

# Career Pathways: Green Jobs

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# Seattle Jobs Initiative



SJI has 25 years' experience working with government agencies, employers, training providers, and community-based organizations.

We focus on building **careers**, not jobs.

We center **equity** in all that we do.

# Port of Seattle Workforce Development Strategies

- Provide equitable access to good jobs in Port-impacted communities
- Identify key green jobs in Port-related industries
- Grow training pipelines in Port-related industries
- Promote equitable access to training opportunities

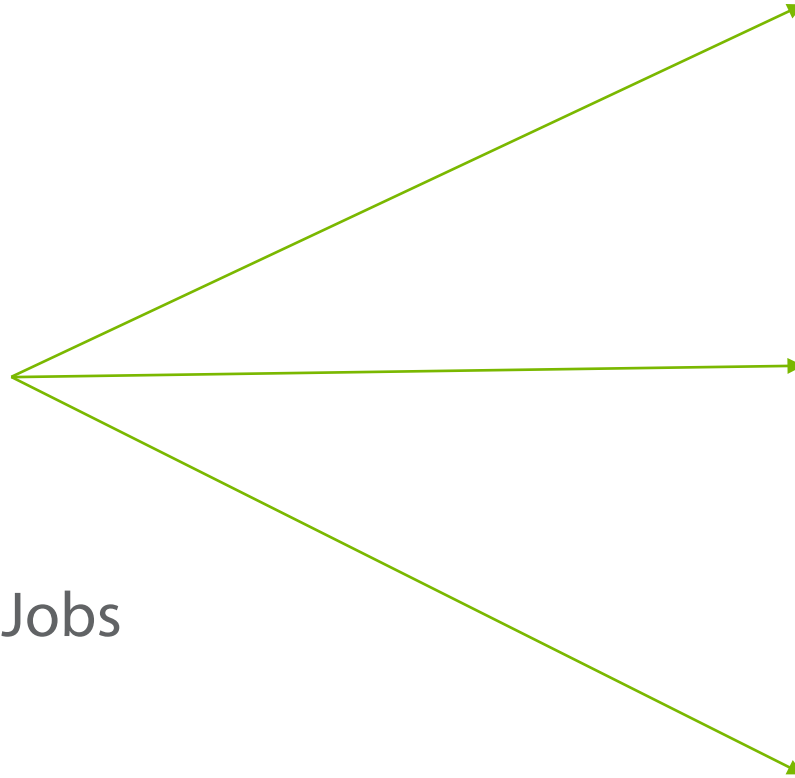




# Investing in Green Jobs



Identifying Green Jobs



Expansion in Electrical Infrastructure



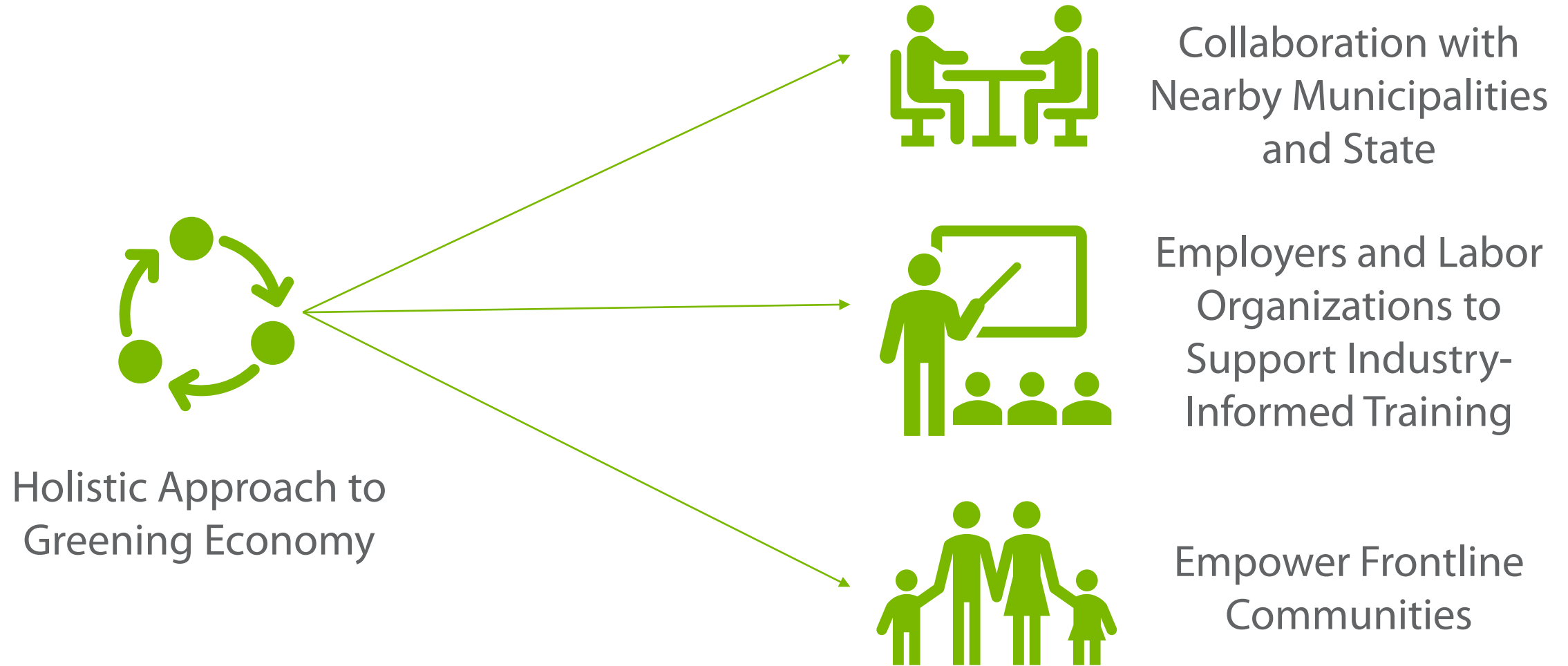
New Construction and Retrofitting



Supporting Upskilling and Workforce Development



# Building Regional Partnerships







# Research Questions

- What are the high-growth Port-related industries?
- What are accessible high-demand green occupations within identified high-growth industries?
- What can the Port of Seattle do to support the growth and accessibility of these industries and jobs in port-impacted communities?

# Accessible

- Clear pathways from entry-level to advanced jobs
- Training/certification is offered locally and is affordable
- Initial training is two years or less
- The wait to enter is less than six months
- Make 80% or more of the county's median hourly income

King County Median Hourly Income: \$38.86

80%: \$31.09





# Why accessible?

## Environmental justice



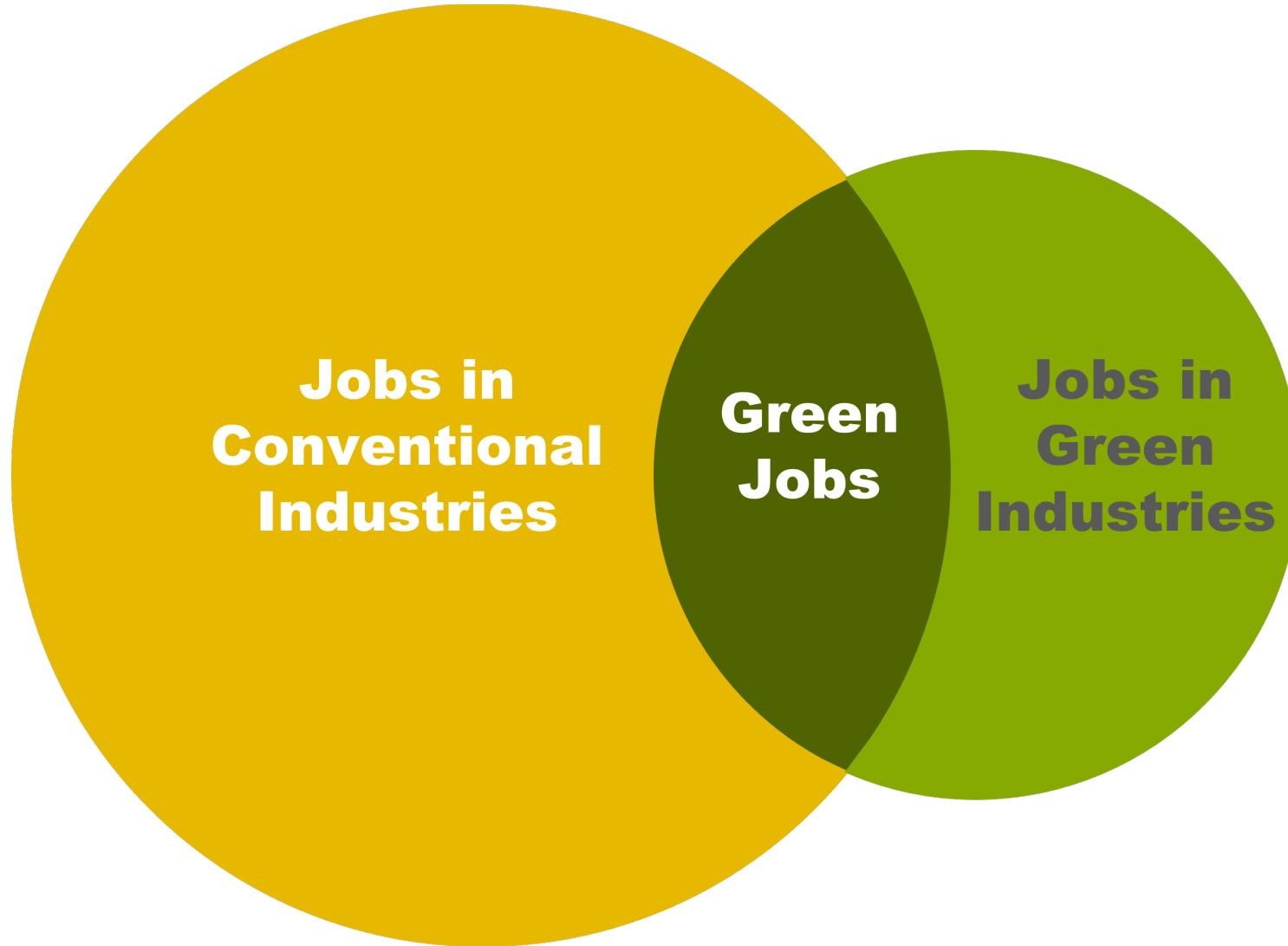




*What are green  
jobs?*



# Where Are Green Jobs In the Economy?





# What Are Green Jobs?



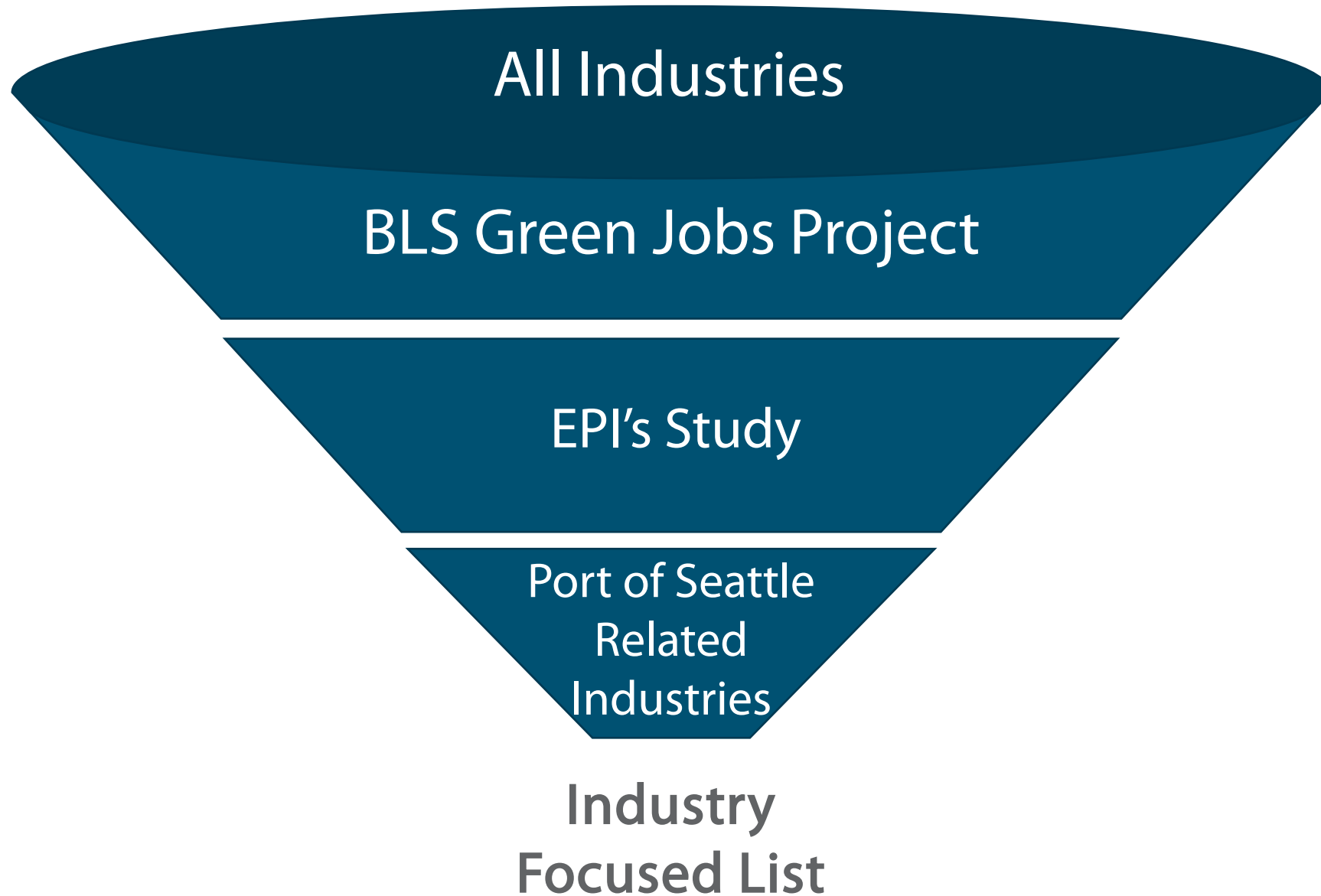


*What are green  
sectors?*



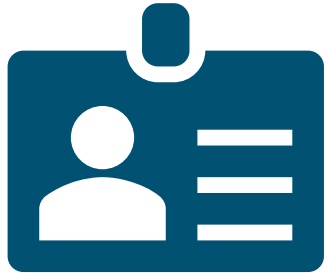


# Narrowing it down





# Narrowing it down some more...



Industries'  
Current  
Employment



Industries Baseline  
Employment Growth  
Potential



Industries' Green  
Potential



Occupations'  
Green  
Potential

# *Selecting Green Jobs*

# Selecting Green Jobs

Middle-wage occupations (> \$31/hr) in port-related industries with at least 10 new positions created in King County by 2031





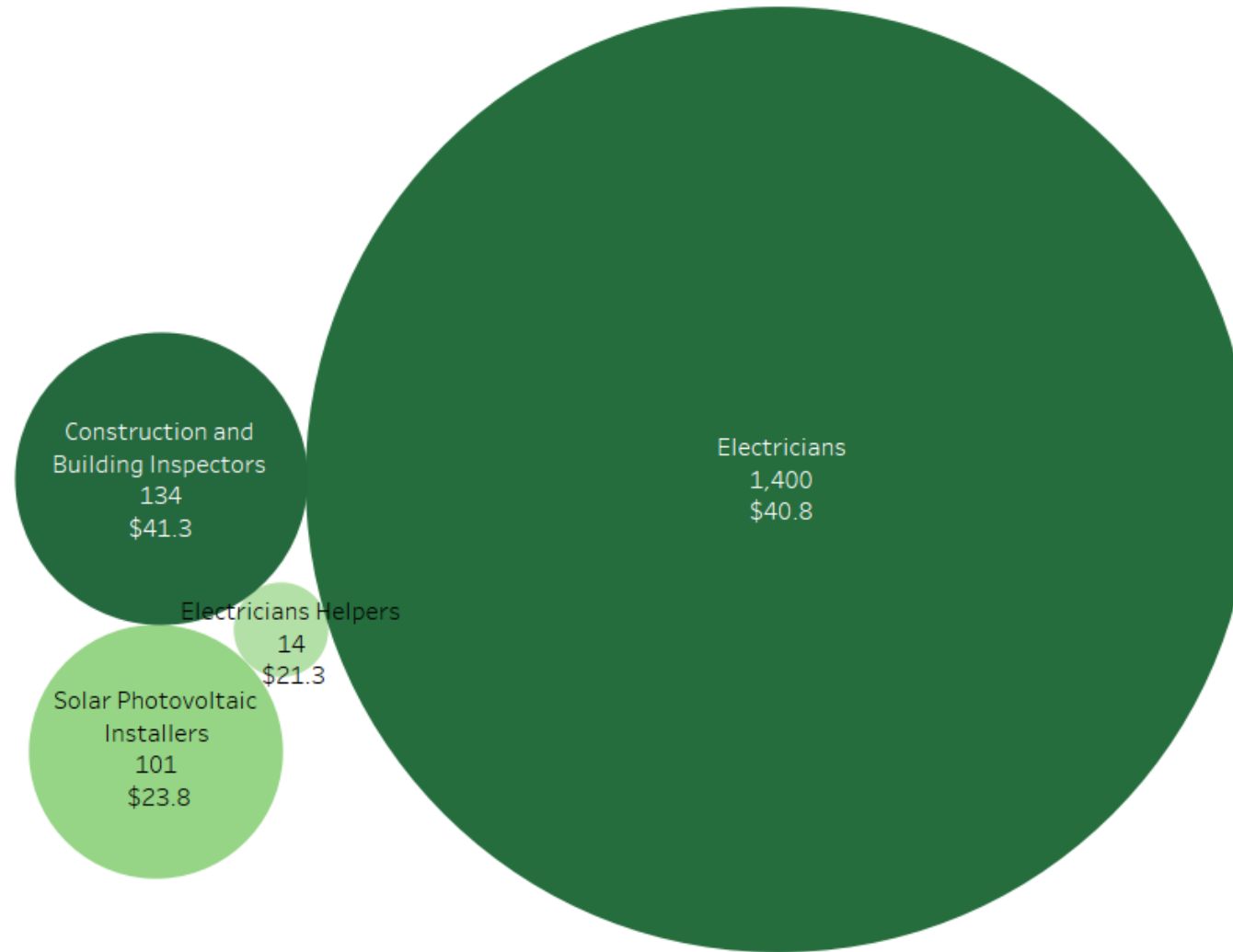


# *Green Job 1: Electricians*



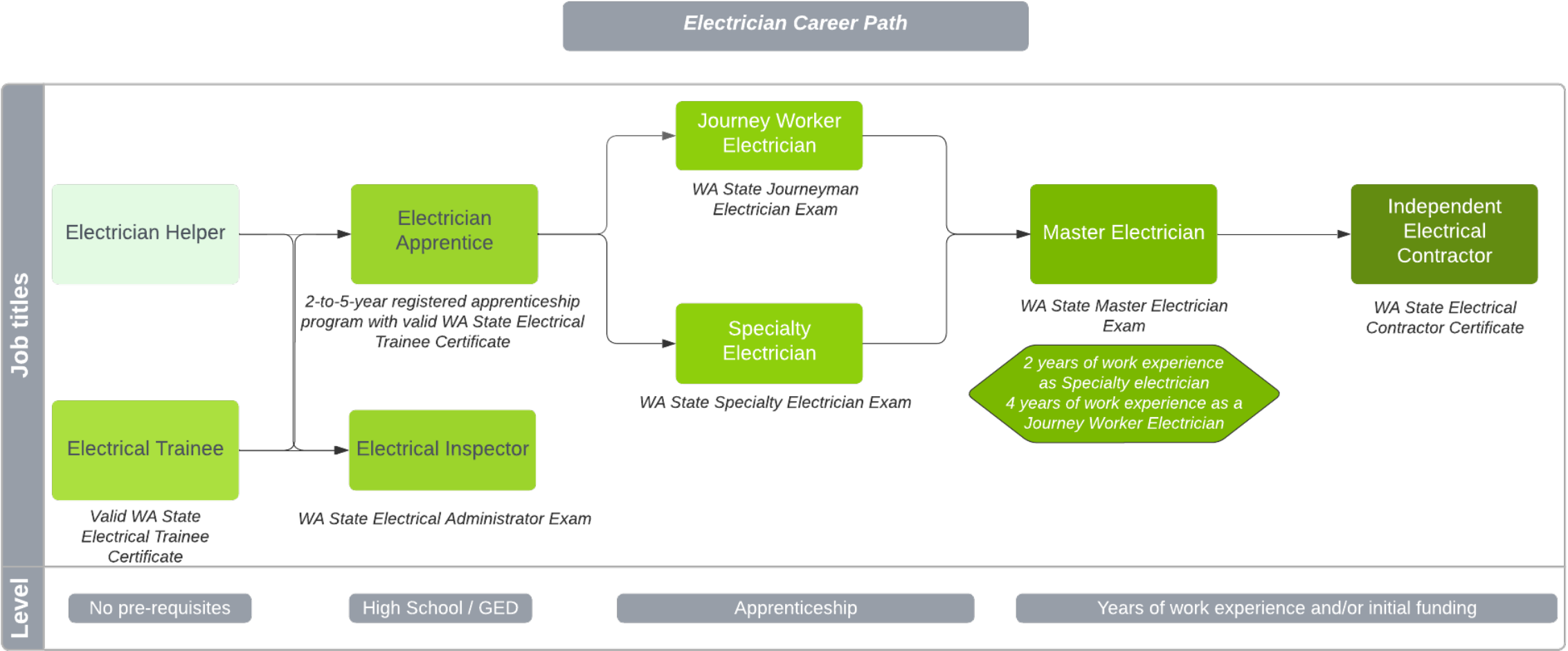
# Electricians Occupations

Occupations in the Electrician Career Pathway, Baseline 10-Year  
Job Creation and Median Hourly Earnings in King County





# Electricians Career Pathway





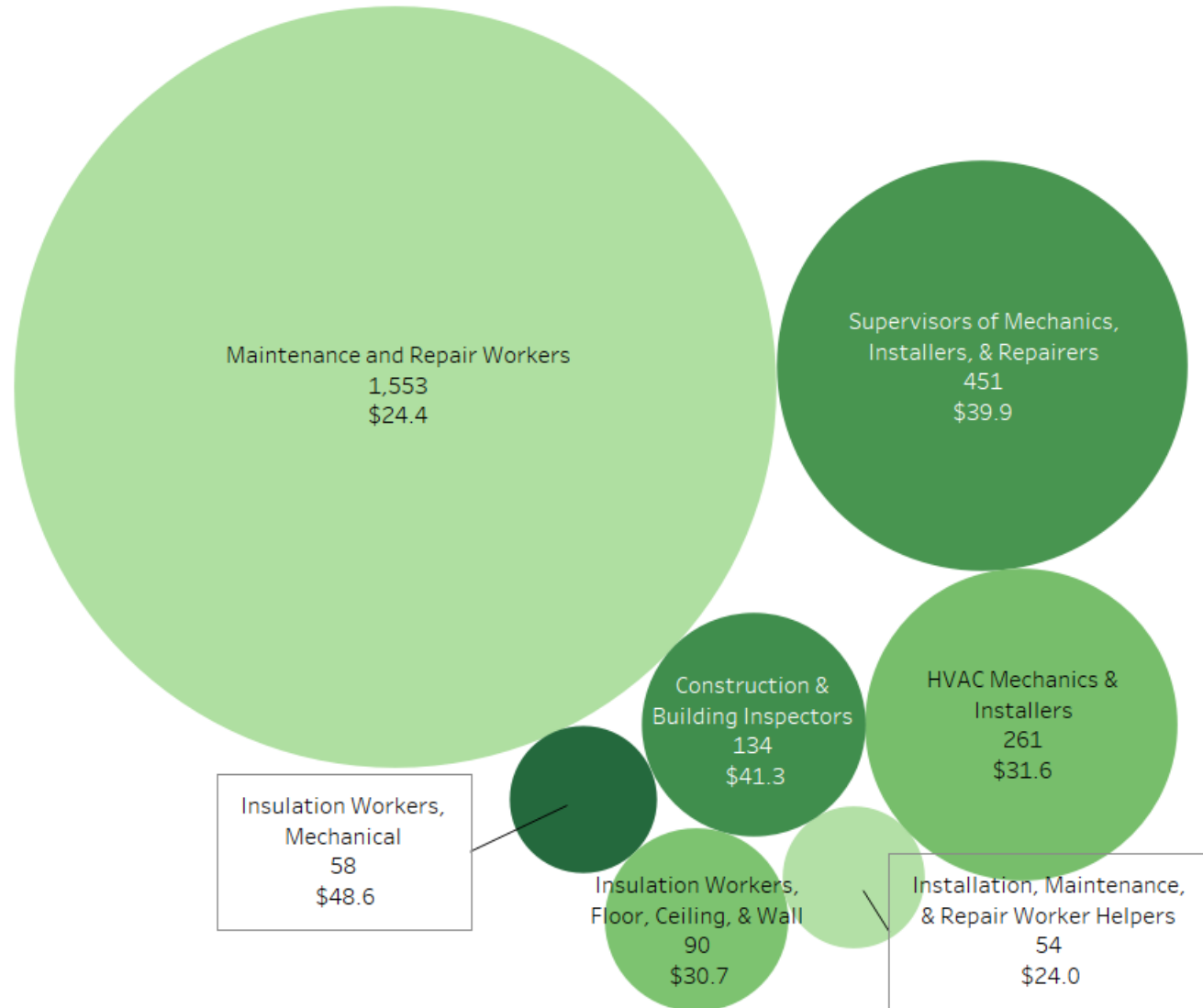
# *Green Job 2: HVAC and Insulation*





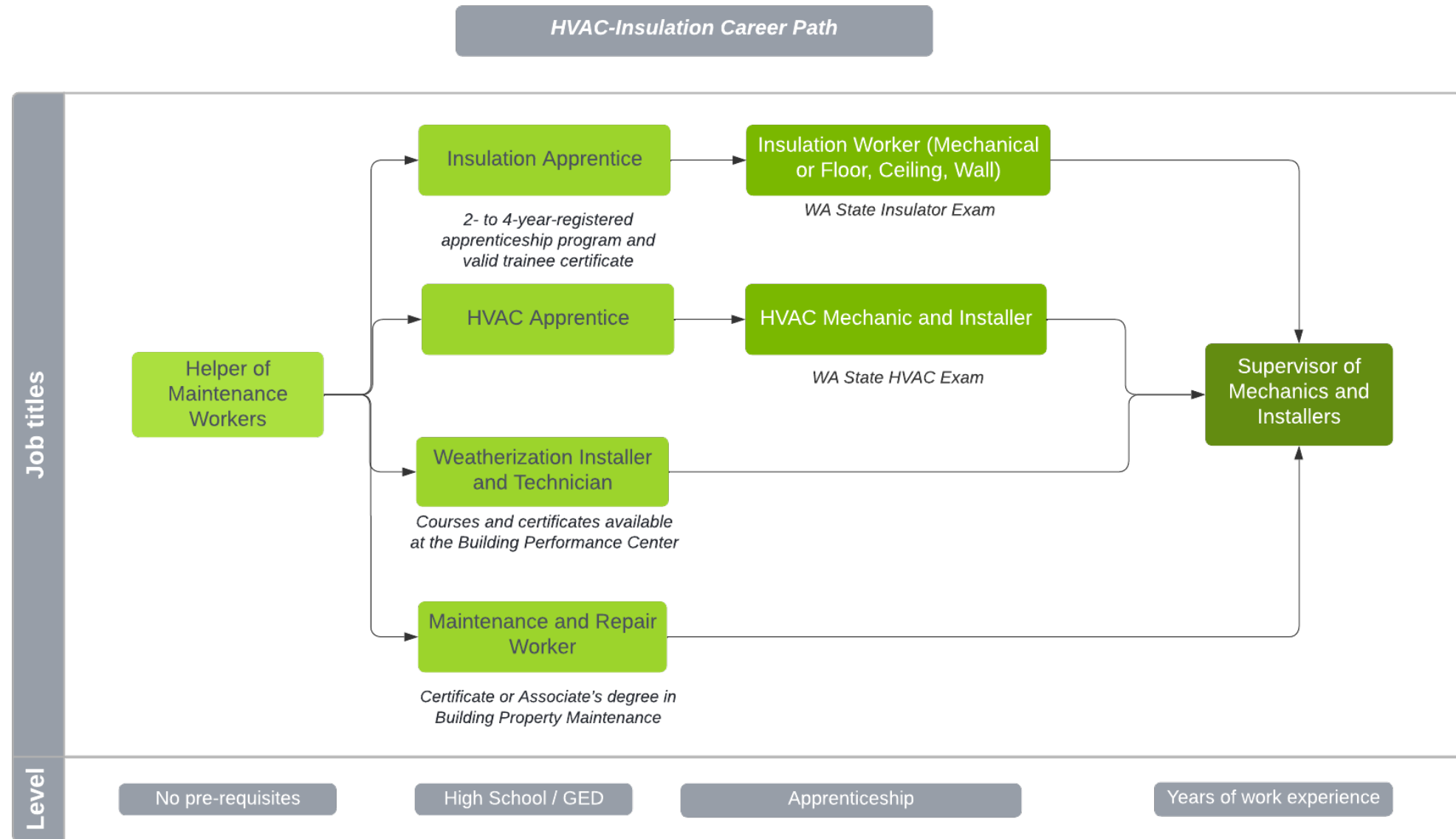
# HVAC & Insulation Occupations

Occupations in the HVAC and Insulation Pathways, Baseline 10-Year Job Creation and Median Hourly Earnings in King County





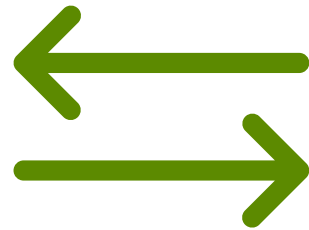
# HVAC & Insulation Career Pathway



*Conclusion*



# Conclusion & Recommendations



Existing occupations  
Shifting Skills & Tasks



Variety of Projects





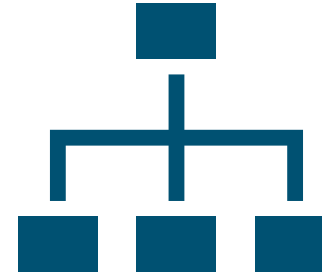
# Conclusion & Recommendations



Transparency about  
career pathways and  
advancement



Assist workers from  
underrepresented  
communities get  
credentials



Assess structures that  
prevent recruitment  
and advancement



Structured  
mentorship to  
support diversity



# ***Thank You!***

## ***Contact***

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