

# SEATTLE JOBS INITIATIVE



**2016**  
Report  
to the  
Community

# Greetings

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.



A handwritten signature in blue ink that reads "Ben Wolters".

Ben Wolters  
Chair, Board of Directors



A handwritten signature in blue ink that reads "John Kim".

John Kim  
Executive Director

*Opening Doors to Living-Wage Careers*

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

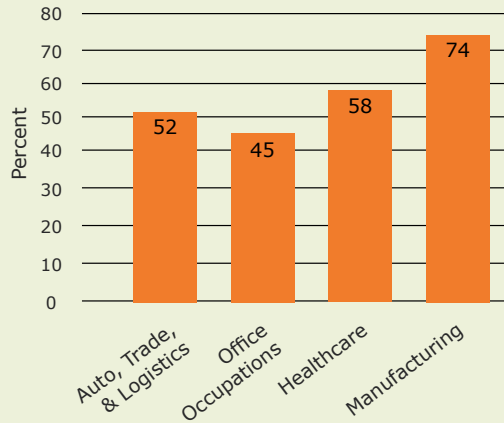
Job Placements  
1997-2016: **7,308**

## 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



## 2016 Service Demographics

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



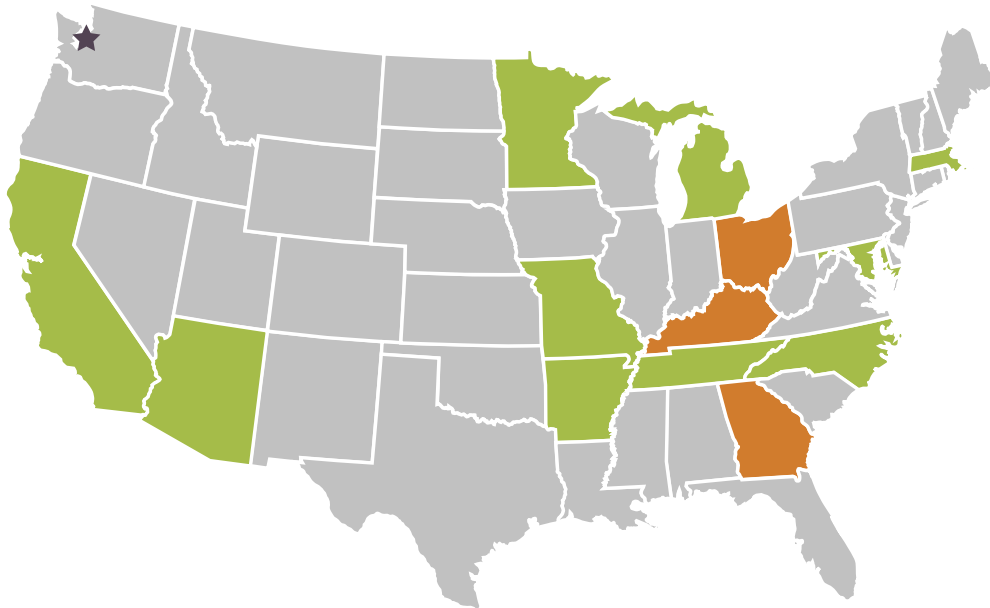
"I support SJI because it gives people a new life and a pathway to economic stability. SJI not only provides training for individuals but also works for systemic changes that improve workers' lives."

*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



## 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."



# Supporters

## Government, Corporate, Foundation, and Organization Supporters



JPMORGAN CHASE & CO.



Cabinet for Health and Family Services

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



"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



# Supporters

## Individual Supporters

Anonymous (7)	Hien Dinh	Tony Lee	Sukanya Pani & Samal Savyasachi
Adena Atkins	James Driscoll	Andrew Lofton	Amy Stephson
Janis Avery	Sean Earp	Gregory Loneragan	James E. Thompson
John Bartley	Erica Hayes	David Mayer	Danell Tobey
Marcelo Bellinaso	John Kim	Gail Miulli	Peter Catterall & Kim Toskey
Daniel Berger	Katerina Kristic	Robert Monsen	Elizabeth Upton
Dan Black & Karin Zaugg Black	Denise Krouse	Joanne Ngo	Ben Wolters
Sarah Chesemore	Mary Beth Lambert	Scott Ofstead	Winnie Wong
Sally Clark	Kate Lang	Ben Pierson	David Wright
Jacqui Demrose	Leslie Larson	Reed and Trish Rector	

"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



## 2016 Board of Directors

**Ben Wolters**  
*Board Chair*

City of Kent

**Ben Pierson**  
*Secretary/Treasurer*

Bill and Melinda Gates Foundation

**John Bartley**  
State of Colorado

**Sarah Chesemore**  
Bill and Melinda Gates Foundation

**Sally Clark**  
University of Washington

**Kate Lang**  
Waldron

**Leslie Larson**  
Larson Marketing & Communications LLC

**Tony Lee**  
Solid Ground

**Andrew Lofton**  
Seattle Housing Authority

**Gail Miulli**  
Everett Community College

# Financials

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

### Public Support and Revenue

Government Contracts and Grants	\$4,212,732
Contributions and Grants	\$199,522
Interest and Other Income including In-Kind	\$42,674

**Total Public Support and Revenue** **\$4,454,928**

### Expenses

Program Services	\$3,130,839
Management and General	\$732,265
Fundraising	\$101,113

**Total Expenses** **\$3,964,217**

**Change in Net Assets** **\$490,711**

### Expenses



### Unrestricted Revenues



"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.



# Staff

**Jill Braun**  
Program Manager

**Nicholas Codd**  
Sr. Consultant

**Hien Dinh**  
IS Specialist

**Theresa Echterling**  
Consultant II

**Jacob Figas**  
Program Manager

**Karla Garcia**  
Career Navigator

**Charity Kamanja**  
Americorps VISTA: Outreach Specialist

**David Kaz**  
Director, Consulting & Professional Services

**John Kim**  
Executive Director

**Christopher Klaeyen**  
Sr. Policy Analyst

**Dan Lyonsmith**  
Sr. Consultant

**Debbie Murphy**  
Accountant

**Amy Nagley**  
Sr. Research Analyst

**Joanne Ngo**  
Database Administrator

**Annie Nguyen**  
Fundraising and Development Manager

**Bri Nguyen**  
Planning & Strategic Advisor

**Wesley Nguyen**  
Sr. Project Manager

**Susan O'Callaghan**  
Sr. Consultant

**Kathleen O'Leary**  
Sr. Project Manager

**Sukanya Pani**  
Deputy Director - Operations

**Andrew Pettersson**  
Career Developer

**Shannon Presley**  
BFET Contract Specialist

**Leann Price**  
BFET Contract Specialist

**Kelly Richburg**  
Sr. Policy Analyst

**Linda Rider**  
Sr. Project Manager

**Laura Rowley**  
Co-Director, Consulting & Professional Services

**Lily Sweeney**  
Office Manager & Event Logistics Coordinator

**Robert Thibodeau**  
Sr. Consultant

**James E. Thompson**  
Fund Development Manager

**Danell Tobey**  
Director, Finance & IT

**Robyn Vatter**  
Communications Specialist

**Thaihang Vu**  
Office Manager & Event Logistics Coordinator

**Winnie Wong**  
Consultant I

**Sarah Yasyerli**  
Contract & Compliance Manager

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



## A Celebration



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**Donate to Seattle Jobs Initiative:**  
[www.seattlejobsinitiative.com/support-sji](http://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](mailto:jthompson@seattlejobsinit.com)

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