

City Council Briefing: Workforce Development

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Briefing Snapshot

- Historical Overview
- 2025-2026 Workforce Strategy Development
- Current City Investment Strategy & Focus Areas
- Key Partnerships
- Early Wins & Progress
- Look Ahead



Workforce Development History

Before 2025

January-June 2025

December 2025

April 2026

Fragmented approach:
~\$15M invested across city in 65+ programs

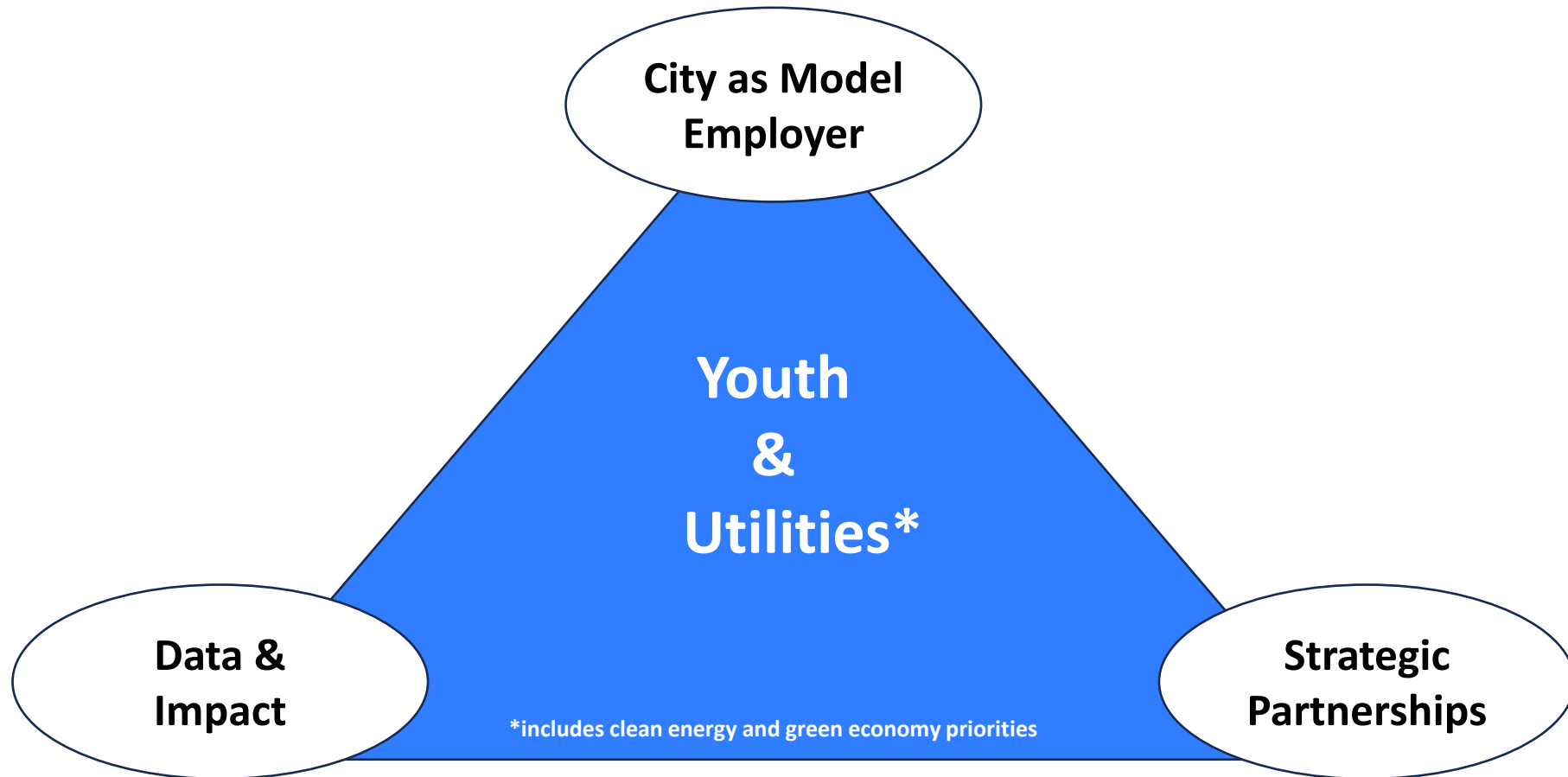
Citywide workforce group convened: 11+ departments aligning investments, priorities, and opportunities

Cross-department workforce group reconvened around Utilities & Youth Priorities

Current priorities include youth, utilities and clean energy talent development within the City and regional economy



2026 Workforce Development Strategy



Key Partnerships

- Higher Education: Community, Technical & 4-year Colleges
- Labor & Industry
- Public Workforce Partners
- Municipal Workforce Systems



Progress on City Coordination

Ready to Work (RTW) Refinement:

Created technical career skills
RFP aimed to expand access
for immigrant and refugee job
seekers into trades and
technical roles



Creative Economy Career Day (CECD):

Cross-department initiative
to increase industry and skill
exposure in creative career
pathways



National League of Cities Workforce Award:

Workforce training and
coaching to develop SPU &
SCL talent



Progress on City Coordination

FEPP Path to Trades Alignment:

Developed coordinated recommendations to strengthen FEPP Levy investments across youth workforce pathways and partnership alignment.

Clean Energy RFP Alignment:

Integrating key utilities and clean energy workforce expectations into RFP language to expand access and strengthen connections to City job opportunities.

Utilities Journey Mapping:

Internal skills mapping of access, barriers, progression opportunities for high need job pathways within SPU & SCL



Looking Ahead

	Utilities, Clean Energy & Green Economy Workforce Development	Youth Workforce Development
City as Model Employer	Continue HR conversations around accessibility, skills-based hiring, and other classification parameters	Strengthen connections between City internships, Seattle Youth Employment Program, Seattle Promise, and early technical training in high-demand sectors
Data & Impact	Use journey-mapping insights to identify high-leverage improvements and key data to track across investments	Integrate youth exposure > training > placement metrics across key youth-serving departments and programs
Partnerships & Regional Alignment	Deepen work with technical colleges, unions, Port, WDC, and clean energy partners to align clean energy workforce priorities, investments and talent pipelines	Expand pipeline connections with CBOs, technical colleges, industry and employers; continue cross-departmental work to link young people to next steps in career and skill journey

Thank You!

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