SEATTLE JOBS INITIATIVE

2016 Report to the Community
We are pleased to present Seattle Jobs Initiative’s (SJI) 2016 Report to the Community.

2016 marked the fifth year of SJI’s signature program, Career Pathways, funded primarily by the City of Seattle’s Office of Economic Development and the Washington State Basic Food Employment and Training (BFET) program. 2016 saw an increase in youth ages 18 – 24 enrolled in the program. Immigrant/refugee participants and participants receiving public assistance also increased. A total of 529 people were served via Career Pathways in 2016. SJI also held the Annual Community Celebration, bringing together over 170 collaborators, participants, and supporters. The event celebrated programmatic success, including increasing the average wage of participants with long-term training to $17.24.

Another successful conference was held in 2016 – Beneath the Surface: Shattering Poverty Myths to Improve Program Design. Attendees wrestled with questions surrounding poverty and dove beneath common narratives to examine data and breakthrough research, a full day that proved stimulating and hopeful.

SJI was also selected by the United States Department of Agriculture (USDA) Food & Nutrition Service (FNS) to develop a year-long Learning Academy related to the Supplemental Nutrition Assistance Program (SNAP) Employment and Training (E&T). The purpose of the Learning Academy is to develop more expertise in building effective SNAP E&T programs across the nation. A USDA partner since 2015 through the SNAP to Skills Project, SJI continued to work with the 10 participating states and organized a national convening in Berkeley, California for all participants.

With the support of JP Morgan Chase & Co., SJI began its work in South King County. Information continues to be collected from all stakeholders and a new program will be implemented in early 2018. This is a huge and vital move for SJI, reflective of our region’s growth and change, and will certainly invite innovation and transformation in the Kent Valley area.

Thank you for your confidence and support. After 20 years, SJI continues to open doors to living-wage careers and support the development of healthy communities throughout King County – and the United States of America.

Ben Wolters  
Chair, Board of Directors  

John Kim  
Executive Director

Opening Doors to Living-Wage Careers
2016 Impact

Individuals Served
1997-2016: **17,058**

Job Placements
1997-2016: **7,308**

**Primary Barriers Faced**
- Transportation — 35%
- Job Readiness — 30%
- Educational Funding — 19%
- Financial Planning — 15%
- Housing — 15%
- Health and Wellness — 13%
- Criminal Background — 11%
- Basic Skills — 9%
- Childcare — 8%

**Credential Completion**
Completion Rate by Sector

<table>
<thead>
<tr>
<th>Sector</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auto, Trade, &amp; Logistics</td>
<td>52</td>
</tr>
<tr>
<td>Office Occupations</td>
<td>45</td>
</tr>
<tr>
<td>Healthcare</td>
<td>58</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>74</td>
</tr>
</tbody>
</table>

**2016 Service Demographics**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Persons of Color</td>
<td>61%</td>
</tr>
<tr>
<td>Immigrants and Refugees</td>
<td>17%</td>
</tr>
<tr>
<td>Limited English Skills</td>
<td>9%</td>
</tr>
<tr>
<td>Receiving Public Assistance (TANF, SNAP, or other)</td>
<td>81%</td>
</tr>
<tr>
<td>Homeless or Housing Insecure</td>
<td>31%</td>
</tr>
<tr>
<td>No Post-Secondary Credential (including certificates)</td>
<td>51%</td>
</tr>
<tr>
<td>Past Three Months Income $5,000 or Less</td>
<td>56%</td>
</tr>
<tr>
<td>Vocational ESL Program</td>
<td>184 served</td>
</tr>
</tbody>
</table>

"I support SJI because it gives people a new life and a pathway to economic stability. SJI not only provides training for individuals but also works for systemic changes that improve workers’ lives."

Tony Lee
SJI Board Member, 2002 – 2016
**Where We Work - SNAP E&T**

SJI continued to increase impact beyond Seattle as a partner of the United States Department of Agriculture’s Food & Nutrition Service through the **SNAP to Skills Project**. Working with ten primary states (in green below), SJI provided technical assistance to build robust SNAP E&T programs nationally, as well as hosted a convening for these states in Berkeley, California. SJI also fulfilled additional contracts with three other states – Georgia, Ohio and Kentucky (in orange).

“Education and productive employment are the key to ending poverty, homelessness, and hunger. They bring people income as well as hope and self-respect. I support SJI because it not only helps individuals access training and decent jobs, but because it continually seeks to improve the effectiveness of its work through research and collaboration.”

*Amy Stephson*
Employment Attorney and Coach
Events

Annual Community Celebration
In addition to its focus on education and training, SJI also encourages celebration! The Annual Community Celebration took place on November 1, 2016. Guests included Career Pathway 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 Office of Economic Development. Other awardees included:

Creating Opportunities Award
Eleni Papadakis — Executive Director, Workforce Training and Education Coordinating Board

Employer of the Year Award
UW Medicine

Champion of the Year Award
Child Care Resources

Annual Conference: Beneath the Surface
Once again SJI’s annual conference was a huge success. Over 150 individuals registered for this gathering, coming from the education, workforce development, government, housing, social/human services, policy, and philanthropy sectors. Beneath the Surface: Shattering Poverty Myths to Improve Program Design featured speakers included Dr. Kathryn Edin, Dr. Stephanie Fryberg, Dr. Crystal Hall, and Joel Fariss. All attendees were given kaleidoscopes – a metaphor inviting each of us to see the world and the poverty in it with new insights and vision.

20th Anniversary Founders’ Dinner
We simply could not wait to share with you this fabulous evening of comradery, joy, and reunion. On April 27, 2017, some 150 community leaders gathered and honored Mayor Norm Rice and other SJI founders. The evening was electric and raised nearly $80,000! As David Bley, Director — Pacific Northwest Initiatives at the Bill & Melinda Gates Foundation noted: “Given how much SJI has learned and evolved, we can only begin to imagine what the next twenty years holds for SJI.”
Government, Corporate, Foundation, and Organization Supporters

Alaska Airlines Foundation
Amerigroup Washington
Amazon Smile
Annie E. Casey Foundation
Bank of America
Banner Bank
Bill & Melinda Gates Foundation Employee Matching Gift Program
City of Seattle Employee Giving Program
City of Seattle Office of Immigrant and Refugee Affairs
The Community Foundation for the National Capital Region
The Fred H. and Mary S. Dore Foundation
Esterline Technologies Corporation
Expedia, Inc.
GiveBIG 2016
The Glaser Foundation
Institute for Women’s Policy Research
The Harvest Foundation
HSBC Bank USA
King County Employee Giving Program
Microsoft Matching Gifts Program
National Skills Coalition
Network for Good
OneAmerica
Puget Sound Energy Foundation
RealNetworks Foundation
Safeco Insurance Foundation
Saint Paul Foundation
Seattle City Light
Seattle Colleges District VI
Seattle Foundation
Seattle Housing Authority
State of Georgia — Dept. of Human Resources
State of Ohio — Cuyahoga Job and Family Services
SkillUp Washington
Tulalip Tribes Charitable Contributions
United Way of King County
U.S. Bank Foundation
Washington State Combined Fund Drive

“Tulalip Tribes Charitable Contributions (TTCC) supports Seattle Jobs Initiative because they are part of the solution to the ever growing issues of our communities. We are grateful for the dedication and perseverance this organization continues to provide to all our communities to support those in need.”

Marilyn Sheldon
Director, TCCC

“Banner Bank is committed to building and sustaining the economic vitality of our community. Funding organizations that provide individuals with the necessary skills to obtain “living-wage” employment is a critical component of our donation strategy. SJI has a proven record of success which is why we continue to support them.”

Michael Dotson
VP - CRA Outreach Officer, Banner Bank

Seattle Jobs Initiative
"It is clear that our communities are in dire need of programs to assist those living in poverty, especially related to education so that they have the tools necessary to be successful in work and in life. It is my belief that undertaking these efforts not only benefits recipients of these services, but all of us as a whole. SJI has been on the forefront of this philosophy, and I couldn’t be more proud to support such a visionary organization."

Leslie Larson
SJI Board Member

"I never question my commitment to SJI because I have seen first-hand how this incredible program changes lives. This organization has cracked the code of workforce development, and is now uniquely poised to guide other states towards implementing similarly successful programs. I am proud to serve on SJI’s Board of Directors and support their crucial mission."

John Bartley
SJI Board Member

Individual Supporters

Anonymous (7) Hien Dinh Tony Lee
Adena Atkins James Driscoll Andrew Lofton
Janis Avery Sean Earp Gregory Lonergan
John Bartley Erica Hayes David Mayer
Marcelo Bellinaso John Kim Gail Miulli
Daniel Berger Katerina Kristic Robert Monsen
Denise Krouse
Sarah Chesemore Hien Dinh
Mary Beth Lambert
Jacqui Demrose Leslie Larson Reed and Trish Rector

2016 Board of Directors

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Board Chair Secretary/Treasurer
City of Kent Bill and Melinda Gates Foundation
John Bartley Sarah Chesemore
State of Colorado Bill and Melinda Gates Foundation
Sally Clark Kate Lang
University of Washington Waldron
Leslie Larson Tony Lee
Larson Marketing & Communications LLC Solid Ground
Andrew Lofton Gail Miulli
Seattle Housing Authority Everett Community College

Bill and Melinda Gates Foundation
Sukanya Pani & Samal Savyasachi
Amy Stephson
James E. Thompson
Danell Tobey
Peter Catterall & Kim Toskey
Elizabeth Upton
Ben Wolters
Winnie Wong
David Wright

2016 Report to the Community
## Statement of Financial Activity
For the Year Ended December 31, 2016

### Public Support and Revenue
<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Contracts and Grants</td>
<td>$4,212,732</td>
</tr>
<tr>
<td>Contributions and Grants</td>
<td>$199,522</td>
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<tr>
<td>Interest and Other Income including In-Kind</td>
<td>$42,674</td>
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<tr>
<td><strong>Total Public Support and Revenue</strong></td>
<td><strong>$4,454,928</strong></td>
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### Expenses
<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>$3,130,839</td>
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<tr>
<td>Management and General</td>
<td>$732,265</td>
</tr>
<tr>
<td>Fundraising</td>
<td>$101,113</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$3,964,217</strong></td>
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</tbody>
</table>

### Change in Net Assets
<table>
<thead>
<tr>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>$490,711</td>
</tr>
</tbody>
</table>

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“As economies have evolved to require a more skilled workforce, the next generation of workers needs education and training that enables them to move up the career ladder and firmly into the middle class. JPMorgan Chase applauds SJI’s innovative approach to expanding access to opportunity and building connections to living-wage jobs.”

**Cat Martin**
Pacific Northwest Region Manager, Corporate Responsibility
JPMorgan Chase & Co.
In a world where challenges are frequently described in terms of binaries, Seattle Jobs Initiative stands out as a nuanced, strength-based problem-solver. Mitigating the impact of trauma on adult behavior, matching employer needs with custom education programs that quickly put people to work, sharing economic and employee research trends, SJI is a trusted partner leading toward an inclusive, better King County.

Janis Avery
CEO - Treehouse
"Since its inception twenty years ago, what I have admired most about SJI is that it generates two things in short supply: opportunity and knowledge. SJI helps connect people to skills, opportunity and employment every day. Based on the realities faced by people struggling to succeed, SJI has generated knowledge and models that shape larger policies and systems that hold promise to benefit far more people. SJI moves the world of employment through its reality-based innovation, optimism and pragmatism. Given how much SJI has learned and evolved, we can only begin to imagine what the next twenty years holds for SJI."

David Bley
Director - Pacific Northwest Initiatives
Bill & Melinda Gates Foundation