



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

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# 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

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- 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](http://www.wedaonline.org/documents/Con2014/Maritime_final.pdf).

# What Drove the Partnership?

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- 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

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**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?

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## **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

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- 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

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**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

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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!