



Come Aboard. Spread Your Wings.

Agenda Item: 11a_supp
Meeting Date: March 24, 2026

TALENT CONNECTIONS COMMISSION BRIEFING

3/24/2026

TALENT CONNECTIONS PATHWAY OPPORTUNITIES



High School Intern — Youth enrolled/recent graduates of local high schools in King County



Post-Secondary Intern — Active/recent students affiliated with higher education institutions



Veteran Fellow — Recently separated veterans from all U.S. military branches



Port Pathway Program — New program in 2026 offering internship experiences to those not directly affiliated with higher education

PROGRAM OFFERINGS



Winter

20 High School Interns



Summer

40 High School Interns
58 Post-Secondary Interns
4 Port Pathway Program



Spring

3 Veteran Fellows



Fall

3 Veteran Fellows
6 Post-Secondary Interns

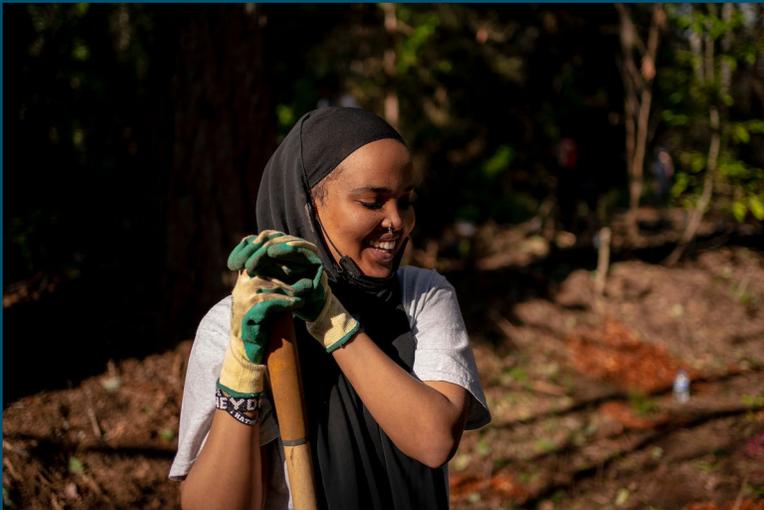
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HIGH SCHOOL PROGRAM - WINTER



- Partner with Maritime H.S. and Raisbeck Aviation H.S.
- Maritime and Aviation cohorts
- Project based model w/ sponsors
 - AV – Innovation Projects
 - Escalator Safety Improvements for Passengers
 - Little Free Book Library Sustainability
 - Maritime – Experiential Learning Project
 - Develop maritime-focused field trips and experiential learning activities for Duwamish Valley youth.

HIGH SCHOOL PROGRAM - SUMMER



- Open to all HS students
 - Focus on near Port communities
 - Promoted through community partners and local schools
- Culminating project presentation
- Integrated department model



Joining the Green Jobs cohort promises a hands-on journey into environmental work. You'll find yourself outdoors, working on projects like planting and habitat restoration, or strategizing with your team about environmental efforts. Your research efforts will play a role in bridging the gap between science and public awareness, making conservation efforts more accessible & engaging for the broader community.



As an intern embarking on a maritime cohort journey, you'll dive deep into the fascinating world of all things nautical. From exciting boat tours to working on the docks at one of the Port's many waterfront facilities, you'll get a sense of the many careers in the maritime industry and work firsthand with customers and professionals alike.



Your time in the aviation cohort will explore the behind the scenes of what makes an airport function. From attending captivating tours with the Port Police Department, airfield operations, and public art teams, to experiencing the thrill of real planes taking off, you'll see the behind the scenes of the many teams that earn SEA airport it's reputation as a 'mini city' in itself.



Joining the Civic Engagement cohort is an opportunity to actively participate in shaping the relationship between the Port and its neighboring communities. You'll work with various teams to contribute to the strategic planning process and participate in community events, allowing you to directly interact with residents and stakeholders.

Workshops



Branding & Communications

Equity, Diversity, & Inclusion

Financial Literacy

Interviewing

Informational Interviewing

LinkedIn

PowerPoint

Professionalism

Project Management

Public Speaking

Resumes

Stress Management

Workplace Conflicts and Collaboration

Community Partner Engagement



Supports youth living in “very low” equity zip codes, as defined by Equity index



Provides youth with ongoing support and wrap around services



Offers youth career development training



Has demonstrated commitment to anti-racism and equity, diversity and inclusion



Able to assist with recruitment and selection of interns



Is a community-based organization or school

OUTREACH



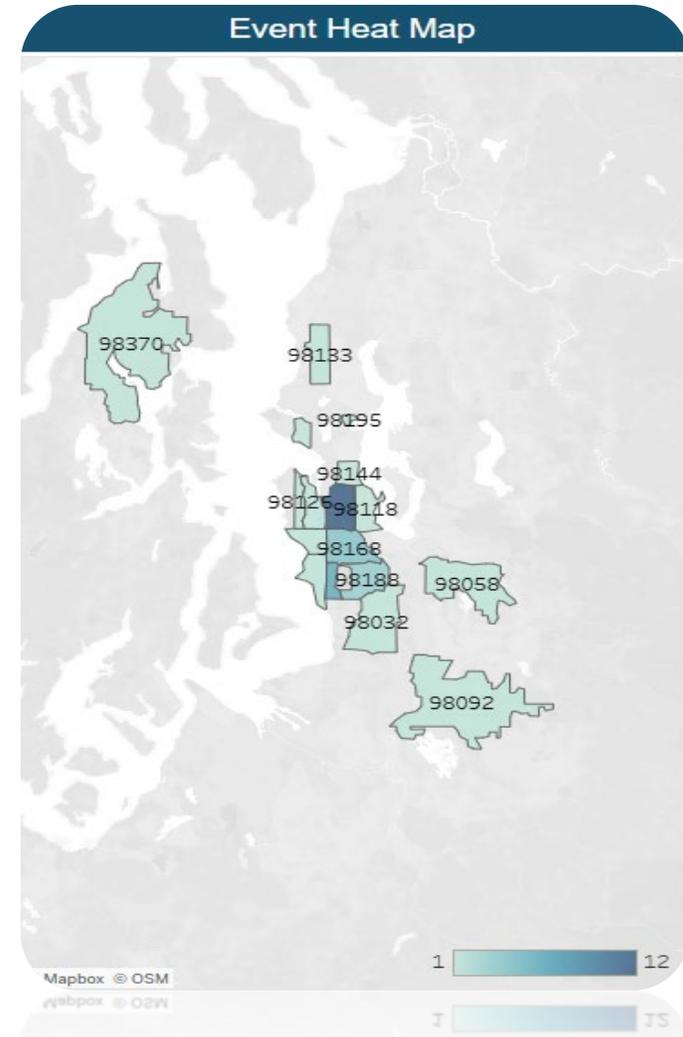
101 community partner connections



66 youth events attended

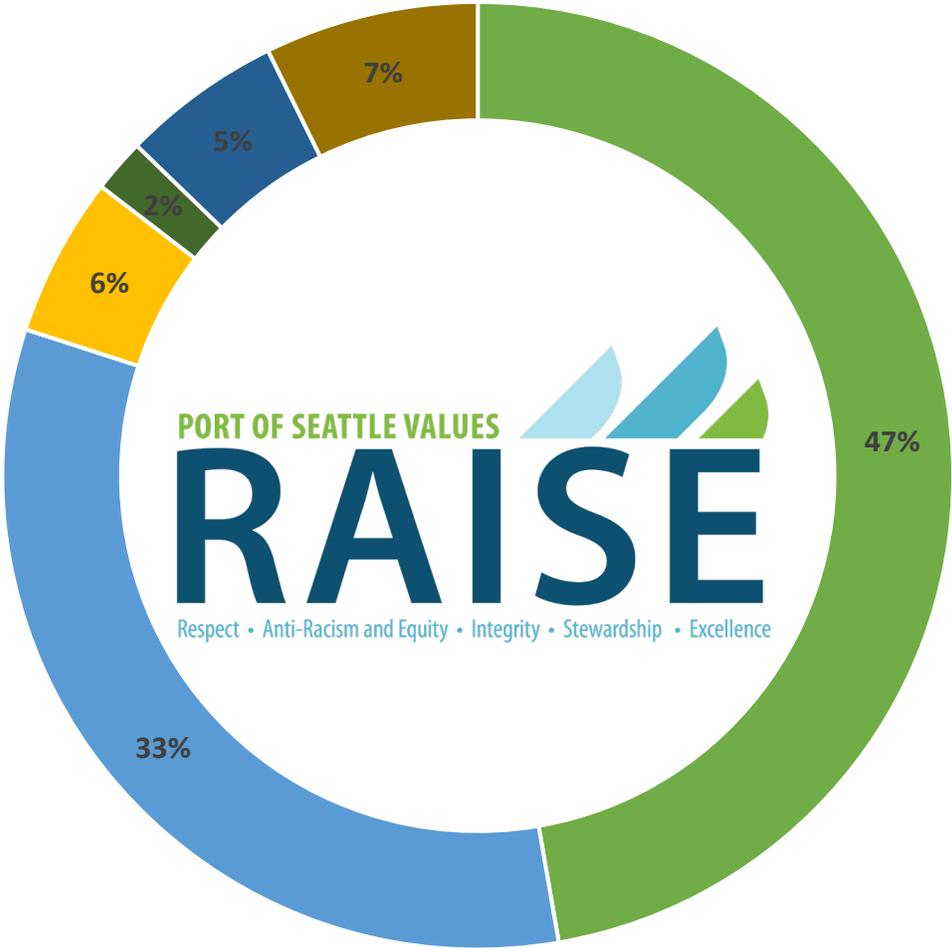


23 youth focused information sessions/tours



COMMUNITIES SERVED

2025 H.S Interns - King County Equity Index



■ Very Low ■ Low ■ High ■ Very High ■ Outside King County ■ Unknown

HS PROGRAM IMPACTS

Survey Outcomes: High School



POST-SECONDARY PROGRAM

- 64 Post-Secondary opportunities
 - 38 Full-time Summer
 - 26 Year-long (PERS Eligible)
- 31 Participating departments



POST-SECONDARY INTERN EVENTS SUMMER 2025

Internship Orientation

Wednesday, June 25th
10:00 AM - 12:30 PM
AOB Conference Center
London

Building Bridges

Tuesday, July 8th
10:00 AM - 11:00 AM
P69 2D East

ERG Social

Friday, July 11
10:00 AM - 11:30 AM
AOB Conference Center

AV Airfield Tour

Thursday, July 17th
8:30 AM - 11:00 AM
Gina Marie Lindsey Hall

Application Materials Preparation Workshop

Tuesday, July 29th
1 PM - 2 PM
Virtual

Environmental Stewardship Event

Thursday, July 24th
9 AM - 12PM
Beijing AOB

College Intern: Day in Your Life Event

Tuesday, July 22nd
10 AM - 12 PM
Virtual

Trivia

Wednesday, August 6th
10 AM - 11 AM
Virtual

Financial Literacy Workshop

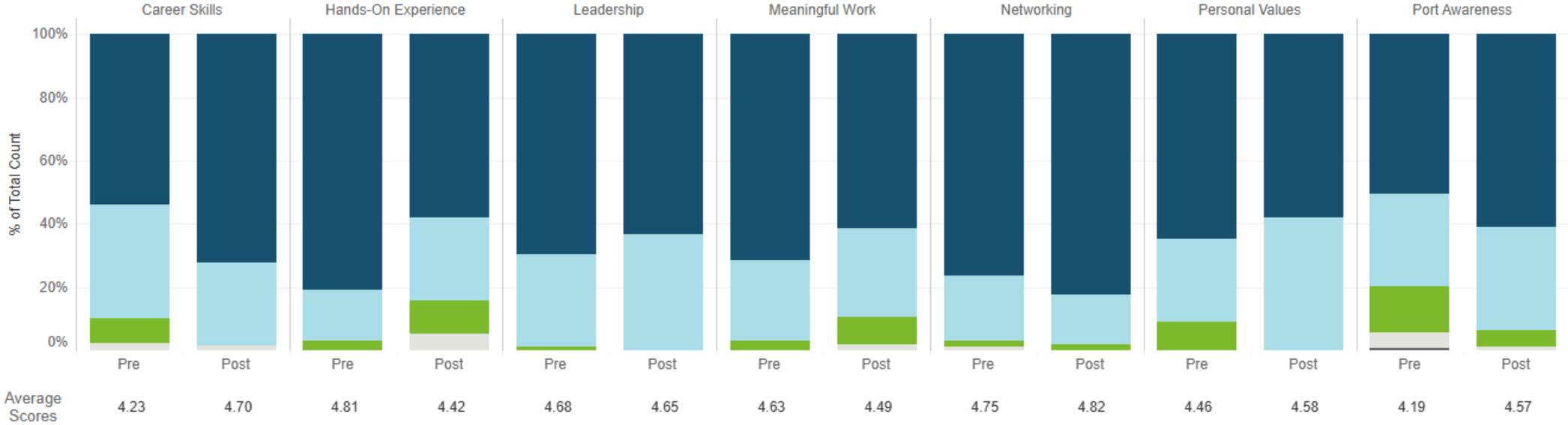
Wednesday, August 27th
1 PM - 2 PM
Virtual

Leadership Workshop

Wednesday, August 13th
1 PM - 3 PM
AOB 4A

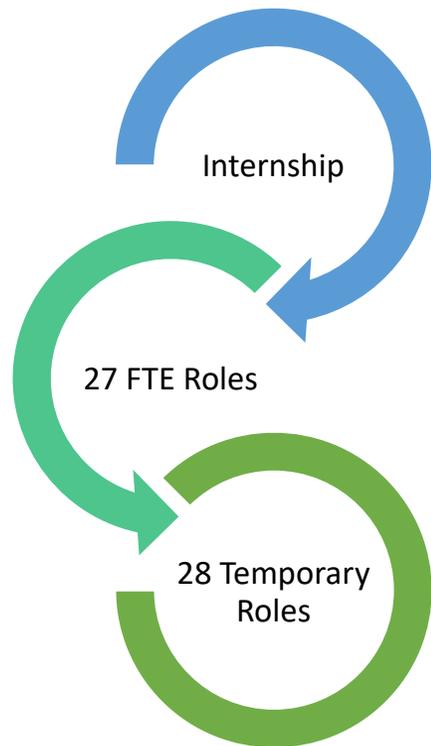
POST-SECONDARY PROGRAM IMPACTS

Survey Outcomes: Post Secondary

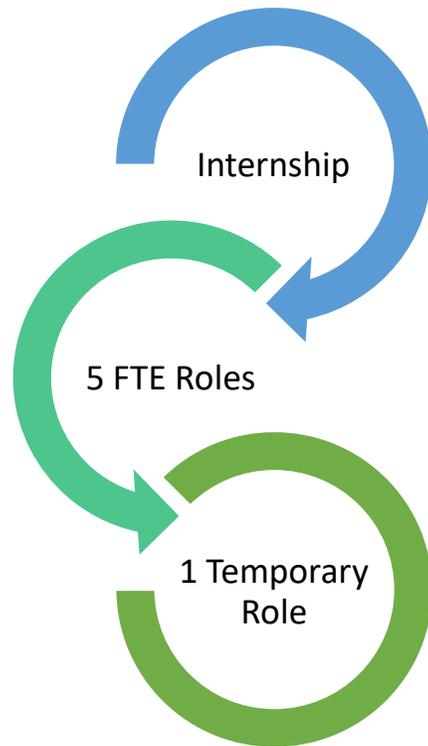


SUCCESSSES

Post-Secondary Interns



High School Interns



*Conversions since 2020

NEW PATHWAY PROGRAM PILOT

New internship-like program to support those who have and continue to experience barriers in pursuing higher education and quality job experience.

Program Focus:

- Open new pathways into work at the Port
Provide work experience and opportunities for development
- Prepare participants to apply for Port roles or other industry-aligned positions
- Create equitable career mobility and wage gain
- Benefit from previously untapped talent

Priority Communities:

- Homeless Individuals
- Immigrants
- Indigenous Groups
- Justice-Involved Individuals
- Low-Income Individuals
- People with Disabilities
- Single Parents
- Veterans

BENEFITS OF PARTICIPATION



Pay aligned to market



Work experience in area of interest



Access to Port of Seattle workshops and development programs



Personalized career planning support

2026 PATHWAY OPPORTUNITIES

Program Opportunities Launching Q2 2026

Aviation
Customer
Service

Human
Resources

Shilshole Bay
Marina

Waterfront
Project
Management

Temporary job placement of 6-12 months

Career mobility without bachelor's degrees

Aligned with Port roles requiring < 2 years
experience

Roles with increased potential of job
openings

Questions/Comments