



## Employment Pathways Deliverables, Equity Outcomes, and Ordinance Crosswalk

IDT Deliverable	Equity Outcome	Ordinance 31712 (Reference)
<p><b>Inventory</b> entry-level jobs and City-resourced training programs and <b>map</b> alignment with green jobs, City, and local employment opportunities.</p>	<p>People of color are equitably represented in City resourced workforce development programs and at all levels of City employment, including green pathways.</p>	<p>Develop an inventory of internships, apprenticeships and positions requiring 1 year or less of relevant work experience across City of Seattle workforce, identifying positions that meet the definition of green jobs <b>(Section 2(A))</b>.</p>
<p><b>Recommend</b> ways to promote upward mobility and success in green jobs, City, and local employment opportunities.</p>	<p>City pathways will eliminate inequitable outcomes for people of color and promote their career advancement.</p>	<p>Document examples of how City environmental investments can integrate green jobs and local hire workforce opportunities for workforce goals and existing program work <b>(Section 2(B))</b>.</p>
<p><b>Identify</b> outreach and engagement strategies that promote the success of people of color.</p>	<p>All City outreach and engagement practices promote equity so that people of color are competitive applicants for City and regional jobs.</p>	<p>Create and outreach and engagement strategy based on the findings of the inventory to identify barriers to success for people of color and other marginalized or underrepresented groups <b>(Section 2(C))</b>.</p>
<p><b>Develop</b> a coordinated structure for the City to partner with workforce training partners (Community Colleges, Career, and Tech Education Programs, etc.) who support diverse communities.</p>	<p>Build strong relationships with workforce partners that serve racially diverse populations that result in promoting a racially diverse talent pipeline for City and regional jobs.</p>	<p>Create a plan to monitor and evaluate progress of the City's actions towards the goal of advancing entry into green jobs for people of color and other marginalized or underrepresented groups <b>(Section 2(D))</b>.</p>
<p><b>Engage</b> with regional employers around leading workforce equity practices.</p>	<p>All private sector employers hire &amp; advance people of color and other marginalized groups equitably.</p>	<p>Identify ways to encourage employers to advance in-demand careers, including green careers, for people of color and other marginalized or underrepresented groups in Seattle <b>(Section 3)</b>.</p>