

Seattle Jobs Initiative (SJI) creates opportunities for people to support themselves and their families through living-wage careers.



PROGRAM

2016 marked the fifth year of SJI's signature program, Career Pathways, which is funded by the City of Seattle's Office of Economic Development (OED) and the Washington State Basic Food Employment and Training (BFET) program. Career Pathways provides trainings in 4 industry sectors - International Trade/Transportation/Logistics, Healthcare, Office Occupations, and Advanced Manufacturing.

2016 results included:

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|---|-----|
| Number of people (unduplicated) served | 529 |
| Number of people (unduplicated) enrolled in college | 306 |
| Number of people (unduplicated) who obtained a college credential | 207 |
| Number of people (unduplicated) who obtained a training-related job | 121 |
| Number of people (unduplicated) who retained job for three months | 78 |

2016 demographic information included (of persons served at program start unless noted):

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|--|-----|
| Persons of Color | 61% |
| Immigrant or Refugee | 17% |
| Limited English | 9% |
| Receiving Public Assistance (TANF, Basic Food, or other) | 81% |
| Homeless (includes living temporarily with someone else) | 31% |
| No Post-Secondary Credential (including certificates) | 51% |
| Past 3 months income \$5,000 or less | 56% |

Average wage of participants placed in jobs after long-term career training: \$17.24

Career Pathways offers hands-on coaching and mentoring as well as interaction with human resource and recruiting professionals. A key activity in this vein is SJI's Career Smarts, where participants learn about resume writing, interviewing, professional standards and a myriad of other job-related skills. In 2016 our Career Smarts program reached approximately 70 participants.

Career Pathways also provides wrap-around services such as housing, healthcare, child care and addresses barriers preventing the development of a fulfilling career, both emotionally and financially. The vast majority of individuals served by SJI face a number of barriers:

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|------------------------------------|-----|------------------------------|-----|
| (lack of) Basic Skills | 10% | (need for) Childcare | 13% |
| (having a) Criminal Background | 14% | (history of) Substance Abuse | 4% |
| (lack of) Transportation | 68% | (lack of) Job Readiness | 32% |
| (dealing with) Health and Wellness | 18% | (finding) Education Funding | 18% |

In addition to its focus on training and education, SJI also encourages celebration! The Annual Community Celebration (ACC) took place on November 1, 2016 with over 170 guests in attendance, including participants and a variety of community, government, and employer partners, with special guests Mayor Ed Murray and City Council member Lisa Herbold. SJI presented awards to Career Pathways participants and honored our key service delivery partners (Neighborhood House, YWCA and Pacific Associates) and The City of Seattle's OED. SJI also honored Child Care Resources, UW Medicine and Eleni Papadakis – Executive Director/Workforce Training and Education Coordinating Board.



Seattle Mayor Ed Murray with 2016 Career Pathways Participants

Further program related accomplishments of note include:

- Received a grant from JP Morgan Chase to design a workforce intervention focusing on South King County. Utilizing a Human-Centered Design approach, SJI began gathering input from key stakeholders about the challenges faced by advanced manufacturing employers, staffing agencies, low income residents, and others in the Kent Valley.
- SJI continued to assist South Seattle College (SSC) in reinventing their ESL curriculum to enhance vocational training. SSC added two new modules to this training (digital literacy and college & career).
- SJI successfully connected with Swedish Medical Center regarding strategies for incumbent worker training through College for Working Adults (CWA). CWA helps people already employed navigate the challenges of furthering their education while holding down a job, taking care of a family, and facing other life challenges.
- SJI continued to focus on helping participants develop soft skills. "Soft skills" are a combination of social and communication skills that enable people to effectively navigate their work environment. In a special presentation for Seattle Housing Authority (SHA), SJI helped those attending understand what soft skills are, how to assess development deficits, and how to establish a plan for addressing these gaps. SJI also focused on how trauma influences interpersonal and self-management behaviors for SHA residents.

Once again SJI's annual conference was a huge success. Over 135 individuals registered for this gathering, coming from the education, government, housing, social/human services, workforce development, policy, and philanthropy sectors. ***Beneath the Surface: Shattering Poverty Myths to Improve Program Design*** focused on how to wrestle with questions surrounding poverty and learn how to dive beneath the surface of poverty narratives and related data. Featured speakers and workshop leaders included Dr. Kathryn Edin, Dr. Stephanie Fryberg, Dr. Crystal Hall, and Joel Fariss (L-R).



SJI also worked with the Institute for Women's Policy Research (IWPR). We were honored that the Institute approached us to learn more about our local workforce system and the impact of job-training programs. SJI staff took their representatives on a tour of Vigor, where SJI has an employer-sponsored welding training program. IWPR's visit provided SJI with an opportunity to increase our impact on the greater workforce system and expand our reach regarding increased funding for job training programs.



Sculpture by a Career Pathways welding student

RESEARCH, INNOVATION, AND POLICY

SJI creates tools and promotes best practices for other workforce development programs through its research and policy division. In this area, SJI:

- Produced six *Beyond the Headlines* covering topics including the gender wage gap, underemployment, pay inequity, and Seattle's unemployed.
- Released an Asset Map of South King County in partnership with OneAmerica, funded by the Kellogg Foundation.
- Completed research supporting Seattle Regional Partnership's redefining of what constitutes a "middle-wage job" and identifying specific jobs that meet this new definition in the local labor market.

CONSULTING AND PROFESSIONAL SERVICES

SJI plays an integral role in helping develop and expand Washington State's Supplemental Nutrition Assistance Program (SNAP) Employment & Training (E&T) Program - BFET (Basic Food & Employment Training). In late 2015, the United States Department of Agriculture's (USDA) Food & Nutrition Service (FNS) selected SJI to create and manage the nation's first SNAP to Skills project. Since its inception in 1997, SJI has been asked to share its expertise with other agencies working in the arena of workforce development. In 2015, SJI leadership decided to formalize this work as part of the agency's official line of business. The Consulting & Professional Services division emerged and was catapulted into being by the aforementioned SNAP E&T work, which flourished in 2016. Beyond this federal program, SJI utilizes its experience to inform workforce systems change with many other organizations. 2016 achievements include:

- Selected by USDA-FNS to develop and lead a year-long SNAP E&T Learning Academy, designed to train 34 leaders from around the U.S. on the SNAP E&T program so that they can work to expand the program in their states or nationally. Receiving the Learning Academy contract from FNS underlines their confidence in SJI's work and our strong consulting team.
- Completed a project for Seattle City Light (SCL), helping SCL and other stakeholders define and identify energy efficiency occupations, workers, and training opportunities.
- Completed a collaborative research project with the City of Seattle Office of Immigrant and Refugee Affairs supporting a potential feasibility study for a Seattle-based Welcome Back Center. Such a Center would assist immigrants and refugees to access the knowledge, skills, and credentials needed to connect to quality jobs in the local labor market.
- Released SNAP E&T Brief on *Building Skills through SNAP Employment and Training – Lessons Learned in Four States*, in partnership with the National Skills Coalition.
- Secured new contracts to provide SNAP E&T technical assistance to the State of Georgia, Cuyahoga County, Ohio, and a second-year contract with the State of Kentucky.
- Organized the SNAP to Skills Project Annual Convening in Berkley, California which involved representatives from 10 project states and USDA – FNS.

OPERATIONS AND FUND DEVELOPMENT

WE MOVED TO PACIFIC TOWER! This was no easy feat, but our operations team accomplished it with grace, led by SJI's new Deputy Director–Operations. The move was completed with minimal down time for staff and our technology systems.

Fund development enjoyed a strong year, both in terms of setting new frameworks for institutional and individual support, as well as actual funds raised. GiveBig 2016 raised nearly three times what was raised in 2015. The following new institutional donors were added in 2016: Alaska Airlines Foundation, Amerigroup, Banner Bank, The Glaser Foundation, HSBC Bank USA, Puget Sound Energy, and U.S. Bank. Returning funders included SAFECO, Tulalip Tribes Charitable Contributions, Harvest Foundation, JP Morgan Chase, and Bank of America. Great inroads were made in developing a Culture of Philanthropy for the agency as a whole – and Board giving was 100 percent!



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