



Olympic Workforce Development Council

Serving Jefferson, Clallam, and Kitsap Counties

Pathways to Success

Pathways to Success is a comprehensive employment and training assistance program for low-income youth ages 16-21 in Kitsap, Jefferson, and Clallam counties. The program is operated by the Olympic Workforce Development Council and Olympic Educational Services District #114. Pathways to Success provides targeted youth with career-connected learning opportunities to gain the skills necessary to build their futures through education, training, and career development. This program develops partnerships between support staff and employers to provide work experience and mentorship opportunities that support the growth of a committed, responsible, and productive youth workforce. Many of the career-connected activities associated with Pathways to Success are in high demand occupations and industries in the Olympic Peninsula region, including Healthcare, Advanced Manufacturing, Green Jobs, and Hospitality. The program served 141 young people in the 2013-14 program year. Of those served, 79 percent transitioned into postsecondary education or employment. In addition, a majority of the students received a skill specific certification and demonstrated measureable gains in math and reading skills.

Pacific Mountain Workforce Development Council

Serving Grays Harbor, Mason, Thurston, Pacific, and Lewis Counties

AmeriCorps

AmeriCorps members with the Pacific Mountain Workforce Development Council work to increase skills and build capacity for youth programs in the five-county region. They also build partnerships and collaborate with employers and other organizations to boost program effectiveness. One example is Gateways for Incarcerated Youth, a youth enrichment program at The Evergreen State College. Through Gateways, AmeriCorps members help incarcerated youth develop employability skills and connect them with supportive mentors. AmeriCorps Members also support Thurston County Chamber of Commerce’s Business2Youth Connect project. The Business2Youth initiative has facilitated better connections between local employers and youth for the creation of career-connected learning opportunities that lead to skill development and employment opportunities. To measure performance, members track several metrics, including the number of youth that receive job training, financial literacy training, and job placement as well as referrals to other community-based services to support success.

Discovery Team

The White Pass School District operates a career-connected training program through a partnership with the U.S. Forest Service. This model provides employment training in a unique model that drives competency mastery through peer leadership and mentoring. Returning student staff members train and support their team members. The historic, generational link to forestry and the work aligned with that industry are an important part of the success of this rural program. Discovery Team’s metrics for performance are hours of work completed and participant satisfaction with the program.



GRuB (www.goodgrub.org)

The well-established Garden Raised Bounty (GRuB) program in Thurston County is extending its successful model into Mason, Pacific, and Grays Harbor counties. With GRuB, youth gain entrepreneurial skills and experience by focusing on sustainable agriculture. Performance metrics for this program are the completion of a GED or high school diploma.

My JOBs

Through the Green Hill School, a juvenile justice rehabilitation facility, students prepare for successful re-entry to their local community through tailored case management, resource referral, employment services and career exploration to increase their workplace competencies and likelihood of job success. This project is a partnership with the Consolidar (www.consolidarjobs.com) network of potential employers. Performance measurement is based on the number of successful job placements.

YouthBuild

In Thurston County, the YouthBuild program provides youth ages 17-20 with intensive case management to support educational, career and life skills development. Through the construction trades, the program allows youth an opportunity to learn employability skills in a workplace setting, while earning a stipend to introduce self-reliance. Performance is measured through the successful acquisition of literacy and numeracy skills, credential earning, placement and retention in employment or postsecondary education, and reduction of recidivism in the justice system.

Northwest Workforce Council

Serving Whatcom, Skagit, San Juan, and Island Counties

Exposing Youth to the Apprenticeship Training Option– Hands-On Training Tour (HOTT)

Through HOTT, high school juniors and seniors and out-of-school youth learn first-hand about apprenticeship training programs. Youth participate in career-connected learning and engage in demonstrations led by representatives of multiple apprenticeship programs. HOTT uses the Plumber and Pipefitter and the Electrical Training Centers as demonstration sites. Representatives from eight apprenticeship programs statewide guide the young adults through typical tasks associated with their occupations. Additionally, representatives from the Labor and Industry Apprenticeship office share information on current openings in a variety of other Apprenticeship programs including wages and benefit information. Over 130 students participated from 10 schools in Whatcom, Skagit, Island, San Juan and Snohomish Counties as well the local Job Corps Training Center and a skill center. Student participants also receive information about vocational scholarships, career exploration opportunities through internships, and workshops on job search preparation.

Service Learning – Varsity in Volunteering

Through this initiative with local high schools in Skagit County, students who volunteer at least 100 hours over the school year earn a varsity letter in volunteering. Coordinating partners include the Northwest Workforce Development Council, local school districts, United Way of Skagit County, and local social services programs. In addition to skills and experience gained at the volunteer site, students receive training from workforce development staff on appropriate workplace behaviors,



conflict resolution, and job search skills. In the 2013-2014 school year, students provided over 2,800 volunteer hours through the program. A third high school will be participating this year, as the program gains recognition.

Experience Work Project (www.experienceworkproject.com)

The Experience Work Project (EWP) is a bridge between the business community and local schools and colleges via a web-based platform that facilitates conversations and career-connected learning between business and education. Experience Work Project is designed to help prepare high school and college students for the world of work through job shadows and internships. A robust learning experience helps prepare students for the changing demands of a global and technology-driven economy making them better potential employees. The Mount Vernon Chamber of Commerce Foundation, in partnership with Northwest Workforce Development Council, local high schools and Skagit Valley College, operate this project that connects young adults and employers throughout Skagit County with the goal of timely employment through a continuum of career-connected learning opportunities such as job shadowing, mentoring, and internships.

AmeriCorps Expanded Services to At-Risk Youth – Project Youth Enrichment

Beginning in 2013, the Northwest Workforce Council, in partnership with the Washington Department of Social and Health Services (DSHS), agreed to sponsor an AmeriCorps volunteer whose project would expand services to at-risk high school students and other young adults in Skagit County. The project included increased outreach to youth at risk (both in-school and out of school), to build their awareness of WorkSource and its employment and training resources. In 2013-14, Project Youth Enrichment served 107 students, doubling the number of at-risk youth served with federal Workforce Investment Act funds and exceeding the project target of 60. The project helped 29 in-school youth at risk of dropping out to graduate on time with a diploma, exceeding the project goal by 100 percent. With these project successes, the Northwest Workforce Council applied for and was granted funding for another new AmeriCorps volunteer to continue the project in the 2014-15 school year.

Workforce Development Council of Seattle-King County

Serving King County

School to Career Plus

The Workforce Development Council of Seattle-King County implemented Schools to Careers Plus, a program that connects high school students with industry through innovative career-awareness curricula, career assessment inventories, teacher training, and comprehensive planning that helps youth make informed choices about education and training that leads to careers. Since September of 2012, the Council has funded Schools to Career Plus pilot projects in 10 out of the 19 school districts in King County. The Council’s Schools to Careers Plus project provided free access to career awareness and preparation tools as well as seed funding to help districts develop customized career awareness pilots based on their needs, capacities, and interests. Council staff informed teachers and counseling staff about in-demand careers, training options, and financial planning resources. Activities across the school districts reflected several themes including a focus on ninth graders, work-based experiences, use of online tools, career events, parent engagement, non-transcript recognition for career exploration activities and career exposure activities for particular student groups, such as girls and students of color.



Map Your Career

Understanding career pathway options is central to career and education planning. Map Your Career (<http://www.mapyourcareer.org>) provides career pathway diagrams that illustrate occupations and industry-wide pathways available in 10 particular sectors. Available both as a booklet and on the web youth can learn about career pathways in the greater King County area. For each industry, youth can see the current trends, sample wages, and career pathways offered. Map Your Career is an integral part of the of the career exploration activities for Workforce Investment Act youth participants. In the last two years, the Council has distributed over 5,000 copies of the Map Your Career booklet to school districts and community- based organizations in King County. In addition, through the Newspapers in Education program with the Seattle Times, Career Maps were shared with over 330,000 readers and specific lesson plans were sent to over 1,000 teachers.

Self Sufficiency Calculator

The Workforce Development Council of Seattle-King County focuses on self-sufficiency in job training and employment programs. An important tool is the innovative Self-Sufficiency Calculator. Anyone in King County or anywhere in Washington can use this free online tool to determine how much it really costs to meet basic family expenses, based on a number of factors, including the area where they live. The Calculator also shows youth their eligibility for public benefits that can help reduce expenses. With this information, youth can make employment and education plans based on up-to-date information. The Self-Sufficiency Calculator (www.thecalculator.org) is part of the Workforce Investment Act’s Youth program case management that promotes economic self-sufficiency. Documentation of the use of the Self-Sufficiency Calculator is required at registration and at exit for all youth who are 19 or older at the time of enrollment. Staff uses this tool to help youth see the impact of postsecondary training on their ability to be self-supporting. The Calculator can show the impacts of various training and employment scenarios that can be used as part of long-term career planning.

Youth-Focused Business Services

Starting in 2013, the Workforce Development Council of Seattle-King County funded a full-time business services representative focusing on youth internships and jobs. The youth representative joined the Council’s existing business services team, leveraging current employer contacts and identifying new employers interested in supporting youth employment, both in the summer and year round. Business Services staff identified and developed relations with over 50 youth-friendly employers. This helped service delivery staff work with youth to prepare them for specific career preparation opportunities. Business services staff provided youth with multiple job search skills workshops, employer worksite tours and sector-focused information panels. The Business Services staff connected youth with multiple employers resulting in direct placements. They developed and coordinated 12 youth-focused job fairs and company-specific hiring events, with over 160 employers participating. The employers were recruiting for over 1,200 potential openings. Employer participants described the events as well managed and productive. Around 900 youth participated.

The Council is leveraging this work with its other youth-focused strategies, including the Clinton Global Initiative America, its work in a regional Race to the Top Grant and its involvement in the region’s Opportunity Youth agenda, helping thousands of King County youth become career- and college-ready, no matter where they start.



Workforce Snohomish

Serving Snohomish County

My First Job

My First Job is a new initiative from Workforce Snohomish that offers first-time employment experience to young people in Snohomish County. My First Job participants spend 25 hours in a pre-employment boot camp called Fast Forward that equips them with soft skills that include diversity awareness, workplace professionalism, information about sexual harassment, professional communication, and other soft skills necessary for success in today’s workforce. After completing Fast Forward, youth are placed at local businesses for a 100-hour work experience while getting paid minimum wage. Youth are provided real work experience in a field that interests them. This program gives young people the opportunity to explore the world of work while gaining much needed experience and builds their resumes. My First Job will also include alumni get-togethers post placement as a chance for youth to further connect with Workforce Snohomish and WorkSource staff on other job opportunities and network with each other.

South Central Workforce Council

Serving Yakima, Kittitas, Klickitat, and Skamania Counties

100 Jobs for 100 Kids

100 Jobs for 100 Kids brings together local businesses, non-profits, social service organizations and schools to create real life work experiences for youth. The project draws on best practices from past summer youth job programs. Every year, local volunteers, comprised of business and workforce professionals, hold a job fair where young people receive information about the value of work, the importance of job readiness skills, and the need to prepare for their career goals. Youth receive guidance on how to complete job applications, develop resumes, and conduct successful interviews. The primary activity for youth participants is an 80-hour paid work experience, hosted and supported by local businesses, which provide close supervision, training for both soft and hard job skills, and mentoring, while participating youth are engaged in productive work.

Funded by community donations, 100 Jobs for 100 Kids is coordinated by Safe Yakima Valley in partnership with Yakima Valley YWCA, Yakima Downtown Rotary, Southeast Community Center, Yakima Valley Chamber of Commerce, Washington State Office of the Insurance Commissioner, Yakima School District, South Central Workforce Council, and other community organizations. Since its inception, 100 Jobs for 100 Kids has continually met its goal of placing 100 youth in paid community internships and in 2014 placed 108 kids. Because of the success of the program in Yakima, efforts are underway to expand the program to other Yakima Valley communities.



Workforce Central

Serving Pierce County

Summer Jobs 253

Summer Jobs 253 is a paid internship program designed to provide high school students (ages 16 and older) in Tacoma Public Schools with work experience in the surrounding business community while also earning high school credit toward graduation. This program is a collaboration of the City of Tacoma, Tacoma Public Schools, REACH Center, Tacoma Community House, Workforce Central, and the local business community. Summer Jobs 253 is designed to address the high unemployment rate of youth and young adults, and lower high school completion rates in the city of Tacoma. The target populations for the program are youth considered at-risk of dropping out of school and/or in need of career skills training or high school credit retrieval. Students entering this program possess a range of skills, interests, and experience. Some are exploring career options; others may have limited experience in the workplace. With encouragement, guidance, and instruction, interns have the opportunity to practice and perform complex tasks. Summer Jobs 253 provides youth with critical employment readiness training, paid internship placements, and valuable real world work experience.

CareerLink

CareerLink Pierce County is a web-based career readiness platform that facilitates student participation in career-connected learning activities. By blending career development tools, social media elements and workforce data into a seamless system, employers, students, educators and parents can better connect to the workforce. The system is powered by Career Cruising, an online career exploration tool used in many Washington school districts. Once students have an approved academic and/or career plan, this platform provides a direct link with employers, preparation activities, and an opportunity for young people to connect with career mentors and advisors.

Southwest Washington Workforce Development Council

Serving Wahkiakum, Cowlitz, and Clark Counties

YouthFirst

YouthFirst is a partnership of local school districts and community organizations that connects students with work experience and career exploration opportunities. YouthFirst emphasizes career mentoring, and also strives to give youth the confidence to succeed, while providing participants with a sense of “service above self.” YouthFirst offers two opportunities for in-school youth and out-of-school youth. For in-school youth, YouthFirst helps high school juniors and seniors in the Vancouver Public Schools, Evergreen Public Schools, LaCenter School District, and Battle Ground Public Schools graduate from high school and gain work experience in a variety of career fields. Participating students work toward personal and professional goals. For out-of-school youth, YouthFirst helps young adults ages 16-21, who have dropped out of school, with employment and/or postsecondary education services, intensive case management, employment readiness training, career exposure and a three-month work experience in a high-growth, high-demand sector such as manufacturing, healthcare, software or IT. Students are provided opportunities to interact with local employers through a spectrum of career-connected learning activities.



Youth Build Vancouver

Vancouver YouthBuild helps at-risk youth obtain high school diplomas or GEDs while learning construction and other work-related skills through academic trainings, on-site work experiences and community service activities. Participants also have access to apprenticeships and industry certifications in the construction trades as well as transitional housing opportunities through the Vancouver Housing Authority.

Spokane Area Workforce Development Council

Serving Spokane County

Next Generation Zone

The Next Generation Zone, created in January 2007, is the Spokane area's only youth career and employment center focused on career exploration, job search assistance, workplace credentials, and soft skills development for youth aged 16 - 21. The Next Generation Zone combines training, education, and various support services in one place to set youth on a clear career path.

Next Generation Zone staff members assist youth in answering questions about careers, education, tools on how to find work, resources to prepare for a job search, information about workforce development service providers, skills training and other critical work-readiness skills. The Next Generation Zone serves over 2,000 students each year and provides educational services to over 70 GED students every month. In the most recent reporting period, over half of participating young adults found employment through the Next Generation Zone, with a starting wage of over \$10 per hour.

Eastern Washington Partnership Workforce Development Council

Serving Ferry, Pend Oreille, Garfield, Stevens, Lincoln, Whitman, Columbia, Walla Walla, and Asotin Counties

Curlew Job Corps

Curlew Job Corps, a regional implementation of the U.S Department of Labor’s Job Corps program, is a free education and training program that supports eligible youth in learning a career and earning a high school credential while actively gaining work readiness skills. Many participants begin the program with significant skill deficiencies in math, reading, and writing. Youth are typically enrolled in the program for nine to 12 months. Participants get hands-on experience in a number of career fields including carpentry, masonry, forestry, and fire fighting among others. Currently, three in four Curlew Job Corps participants go on to earn a high school credential after completing the program and approximately one in four participants begin employment immediately after completing the program.