Employment Pathways

Interdepartmental Team Update

Seattle Department of Human Resources
Seattle Office of Economic Development

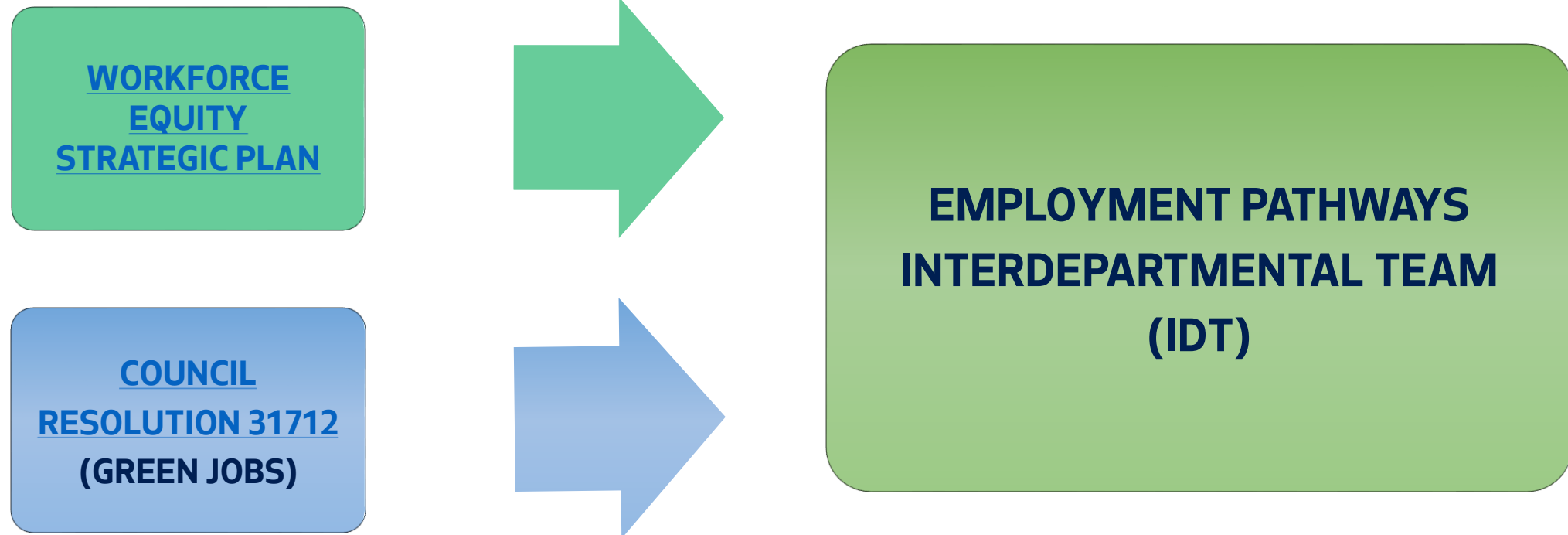City of Seattle

Overview

- Background

- Landscape analysis

- Emerging themes

- Next steps

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Workforce Equity Strategy

WORKFORCE EQUITY STRATEGIC PLAN

COUNCIL RESOLUTION 31712 (GREEN JOBS)

EMPLOYMENT PATHWAYS INTERDEPARTMENTAL TEAM (IDT)

Employment Pathway Deliverables

Deliverables

Inventory entry-level jobs and City-resourced training programs to align with green jobs, City, and local employment opportunities.

Recommend ways to promote upward mobility and success in green jobs, City, and local employment opportunities.

Identify outreach and engagement strategies that promote the success of people of color.
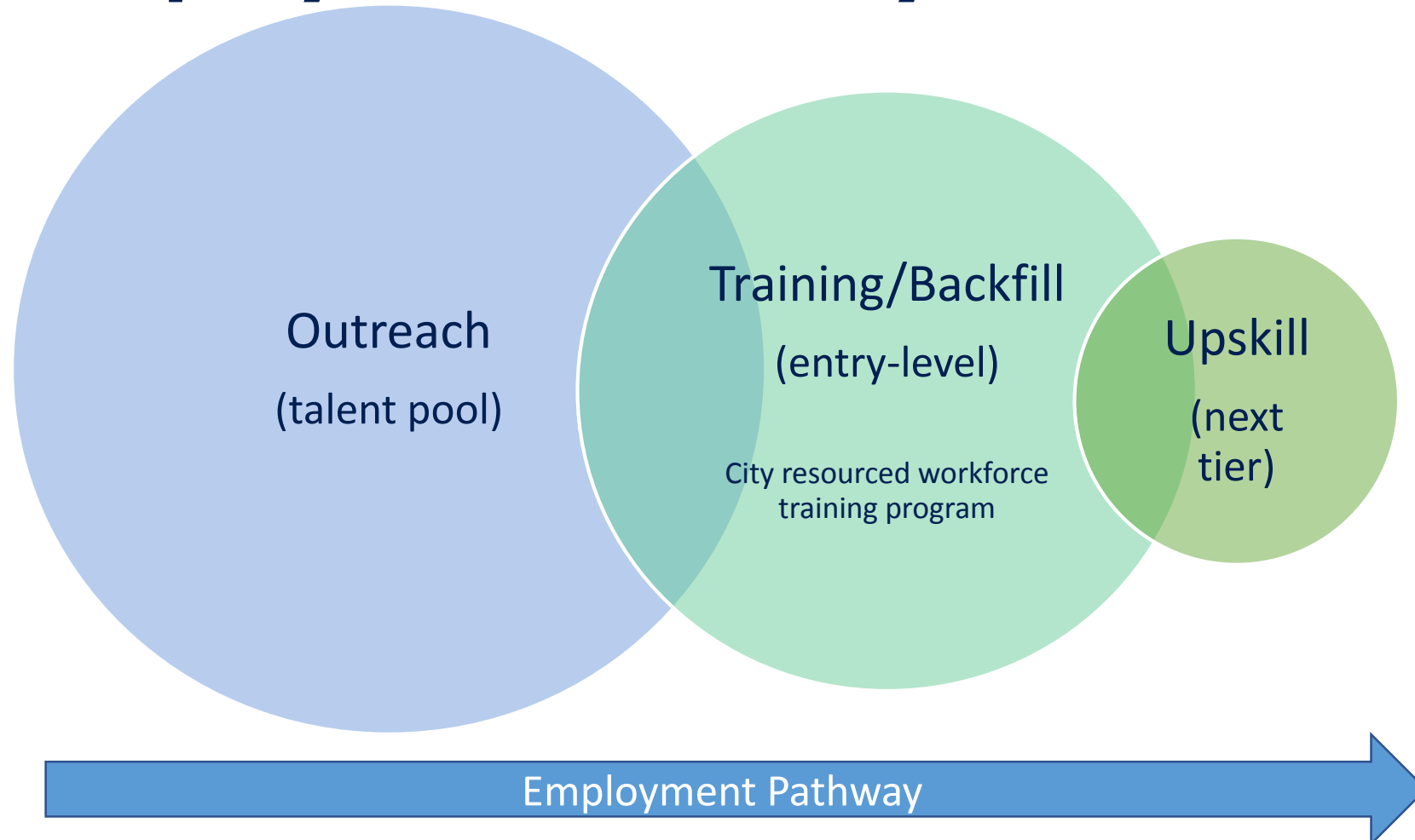
Develop a coordinated structure for the City to partner with workforce training partners and city unions who support diverse communities.

Engage with regional employers around leading workforce equity practices.

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Employment Pathway

Outreach
(talent pool)

Training/Backfill
(entry-level)

City resourced workforce
training program

Upskill
(next tier)

Employment Pathway

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Action Taken to Date

2017
- Finalized definition of green jobs definition (per Council Resolution 31712)
- Applied Racial Equity Toolkit and identified racial equity outcomes
- Completed entry-level report (per Council Resolution 31712)
- Completed inventory of City youth-serving programs

Q1 + Q2 2018
- Complete baseline data on intern demographics and conversion rates
- Document existing community involvement efforts in partnership with DON
- Complete inventory of City-resourced career development training
- Document career outreach and recruitment efforts across the City
- Engage with city unions

Q3 + Q4 2018
- Identify green and City job demand
- Engage community partners through racial equity toolkit process
- Engage with external unions
- Align recommendations with racial equity outcomes
- Finalize and submit recommendations

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Recommendation Categories

Resource Alignment

- Workforce training programs

- Community and education partnership and outreach
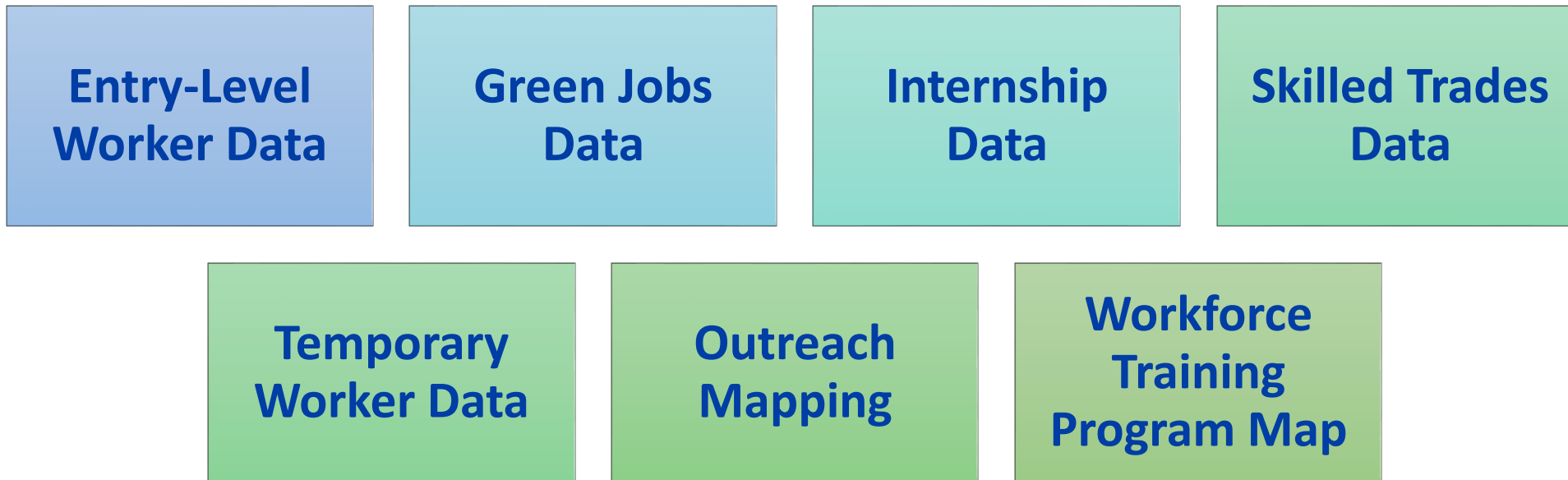
- OneHR

Rule Changes

Address systemic, unintended negative consequences by recommending rule and policy changes for interns, temporary workers, skilled trades, and entry-level workers

Pilot Projects

Identify areas to address equitable recruitment, conversion, and retention – including projects connected to green pathways

Landscape Analysis

Entry-Level Worker Data	Green Jobs Data	Internship Data	Skilled Trades Data

Temporary Worker Data	Outreach Mapping	Workforce Training Program Map

Entry-Level Employees

	Entry-Level City Employees	**All City Employees**	**King County General Population**
Women	41%	38%	50%
People of Color	54%	39%	37%

Sources: Human Resources Information System, September 2017; 2015 American Community Survey (ACS) 5-year sample.

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Green Jobs

	City Employees in Green Jobs	All City Employees	King County General Population
Women	21%	38%	50%
People of Color	38%	39%	37%

Sources: Human Resources Information System, May 2018; 2015 American Community Survey (ACS) 5-year sample.

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Internship Data

	College Interns	All City Employees	King County General Population
Women	54%	38%	50%
People of Color	51%	39%	37%

Sources: Human Resources Information System, January 2014-April 2018; 2015 American Community Survey (ACS) 5-year sample.

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Internship Data

City's College Intern Conversion Rate	National College Intern Conversion Rate
16%	38%

Sources: Human Resources Information System, January 2014-April 2018; National Association of Colleges and Employers.

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Skilled Trades

	City Employees in Permanent Trades Positions	All City Employees	King County General Population
Women	7%	38%	50%
People of Color	32%	39%	37%

Sources: Human Resources Information System, April 2018; 2015 American Community Survey (ACS) 5-year sample.

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Temporary Workers

	City Temporary Employees*	All City Employees	King County General Population
Women	47%	38%	50%
People of Color	42%	39%	37%

*Temporary worker data set excludes interns.

Sources: Human Resources Information System, June 2018; 2015 American Community Survey (ACS) 5-year sample.

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Outreach Mapping

Central Resource

Dashboard

Coordination

Notifications

Workforce Training Program Inventory

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Next Steps

- **Gather and analyze data** to identify and ensure barriers are addressed through recommendations and set baseline (ongoing)

- **Engage community partners** (city unions, Got Green, community colleges, community-based organizations, etc.) to discuss employment pathways recommendations and implementation strategy (Q3/Q4 2018)

- **Finalize recommendations** and implementation plans utilizing data and community feedback (Q4 2018)