



Workforce Development 2025 Annual Report



Overview

- Mission/Programs
- Shared Vision, Shared Success
- Continuum of Services
- 2025 Accomplishments
- Where We Are Headed

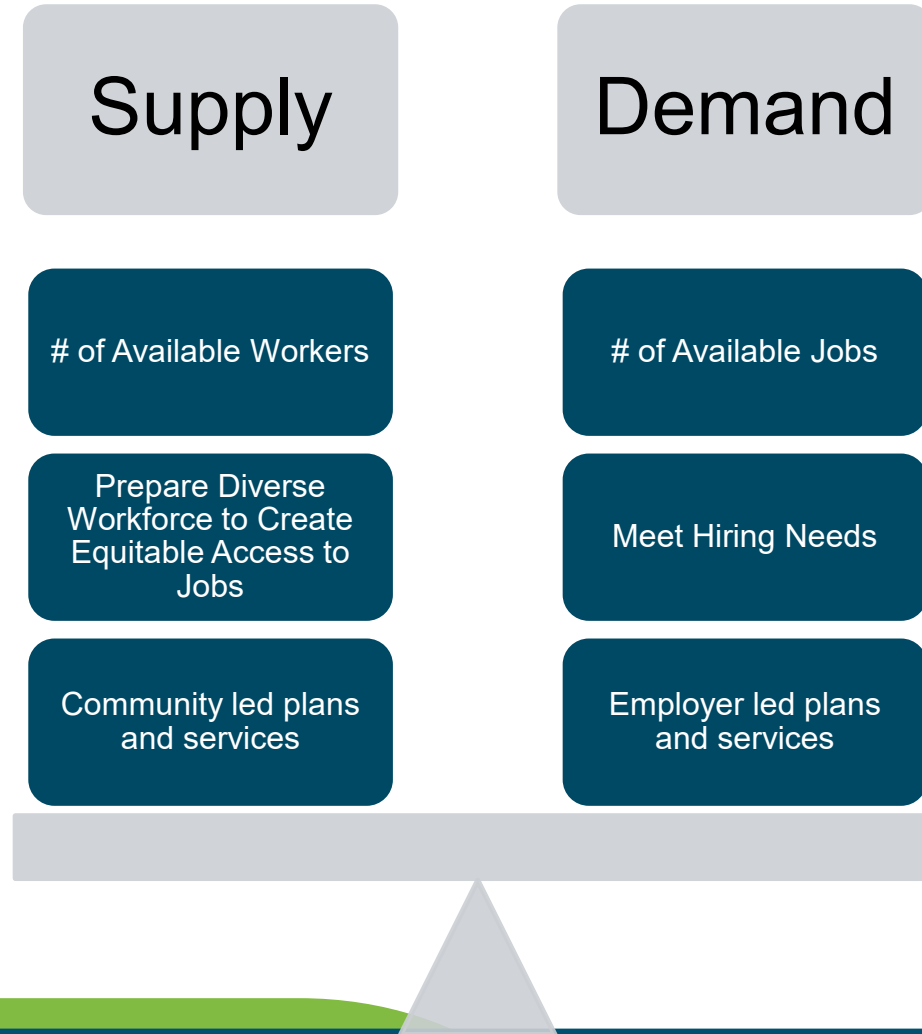
Mission Statement

Position the Port of Seattle as an economic engine through strategic partnerships to develop a skilled, diverse workforce to access and advance in port-related careers.



Expanding Our Focus

Aligning investments with industry need



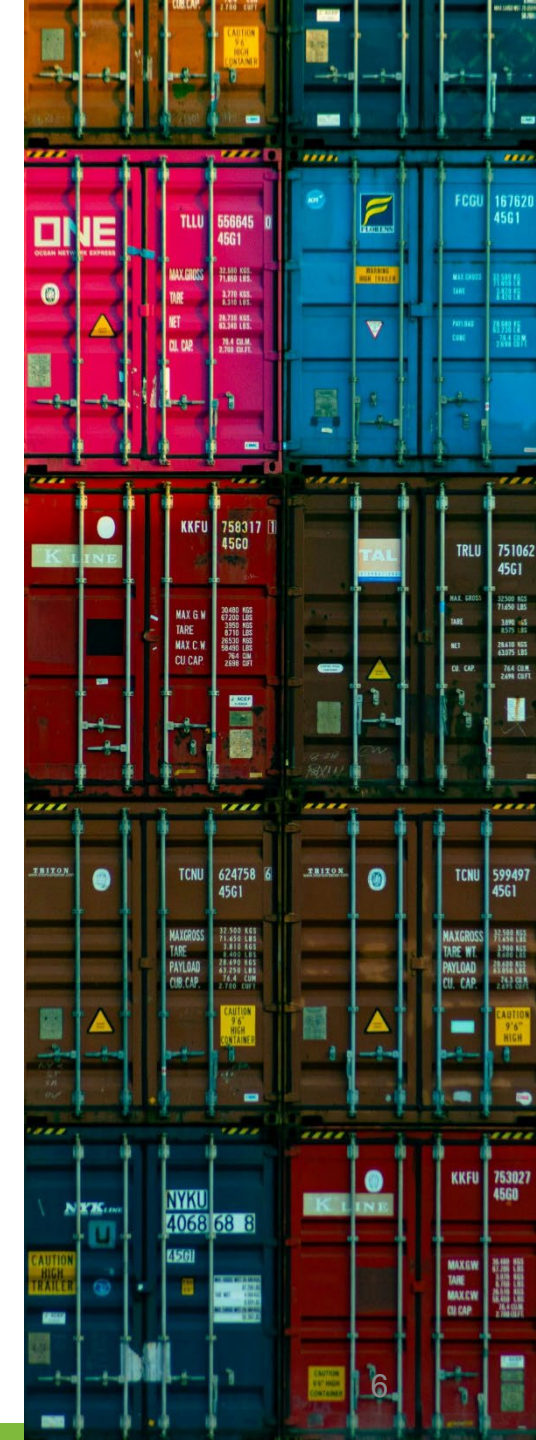
Continuum of Services

Career Connected Learning	Outreach and Awareness
	Explore
	Preparation
	Launch
	Adult Training
	Upskilling, Reskilling
	Placement
	Retention & Advancement



Shared Vision, Shared Success

Career Connected Learning	Outreach and Awareness	<ul style="list-style-type: none"> • Port Tours • Port Staff in Classrooms
	Explore	<ul style="list-style-type: none"> • Maritime High School • Raisbeck High School
	Preparation	<ul style="list-style-type: none"> • South King and Port Communities Fund
	Launch	<ul style="list-style-type: none"> • Port Internships
	Adult Training	<ul style="list-style-type: none"> • Pre-Apprenticeship
	Upskilling, Reskilling	<ul style="list-style-type: none"> • AMT, GSE, Aviation Security Training
	Placement	<ul style="list-style-type: none"> • Duwamish Valley Career Navigator
	Retention & Advancement	<ul style="list-style-type: none"> • Priority Hire



Workforce Development

		2025	2026 – 2027 Look Ahead
Career Connected Learning	Outreach and Awareness	<ul style="list-style-type: none"> • Duwamish Valley Career Navigation (2025) • Construction Pre-Apprenticeship • Airport Employment Center 	<ul style="list-style-type: none"> • Maritime Recruitment/Wraparound Supports (2026)
	Explore	<ul style="list-style-type: none"> • Maritime High School • Maritime Afterschool classes (2025) 	<ul style="list-style-type: none"> • Core Plus Maritime (2026)
	Preparation	<ul style="list-style-type: none"> • Maritime High School 	
	Launch	<ul style="list-style-type: none"> • Youth Maritime Career Launch 	
	Adult Training	<ul style="list-style-type: none"> • Language Access Port Career Pathways (2025) • Airport Employment Center • Pre-Apprenticeship 	<ul style="list-style-type: none"> • Shipyard Welding (2026) • Maritime Underway Careers (2027)
	Upskilling, Reskilling	<ul style="list-style-type: none"> • Airport University • Aviation Maintenance Tech Training • Ground Service Equipment Training 	<ul style="list-style-type: none"> • Aviation Security Training (2026)
	Placement	<ul style="list-style-type: none"> • Duwamish Valley Career Navigation (2025) • Airport Employment Center • Pre-Apprenticeship 	<ul style="list-style-type: none"> • Maritime Workforce Liaison (2026) • Maritime Underway Careers (2027)
Retention & Advancement	<ul style="list-style-type: none"> • Taxi Driver Career Navigation (2025) • SEA Childcare Navigator (2025) • Pre-Apprenticeship • Leadership Roles in Construction 	<ul style="list-style-type: none"> • Maritime Workforce Liaison (2026) • Leadership Roles in Construction (2026) 	

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Expanding Our Focus

Our roles



ADVOCATE

Advise, develop and champion workforce development policy



CONVENE

Bring key stakeholders together for collaboration and system improvements



COMMIT

Secure private employer commitments to workforce development activities



INVEST

Fund career services, job training, retention, capacity building, etc



2025 Accomplishments



1,733 job,
internship, and
apprenticeship
placements

+14%
increase



84% live in
low equity
areas of King
County

+16%
increase



89% of the
participants
supported were
Black, Indigenous,
and People of
Color (BIPOC)

steady



1,006
trained

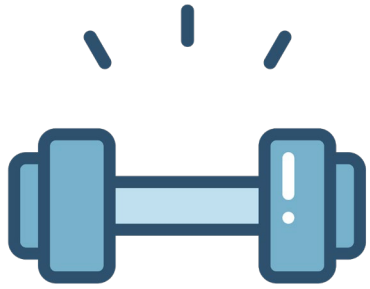
-4%
decrease



142 hiring
employers

+39%
increase

State of the Work



Strengths



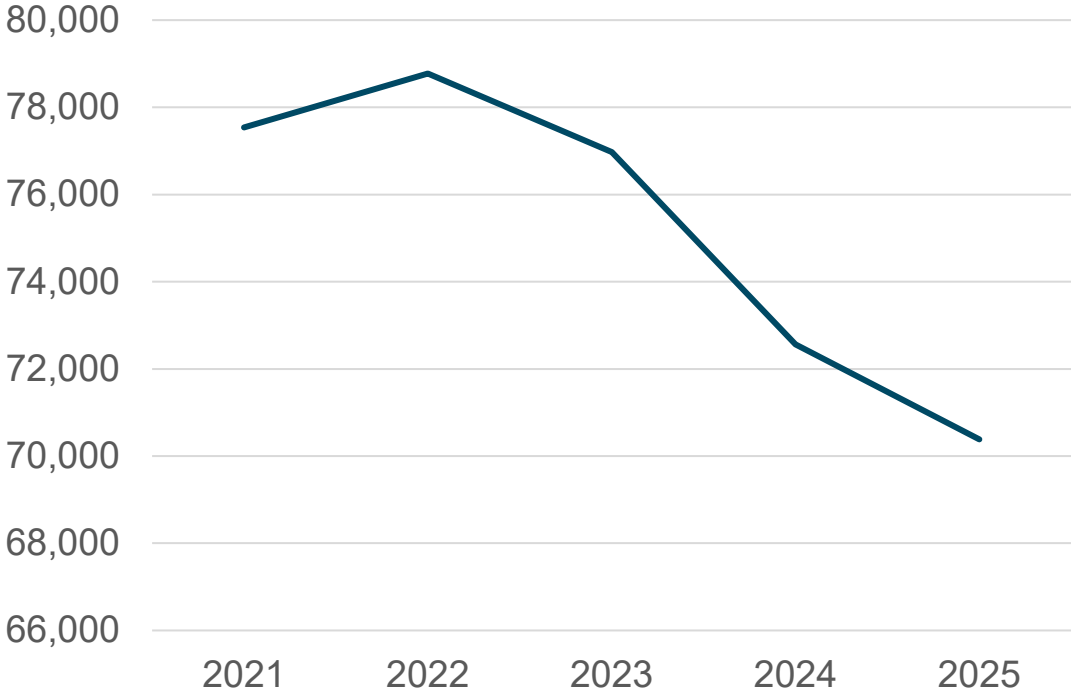
Threats

- Connects workforce investments directly to Port-industry needs
- Long-standing, high-performing programming models
- Strong convening power across industry, labor, education, community partners and public agencies

- Volatility of the labor market
- Decrease in external workforce investments and non-profit instability
- Gaps in influencing maritime and aviation employers

Construction

Seattle-Bellevue Metro Construction Employment



Here at the Port of Seattle

2025 saw records numbers in hours worked

795 apprentices from 32 crafts earned \$16.7M

\$2.8 Billion in upcoming capital projects

Construction

2025 Construction Pre-Apprenticeship Training Results

Total Participants Enrolled/Graduated/Placed	159/132/56
BIPOC	81%
Women	30%
Econ Distressed ZIPs	63%

Priority Hire and Apprenticeship Utilization

- Apprentices made up nearly 17% of all work on Priority Hire projects
- Priority Hire workers made up 27% of all work on PLA projects
- 66% of Priority Hire workers came from South King County

2026 LOOK AHEAD

- Continue collaboration with pre-apprenticeship programs
- Regional workforce demand analysis
- Re-launch construction leadership development program
- Support construction industry convenings/roundtables



**Construction
Apprenticeship Guidebook**



Aviation

2025 Demographics and Job Placements

BIPOC	90%
Female	41%
Econ Distressed ZIPs	86%
Job Placements	1,654

2026 LOOK AHEAD

- Airport Employment Center moving to the STOC buildings, which are now Port property
- Aviation Security Training bridge course launching
- Childcare Navigation renewal
- Continuation of Taxi Employment Navigation services

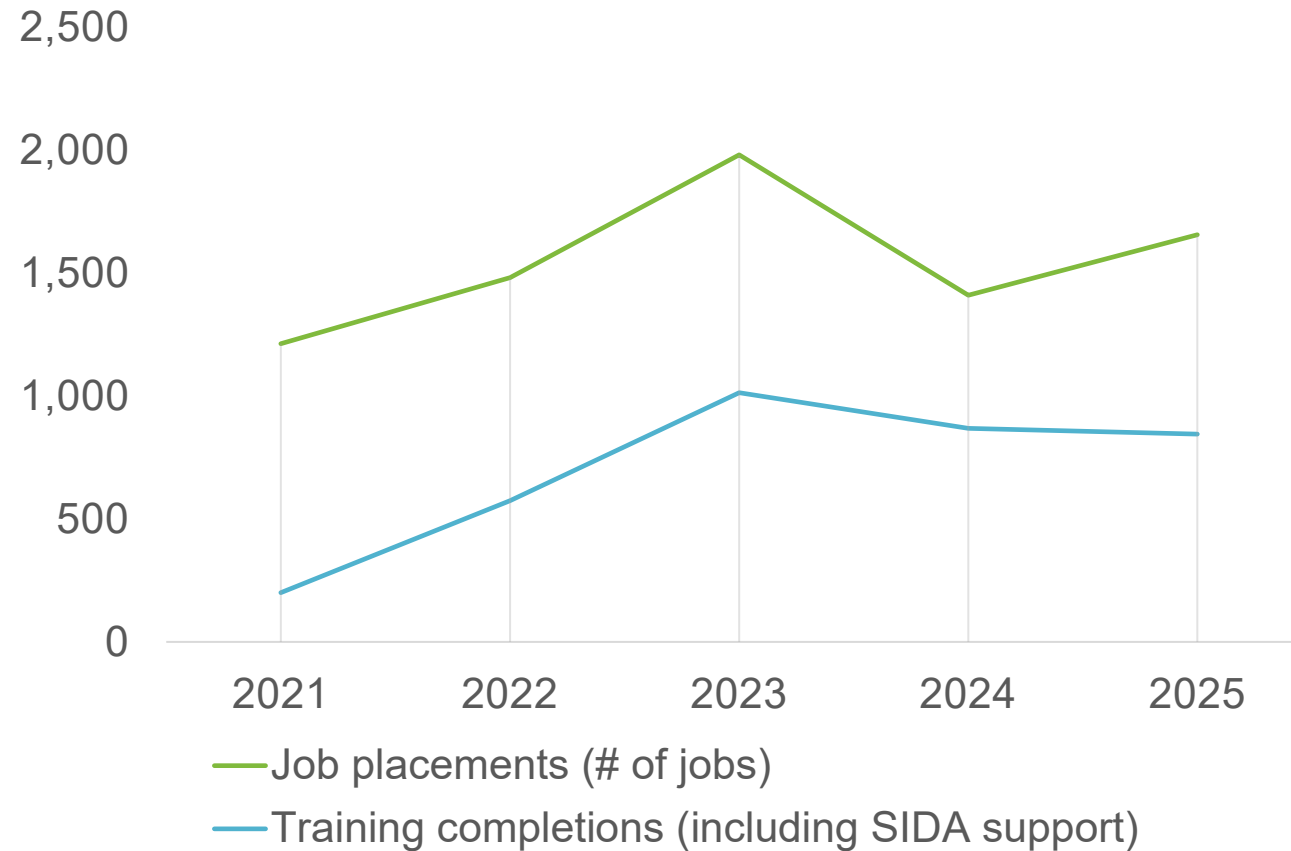
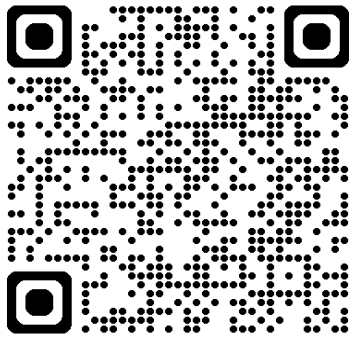


Aviation

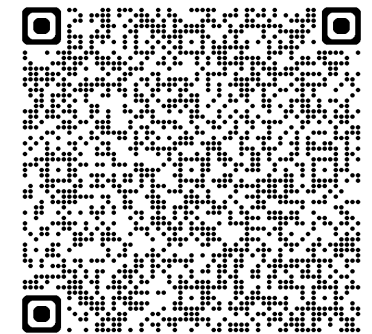
Airport Employment Center



**Ground Support
Equipment Video:**

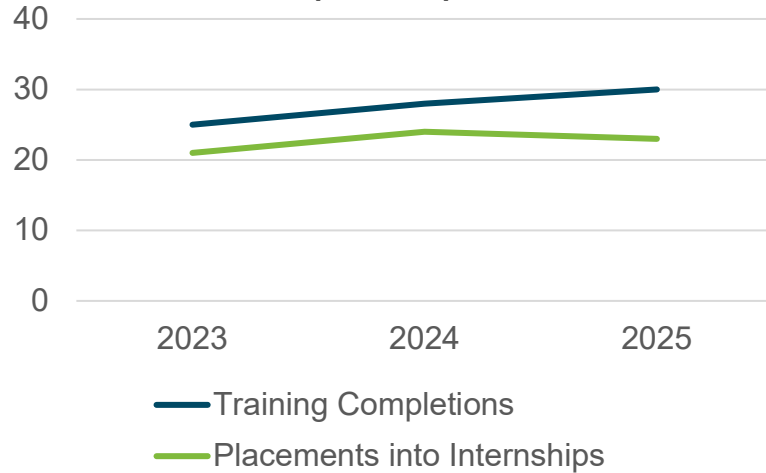


**Aviation Maintenance
Technician Video:**



Maritime

Youth Maritime Career Launch (YMCL)



YMCL Demographics and Internship Placements

BIPOC	90%
Female	29%
Econ Distressed ZIPs	74%
Internship Placements	23

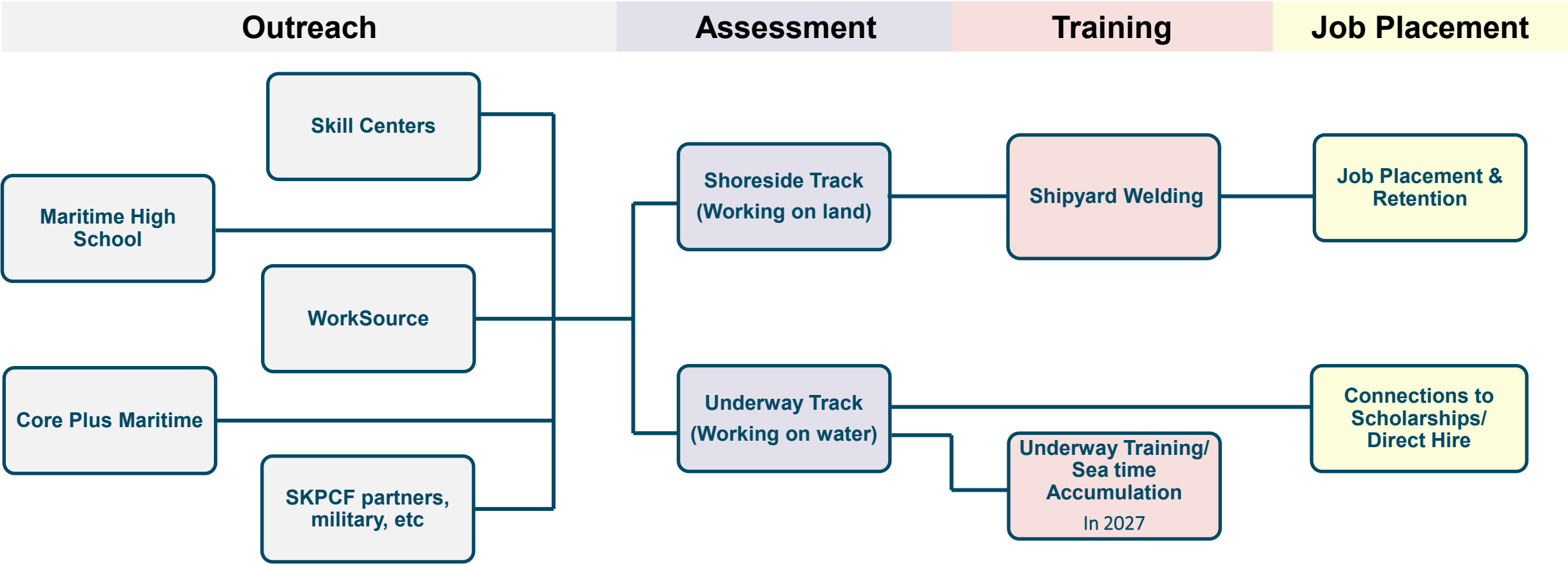
Maritime High School

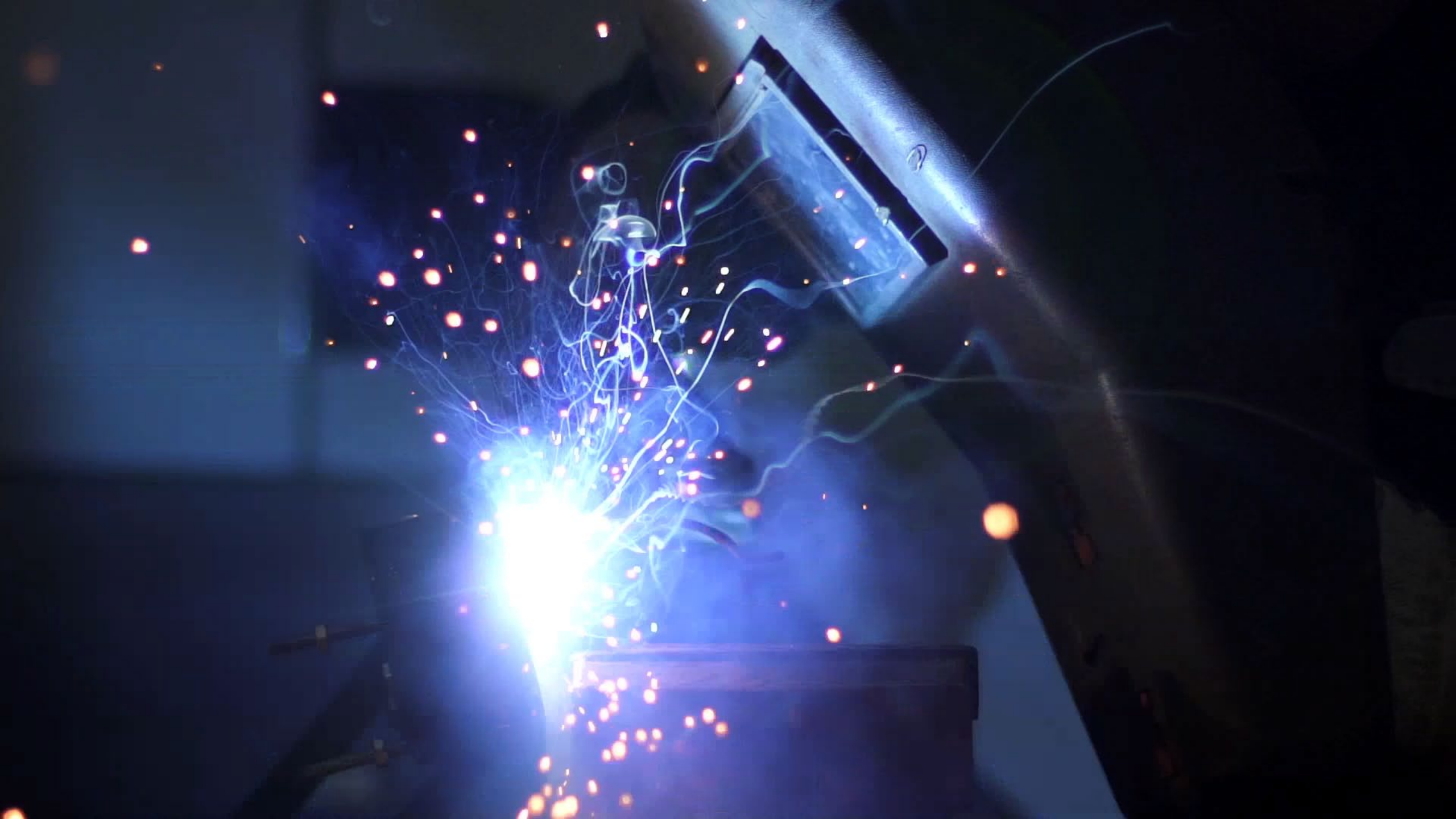
- Served 121 students in 2025–26
- 49% identify as BIPOC
- First graduating class: 13 in college + 7 in maritime jobs
- Expanded hands-on career learning through WSF's Classroom on the Water experience

Core PLUS Maritime

- Added STCW maritime safety certifications to Core Plus Maritime programming
- New partnership with Puget Sound Educational Service District to expose educators and school counselors to maritime careers

Maritime





Green Jobs

DUWAMISH VALLEY CAREER NAVIGATOR

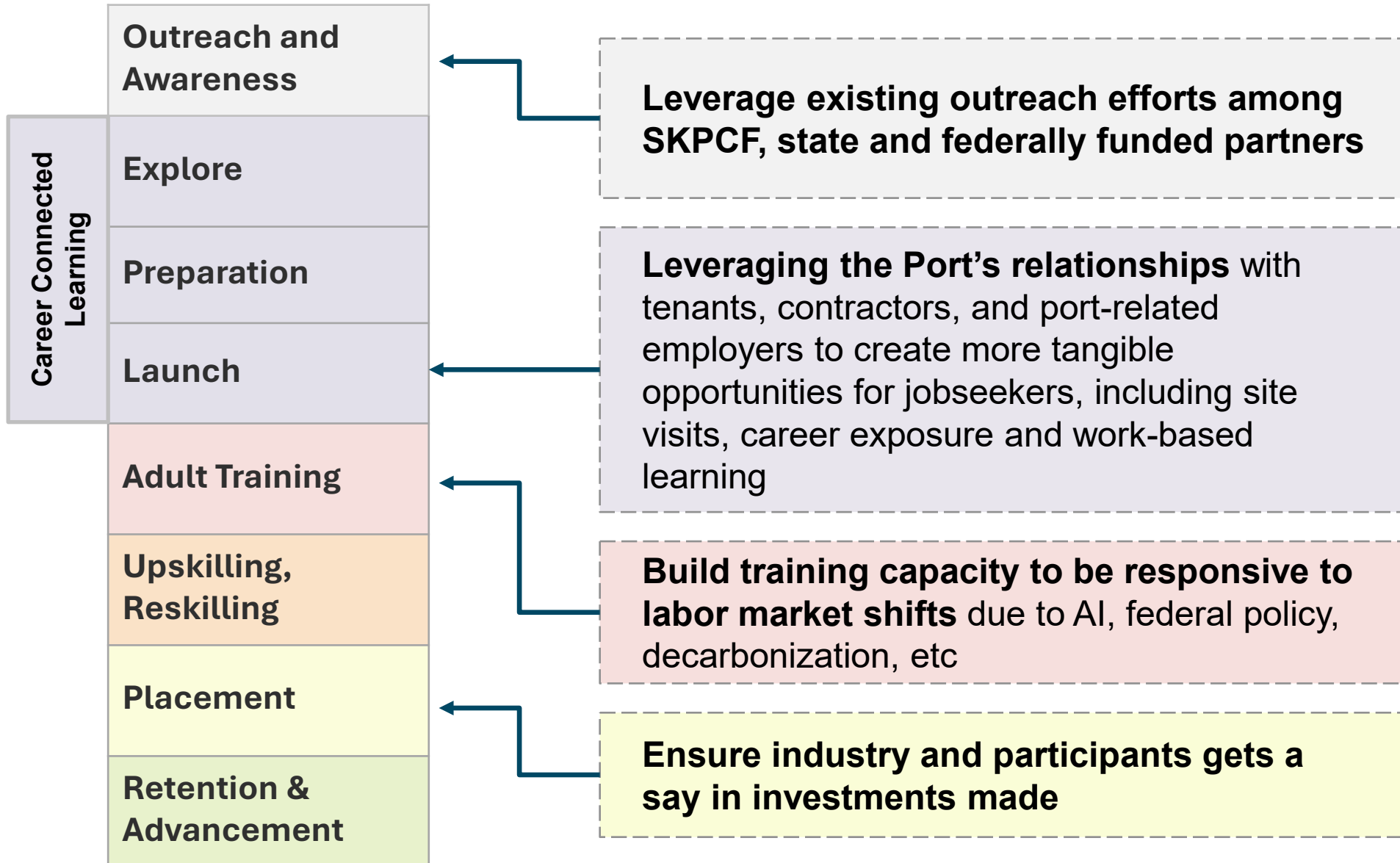
- Started services in Q3 of 2025
- Outreach conducted in South Park, Duwamish Valley and greater King County
- 13 participants received career navigation services in 2025
- In 2026, the focus is on increasing the number of jobseekers served from the Duwamish Valley



**Duwamish Valley
Career Navigation**



Shared Vision, Shared Success



Across Services:

- Strengthening data collection and reporting
- Focus on systems, not stand-alone programs

Why It Matters



JOBS





Thank you!

Port of Seattle®