



ONE LOCAL EXAMPLE OF A SUCCESSFUL EFFORT CONTRIBUTING TO REDUCTION IN THE WAGE GAP BETWEEN RICH AND POOR

Harbor Island Training Center

A Successful Public-Private Partnership

- ♦ Fills workforce needs
- ♦ Leads to middle income job opportunities
- ♦ Helps sustain maritime & manufacturing sectors

Maritime – A Key Economic Engine

- Directly contributes approximately \$15B in gross business income and nearly 58,000 jobs.*
- Maritime jobs pay over \$20,000 more than the average job in Washington state.
- 75 ports in Washington state provide means for key businesses to stay competitively linked to both domestic and international markets.



*State of Washington Department of Commerce, Office of Economic Development and Competitiveness, Maritime Sector,
http://www.wedaonline.org/documents/Con2014/Maritime_final.pdf.

What Drove the Partnership?

- Quality craft workers hard to find – marine welders, electricians, machinists, pipefitters
- Nearly 20% of Vigor workforce will reach retirement age within 10 years, taking decades of maritime experience with them
- Number of people entering industry also decreasing

Building the Partnership

Start: Planning November 2012, first class June 2013

Modeled after Vigor's successful program in Portland/Swan Island in operation since 2008

Vigor built 8,000-square foot Training Center at Harbor Island shipyard

South Seattle College developed a 6-month welding intensive curriculum

Additional key partners

- State of Washington
- Pipefitters Union
- Workforce Development Council of Seattle-King County
- Community-based organizations

What Are We Teaching?

Technical Skills/ Welding Certifications

- Process applications and welding symbols
- Flux cored arc welding
- Material safety data sheet
- Shielded metal arc welding
- Gas metal arc welding
- Gas tungsten arc welding aluminum
- Oxy-fuel and plasma cutting
- Shipyard intensive training and blue print reading
- Applied math

Industry-Recognized Credentials in Manufacturing

- Maritime Shipyard OSHA 10
- Fire watch training
- First aid, CPR and AED Certification
- Forklift training

Career Readiness

- Workplace expectations, applying for jobs, resume writing, interview skills

Students Embrace the Program – Results Follow



- To date, 92 students in daytime program with 88% completion rate
- Generally 17-21 students/class; 27% minority, 12% women, 18% veterans
- On entry 41% on unemployment, 20% unemployed long term (more than 18 months), 45% on food assistance
- **Results:** 81% of daytime graduates are employed; 9% in apprenticeships; many graduates in advanced training

Evening advanced pipe and aluminum classes have been added to meet demand

Employment Opportunities Go Beyond Maritime

Students from the program have received jobs at:

- Vigor Industrial
- Vigor Marine
- Vigor Fabrication
- Kvichak
- Global Flagship
- S3 Marine
- Foss Maritime
- Puglia Shipyards
- Duwamish Industrial Welding
- Nucor Steel
- Five Star Metals
- Inline Design
- Creo Industrial Arts
- Genie Industries

Average starting wage \$21.93/hour

Making a Difference



GREG GILBERT / THE SEATTLE TIMES

“I’m a different person than I was. I have a trade.”

— Shannon Kelley, graduate of the Harbor Island Training Center welding program, to radio station KUOW, Dec. 2013

Questions?

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Thank you!