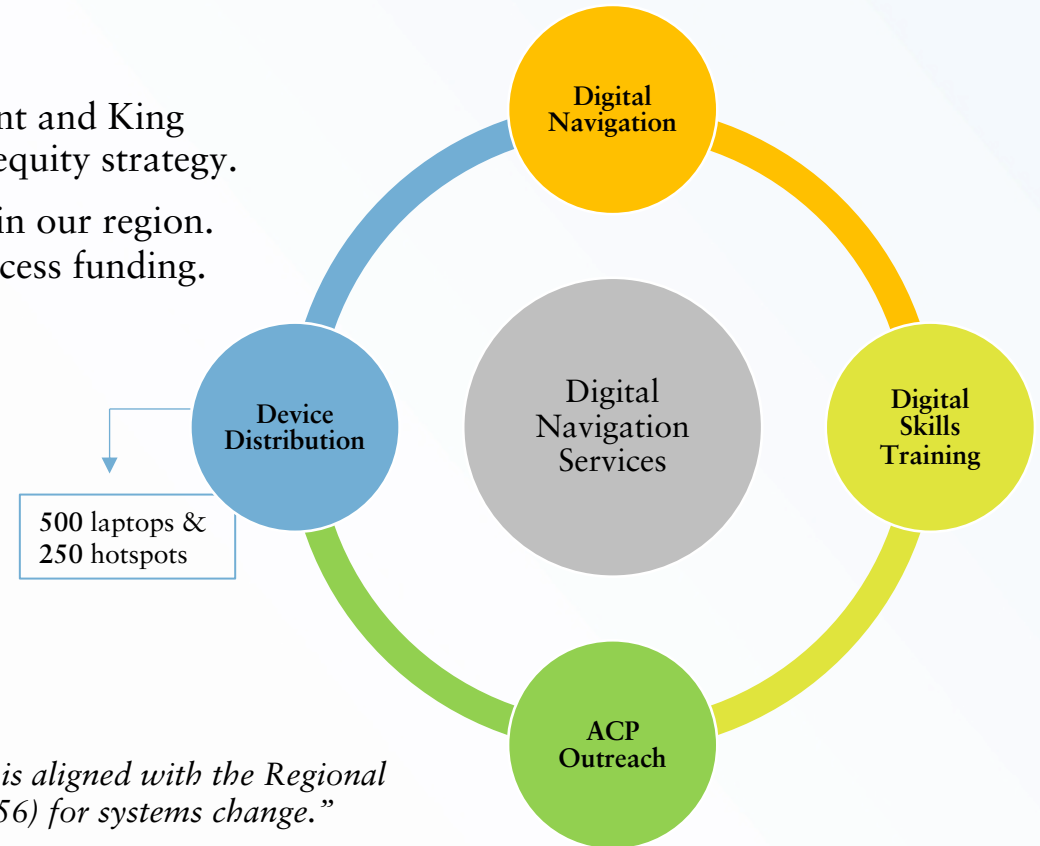
### A Need for Digital Equity Investments in Workforce Development:

Available Funding	31 Applicants
\$500,000	\$2M in requests

### Blended Funding

To help meet the urgency of this work, the WDC is using WIOA funds to expand access to services and fund two WIOA Youth service providers.

## Digital Navigation Services Four Core Elements



*"This work is aligned with the Regional Plan (p.56) for systems change."*

### Community Impact

Amplified access to affordable internet, devices, foundational digital skills, and digital navigation services through a cohort-supported model.

# Business Services & Rapid Response

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**Purpose:** Serve business operators and human resource professionals by assisting and navigating them through available public workforce programs, tools and resources. Services are framed around workforce areas that include recruiting, retention, and reductions.

**Types of services include:**

- Job Posting, Sourcing and Employment Law Compliance
- Hiring and Employer Focused Events
- Untapped Talent Connections and Community Partnerships
- Workbased Learning and Subsidized Wage Programs
- Work Opportunity Tax Credits
- Wage, Labor and Economic Data
- Worker Retraining and Layoff Aversion Programs
- Customized and Virtual Layoff Services
- WARN Notice and Trade Act Support
- Employer Education and Workplace Resources

## 2021-2022 Impact

- Served over 2,000 individual businesses
- Provided over 5,000 unduplicated services to businesses
- Coordinated 25 demand-driven hiring events
- Provided over 250 workforce partner referrals for businesses
- Provided over 180 dislocated worker referrals to WIOA partners
- Provided 26 layoff presentations to over 800 dislocated workers

**Investment:** \$849,311

## Service Providers

- Pacific Associates



# Industry Leadership Tables (ILT)

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The Seattle-King County WDC seeks to co-create a new model, with a tri-county approach, surrounding the establishment of collaborative and inclusive industry leaderships tables.

Each regional sector industry table works to expand beyond the workforce system's nearly exclusive focus on skill building by including a worker-and-racial-equity-centered approach that addresses the structural barriers job seekers face regardless of their skill attainment.

Employers and various public partners will work collaboratively to address the following workforce challenges:

- Real time information about industry trends, projected workforce demands, and shared employer pain-points
- Change the current culture, practice, and system by creating alternative pathways to a racially equitable and inclusive workforce
- Work environments that empower staff of color to thrive
- Establishment of collective goals and actions to systemically build a talent pipeline by leveraging current public partner resources
- Center skill building and career potential of Black, Indigenous, and People of Color towards quality jobs
- Develop ongoing and deeper relationships with BIPOC communities and individuals to identify recruitment/retention gaps

## What's next? 2023 ILTs:

### Maritime Industry Leadership Table (MILT)

Build on the work of the Statewide Maritime Industry Table by bringing local workforce development, community, and industry partners to work together and leverage the existing workforce system resources to address critical workforce issues in the Maritime industry.

### Technology Industry Leadership Table (TILT)

Collaborate with technology industry leaders through an ongoing mutual learning/innovation space for changing culture, practice and systems to create pathways to a racially equitable and inclusive IT workforce.

Where can your organization plug in?

## Key Industry Partners

- Pierce and Snohomish County WDCs
- WA Maritime Federation
- Technology Access Foundation (TAF)
- Equitable Recovery & Reconciliation Alliance (ERRA)

# Healthcare Industry Leadership Table

The HILT is a self-convened network of 50+ healthcare organizations (big and small) as part of the Seattle-King county regional transformation of the workforce system. COVID radically shifted priority areas for healthcare providers, but the constant throughout has been a focus on equity and inclusion in the healthcare workforce.

## Current Workstreams include:

- **Talent Pipeline:** connecting BIPOC youth to careers in Healthcare through career-connected learning.
- **Behavioral Health:** Partnering with the UW school of social work to advance their workforce development initiative, which is part of the Ballmer group's \$39 million dollar investment into Washington's Behavioral Health System.

## 2021-2022 Impact

- 1,286 students, 91% of whom were BIPOC, engaged with Healthcare Professionals through guest speaker events in their classrooms.
- 35 Higher education partners and 17 community-based organizations support HILT workstreams.
- 250+ Healthcare industry staff hours supported the Good Jobs Challenge Grant Application.

## Key Industry Partners

Seattle Children's	Kaiser Permanente	Swedish Medical Centers
Aegis Senior Living	Healthpoint	NeighborCare
ICHS	Sound Mental Health	Virginia Mason
Franciscan Health	DSHS	Harborview
Evergreen Hospital	Fred Hutch	Kindred Hospital
MultiCare	Northwest Hospital	Pacific Medical Centers
Providence	UW Medicine	Gay City
Country Doctor	KinOn	King County Public Health
Consejo Counseling	SeaMar	Seattle Counseling Service
ACRS	ReWa	THS
Eastside Youth Services	Atlantic Street	Valley Cities