

2015 Report to the Community



OPENING DOORS TO LIVING-WAGE CAREERS

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



Greetings!

We are pleased to present Seattle Jobs Initiative's (SJI) 2015 Report to the Community – coming to you from our new offices at Pacific Tower. It is a joy to be in our new location, close to so many of our partner agencies.



Ben Wolters



John Kim

We thank our many partners this year for helping us bring our mission to life. We also thank our donors and funders, especially the City of Seattle Office of Economic Development. As we approach our 20th anniversary, know that each and every one of **YOU** help us open doors to living-wage careers.

The year 2015 was an eventful one for SJI, underlined by the completion of a 2016 – 2020 Strategic Plan. Though we continued to provide workforce development services through Year Four of our Career Pathways Program, our reach expanded to ten states outside Washington's borders. The US Department of Agriculture's Food & Nutrition Service selected SJI to create and manage the nation's first SNAP to Skills project. We also provided additional SNAP assistance to the State of Kentucky.

Our policy and research work continued with aplomb as we provided labor market and other research on energy efficiency workers for Seattle City Light. We hosted a conference for 170 people on behavioral science and complex trauma in autumn 2015. We also continued to expand our work with the vocational ESL program at South Seattle College, and even more broadly throughout the Seattle College District by planting the seeds for a College for Working Adults program.

We celebrated the United Way of King County's Day of Caring by awarding 20 desktop computers (donated by the City of Seattle) to Career Pathways participants. Everyone had the opportunity to work with volunteers on computer basics.

Last but not least, we expanded our Board of Directors to include Sally Clark, John Bartley, Kate Lang, and Leslie Larson. Many thanks to all of our board members for their grace, leadership, and financial investments throughout the years.

And again, **THANK YOU** for your confidence and support.

In community,

Ben Wolters
Chair, Board of Directors

John Kim
Executive Director

2015 Highlights

Individuals Served 1997-2017: 16,764

Job Placements 1997-2015: 7,146

2015 Service Demographics

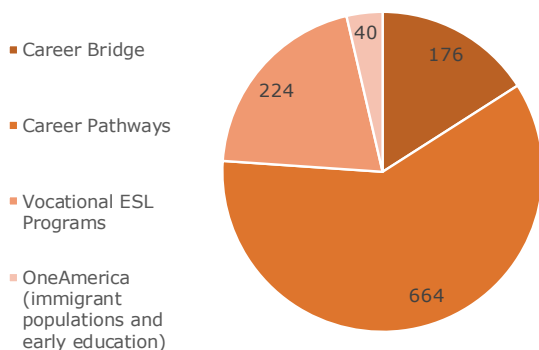
Persons of Color	64%
Immigrants or Refugees	13%
Limited English Skills	8%
Receiving Public Assistance (TANF, Basic Food, or other)	77%
Homeless (includes living temporarily with someone else)	45%
No Post-Secondary Credential (including certificates)	82%
Past 3 Months' Income \$5,000 or Less	93%

Primary Barriers Faced

- Lack of Transportation - 86%
- Lack of Basic Skills - 11%
- Need for Childcare - 15%
- Criminal Background - 16%
- Substance Abuse - 6%

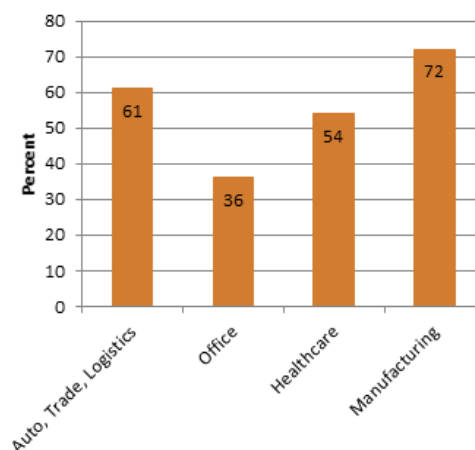
2015 Reach

1,104 Individuals Served by 2015 Programs



Credential Completion

Completion Rates by Sector



Research, Innovation, & Policy

CONDUCTED POLICY RESEARCH FOR THE CITY OF SEATTLE

KEPT THE PUBLIC INFORMED ABOUT WORKFORCE ISSUES

CREATED RESOURCE MAP FOR SOUTH KING COUNTY

ISSUED UNIQUE REPORT ON SOFT SKILLS
SERVED AS A RESOURCE TO THE SEATTLE COLLEGES

Meet Our Community

Negesu Alemu

At the close of our conversation, Negesu asked me to write the word *friendly*.

I managed that request in fine order. Then she asked me to write the same word with my left hand. I did not do terribly well.

Negesu wisely pointed out the reason for this exercise. "My native language in Ethiopia is Amharic, represented by what you wrote with your right hand. Learning English to me, though you wrote the same word, is your left hand."



Negesu Alemu

Negesu came to the United States four years ago, able to speak some English. But now, after studying in South Seattle College's (SSC) Computer and IT ESL track, she is more confident than ever with her English.

"The class has been so helpful to me in terms of learning vocabulary, grammar, Excel and PowerPoint – for everything really. Teacher Daphne has been such a help to me. I am taking the 2016 summer quarter to work on my writing so I can take the English test and become a nurse." Negesu is already working as a certified nursing assistant. There is every reason to believe that she will persevere and succeed.

On this day, Negesu had just completed her final presentation to her class and was very proud. "When I started here my score was 118; now it is 227. I know myself better, my listening ability has improved and every day my life is getting better."

When asked for a quote, this delightful young lady calmly stated: "Everyone should come to SSC and they can change their life. Before I came here I did not know how to write or even manage my time. I can write my resume now – I am going to school. All will be well."

Kudos to Negesu and the entire faculty at SSC. They are all planting amazement.

"In the past four years of working with Seattle Jobs Initiative, I've witnessed some amazing growth and development in people searching for work with a livable wage. SJI provides a safe environment for people to assess and overcome their challenges that are preventing them from reaching that goal. I'm proud to contribute to this admirable work, and encourage others to help as they can."

Beth Maurer, SPHR, SHRM-SCP, Benefits Manager at Northwest Hospital & Medical Center

Meet Our Community

Mohamed Ahmed



Mohamed Ahmed

This young man comes from Somalia and has been in the United States only for 18 months. Mohamed readily stated that his English was “broken” when he arrived at South Seattle College (SSC).

A bit shy at first, he soon opened up and unleashed nothing less than a brilliant self-awareness: “My experience is education is the most important and to communicate with others – and learn about the culture. This is also good for my career. I have a hope to be something for tomorrow.”

Mohamed was very open about, as he put it, “the struggle preparing for the exam.” He wants to work in aviation maintenance. He is soaring in that direction. Currently Mohamed is a cashier at Walmart. He noted that he enjoys customer service and helping people find items. “This all helps build my English. Walmart is my second English class. I think I could be a tour guide now!”

Confidence. Perhaps most importantly, he has built up his confidence. This is after only one quarter in SSC’s unique and innovative ESL program.

Mohamed said it well: “I am so thankful and I appreciate everything everyone is doing to help me. So many others are sitting at home and not taking advantage of this opportunity.

“I enjoy coming to school to increase my knowledge and meet all these different people, good classmates and friendly teachers. Financial aid is good too.”

More amazement, growth, and joy at SSC.

“Seattle is a place of so much promise and progress, but as a City Councilmember I saw too many people left behind for whatever reason. Mismatched skills, early mistakes, and systems that don’t work for everyone. Seattle Jobs Initiative combines whole systems change with attention to giving individuals in our community the path to not just a job, but a career. This is how we’re breaking long-term cycles of poverty — and we’re doing it. You see it in the faces of SJI graduates and in the program evaluations. Seattle Jobs Initiative is built from and continues to demonstrate proven success.”

Sally Clark, Director of Regional and Community Relations at the University of Washington, former Seattle City Council President, and current member of SJI Board of Directors

Our Partners

Neighborcare Health

Ericka Singh, Human Resources Manager for Neighborcare Health, is passionate about her work: “In the world of community health we’re working with uninsured, low-income and homeless populations. There simply is no time to waste when helping these people. That’s why it’s good to work with Seattle Jobs Initiative (SJI) in filling our open positions. SJI staff has been ready with information and dedicated to our partnership.”

Neighborcare Health (NH) was SJI’s 2015 Employer of the Year – and for good reason. For more than 40 years, Neighborcare Health has been the largest provider of primary medical and dental care in Seattle for families and individuals with lower incomes or without insurance. Though we approach our missions from different contexts, our goals and results are similar: healthier families and a healthy community for everyone, regardless of income.

Ericka is in charge of recruiting new NH employees. She is also responsible for outreach to organizations such as SJI that help train King County’s workforce. As Ericka notes, “We have never had any problems with anyone we have hired through SJI’s training programs. This is largely because our constituents come from like backgrounds, cultures and literally speak some of the same languages.”



Ericka Singh & Wesley Nguyen

In June 2016, with the support of Delta Dental of Washington, NH opened a new dental clinic at Pacific Tower in Seattle. The clinic will serve some 6,000 patients each year! NH has hired a number of medical assistants and patient service representatives through SJI-supported programs. SJI hopes new employees will be needed due to the dental clinic expansion and knows that NH is ready to provide new hires with additional training, an open heart, and acceptance.

Ericka commented, “Wesley (Nguyen – a SJI Senior Project Manager) has been persistent for sure – which I appreciate. He is great to work with and we both are committed to providing people with solid career moves, an environment within which to succeed and the chance they need to make life better. NH is very intentional about reaching out and working with more individuals.

“We’re all glad SJI is at our side and carries the banner with us.”



Our Partners

SJI appreciates the many partners in our community who join us in opening doors to living-wage careers.

Primary Program and Community Partners

Building Changes
Center for Advanced Manufacturing Puget Sound
Child Care Resources
Compass Housing Alliance
Educurious
Highline College
Lake Washington Human Resource Association (LWHRA)
Neighborcare Health
Neighborhood House
Pacific Associates
Renton Technical College
Seattle College District:
 South Seattle College
 North Seattle College
 Seattle Central College
 Seattle Vocational Institute
Seattle Housing Authority
Shoreline Community College
YWCA

Public Sector Program Partners

City of Kent – Office of Economic & Community Development
City of Seattle – Office of Economic Development
City of Seattle – Office of Immigrant and Refugee Affairs
United States Department of Agriculture’s Food & Nutrition Service - Supplemental Nutrition Assistance Program Employment & Training Program
Washington State Department of Social and Health Services – Basic Food Employment and Training



[L-R] Anna and Jack Moffitt (Pacific Associates), Chris Pierson (SkillUp WA), John Kim



Melissa Hart and Matt Houghton (OED)



Time and Caroline Cutuli (LWHRA)

2015 Events

2015 Partner Appreciation Gala



Kathryn Shields (RealNetworks Foundation) and Sally Clark (L-R)

In November 2015, SJI celebrated the year's accomplishments with our community and employer partners. The evening featured our welding participants' work, a silent auction, and our annual awards. 2015 winners were:

Creating Opportunities Award

Sally Clark

Champion of the Year Award

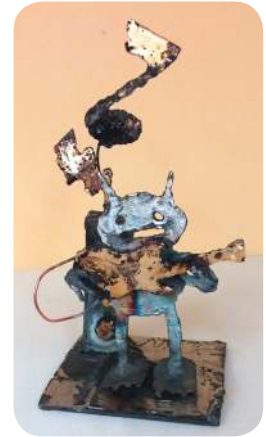
William Castillo

Employer Partner of the Year

Neighborcare Health

Commitment Award

Jocelyn Martindale



Guitar Bug

SJI's Annual Conference

At our October 2015 annual conference, *Illuminating Pathways to Self-Sufficiency: Game-Changing Insights About People's Ability to Thrive*, we welcomed noted researchers Dr. Chris Blodgett, Dr. Yvette Jackson, and Dr. Eldar Shafir (pictured below right, L-R) to speak on scarcity, potential, and trauma. This conference brought together thought leaders from workforce development, education, policy, human services, social services, and business. Attendees re-imagined systems and practices to increase upward mobility among disenfranchised and low-income populations.



2016 Office Relocation

As of June 2016, our office has relocated to Pacific Tower! After a busy few weeks of transition, we are pleased to be settled in and look forward to continuing to serve the community from our new location.



Senior Project Manager Linda Rider



Why SJI: In Our Donors' Words

Karin Zaugg Black and Dan Black



Karin & Dan

Nakama in Japanese means “inner circle.” Not only is Karin Zaugg Black an expert in Japanese language and culture, she is definitely in Seattle Jobs Initiative’s (SJI) inner circle. Having worked for the City of Seattle’s Office of Economic Development (OED) for some 12 years, Karin is deeply engaged in SJI’s mission. She and her husband, Dan, are among SJI’s most dedicated donors.

Karin spoke with immense excitement about SJI: “Our city’s eco-system is dependent on a strong workforce. SJI helps low-income people with education, specialized training and assists in finding them living wage jobs. This is not only a vital service to the program participants, but an integral element of nurturing a healthy community. SJI’s work is truly transformative.”

Karin also spoke of the many barriers SJI’s constituents face: “SJI is working with people who have huge barriers blocking them from doing what is necessary to find a job. Access to childcare, access to housing and transportation – things that many of us take for granted are mountainous to a better life for so many people in King County. SJI provides the tools needed for people to transform their own lives.”

Karin commented on how SJI is something of a hidden gem: “It is difficult in the world of nonprofits to always have the staff resources needed to ‘get the word out’ to others. I am pleased to hear that SJI is making an effort to tell its story.”

Karin spoke from her heart when noting that “Access to education, training and jobs is so critical to creating a stable life for a family. Dan and I support SJI because of the role SJI plays, with its many partners, in providing these services. SJI is definitely a leader in systemic change.”

Karin and Dan – Thank you.

***“Access to education, training and jobs is so critical to creating a stable life for a family.”
- Karin Zaugg Black***

Why SJI: In Our Donors' Words

Mark Okazaki

Neighborhood House (NH) is what we call a “CBO” – community-based organization. NH is one of several CBOs with whom SJI partners to deliver navigator services for the Career Pathways program. SJI is fortunate to have partners such as NH – an organization that alone helps some 11,000 people a year through services for adults, children, and families.

At the helm of this impactful organization (founded in 1906!) is one of our community’s most highly respected leaders, Mark Okazaki. Mark is a *Seattle Business* magazine 2016 Executive Excellence Award winner and a bastion of passion in the fight against poverty and homelessness in King County.

Mark is part of SJI’s donor family and is a “fan” of SJI – if we may be so bold. “NH’s mission and SJI’s mission resonate with like beliefs centered around how families can escape poverty. A large part of SJI’s future will revolve around its ability to be a leader in addressing workforce issues in our region and linking related complexities to the severe income inequities we face in King County.”

NH works with SJI in healthcare pathways – everything from medical assistant training to RN certifications. Mark notes, “There’s lots of growth and demand in this area. We are working with highly motivated people who want jobs in healthcare, yet language barriers and cultural differences create numerous challenges. Thankfully the barriers do not prevent perseverance!”



Mark Okazaki

South King County is filled with immigrants and refugees – but it is vital to note that this area is also home to more and more economic refugees.

SJI is beginning to work in South King County – a move that excites Mark.

“South King County is filled with immigrants and refugees – but it is vital to note that this area is also home to more and more economic refugees. The cost of living and housing in Seattle is out of control. People are migrating south and need SJI’s workforce development programs. I am delighted and encouraged by the fact that SJI leadership is going ‘deeper into the weeds’ with organizations such as NH. This will have a huge impact on public policy and a deep effect on building awareness for the suburbanization of poverty and homelessness.

“It is scary to think that a suburban school such as Highline is working with some 1000 – yes 1000 – homeless youth. Employment is the critical enabler to help move these kids and their families off the vicious economic merry-go-round so many people face in King County. SJI’s institutional knowledge will teach us all new approaches to solving problems like this systemically – and hopefully, one day, forever.”

Mark – Thank you.

2015 Supporters

Government, Corporate, Foundation, and Organization Support



JPMORGAN CHASE & Co.

"The Annie E. Casey Foundation has invested in and supported the Seattle Jobs Initiative (SJI) for over twenty years. Our hope was to help create an innovative, adaptive and results focused intermediary that could create pathways to good jobs and careers for low-income workers in Seattle's dynamic labor market. SJI has fulfilled our hopes many times over – and we are continually impressed by its ability to stay focused while reinventing itself to achieve better results. Few workforce organizations, in our experience, demonstrate this combination of flexibility and high quality implementation."

**Bob Giloth, Vice President,
Center for Community and Economic
Opportunity at Annie E. Casey
Foundation**



- Annie E. Casey Foundation
- Bank of America
- Bill and Melinda Gates Foundation
Employee Giving Match Program
- City of Seattle Employee Giving Program
- City of Seattle - Office of Economic Development
- GiveBIG 2015
- Harvest Foundation
- JPMorgan Chase & Co.
- Kentucky Cabinet for Health and Family Services
- King County Employee Giving Program
- Microsoft Matching Gifts Program
- National Skills Coalition
- Neighborcare Health
- OneAmerica (W.K. Kellogg Foundation)
- RealNetworks Foundation
- Saint Paul Foundation
- Seattle City Light
- Seattle Colleges District VI
- Seattle Foundation
- Seattle Housing Authority
- SkillUp Washington
- USDA Food and Nutrition Service
- Washington Institute for Financial Security
- Washington State Combined Fund Drive
- Washington State DSHS - Basic Food
Employment & Training

2015 Supporters

Individual Donors

Anonymous	Jason Petrait
Andrew Meyercord	Joanne Ngo
Annie Nguyen	John Kim
Arthur Jonson	John Lederer
Ben Pierson	Joni Hards
Ben Wolters	Judy Faast
Bri Nguyen	Karin Zaugg Black
Dana Keeler	Laura Rowley
Danell Tobey	Marcelo Bellinaso
Daniel Berger	Mark Baumann
Daniel Black	Mark Okazaki
David Kaz	Michael Golden
David Mayer	Nick Codd
David Trovato	Raymond Fowkes
Denise Krouse	Reed Rector
Gail Miulli	Sally Clark
Gregory Lonergan	Sarah Chesemore
Hien Dinh	Scott Ofstead

In-Kind Donors

A Contemporary Theatre	Seattle Mariners
Bottlehouse	Seattle Repertory Theatre
Caffé Vita	Seattle Seahawks
The Elliott Bay Book Company	Seattle Shakespeare Company
Ethan Stowell Restaurants	Seattle Sounders
The Experience Music Project	Seattle Storm
Fremont Brewing	Seattle Theater Group
Google	Shenandoah Davis
Hilliard's Beer and Taproom	SIFF
Hyatt - Olive 8	Tech Soup
Ivar's	Total Wine & More
Jet City Improv	University of Washington Athletics
Museum of Flight	Woodland Park Zoo
Seattle Art Museum	

Michael's Story

Working as a musician and visual artist for more than twenty years and taking odd jobs left little time for Michael to do an internship or apprenticeship — things that cost money he didn't have. Four years sober and looking for a career that would provide consistent work as well as a creative outlet, he came across SJI's manufacturing program. Feeling that the Career Pathways program was "the perfect opportunity to get into school and do it the right way," within a few months he was enrolled at South Seattle College.

Returning to school hasn't been as hard as Michael anticipated, thanks to the support of his Career Navigators Jack and Jabral, who quickly set him up with an ORCA card and the Pivot Point program to redevelop his math skills. In addition to welding courses five days a week, Michael works in the shop on Saturdays and is participating in SJI's Coach Program, where he hopes to further develop his soft skills. His dedication and outstanding work ethic led to his recognition as the Manufacturing Sector Champion for winter quarter 2016.

For Michael, the highlight of his Career Pathways experience was competing in SJI's first annual welding competition, where his piece *Guitar Bug* (see photo on page 8) was selected as a finalist. Having the opportunity to create art through school and learning that SJI Executive Director John Kim placed the winning bid for the sculpture was encouraging for him, as Michael hopes to open his own metal fabrication shop specializing in custom metal work and public art.



STATEMENT OF FINANCIAL ACTIVITY FOR THE YEAR ENDED DECEMBER 31, 2015

Public Support and Revenue

Government Contracts & Grants	\$2,966,417
Contributions & Grants	\$328,404
Interest & Other Income Including In-Kind	\$49,817

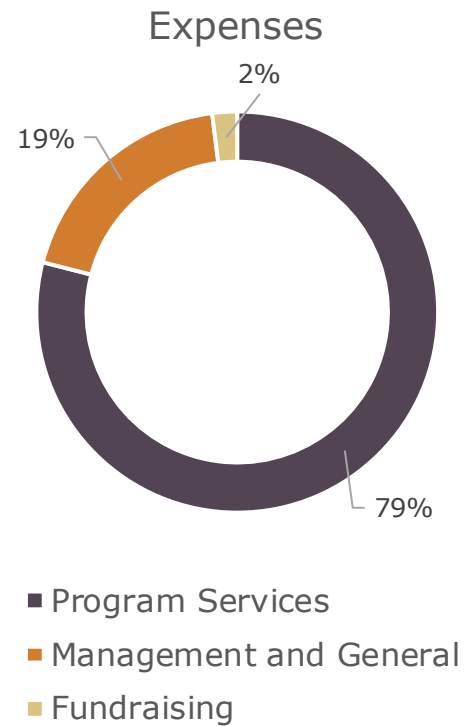
Total Public Support and Revenue **\$3,344,638**

Expenses

Program Services	\$2,620,450
Management and General	\$627,551
Fundraising	\$77,695

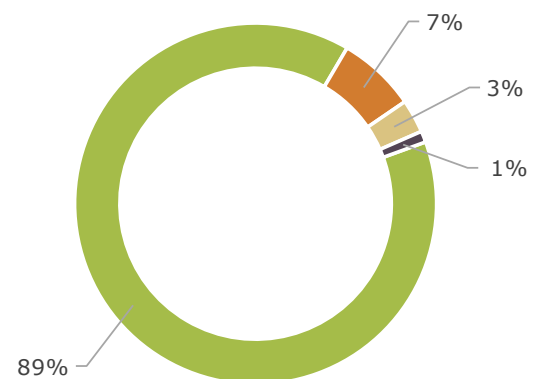
Total Expenses **\$3,325,696**

Change in Net Assets **\$18,942**



- Program Services
- Management and General
- Fundraising

Unrestricted Revenues



- Government
- Corporations & Organizations
- Foundations
- Other Including In-Kind

SJI's full 2015 audit and most recent Form 990 can be found at: www.seattlejobsinitiative.com/about/annual-report

Board and Staff

BOARD OF DIRECTORS 2015 - 2016



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Solid Ground

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Planning and Strategic
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Coordinator

1997 - 2017

**SJI is delighted to be celebrating
20 years of Opening Doors to
Living-Wage Careers**



SJI founding supporters [L-R] Mary Jean Ryan, former Seattle Mayor Norman Rice, and Martha Choe

*Watch for news about special anniversary
events in the coming year!*



Cover Photos: Career Pathways participants from International Trade/Transportation/Logistics, Healthcare, Office Occupations, and Advanced Manufacturing sectors

Profile on Michael written by Robyn Vatter
Other profiles written by Jim Thompson

Report design: Robyn Vatter
Editing provided in part by Seven Madronas Communications

Donate to Seattle Jobs Initiative:
www.seattlejobsinitiative.com/support-sji

If we have made any errors in listing funders or donors, please accept our deepest apologies and contact Jim Thompson at jthompson@seattlejobsinit.com

OPENING DOORS TO LIVING-WAGE CAREERS

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