



2024 ANNUAL PROGRESS REPORT

TO GOVERNOR INSLEE & THE LEGISLATURE

September 3, 2024

Dear Governor Inslee, Senators, and Representatives,

The 2024 Career Connect Washington (CCW) Annual Report is submitted on behalf of the Career Connected Learning Cross Agency Work Group to Governor Inslee and the Washington State Legislature, pursuant to RCW 28C.30.030(7)(c).

In Washington state, about 70% of jobs require a post-secondary credential or degree. Today, only about 40% of our young people reach this level of attainment.

Launched by Governor Inslee in 2017 and established in law by the Washington State Legislature in 2019, Career Connect Washington (CCW) is the collective action response to closing this gap. Our agencies play a pivotal role in the CCW coalition of industry, labor, education, government, and community leaders who create and expand access to work-based education programs which help Washington's students to explore, to prepare for, and to launch into careers.

Our CCW vision is twofold: 1) Every young adult in Washington will have multiple pathways toward economic self-sufficiency and fulfillment strengthened by a comprehensive, statewide system for career connected learning; and 2) employers champion career connected learning as a talent solution and co-create work-based learning and aligned education experiences for Washington's young people.

Braiding academic education with meaningful, supervised, and paid on-the job experiences opens new doors for students and provides our workforce with the talent it needs. As Haley, a participant at the Teaching Bridge Career Launch program at WSU Tri-Cities describes, "You get to have hands-on experience...we go out to an elementary school and we make connections. In the first semester we learn different learning techniques and teachings, but second semester you really get to experience it."

Haley is one of the 15,585 students who participated in a Career Launch program just this past year. In the five years since 2019, nearly 10,000 students from across our state have completed Career Launch programs in high-priority industries. We achieved much in our first five years, and we still have much more to do.

We are pleased to submit the following report showcasing the progress we have made. As we celebrate our fifth year and look toward our future, our agencies reaffirm our support of CCW and our commitment to building a comprehensive statewide system of career connected learning.

Sincerely,

Kimberly Hetrick, WSAC Director of Career Connect Washington & Chair of the CCW Cross-agency Work Group

CONTENTS

Executive Summary	5
Introduction	7
History of CCW.....	7
Our North Star	8
Vision for Career Connected Learning in Washington	8
The Career Connected Learning Continuum	10
The Career Connect Washington Initiative	11
Employer Leadership in Career Connect Washington	11
CCW at Five Years: Future Leadership & Sustainability	13
The Good Jobs Challenge: Washington Jobs Initiative	15
A Focus on Equity.....	15
The Benefit of Sectoral Partnerships.....	15
Eight Sectoral Partnerships.....	16
Early Success Stories	17
Expanding Apprenticeships & Pre-apprenticeships.....	17
Supportive Expansion of Apprenticeship Preparation Programs	18
Industry Sector Platforms.....	18
Apprenticeship Building America.....	19
Early Success Stories.....	19
Centering Equity in Career Connect Washington.....	21
Career Connect Washington’s Equity Goal	21
Five Elements to the Statewide Equity Strategy.....	21
2023-2024 Equity Highlights	22
Regional Equity Strategies.....	22
Equity Advisory Network	23
Career Connected Learning Cross-Agency Work Group	24
Career Connected Learning Advisory Team	25
Government Workstreams	25
External Workstreams.....	25
Career Connected Learning Tribal Liaison	27
Priority: Professional Development	27
Priority: Equity & Inclusion	27

Priority: Data	28
Priority: Collaboration & Partnerships.....	28
Priority: Outreach	28
The Career Connect Washington System.....	30
Regional Networks.....	30
Career Connected Learning Coordinators.....	30
Program Builders	30
Sector Leaders	31
State Agency Progress.....	33
State Board for Community & Technical Colleges.....	33
Office of the Superintendent of Public Instruction.....	33
Labor and Industries	35
Employment Security Department.....	36
Washington Student Achievement Council.....	37
Results by Region.....	39
Northeast (NEWESD 101).....	40
South Central (ESD 105).....	46
Southwest (ESD 112).....	50
Capital (ESD 113)	55
West Sound (ESD 114)	60
King & Pierce (ESD 121).....	64
Mid-Columbia (ESD 123).....	74
North Central (ESD 171)	79
Northwest (ESD 189).....	84
Appendices	91
Appendix A: Regional Networks & Career Connected Learning Coordinators	91
Appendix B: Sector Leaders	93
Appendix C: Apprenticeship Building America Programs.....	94

Executive Summary

The 2024 Career Connect Washington Annual Report is submitted on behalf of the Cross-agency Work Group to Governor Inslee and the Washington State Legislature pursuant to [RCW 28C.30.030](#).

The 2023 - 2024 year marks the fifth anniversary of CCW's launch in 2019. In the past five years, we have made great strides toward building a comprehensive career connected learning system in Washington. Our coalition has:

- Enabled 9,717 young people under the age of 30 to complete “earn and learn” Career Launch programs, which provided these students with paid work experiences and meaningful industry credentials or at least a year’s worth of college credit to set them up for career success.
- Grown participation in Career Launch programs by 28%, despite the COVID-19 pandemic and related impacts to our economy and education system.
- Created 115 new Career Launch programs and 18 new Registered Apprenticeships in high-demand sectors such as technology, construction, advanced manufacturing, and healthcare.
- Attracted more than \$30 million in new federal grants, including Good Jobs Challenge and Apprenticeship Building America funds, to further scale the statewide system.
- Developed and enhanced a statewide directory of career connected learning programs to help youth and young adults find and access more opportunities in their communities.

"You get to have hands-on experience...we go out to an elementary school and we make connections. In the first semester we learn different learning techniques and teachings, but second semester you really get to experience it." - Haley, a Teaching Bridge Career Launch student at WSU Tri-Cities. To learn more about the student experience in CCW programs, please listen directly to students in these [videos](#).

The CCW coalition of employers, labor, government, education, and community leaders have worked side-by-side to increase the scale and quality of career connected learning programs in every region of Washington. We have established regional ecosystems of Regional Networks, Program Builders, educational institutions, and K-12 Career Connected Learning Coordinators. We have increased investments across these ecosystems including attracting federal grant funds to amplify our efforts. Intentional inclusion of equity strategies is now present in statewide, industry sector, and regional expansion strategies. We have established a common program language – the career connected learning continuum – that promotes knowledge, co-ownership, and investment. We implemented a Career Launch endorsement process and a competitive grant program to expand high-quality earn-and-learn opportunities for Washington’s young people.

In five years, we have affected transformative change and significantly increased the quality and scale of career connected learning opportunities in Washington. The length and breadth of this Annual Report reflects the scale of this collective effort. We have established a long-term leadership structure that reflects our public-private partnership, our shared vision, and our commitment to CCW's continued success as we look toward the future.



A pre-apprenticeship graduate holds his certificate from the Machinist Institute's pre-apprenticeship program. The student participated in the pilot of a month-long program with the Puyallup Tribe using the Machinist Institute's new mobile training center.

Introduction

In Washington state, about 70% of jobs require a post-secondary credential or degree. Today, only about [40% of our young people, up to the age of 26](#), reach this level of attainment.

This attainment gap denies young people opportunities for rewarding, self-sustaining careers and perpetuates systems of poverty, inequity, and marginalization. At the same time, our businesses do not have the home-grown talent they need to fill critical jobs that help them to compete in the global economy. Our young people, our communities, and our economy suffer.

Career Connect Washington (CCW) is our collective action response. CCW strives to ensure that every student launches into post-secondary education and a rewarding career and that our businesses have the talent they need to thrive.

We are a coalition of industry, labor, education, government, and community leaders who create and expand access to work-based education programs which help Washington's students to explore, to prepare for, and to launch into careers. Employers inform student learning, support the development of relevant workforce skills and curricula, and strengthen recruitment efforts into high-growth career fields. Labor, education, and community leaders create new and equitable pathways to post-secondary achievement and living-wage careers. Government leaders implement new policies and funding solutions that promote a comprehensive, statewide system of career connected learning. We believe that every student in Washington deserves a future of purpose and prosperity, and the support necessary to achieve it. By weaving real-world work experiences into our education system, every student is ready to excel in the workforce and post-secondary education, employers benefit from sustainable home-grown talent, and Washington is a state where every young adult can learn, work, and flourish.

History of CCW

In May 2017, Governor Inslee created the Career Connect Washington Task Force in May 2017. The Task Force, composed of leaders from business, labor, government, non-profits, and education, concluded that while Washington had many excellent career connected learning programs, it lacked the systemic infrastructure necessary to achieve the scale and needed to have a transformative impact. The Task Force recommended an inclusive planning process to develop a strategic plan and pertinent policy recommendations to overcome the barriers. This planning process began in early 2018 and concluded later that year.

The strategic plan was transformed into legislation in April 2019 following a groundswell of support from stakeholders from every region of Washington. The legislation was passed in April 2019 along with funding to begin implementation. In our first biennium, we operationalized our broad coalition of employers, labor leaders, education institutions, government agencies, and implementation partners into a collective action initiative. The CCW Advisory Team and Cross-agency Work Group launched new state-level activities. New funds were deployed to convene

Regional Networks, support Career Connected Learning Coordinators, and build new programs. Career Launch, Registered Apprenticeship, Career Prep, Recognized Pre-apprenticeship, and Career Explore programs were built and scaled across industry sectors.

In our second biennium, the scale, coherence, and quality of career connected learning increased statewide. Sector Leaders were funded by the Washington State Legislature to co-develop industry sector strategies with employers in ten high-priority industries. Regional Networks completed new equity initiatives and deployed technical assistance to a rapidly growing network of Program Builders. Success led to new opportunities, as the Washington Student Achievement Council secured a \$23.5 million Good Jobs Challenge award from US Commerce and the Employment Security Department won a \$5.6 million Apprenticeship Building America award from US Labor.

As we celebrate our fifth year and look toward our future, our coalition continues to grow and we continue to make measurable progress toward our North Star. We have established a long-term plan for sustainable leadership, impact, and growth.

Our North Star

Career Connect Washington aims to ensure that before the high school class of 2030 is 30 years old, 100% of students complete Career Prep and Career Explore activities and that 60% of students complete a Career Launch program.

We measure progress toward this goal by tracking program enrollment and completion by demographics, region, industry, and other characteristics. We also track program development and employers' talent needs. Our theory of change predicts that expanding access to career connected learning will lower rates of unemployment, increase credential attainment rates, grow registered apprenticeships, increase median earnings, and increase gross domestic product value in Washington.

Vision for Career Connected Learning in Washington

Our vision is twofold: 1) Every young adult in Washington will have multiple pathways toward economic self-sufficiency and fulfillment strengthened by a comprehensive, statewide system for career connected learning; and 2) employers champion career connected learning as a talent solution and co-create work-based learning and aligned education experiences for Washington's young people.

In order for every young adult to succeed we must intentionally focus on populations furthest from opportunity, especially students of color, Indigenous students, low-income students, English language learners, rural students, and students with disabilities. We acknowledge that systemic racism has held students back, especially Black and Indigenous students, and we work to build an anti-racist system for career connected learning.

Accomplishments at a Glance

More students engaged in Career Launch

- **15,585** Career Launch enrollments, from fall 2023 – spring 2024
 - **84%** are in Registered Apprenticeships
- **9,717** total Career Launch completions, since 2019
 - **18%** increase from 2023

More programs served businesses and students

- **115** new Career Launch programs have been endorsed since 2019
- **162** Program Builder grants building **183** programs since 2019, including
 - **38** Registered Apprenticeships
 - **11** Recognized Pre-apprenticeships
- **200+** businesses employed students in Career Launch programs

Leveraging funds scaled opportunities

- **\$ 50,160,872** total funds deployed for CCW programming in 2024
 - **\$ 13,534,450** for program development
 - **\$ 3,484,319** for Career Launch instructional FTEs
 - **\$ 8,893,356** for CTC & CTE program equipment
 - **\$ 4,070,000** for Regional Networks and Sector Leaders
 - **\$ 1,350,000** for Career Connected Learning Coordinators
 - **\$ 1,860,747** for scaling Apprenticeships and Pre-apprenticeships
 - *Through a US Labor Apprenticeship Building America grant*
 - **\$ 16,968,000** to train **5,000** and place **3,150** individuals into good jobs
 - *Through a US Commerce Good Jobs Challenge grant*

The Career Connected Learning Continuum

[State law](#) establishes the continuum of career connected learning experiences:

Career Launch	Programs which combine meaningful, supervised, paid, on-the job experience with aligned academic instruction. Career Launch completers earn an industry-recognized and/or postsecondary credential (or at least 45 credits towards a postsecondary credential) and are competitive candidates for a real job. Career Launch can begin as early as high school. Career Launch programs can be Registered Apprenticeships, CTE sequences, or postsecondary credential programs that include robust, paid, work-based training. Upon successful completion of a Career Launch program, students can choose to continue academically, seek additional career training, or begin their career.
Career Prep	Programs which deepen understanding of a specific industry or career. These programs begin in high school and provide students with hands-on training and knowledge to help prepare for future work and decide whether a given career path is a good fit. Career Prep programs are longer and more intensive than Career Explore programs and can include a series of CTE and/or skills center courses (e.g. CTE concentration), internships, and pre-apprenticeship programs.
Career Explore	Programs which expose students to many career options and pathways, beginning as early as elementary and middle school. These programs allow students to learn about future jobs and industries through activities such as career fairs, worksite tours, job shadowing, guest speaker presentations, and similar activities.

Explore the continuum of Career Connected Learning opportunities via the [online directory](#). Young people and their supporters can navigate to Career Explore, Career Prep, and Career Launch programs available in their communities and access direct links to community-based supports to navigate barriers to participation.

The Career Connect Washington Initiative

Employer Leadership in Career Connect Washington

About 70 percent of job openings in Washington state require postsecondary education and credentials such as degrees, apprenticeship, and certificates. High-quality, career connected learning that intentionally integrates education with career and credential pathways is a win-win solution for students and employers. In Career Launch programs, students earn while they learn, gaining valuable hands-on work experience that builds on classroom learning, while earning a paycheck, providing both meaningful income and real-world skills. This contributes purpose, and motivates them to complete the credentials needed to support economic mobility and fuel their futures. Career connected learning enables employers to inform student learning, support the development of relevant workforce skills, and strengthen future recruitment efforts.

Employer insights and talent needs are essential to drive a high-functioning career connected learning system, and their perspectives are embedded throughout the CCW initiative:

- **Sector Leaders** work with employers to develop and scale career connected learning programs tied to high-demand occupations across industries.
- **Regional Networks** focus on growing employer participation in CCW geographically, driving programming across the career connected learning continuum that prepares students for high-demand occupations and meet employer job needs in the area.
- **Program Builders** connect employers and education institutions to create and scale career connected learning programming.

Stories of Real-World Impact

Employers across Washington are realizing the benefits of the CCW initiative. From raising student awareness about high-demand occupations through Career Explore activities to co-creating talent solutions through Career Launch programs, employers are leading the way in partnering on innovative education and training programs to fill critical skills gaps in Washington's workforce.

- The **Fred Hutchinson Cancer Center** partnered with the Washington Alliance for Better Schools (WABS) and Shoreline Community College to build [LabLaunch](#), an accelerated Lab Tech Certificate Program that provides students with lab skills and academic training. An additional year of career-related coursework at collaborating colleges leads to an Accelerated Lab Technician Training Certificate and a guaranteed job interview at Fred Hutch. This effort will help meet the need to fill lab technician roles, one of the most in-demand positions in the life sciences sector.
- At **Jefferson Healthcare** on the rural Olympic Peninsula, leaders knew they needed innovative solutions to skill up a local workforce and address severe shortages in occupations such as medical assistants, nurses, and healthcare managers. Workforce

Development Program Manager Caitlin Harrison says, “We were never going to fix our staffing crisis if we didn’t do something totally different. This is a business decision for us.” Jefferson Healthcare collaborates with many industry and education partners to deliver a Career Explore event for middle school students as well as healthcare-focused science courses in high schools with Jefferson’s in-classroom clinical educators. High school students can also complete CPR/first aid certifications, tour healthcare worksites, and shadow healthcare professionals on the job.

- **Sabey Data Centers** informed curriculum development for the IT Data Center Technician Career Launch program that now operates in Quincy and Wenatchee. They also developed an internship for students in both the Quincy and Wenatchee school districts. Sabey regularly holds worksite tours and supports employees speaking in local classrooms. Sabey representatives attend events in the community to share information about their company and internships.
- **AllStar Glass** led a partnership of three employers who collaborated to solve their common need for skilled glaziers. They won a competitive CCW Apprenticeship Building America (ABA) grant from ESD to complete program design, purchase equipment, recruit apprentices, and offer new training agents incentives to join their Glazier Apprenticeship program. The awareness and engagement campaign utilized social media, print, and career fairs to conduct community outreach and leverage employer incentive funds, supported by ABA, to defray costs for employers to join in the new apprenticeship as training agents.

Other examples of employer collaboration and leadership in driving career connected learning opportunities in sectors from **Finance** to **Maritime** include:

- Replicating models that peer employers are already successfully using to engage and train high school students.
- Driving curriculum development for Career Launch programming to ensure students engage in industry-relevant training.
- Training teachers to understand industry demand, enabling them to better support their students with career and education decisions.
- Developing cross-sector skills frameworks to meet the needs of multiple industries in high-demand occupations.

As the CCW initiative continues to grow, employers have increasing opportunities to serve as co-creators of Washington’s workforce. Active involvement and forward-thinking approaches of employers will help to ensure Washington students are ready for the jobs that will be available, supporting students’ futures, promoting a skilled and sustainable workforce, and growing the state economy.

CCW at Five Years: Future Leadership & Sustainability

CCW's founding legislation was passed in 2019. Five years in, this legislation has guided to collective efforts of hundreds of partners - businesses, labor organizations, government agencies, education institutions, community-based organizations, and non-profit organizations - who have worked side-by-side to realize our vision for a comprehensive, statewide system for career connected learning.

In our first five years, CCW has:

- Enabled 9,717 young people under the age of 30 to complete “earn and learn” Career Launch programs, which provided these students with paid work experiences and meaningful industry credentials or at least a year’s worth of college credit.
- Created more than 115 Career Launch programs, including 18 new registered apprenticeships, in high-demand sectors such as technology, healthcare, and advanced manufacturing.
- Attracted more than \$30 million in federal grants, including Good Jobs Challenge and Apprenticeship Building America funds, to further scale and to build the statewide system.
- Developed a statewide directory of career connected learning programs to help youth and young adults find and access more opportunities in their communities.

Over the last five years, CCW has been in the “grassroots development” phase. We worked to welcome new partners to the coalition and to align myriad systems, programs, and interests. Our first five years saw rapid growth, as we centered our work on creating new educational pathways for students, particularly those kept furthest from opportunity, and on delivering innovative talent solutions for employers. Now, CCW is ready to move into the “sustain and grow” phase.

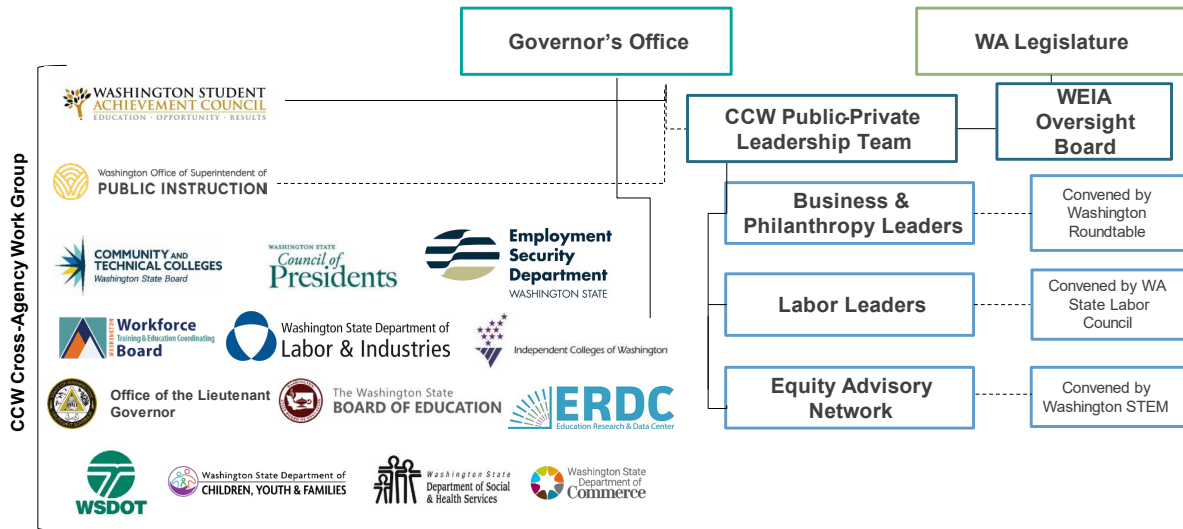
Instead of a single Executive Leader overseeing the initiative, CCW is now led by four partner organizations working together as one:

- **The Washington Student Achievement Council (WSAC)** will coordinate across state government entities and report regularly on CCW progress to the Workforce Education Investment (WEIA) Board.
- **The Employment Security Department (ESD)** will continue to administer CCW grants and will continue to seek new and additional funding to support statewide growth.
- **The Washington Roundtable (WRT)** now staffs a full-time industry engagement director. WRT is working closely with Association for Washington Business (AWB) and Washington State Labor Council (WSLC) to ensure representation of industry voice in CCW leadership.
- **Washington STEM**, as the CCW Implementation Partner, will lead statewide implementation strategy and will provide support and technical assistance to CCW partners, such as Regional Networks, Sector Leaders, and Program Builders.

These four organizations coordinated and collaborated with the CCW Advisory Team, from January to June 2024, to enact a smooth leadership transition. As of July 2024, they make up a four-member, public-private leadership team that will assume the responsibilities of the CCW Advisory Team. They will collectively coordinate CCW at the statewide level and will support all

CCW partners working together across the state. This public-private leadership structure, with two state agencies and two private organizations, mirrors the design of CCW, which is built on public-private partnerships regionally and at the state level.

CCW Coalition of Partners: CCW Agency, Industry, and Equity Partners



The Good Jobs Challenge: Washington Jobs Initiative

One of the grants comprising the nearly \$30 million in new federal awards is the Good Jobs Challenge. On August 3, 2022, the Washington Student Achievement Council (WSAC) was awarded a significant investment as part of a suite of President Biden's American Rescue Plan programs developed by the U.S. Department of Commerce's Economic Development Administration.

With this \$23.5 million federal award, the [Washington Jobs initiative](#) (WJI) was created to leverage the Career Connect Washington system and partners to train 5,000 Washingtonians and ensure that at least 3,150 individuals are placed in good jobs by 2025. Good jobs are those that provide the minimum income needed to meet necessities such as food, housing, transportation, health care, and child services. A good job should also include basic benefits (e.g., paid leave, health insurance, retirement/savings plan), may be unionized, and help the employee develop the skills and experiences necessary to advance along a career path.

As a subrecipient, the Employment Security Department (ESD) serves as the grant administrator responsible for managing strategic and equitable grantmaking. Through a competitive grant solicitation, ESD issued eight subawards to Sectoral Partnerships that provide training, embed paid work-based learning, and help Washingtonians access career pathways that lead to good jobs.

A Focus on Equity

WJI prioritizes individuals and communities kept furthest from opportunity, including but not limited to: women, Black, Indigenous, and other people of color (BIPOC); LGBTQIA2S+ individuals; individuals with disabilities; low-income individuals; and Washingtonians disproportionately impacted by the COVID-19 pandemic. To ensure equity in access and outcomes, WJI programs utilize funding to provide participants with wraparound support services. These include transportation, tuition, childcare assistance, and other services which address barriers to workforce entry. Wraparound services will be co-designed with communities and reviewed for efficacy and impact by funding partners.

Additionally, pursuant to federal and state executive orders, all WJI Sectoral Partnerships develop and implement strategies to identify and address equity gaps by creating a Pro-Equity Anti-Racism (PEAR) Action Plan. Sectoral Partnership PEAR Action Plans identify target populations to be served and the actions to be taken by the Sectoral Partnership to ensure those populations have equitable access to, and outcomes from, WJI programs and services. Community and industry partners are involved in the creation and implementation of the PEAR Action Plans. ESD, the Office of Equity, and contracted subject matter experts will provide continuous technical assistance, including Equity Audits to track progress toward accomplishing the strategic outcomes identified by communities in the PEAR Action Plans.

The Benefit of Sectoral Partnerships

A Sectoral Partnership is a partnership of employers from the same industry sector who join with other strategic partners to train and place workers into good jobs that employers need filled and intend to fill through the partnership. The strategic partners may include government, education (including community and technical colleges), training organizations, economic development organizations, workforce development organizations, unions, labor management partnerships, industry associations, employer-serving organizations, and community-based organizations. A Sectoral Partnership is focused on one specific industry sector, and one or more specific, career connected learning pathways within that industry sector.

Sectoral Partnerships are industry-led and include all relevant stakeholders in designing career connected learning solutions. These stakeholders help to bridge gaps between regional economic development, workforce, and education systems as they are better equipped to leverage these systems to develop talent solutions that meet businesses' needs.

Each Sectoral Partnership has a "Backbone Organization" that serves as the lead entity. They were selected based on strengths of the existing relationships in the region; committed support and buy-in from appropriate stakeholders; relationships and credibility with key players in the CCW ecosystem, including employers, governmental entities, program builders, regional networks, local workforce development boards, educational institutions, labor organizations, community-based organizations, and worker-serving organizations; and a proven track record of coordinating and driving stakeholders to successful action.

Eight Sectoral Partnerships

- **Aerospace and Manufacturing Sector Partnership | Advanced Manufacturing & Aerospace**
 - Machinists Institute is the backbone, with ANEW as a training provider and partnerships with Seattle Jobs Initiative, AWB Institute, and the Center of Excellence for Marine Manufacturing and Technology.
- **Construct A Career | Construction**
 - Washington State Building & Construction Trades Council is the backbone, working in partnership with the Construction Center of Excellence, the Department of Labor and Industries, and Imagine Institute.
- **Healthcare Talent Pipeline | Healthcare**
 - The Spokane Workforce Council is the backbone of a bi-regional partnership between the Spokane Workforce Council and Workforce Southwest Washington engaging partners such as CHAS Health, Next Generation Zone with NEWESD 101, Providence Health Training, Community Colleges of Spokane, and Eastern State Hospital.
- **JumpStart | Clean Technology & Energy**
 - King County is the backbone, with support from PACT, King County YouthSource, and CleanTech Alliance.
- **Manufacturing WORKS | Advanced Manufacturing & Aerospace**

- WorkForce Central is the backbone, with AJAC, Bates Community College, and Clover Park Technical College.
- **Pierce Spokane Construction WORKS | Construction**
 - WorkForce Central is the backbone of a bi-regional partnership between Spokane Workforce Council and WorkForce Central, engaging partners such as Palmer Scholars, the Spokane Workforce Council, Bates Technical College, and Clover Park Technical College.
- **TRIAGE | Healthcare**
 - SEIU Healthcare 1199NW is the backbone, with hiring commitments from Virginia Mason Franciscan Health, Kaiser Permanente, Swedish Health Services, and MultiCare.
- **Washington Technology Workforce Coalition | Information Technology & Cybersecurity**
 - Computing for All is the backbone, engaging an array of partners statewide to train students for in demand tech fields like cybersecurity, data analytics, data center operations, digital marketing, IT and cloud, project management, and software development.

Early Success Stories

- The Spokane Workforce Council is collaborating with Providence Health Care to create and fund a Limited English Proficiency (LEP) Certified Nursing Assistant (CNA) cohort. This initiative is designed to better serve English Language Learners who wish to pursue careers in healthcare as patient-facing employees. This program not only aids job seekers in successfully completing their training but also helps increase the hospital's multilingual workforce, benefiting the community overall.
- Washington State Building & Construction Trades Council partners with 29 Joint Apprenticeship Training Committees for the Construct a Career sector partnership. These committees are composed 50/50 of employers and labor representatives responsible for ensuring employers receive the most qualified employees and that apprentices receive the highest quality education. Partnering with these committees connects Construct a Career participants with over 2,300 employers who are active training agents for State Registered Apprenticeships.
- WorkForce Central conducted listening sessions and surveys in partnership with the Pierce County Community Engagement Task Force for collaboration and co-creation of their Pro-Equity Anti-Racism (PEAR) Action Plan. This strategic community co-design model created a Quality Jobs Framework that guides job development with employers. They also use this network in recruitment strategies targeted to recruit participants into training opportunities that ensure overrepresentation of women and people of color into training and good jobs.

Expanding Apprenticeships & Pre-apprenticeships

Since our launch in 2019, CCW has supported the expansion of apprenticeships statewide. State law includes registered apprenticeships in the definition of Career Launch and pre-apprenticeships in its definition of Career Prep. In collaboration with labor partners, L&I, and WSATC, CCW has supported 18 new registered apprenticeships, 2 expanded registered apprenticeships, and 2 new recognized pre-apprenticeships through ESD program development grants.

Supportive Expansion of Apprenticeship Preparation Programs

In addition to CCW efforts, there have been notable efforts in the statewide system to grow apprenticeships through legislation, including the expansion of state-recognized and regionally-serving education-based apprenticeship-preparation programs through [2SHB1013](#), administered through the educational service districts, bolstered by the Work-Integrated Learning Advisory Committee (WILAC).

Five pilot sites were selected by the Office of Superintendent of Public Instruction (OSPI) and the educational service districts, including two legislatively designated sites. The purpose of the pilot program is to identify common best practices and processes for establishing regional apprenticeship preparation programs that support postsecondary success for students and strengthen community engagement in schools and school districts. These pilots must work closely with the Washington State Apprenticeship Training Council (WSATC) to achieve state recognition as an approved apprenticeship preparation program. The pilot programs will be evaluated by OSPI, SBCTC, WSATC, Washington Association of Career and Technical Education (WA-CTE) and WILAC, established in RCW 28A.300.196. This evaluation will be provided to the legislature by June 30, 2027.

Industry Sector Platforms

In 2022, ESSB 5600 was passed with the goal of expanding apprenticeship in traditional and non-traditional industries. It establishes Industry Sector Platforms which operate under the direction of Washington State Apprenticeship & Training Council (WSATC) and are administered by the L&I Apprenticeship Office.

Industry Sector Platforms lead in the following planned sectors:

- Licensed Building & Construction Trades
- Building & Construction Trades (non-licensed)
- Maintenance & Industrial
- Aerospace & Advanced Manufacturing
- Public Service & Public Sector
- Healthcare
- Information Technology
- Service Sector

In 2023-24, the L&I Apprenticeship Office began a soft roll-out of sector platform development. Member appointments and approvals by WSATC Chair are ongoing and Industry Sector

Platforms are intended to be fully functional by January 2025. Platforms will be responsible for reviewing applications for new and revised apprenticeship programs, as well as making recommendations to WSATC on approval, rejection, or modifications.

Apprenticeship Building America

Building on CCW's success funding apprenticeship expansion, CCW won a \$5.6 million Apprenticeship Building America (ABA) federal grant from the US Department of Labor (USDOL). ESD is the lead entity and receives support from L&I and the WTECB. ABA expands apprenticeships beyond traditional trades and into non-traditional industries and emerging occupations across Washington. It specifically aims to increase access for underrepresented populations and underserved communities to dismantle long-standing barriers to equitable participation in apprenticeship programs.

The ABA grant supports Washington's efforts to modernize its apprenticeship system and ensure equitable access to career pathways. These investments are focused on scaling apprenticeships in agriculture, advanced manufacturing, clean energy, construction, education, finance, healthcare, information technology and cybersecurity, life sciences, and maritime.

Through the first two rounds of competitive procurement, CCW has deployed \$1,861,201 in funding to build or scale 18 Registered Apprenticeships and 9 Recognized Pre-apprenticeships.

A third round of ABA funding was offered in June 2024. To improve awareness of the award opportunity, L&I and the Washington State Labor Council (WSLC) teamed up with CCW Regional Networks to host regional technical assistance and networking events. Sector Leaders hosted a Community of Learning with other CCW partners, which informed the revamping of RFP materials and outreach and engagement strategies to be more responsive to employer and participant needs, resulting in more than twice as many bids as previous rounds. More information about ABA awardees can be found in Appendix C.

Early Success Stories

- The first, new, ABA-funded registered apprenticeship was led by AllStar Glass in Spokane. It was created by three employers who collaborated to solve their workforce pipeline needs. ABA funding enabled them to complete program design, to purchase equipment, to recruit apprentices, and to offer new training agents incentives to join their Glazier Apprenticeship program. The awareness and engagement campaign utilized social media, print, and career fairs to conduct community outreach and leverage employer incentive funds, supported by ABA, to defray costs for employers to join in the new apprenticeship as training agents.
- The first expansion of ABA-funded registered apprenticeships is with the Aerospace Machinists Joint Training Committee (AJAC). AJAC has recruited both pre-apprentices and apprentices into ABA-expanded slots for Advanced Manufacturing and Aerospace careers statewide.

- Whatcom Working Waterfront Foundation has been able to use ABA funding to more than double the number of training agents participating in their Northwest Maritime Apprenticeship, expanding opportunities for youth.

Centering Equity in Career Connect Washington

The CCW initiative is centered on ensuring equitable access to and outcomes for students kept furthest from opportunity. To promote success for every young adult, we intentionally focus on the needs of students of color, Indigenous students, low-income students, rural students, and students living with disabilities in designing programming and identifying employer partners.

The CCW coalition actively seeks to build an anti-racist, pro-equity system for career connected learning that promotes cultural awareness and holistic approaches to developing quality jobs and workforce pathways.

Career Connect Washington's Equity Goal

CCW's overarching equity goal is that race, income, geography, gender, citizenship status, and other intersectional identities will no longer predict the outcomes of Washington's students. Our coalition works at community, regional, and state levels to leverage wraparound supports and resources that mitigate barriers and promote success for all youth and young adults in Washington.

Achieving CCW's equity goal means that every young adult:

- Has equitable access to Career Explore, Career Prep, and Career Launch programs;
- Is enrolling in and completing Career Launch programs at equitable rates across population demographics; and
- Is entering living-wage careers or college-level learning after completing a Career Launch program at equitable rates when compared to overall population demographics.

To measure our progress, we collaborate across State agencies to analyze disaggregated student data by race, gender, income, rurality, disability status, foster or justice-involvement, experiences with homelessness, English language learner, and other key characteristics. Each year, we compare the characteristics of Washington high schools' graduating class to those of Career Launch participants to evaluate parity in representation.

Five Elements to the Statewide Equity Strategy

Data: Identify systems, resource, and outcome gaps by region, measure progress and outcomes against equity goals, and provide transparent and timely updates to stakeholders.

Technology: Offer yet another point of connection for students and their supporters to the continuum of CCL programs and relevant wraparound support via the CCL Program Directory. Advocate for equitable internet and technology access for students.

Student Supports:	Implement policy and legislative changes to eliminate barriers to participation and completion for students traditionally kept furthest from opportunity because of systemic racism.
Best Practices:	Develop and promote access to resources for all CCW partners in identifying and addressing equity challenges, such as toolkits, anti-bias training, universal design learning implementation, etc. Solutions will be informed by community experiences.
System Accountability:	Measure performance of system partners, including state agencies, Regional Networks, and Intermediaries against stated equity goals and outcomes.

2023-2024 Equity Highlights

- Collaborated with [Erin Jones](#), an Education and Systems Consultant, to identify historic and contemporary barriers that prevent BIPOC-led and BIPOC-serving organizations from accessing resources, such as CCW Program Builder funding, along with other public funding opportunities. Such resources are crucial for creating career connected learning opportunities that align with the needs and aspirations of the communities these organizations serve.
- In 2023, 129 BIPOC-led and serving organizations gathered in Renton, Vancouver, and Walla Walla to foster community, to enhance awareness of available opportunities, and to explore new strategies for partnership to support organizations working within the community.
- Intentional inclusion of equity strategies is now present in all statewide, industry sector and regional expansion strategies. These strategies will guide recommendations for future Program Builder funding to ensure that they address the unique needs of various industries while also catering to the distinct demographics of each region. Technical assistance was offered to help pinpoint data strategies and identify gaps in both program availability and access for diverse student populations.
- WJI assets were utilized to create equity-based support for employer engagement including equity assessments, PEAR equity framework support, and examining recruitment, hiring practices and retention strategies through an equity lens. Resources available and shared across the CCW system.
- Washington STEM leveraged their [High School to Post-Secondary](#) collaborative, incorporating questions about career connected learning specific into student surveys to understand students' interest and understanding of post-secondary opportunities. Findings are used to inform program design and increase opportunities that align with the aspirations of students.

Regional Equity Strategies

To support this five-pronged strategy during the prior biennium, ESD issued additional “Equity Plus” funds to each Regional Network to catalyze local equity strategies. These additional funds were deployed to address barriers experienced by youth kept furthest from opportunity. Results from the funding infusion were positive; as such, ESD maintained these additional funding levels into the current biennium. Impacts of these regional strategies are discussed in the [Results by Region](#) portion of this annual report, under the heading “Progress of Regional Equity Efforts” in each respective region.

Equity Advisory Network

Washington STEM convenes the Equity Advisory Network (EAN). The EAN, established in 2020, is a mutually beneficial network of equity-focused partners who generate new insights and provide strategic input on key aspects to advance CCW’s equity goal. Over the years, the EAN has offered essential insights on the CCW vision and its value within the system. This includes recommendations for strengthening community relationships, particularly within BIPOC and rural communities, guidance on measuring success, and prioritizing all levels of the career connected learning continuum.

The EAN has emphasized the importance of comprehensive support systems, a more focused approach to tackling racial inequities in program design and access, enhancing student input in program design, and diversifying the overall, CCW communication strategies. These recommendations have been embedded across workstreams and used to guide the technical assistance support to partners. The EAN is convened quarterly as a continuous cycle of learning to ensure as we continue to grow, change, respond to stakeholder needs we continue to do so with the equity goal in mind.

Career Connected Learning Cross-Agency Work Group

E2SHB 2158 established the Career Connected Learning Cross-Agency Work Group (CAWG) and directed it to “scale up and expand high-quality career connected learning opportunities in communities across the state.” The Governor selects the chair of the Work Group. Membership is outlined in RCW 28C.30.030 and the duties of the CAWG are described in RCW 28C.30.040.

Six member agencies, the Employment Security Department (ESD), Office of Financial Management Education Research Data Center (ERDC), Department of Labor & Industries (L&I), State Board for Community and Technical Colleges (SBCTC), Student Achievement Council (WSAC), and Office of the Superintendent of Public Instruction (OSPI) are identified in State law as responsible for CCW funding and related policy implementation. Each year, ESD, L&I, OSPI, SBCTC, and WSAC develop and implement a CCW work plan outlining goals, responsibilities, metrics, and milestones. A summary of each work plan, including results, is included in the State Agency Progress section of this report. Pursuant RCW 28C.30.040(5) the ERDC has provided aggregate data describing CCW participants and programs. These data appear throughout the state and regional sections of this report.

On January 31, 2024, Governor Inslee issued Directive of the Governor (24-03), pursuant to RCW 28C.30.030, assigning WSAC the responsibilities of:

1. Coordinating the state’s CCW implementation efforts by leading the cross-agency work group; and
2. Preparing regular performance updates to the Workforce Education Investment Accountability and Oversight Board (WEIA), created under RCW 28B.77.310, to support evaluation of CCW’s progress against its goals and to make recommendations about its future funding from the WEIA account.

The designation will provide state coordination and leadership for CCW and ensure public accountability for making progress towards the state’s goals.

Career Connected Learning Advisory Team

E2SHB 2158 reads, in part:

The governor’s office may consult or contract with entities with expertise in industry and education partnerships to provide staffing support and guidance on industry talent needs. The governor’s office may convene additional ad hoc committees that include industry sector advisory groups and leaders including, but not limited to, high-level representatives from education, industry, philanthropy, as well as students, parents, and community partners.

Since 2019, the CCW Advisory Team was led by the Governor’s Executive Leader Maud Daudon. The team was a public-private partnership consisting of private sector entities and state government agencies. This team guided statewide implementation strategy, helped engage industry partners, and organized CCW workstreams.

The Advisory Team implemented the legislation through the workstreams listed below. Leads for each workstream are identified, yet multiple stakeholders support each workstream.

Government Workstreams

Endorsement

Lead: State Board for Community and Technical Colleges

Career Launch Endorsement Review (CLER) process implementation

Career Connected Learning Grant Programs

Lead: Employment Security Department

Procurements, administration, technical assistance, and performance management

Outreach & Communications

Lead: Washington Student Achievement Council

Outreach to students and families about CCW and Career Launch

External Workstreams

Supporting Current Industry Groups

Lead: CCW Advisory Team

Scaling programs already in development

Regional and Intermediary Support

Lead: CCW Advisory Team

Training and technical assistance for regional networks and intermediaries

Cultivating New Industries

Lead: CCW Advisory Team

Engaging new industry groups to create new CCL programs

Technology

Lead: Washington Student Achievement Council

Developing web-based tools for CCW stakeholders

Endorsement Campaign

Lead: CCW Advisory Team

Supporting existing programs to gain Career Launch endorsement

Data and Learning

Lead: Washington STEM

Data protocols, measurement, and reporting processes

Stakeholder Engagement

Lead: CCW Advisory Team

Roundtables for business and philanthropy leaders, labor, regions, legislators, and intermediaries

Equity

Lead: Washington STEM

Ensuring equitable access to CCW programs

Career Connected Learning Tribal Liaison

Pursuant to ESSB 5092, Sec. 1501(4)(w), an appropriation was provided for a tribal liaison at the Office of the Superintendent of Public Instruction to facilitate access to, and support enrollment in, career connected learning opportunities for tribal students, so that tribal students may receive high school or college credit to the maximum extent possible. The Career Connected Learning Tribal Liaison works collaboratively with the Career Connect Washington coalition as well as Career and Technical Education (CTE) leads to ensure consistent communication and expansion of career-connected and work-based learning opportunities within the state's tribal compact schools, and school districts serving tribal youth. Through close partnership and coordination, the Tribal Liaison supports the development and expansion of Career Launch, Career Prep, and Career Explore programs and increases access and outcomes for tribal youth.

The CCL Tribal Liaison identified four pillars for CCW coalition partnership:

1. Honoring Tribal sovereignty through Consultation;
2. Centering indigenous culture and knowledge when developing CCL programs that serve Tribal communities;
3. Uplifting tribal economic development strategies; and
4. Developing, strengthening, and maintaining effective Tribal collaborations and partnerships.

During the 2023 – 2024 academic year, the CCL Tribal Liaison established and implemented the following priorities, strategies, and focus areas for developing, strengthening, and maintaining effective collaborations and partnerships between Tribal communities and CCW coalition partners.

Priority: Professional Development

Progress:

- Provided 20 professional development opportunities on Tribal Sovereignty and Consultation in CTE, Tribal Economic Development and Impact in CTE, Student Data and Max Identification, CTE Cultural Relevant Frameworks, and Career Connect Washington Opportunities.
- Completion of the Government-to-Government CTE training module, which included the topics of Tribal Economic Development, Perkins for Tribes, and Best Practices in Systems Approaches. These topics will be introduced during the 2024 WACTA Fall Conference.

Priority: Equity & Inclusion

Progress:

- The Office of Native Education partnered with WA STEM to develop a research paper on Maximum Identification and its' impact on student count and representation.

- [AESD Keynote](#) Call to Action: Accountability and Representation of AI/AN students in ESD's

Priority: Data

Progress:

- Data has been one of the hardest priorities for gaining development traction. We spent most of the year providing PD opportunities on Max ID and its implications for student counts, representation, funding, and curriculum development.
- Meetings were held with Tribal TERO Directors and Leaders to establish a partnership and develop a strategic plan using AI/AN student workforce development data.
- Data Specialist support has been identified as a need.

Priority: Collaboration & Partnerships

Progress:

- Colville Confederated Tribes, Western Washington University and Office of Native Education Sustainability and Sovereignty Project: A convening for school district and CTE administrators, teachers, and regional partners engaged in K-12 workforce development that want to contribute to the development of best practices for integrating sustainability and Tribal sovereignty into Career and Technical Education programs. Our third year of partnership together resulted in the Colville Confederated Tribes receiving a CCW grant to enhance their forestry program.
- Region 16: The CCL Tribal Engagement Specialist produced videos of culturally sustaining career and skill development programs in Washington. The videos feature interviews with those deeply involved in career and skill development and footage of these programs in action. This project was a collaboration with Region 16 Comprehensive Center.
- Here is the link to all five produced videos:
<https://www.youtube.com/playlist?list=PLAyNnr7yS2YAYtzBhDWPiqQ11rRdZOC->
- Pacific Education Institute: The Career Connect Learning Tribal Liaison provided support to the Pacific Education Institute in collaboration to produce key CTE frameworks
- WACTA Fall Conference: Working in partnership with the Washington Association for Career and Technical Administrators to develop and implement a conference that includes aspects of tribal economic development and best practices of Washington state tribal workforce and career development programs and partnerships.

Priority: Outreach

Progress:

- CCW informational sheets for Tribes and ESDs, presentation, and terminology sheet.
 - [CCW Tribal Leaders Informational Sheet](#): Information developed specifically for Washington tribal leaders with information in how CCW can support and enhance their workforce development programs.

- [CCW Tribal Program Builders Informational Sheet](#): In Washington state, Career Connect Washington (CCW) offers resources to support all young people, including tribal students, and there is funding available to support workforce development programs that are created by tribal schools, governments, and community organizations to invest in Native youth and young adults.
- R16 Career & Skill building videos:
<https://www.youtube.com/playlist?list=PLAyNnr7yS2YAYtzBhDWPiqQ11rRdZOC->
- Presented at the Western Washington Native American Education Consortium Conference, the Washington State Indian Education Conference, Affiliated Tribes of Northwest Indians, and the Centennial Accord.

The Career Connect Washington System

Washington is home to companies and employers that are leaders in their respective fields. By connecting our educators to these innovative industries, we can better prepare young people with relevant skills to create an educational system that keeps pace with a rapidly changing set of workforce needs. Regional Networks, Career Connected Learning Coordinators, and Program Builders provide regional connections between industry, government, and education.

Regional Networks

Nine Regional Networks were identified through a competitive process to serve the geographic regions of Washington's nine educational service districts. Each Regional Network convenes and manages cross-industry, cross-sector partnerships that expand career connected learning opportunities to meet their region's needs. They localize and lead CCW goals and strategies, develop regional strategies to grow programs, provide strategic guidance and technical assistance to system actors, serve as primary point-of-contact and navigator for career connected learning within their regions, and consolidate regional data and report key learnings to the Advisory Team and other state partners, among other responsibilities.

Career Connected Learning Coordinators

Pursuant to ESSB 5187 (510), the Office of the Superintendent of Public Instruction (OSPI) provided funding to each of the nine educational service districts, enabling them to employ a full time Career Connected Learning Coordinator (CCLC).

These individuals link the K-12 system within the Regional Network and to the statewide CCW coalition by strengthening existing relationships and making new connections with K-12, higher education, business, labor, government, and community-based organizations. CCLCs are a critical system component in creating collaborative communities of practice to develop and expand high quality academic and CCL experiences, with special emphasis on improving access to postsecondary education and training opportunities for rural, remote, and underserved populations.

Program Builders

Program Builders work with industry and education partners to build, expand, and enhance t Career Launch, Career Prep, and Career Explore programs.

ESD administers program development funds, awarded via competitive procurement, to build and expand CCL programs across all regions of the state. Eligible entities include educational institutions, non-profits, joint apprenticeship committees, industry associations, chambers of commerce, and any other entities that can build or expand programs. Program development funding is a one-time investment; applicants are required to provide evidence that they will be able to sustain and grow the proposed programs after ESD's program development grant ends.

Sector Leaders

In 2021, CCW directly engaged both small and large businesses and analyzed CCL programming across industry sectors. The goal was to understand employers' workforce development needs, their experiences with career connected learning, and what CCW could do to help develop and scale solutions.

CCW's research found that Washington employers face a pressing need for support in meeting their workforce needs. Business leaders reported short- and long-term challenges finding and recruiting skilled talent and repeatedly highlighted that recruiting and maintaining a diverse and representative workforce was paramount. They also highlighted that they were missing opportunities to collaborate effectively with fellow employers within their sectors to meet shared workforce needs and too often shouldering an unnecessary responsibility of creating "one-off" programs, while co-investment opportunities go untapped. This investigation also identified key industry sectors with high employer demand, interest in investment and collaboration, and high-growth potential.

In response to this direct feedback, the Employment Security Department conducted rounds of information gathering and procurements in late 2021 to design and implement a new CCW grant program. The Legislature provided an additional \$3 million per year of ongoing funding to support this program and ESD issued grants to 10 CCW Sector Leaders.

The primary objectives of Sector Leader grants are:

1. Employers have a shared understanding of workforce needs in their sector and utilize career connected learning programs as their preferred talent solution;
2. Successful career connected learning programs are scaled across the state to serve the needs of students and employers;
3. Opportunities for new Career Launch, Prep, and Explore programs are identified and developed to fill workforce needs;
4. Regional Networks and Program Builders have a single resource for employer connections in the identified sector; and
5. Employers adopt the Career Launch model as a standard business practice.

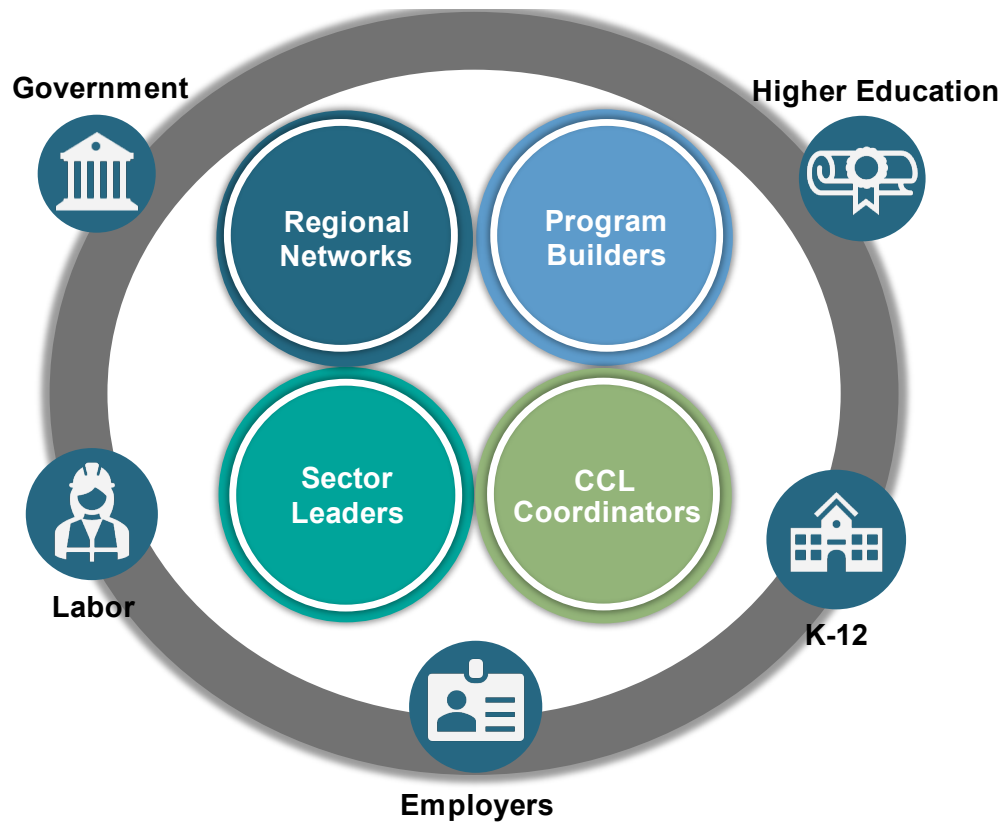
In 2022 and 2023, the then newly established Sector Leaders made significant progress toward these objectives. These leaders, representing 10 high-growth industries, engaged extensively with employers to co-create sector specific strategies to address skills gaps and future workforce needs. The Sector Leaders identified and promoted investment opportunities among businesses within and across sectors. They also worked on creating industry specific toolkits and resources for employers. These early efforts laid the groundwork for more targeted and effective initiatives tailored to each sector's unique challenges and opportunities.

In 2023-2024 Sector Leaders continued to galvanize employer engagement and further refined their Sector Strategies to help drive future program design and investments to better meet the needs of employers in 2024 and beyond. The updated Sector Strategies homed in on key

themes and high priority occupations for each industry sector with 2024 updates published on the CCW website in June. The updated Sector Strategies can be viewed on the [CCW Sector Leaders page](#).

Sector Leaders also co-led a concerted effort toward more effective coordination and collaboration between CCW Regional Networks, Sector Leaders, and Career Connected Learning Coordinators. In-person convenings allowed Sector Leaders to co-design new strategies and initiatives with Regional Networks and Career Connected Learning Coordinators.

Appendix B includes the list of CCW Sector Leaders and points of contact, along with a link to CCW Sector Leader page [Sector Leaders | Career Connect Washington](#).



State Agency Progress

CCW-implementing agencies develop and implement annual work plans which describe goals, responsibilities, metrics, and milestones. These work plans are shared with the Cross-agency Work Group, CCW Advisory Team, and agency leaders. 2023 - 2024 work plan goals and results are reported below.

State Board for Community & Technical Colleges

Goals	Results
Administer and improve Career Launch Endorsement Review process, to include creating a Re-endorsement process.	Achieved. Applications submitted were reviewed for endorsement and/or re-endorsement on a monthly cycle. Worked across the CCW Network to develop and launch a simplified endorsement/re-endorsement application focusing on the three statutory requirements of Career Launch endorsement.
Manage and maintain data collection process and measurement protocols in partnership with CCW statewide team, helping to identify and streamline data analysis processes.	Achieved. Provided ongoing partnership and technical assistance to CCW partners and state agencies regarding data collection and measurement of Career Launch endorsement, enrollments, and equipment funding.
Administer 65 Career Launch programs in the community and technical college system.	Achieved. There are currently 61 Career Launch Endorsed programs in the community and technical college (CTC) system. Several programs have not yet sought re-endorsement at the end of the initial three-year endorsement timeframe. *
Enroll 1,500 students in Career Launch endorsed programs in the CTC system.	Achieved. 2,361 students were enrolled in Career Launch programs at a community and technical college, which is a 24% increase from the previous year.
Monitor Career Launch FTE enrollments and capital equipment grants.	Achieved. All Career Launch FTE and capital equipment dollars were allocated, monitored, and if needed, reallocated according to agency policy.

*Programs nearing the end of the endorsement timeframe have been advised to apply for re-endorsement once the revised application is available in August.

Office of the Superintendent of Public Instruction

Goals	Results
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<p>OSPI will support the creation, implementation, and needed revisions of the CCW network communications model to improve technical assistance, enhance collaboration and support strategic expansion planning between CCLCs, Regional Networks, Sector Leads, Program Builders, and state agencies involved in the CCW Initiative.</p>	<p>Achieved. In collaboration with statewide CCW network leadership implementation team, OSPI has supported efforts to strengthen and align communication and collaboration amongst regional and statewide partners in the network. The comprehensive communications model includes, but is not limited to, in person Learning Communities and meetings three times per year to include Sector Leaders, CCLCs, Regional Network Directors, and state agency staff.</p>
<p>OSPI will provide input for the assessment and revision of CCW processes to streamline network engagement and expansion of Career Launch Endorsed (CLE) Programming including, but not limited to, revision of application processes for CLE and Program Builder funding. Upon completion, OSPI will facilitate professional development to inform and support system stakeholders, as needed.</p>	<p>Achieved. In partnership with CCW state agencies, OSPI provided support and technical assistance in identifying barriers to expanding CLE Programming within K-12. As a result of collaboration with the SBCTC, a revised and streamlined CLE application has been designed to incorporate regional CCW stakeholder involvement.</p> <p>In progress. Professional development to CCW stakeholders will be provided in Fall 2024.</p>
<p>OSPI will provide professional development to all nine Educational Service Districts (ESDs) in support of the creation and expansion of CTE Graduation Pathways at the district level, to increase high quality Career Preparation and opportunities for Career Launch programming - adding 5 new CLE programs and increasing CLE enrollment by 61 (approximately 20% growth by the end of FY 25).</p>	<p>Achieved. OSPI provided technical support to all nine ESD to support the creation and expansion of CTE Graduation Pathways, laying the foundation for Career Launch programming.</p> <p>In progress. K-12 CLE programming increased by three (3) to create an aggregate of 26 K-12 CLE programs (not including 16 registered apprenticeships for youth).</p> <p>Achieved. The past year's K-12 CLE program enrollments indicate a total of 517 students attending class within the K12 system (up from 303), representing over 70% growth.</p> <p>*Additional enrollments are reflected through youth accessing CLE programming as Running Start students (reported by SBCTC) and youth in registered apprenticeship opportunities, (reported by L&I).</p>
<p>Pending continued support from the legislature, OSPI will facilitate collaboration with cross agency partners to inform K-12 professional development and curriculum, guidance and resource creation related to the adoption of a universal online High School and Beyond Plan, which will ensure access to individualized career exploration and preparation for all students in Washington in 7th-12th grade.</p>	<p>In progress. OSPI has identified the Apparent Successful Bidder to support the development and implementation of the universal, online High School & Beyond Plan (HSBP). In-person "Listen & Learn" events are scheduled in each Educational Service District for Fall 2024. District administration, teachers, counselors, students, and families, as well as other CCW stakeholders are encouraged to participate for a HSBP overview, platform demonstration and Q&A opportunity. Additional in-person "Listen & Learn" sessions are planned for Spring 2025 in preparation for the launch of system-wide implementation beginning in Fall 2025.</p>

OSPI will provide region-specific technical assistance to aid in the data collection process, establishing at least 90% accuracy for K-12 CLE enrollment reporting, supporting program evaluation and improvement efforts.	Achieved. OSPI provided targeted outreach and offered technical assistance for all districts related to the accurate reporting of Career Launch Endorsed program enrollments. Due to these efforts, 100% of districts have submitted enrollment data.
OSPI will draft a model statewide CLE application as a resource for replication and scale, informed by interested districts identifying an appropriate opportunity in a high demand CTE area, (such as healthcare/allied health).	In progress. As noted above, OSPI collaborated with the SBCTC to streamline the CLE application and review processes. OSPI acknowledges continued interest in the creation of a model statewide CL application as a means to increase program applications. A statewide option would also enable staff to provide more specific technical assistance for regional CCW teams in the work of creating Career Launch programming which meets Endorsement criteria.
OSPI will develop or update 4 or more statewide CTE Equivalency frameworks by end of FY 2025.	In progress. Development and adoption of new Course Equivalencies are in process.
OSPI will develop guidance for schools to support increased understanding of workforce education opportunities available through Running Start and to support further alignment of Career Launch opportunities available for direct enrollment, and in support of shortening the time to credential obtainment.	In progress. New 2023 and 2024 legislative changes and equity-based distribution of OSPI's dual credit budget proviso continue to stimulate conditions designed to expand equitable access to dual credit. OSPI has provided significant support in the form of professional development and technical guidance to districts, including but not limited to, a Running Start Technical Guide, Bulletin 057-23 and Bulletin 027-24 , various recorded tutorials and a Dual Credit YouTube playlist . Further, updated guidance has been included in the Class of 2025 Graduation Toolkit to expand awareness and usage of CTE Graduation Pathways utilizing professional-technical Running Start courses.

Labor and Industries

Goals	Results
Grow Registered Apprenticeship by 500	Completed. There was an increase of 294 active registered apprentices from the previous 12-month time period. Note: L&I was made aware that previously reported data included duplicative information. The above reported data has been scrubbed is a true and accurate accounting of apprenticeship numbers.

Ensure that Registered Apprenticeship enrollment and outcome data are linked to Career Launch and CCW	Completed. All Registered Apprenticeship enrollment and outcome data was linked to Career Launch and CCW.
L&I staff will engage and/or collaborate with a minimum of four (4) Career Connect WA program partners (ABA, Program Intermediaries, Career Launch/ Explore/Prep, etc.)	Completed. L&I collaborated in six (6) Career Connect WA program partners (ABA, Program Intermediaries, Career Launch/ Explore/Prep activities.
Aim to better align L&I's Industry Sector Platforms as mandated by SB 5600 with SBCTC's Centers Of Excellence and Commerce Sector Leads.	Ongoing. Industry Sector Platform development is experiencing a soft roll out. Platforms are intended to be fully functional by January 2025. Plan to better align with Centers of Excellence and Commerce sector leads by July 2025.

Employment Security Department

Goals

Results

Launch the Apprenticeship Building America grant and deploy funds to Program Builders to grow apprenticeships and pre-apprenticeship in high-demand industry sectors.	Achieved. ESD launched the Apprenticeship Building America federal grant and completed two RFP rounds. 8 Registered Apprenticeship and 8 Pre-apprenticeship programs are currently in development. Round 3 closed 6/28/2024, following a statewide outreach and engagement effort driven by the Washington State Labor Council.
Launch the Washington Jobs Initiative Sectoral Partnership grants to train 5,000 and place 3,150 Washingtonians into good jobs by September 2025.	Achieved. ESD completed the Sectoral Partnership RFA and awarded \$16.9 million to 8 Backbone Organizations, effective 1/1/24. All eight projects are proceeding on schedule and are projected to train 5,000 and place 3,150 into good jobs by September 2025.
Increase grants to Program Builders, with an emphasis on Career Launch.	Achieved. ESD completed the Rounds 11 and 12 Program Builder RFPs, awarding \$5.7 million of combined State and federal funds to develop and scale 33 programs.
Lead the co-design of an improved Program Builder application and selection process. Complete by July 2024.	Achieved. ESD completed a statewide stakeholder effort to gather requirements for a top-down redesign of our Program Builder RFPs. The new two-tier approach has been validated with stakeholders and is on-track to be opened to bidders ahead of schedule in summer 2025.
Sustain investments in Regional Networks and Sector Leaders. Support their regional expansion and statewide industry sector strategies.	Achieved. ESD completed new Regional Network grants that called for Regional Expansion Strategies from each region which outline priorities for program growth. A comprehensive technical assistance approach was implemented with

	<p>Washington STEM and all regional expansion work is now underway.</p> <p>ESD also completed a collaborative funding process to Sector Leaders, dubbed the Sector Accelerator, which directly provided \$1 million in State funds to shovel-ready programs that meet specific employer needs.</p>
<p>Work with CCW and State agency partners to seek additional federal funds to grow CCW programming.</p>	<p>Achieved. The State Department of Ecology won a NOAA Climate Resilience Challenge grant, which will include funding for CCW (via ESD) to expand Career Explore, Career Prep, and Career Launch programs into green jobs and climate resilience careers.</p>

Washington Student Achievement Council

Goals	Results
<p>Serve as primary contact for outside leadership and oversee government CCW hub.</p>	<p>Achieved. WSAC hired a new director for Career Connect WA who is serving as the primary contact for outside leadership and government partners.</p>
<p>Serve as primary government liaison to governor's office and legislature, and support design of targeted policy needs based on CAWG and external stakeholder input.</p>	<p>Achieved. CCW coalition identified primary policy goals for FY 25-27: 1. Increasing enrollment funding for post-secondary institutions; 2. Increasing program builder grant funds; 3. Ensuring a successful CCW leadership transition with agency decision packages. Coordinated a unified CCW voice with aligned and mutually supported policy actions among WSAC, ESD, OSPI, SBCTC and L&I.</p>
<p>In coordination with leadership outside of government (e.g., industry champions, labor and implementation partners) and other WSAC staff supporting the WEIA board, provide the board with CCW updates</p>	<p>Achieved. WEIA board members are kept apprised of CCW and WJI successes.</p>
<p>Leverage the infrastructure of CCW to deliver on the WJI initiative</p>	<p>Achieved. CCW continues to gain national recognition for the framework that supports the WJI initiative to be successful in upskilling and placing 3,150 Washingtonians in high demand, family-sustaining wages.</p>

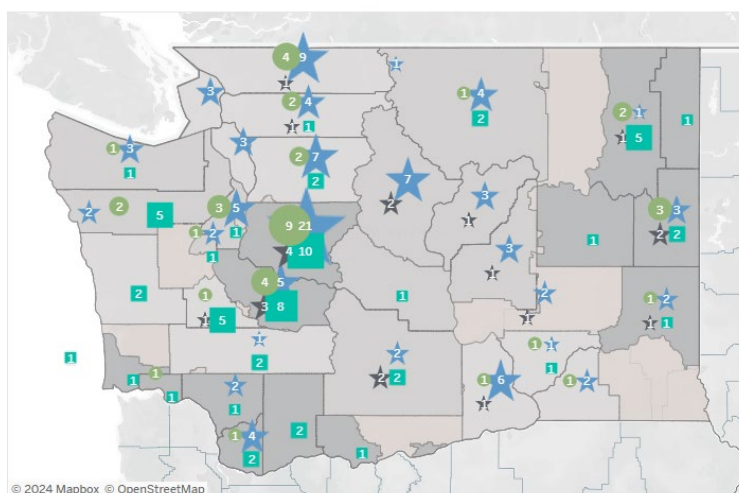
Results by Region

Each of the nine Results by Region sections provides an overview of the regional career connected learning system and describes the collective work of the Regional Network, its partnerships, efforts, and impact. This includes contact information for Regional Network Directors and Career Connected Learning Coordinators, total grant awards, enrollment outcomes, stories of impact, strategy and programming highlights, and progress on regional equity strategies.

Explore each region further by visiting the CCW Program Map & Outcomes Data online (<https://careerconnectwa.org/program-map-and-outcomes-data/>). This page provides detailed information about programs, student demographics, and system outcomes. To review participant demographic data for each region, navigate to the 'Enrollment by Year Career Launch vs OSPI' tab of the Tableau dashboard, and select a region under the 'region' filter at the top of the dashboard. Demographics can be found specifically for Registered Apprenticeship (RA) and non-RA Career Launch programs by navigating to the "Enrollment by Year: CL Non-RA vs. OSPI" and "Enrollment by Year: CL RA vs OSPI" tabs to the right. The 'Enrollment by Occupation' and 'Programs by Occupation' tabs also display a breakdown of Career Launch opportunities in each region by toggling regional filters at the top of each dashboard.

The Results by Region sections provide lists of Career Launch, Career Prep, and Career Explore programs that have received, or currently receive, grant funding from the State for program development, capital equipment, and/or enrollment expansion. However, these are not comprehensive lists of all programs statewide. The CCW Program Directory (<https://careerconnectwa.org/directory/>) provides a searchable listing of all programs currently available to students, including those that did not receive grant funding. The State Board for Community and Technical Colleges publishes a list of all endorsed Career Launch programs, including those which are not grant funded (<https://www.sbctc.edu/resources/documents/career-launch/career-launch-endorsed-programs.pdf>).

Please note in the sections that follow, grant funded CCW programs which operate in more than one region are included in all applicable Results by Region sections.



Northeast (NEWESD 101)

Serving Adams, Ferry, Lincoln, Pend Oreille, Spokane, Stevens, and Whitman counties

Regional Network: Greater Spokane Incorporated

Network Director: Rebecca Clemens (rclemens@greaterspokane.org)

Career Connected Learning Coordinator: Jessica Dempsey (jdempsey@esd101.net)

Regional Accomplishments at a Glance

1,113 total enrollees in regional Career Launch opportunities (*Fall 2023 - Spring 2024*)

11 program builders provided grants to expand or develop **15** career connected learning programs in media and broadcasting, construction, healthcare, IT, manufacturing, and advanced manufacturing

3 Career Explore programs

4 Career Prep programs

1 Recognized Pre-Apprenticeship program

3 Registered Apprenticeship Career Launch programs

4 Career Launch programs

\$ 4,013,051 total funding CCW programming in region

\$ 2,333,130 for program development

\$ 500,284 for Career Launch instructional FTEs

\$ 811,933 for CTC & CTE Program Equipment

\$ 367,704 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

Business AfterSchool is a series of career connected learning workshops that brings together middle and high school students, parents, educators and business to talk and learn about local careers, skills, and career pathways. These opportunities often challenge students to think differently about their passions/talents and how those translate into a career one day.

This school year, we hosted nine Business AfterSchool events that focused on healthcare, forensics, engineering, and manufacturing. These career explore events were attended by 344 people with students from over 59 different schools and four counties. This year we held our first Business AfterSchool in Stevens County, with partner **NEWHealth**, where students explored healthcare careers and pathways.

An educator from a rural highschool stated, "I drive more than two hours round-trip to bring my students to the workshops because giving them the opportunity to see what else is out there is important to their personal and academic growth. Attending these workshops forces them out of their bubble and gives them a glimpse into what they could be doing in their future."

Highlights of Regional Strategy and Programming

- **Career Connect Northeast Teaching the Teachers** program provided an opportunity for 20 teachers to learn about advanced manufacturing and production. Presentations focused on the pathways that students can enter and grow into careers in advanced manufacturing. School teachers and counselors from 4 different districts were introduced to the types of jobs in Advanced Manufacturing, from engineering to skilled production, to entry level with job growth opportunities, and received STEM clock hours for their participation. Presenters came from **Spokane Community College, North Idaho College, Machinist Institute, AJAC (Advanced Manufacturing Apprenticeships),** and **Wagstaff**, who provided resources for teachers and counselors to pass on to their students.
- **Career Explore NW**, produced by Program Builder **KSPS PBS**, is a free, online, resource catalog of videos and job descriptions that showcases individual careers, virtual field trips, and career pathways in our region that include traditionally underrepresented populations, discussing their journey from high school to career and the importance of relevant support and financial aid. Each career page offers supportive data around levels of education needed as well as salary ranges for our region to help students make an informed decision as they navigate their career journey. This past school year Career Explore NW created 10 new videos and houses over 160 total videos. Now Program Builder KSPS PBS offers Career Explore NW Live events. This past school year 9 live events happened with 16 schools over 4 counties. These events are interactive and online, connecting young people with professionals to learn about careers and career paths. These meetings are small, including one to three student or youth groups and one presenter, which creates an intimate environment where young people feel comfortable asking questions about what matters most to them as they evaluate career options. www.careerexplore.org
- The Career Connected Learning Coordinator facilitated collaboration to support the alignment of **Core Plus Construction** curriculum with **Clover Park Technical College**, creating a College in the High School (CiHS) dual credit articulation and subsequent high school access to **CPTC's Trades Academy Certificate** option (18 credits/4

classes). Three high schools (and their instructors' credentials) have been approved by CPTC for CiHS. another has applied, and a few more potentially applying in March). This apprenticeship readiness program prepares students with the knowledge and skills necessary for employment in the construction industry. This program covers safety, hand and power tool use, math, carpentry trades, print and plan reading, and employment preparation. In addition, the Sector Lead **AGC** is collaborating with OSPI on Course equivalencies for Applied Math within the Construction Core Plus curriculum, and a pre-apprenticeship "pilot" program option was added with **Association of Builders and Contractors** (ABC) to align with Core Plus Construction. In essence, this collaborative work between the Educational Service District, K-12 school administration and teachers, a Community and Technical College, business and labor, and CCW Sector Leads, have created several options for schools and their students.

Progress of Regional Equity Efforts

- Trades nights are a program offered to students in the areas of Healthcare, Automotive, and Construction. Students participate in hands-on experiences, connecting students directly to industry, creating high-quality, career-based options with regional employers. This leads to continuing the exposure through hands-on activities into the classrooms. Vendors attend to share their firsthand experience and their various employment opportunities. These events are free to the community and coordinated in collaboration with local school districts. Rural schools that choose to participate are offered a menu of options to make it a full day of experiential learning. The **ABC** Construction Trades Night is presented by **Associated Builders and Contractors** along with the members of the **Inland Pacific Chapter**. The Automotive Trades night was presented by **ESD 101** and **Silver Star Automotive**. The Healthcare Trades Night was presented by **East Valley School District** and **ESD101** in partnership with **Area Health Education Center** and **The Community Health Association of Spokane (CHAS)**.
https://www.youtube.com/watch?v=Lsa_jJ3cHhg
- Creating career experiences for students that are in line with future aspirations is one way CCNE works to address education disparity and systemic bias. Through multiple partnerships, we work together to provide increased opportunities for high school students, especially students from marginalized communities or diverse backgrounds, to engage with higher education, local business and industry at the institutions exploring career connected learning opportunities. In partnership with **Launch NW**, CCNE partners with multiple entities to best serve youth, regardless of their circumstances, by creating career experiences. CCNE implemented job shadows, career fairs, **Business AfterSchool**, internships, mentoring, and business tours in partnership with 3 local high schools. The MPower mentoring program focuses on low income, BIPOC, English Language Learners and students experiencing homelessness. The anticipated outcomes of this pilot program were, 1) developing and refining a new model of increased human service organization, K-12, and higher education collaboration, 2) more organizations focusing on K-12 youth and their families, 3) broader, more coordinated data collection and analysis, and 4) a significant increase in the number of adult and student mentors in the greater Spokane area (providing students with valuable career experience). Our primary goal is to increase post-high school enrollments by 10% for the targeted populations at the six participating Spokane County schools over the course of the grant period. Post-high school enrollment includes 2-year or 4-year colleges, trade schools, apprenticeships, military service, or other options that increase lifelong earning capacity or enhance quality of life. Over 1500 students participated in

MPower in 2023/2024. With additional funding from Washington Student Achievement Council, MPower will expand to 13 high schools in the region for the 2024/2025 school year. <https://launchnw.org/>

- Greater Spokane Incorporated’s **Internship Network** is creating more opportunities for Career Launch internships in the Spokane region by giving businesses skills needed to create an internship program and teaching students to navigate workplace culture. These workshops are free of cost, include skill development for students and networking for students and businesses. Businesses also share best practices for internship implementation and management. The convening of diverse businesses, BIPOC, veteran, and women owned, with students that reflect the business ownership, creates space for open and honest dialog for future collaboration and potential intern opportunities.

Career Launch Instructional FTE Grant Summary: Public Baccalaureate Institutions

Career Launch Program	College	# FTEs	Funding amount
Data Analytics	WSU Pullman	33	\$ 260,284

Career Launch Instructional FTE Grant Summary: Community & Technical Colleges

Career Launch Program	College	# FTEs	Funding amount
Cement Masons Apprenticeship	Spokane	6	\$ 48,000
Ironworkers Apprenticeship	Spokane	6	\$ 48,000
Insulator Apprenticeship	Spokane	3	\$ 24,000
Sheet Metal Apprenticeship	Spokane	9	\$ 72,000

Electrical Workers Apprenticeship	Spokane	6	\$ 48,000
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Career Launch Equipment Grant Summary: Community & Technical Colleges

Career Launch Program	College	Funding amount
Ironworkers Apprenticeship	Spokane	\$ 16,738
Plumbers/Pipefitters Apprenticeship	Spokane	\$ 20,710

CTE Equipment Grant Summary: K-12 Districts

Districts	Funding amount
Central Valley School District, Colton School District, Cusick School District, East Valley School District, Oakesdale School District, Riverside School District, Spokane School District	\$774,485

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
Registered Apprenticeship	Maintenance and Repair Workers, General Advanced Manufacturing Academy, Registered Apprenticeship	Aerospace Joint Apprenticeship Council
Career Launch	Data Scientists, Data Analyst	Quantalogica
Registered Apprenticeship	Machinists Registered Apprenticeship	Spokane Workforce Council
Career Launch	Project Lead the Way Biotechnician	Washington State University - Spokane

Career Explore	Stevens County Healthcare Mentor Program	Washington State University - Floyd College of Medicine
Career Explore	Construct a Career	Washington State Building and Construction Trades Council
Registered Apprenticeship	Advanced Manufacturing	Machinists Institute
Career Launch	Nursing Pathway	Washington Alliance for Better Schools
Recognized Pre-Apprenticeship	Registered Medical Assistant Pre-Apprenticeship	New Health Programs Association
Career Prep	KSPS PBS Media Makers	Friends of KSPS

Summary of Grant-funded CCW Programs: Programs In-development

Type	Name	Builder
Career Prep	Academy Builder	East Valley School District
Career Prep	Media Makers	Friends of KSPS
Career Prep	Stevens County Healthcare Mentor Program	Washington State University - Floyd College of Medicine
Career Explore	Manufacturing Connections	Greater Spokane Valley Chamber of Commerce
Career Launch	EMT Launch	Washington State University - Floyd College of Medicine

South Central (ESD 105)

Serving Grant, Kittitas, Klickitat, and Yakima counties

Regional Network: Educational Service District 105; South Central Washington STEM

Network Director: Mark Cheney (mark.cheney@esd105.org); Hugo Moreno (hugo.moreno@esd105.org)

Career Connected Learning Coordinator: Shelly O'Neill (shelly.oneill@esd105.org)

Regional Accomplishments at a Glance

565 total enrollees in regional Career Launch opportunities (*Fall 2023 - Spring 2024*)

8 program builders provided grants to expand or develop **9** career connected learning programs in manufacturing, aerospace, IT, automotive, conservation and natural resources, manufacturing/food processing, and viticulture

4 Registered Apprenticeship Career Launch programs

3 Career Prep programs

2 Career Launch programs

\$ 1,953,788 total funding for CCW programming in region

\$ 1,092,788 for program development

\$ 505,818 for CTE Program Equipment

\$ 355,182 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

In 2023, the Regional Network launched the pilot of Career Academy, as an innovative Career Prep program within the Career Connected Learning Continuum. The Academy offered three industry sector programs that introduced and prepared youth ages 18-29 for occupations in Healthcare (Pharmacy Assistant), Construction, and Advanced Manufacturing. This pioneering program combined classroom learning with hands-on training, adhering to specific industry standards to equip participants with the essential skills and knowledge required for these fields.

Participants in the Career Academy earned industry-recognized certifications and licenses, giving them a competitive advantage in the regional job market. The program went beyond mere technical proficiency by incorporating professional skill development, ensuring that participants emerged not just job-ready but equipped with a versatile and practical skill set poised for on-the-job success in their chosen occupations.

The Career Academy's impact extended beyond immediate employment opportunities. It provided a solid foundation for participants, whether they chose to enter the workforce directly or pursue further education. By aligning training with industry needs and emphasizing both technical and professional skills, the Career Academy demonstrated an effective and holistic approach to career preparation. This comprehensive program empowered participants to succeed in their chosen fields, making it an invaluable stepping stone for launching fulfilling careers or inspiring continued educational pursuits. Whether entering the workforce or continuing their education, graduates of the Career Academy are well-prepared to navigate and excel in their professional journeys.

Highlights of Regional Strategy and Programming

- **Career Launch Endorsement of the Bachelor of Science in Construction Management at Central Washington University:** The Regional Network is building on its momentum in Career Connected Learning Opportunities! This year, we're thrilled to announce the endorsement of a Construction Management Career Launch program developed in partnership with Central Washington University, the Career Connected Learning Coordinator, and CCW Regional Network. Working closely with the Dean of CWU's College of Education and Professional Studies, this initiative aims to bridge the gap between education and opportunity by providing students, particularly those from underserved backgrounds, with clear pathways to careers in the construction industry. Our collaboration doesn't stop there. Thanks to a recently awarded Career Launch grant from WSAC, CWU will be expanding its offerings in construction-related allied degree programs. This grant will provide vital resources to develop new programs, ensuring students have the skills and knowledge they need to thrive in this high-demand field. These exciting developments highlight the Regional Network's commitment to connecting students with the education and training they need to build successful careers right here in our region.
- **Data Playshops with WSU Data Analytics:** In partnership with the Washington State University (WSU) Data Analytics Department (Program Builder), the ESD 105 Migrant Department and the Regional Network hosted a regional Data Playshops on March 23rd, 2024. The Data Playshops included activities that introduced students and families to how data analysis is used in different careers with an aim to encourage interest and expose students to data-related professions. By involving both students and parents at a pre-existing Migrant Parent Advisory Council (PAC) meeting, WSU emphasized that working with data is relevant in many jobs and not just for data specialists. They made data analysis easy to understand through practical demonstrations and interactive sessions, highlighting its role in decision-making. Overall, WSU's efforts helped students grasp the importance of data skills for success in various fields, preparing them for future careers. A total of 44 adults and 36 students from Toppenish, Wapato, Whaluke, Selah, and Yakima attended the event. The Regional Network also connected WSU with Catholic Charities of Central Washington, which hosted a similar event the day before, on March 22nd, 2024.

Progress of Regional Equity Efforts

- Migrant Rising Together Leadership Conference - Pacific Northwest University of Health Science:** The Regional Network supported the work of the ESD 105 Migrant department by participating in the annual Migrant Rising Together Student Conference, held on March 13th, 2024. This conference aims to provide a platform for migrant students to come together to share their experiences and knowledge, to empower one another, and to build resiliency to navigate the academic system and community opportunities. We hope to foster a supportive environment of collaboration and growth and to inspire participants to rise together and achieve success. The Regional Network led three major components that drove the conference's career-connected learning portion. This included hosting and facilitating a Career Panel Session with local professionals, coordinating a College and Career Fair, and hosting a session focused on post-secondary options for students. In total, 166 students attended from 10 different school districts (East Valley, Grandview, Highland, Mabton, Selah, Wahluke, Wapato, Mt. Adams, Yakama Nation Tribal School, and Yakima).
- Pathway to the Top - The Pathway to the Top Career and College Expo** was established to ensure that all students regardless of location or the size of their school would have the opportunity to interact with public and private postsecondary institutions, who do not traditionally attend rural college fairs. Hosted at the State Fair Park SunDome on October 3, 2023, this one-day regional event is designed to empower students, parents, and educators by providing a comprehensive platform for exploring opportunities and gathering resources to make informed decisions about post-secondary aspirations. This year 4,500 students from 21 high schools participated. Representatives from 83 colleges, universities, labor and unions, apprenticeship programs, technical schools, and local and state-wide industries across Washington industries attended. These representatives traveled from across Washington, Oregon, Montana, Idaho, and Arizona.

CTE Equipment Grant Summary: K-12 Districts

Districts	Funding amount
Ellensburg School District, Goldendale School District, Granger School District, Selah School District, West Valley School District	\$505,818

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
Registered Apprenticeship	Maintenance and Repair Workers, General Advanced Manufacturing Academy, Registered Apprenticeship	Aerospace Joint Apprenticeship Council

Registered Apprenticeship	General Service Technician & Master Service Technician Registered Apprenticeship	Independent Automotive Technicians Apprenticeship Committee
Registered Apprenticeship	Production Technician (Youth), Registered Apprenticeship	South Central Workforce Development Council
Career Prep	Computer and Software Technician (CAST) Program	Computing for All
Registered Apprenticeship	Supply Chain & Logistics, Registered Apprenticeship	Aerospace Joint Apprenticeship Council
Career Launch	Viticulture & Enology Program (V&E)	Washington State University

Summary of grant-funded CCW Programs: Programs In-development

Type	Name	Builder
Career Prep	SW WA Rural CTE Cooperative	Trout Lake School District
Career Prep	The Career Academy	Educational Service District 105
Career Launch	Behavioral Health	Thriving Together NCW

Southwest (ESD 112)

Serving Clark, Cowlitz, Klickitat, Pacific, Skamania, and Wahkiakum counties

Regional Network: Educational Service District 112; Career Connect Southwest

Network Director: Vickei Hrdina (vickei.hrdina@esd112.org)

Career Connected Learning Coordinator: Chad Mullen (chad.mullen@esd112.org)

Regional Accomplishments at a Glance

1,776 total enrollees in regional Career Launch opportunities *(Fall 2023 - Spring 2024)*

6 program builders provided grants to expand or develop **8** career connected learning programs in IT, construction, advanced manufacturing, health care and manufacturing

2 Career Explore programs

2 Career Prep programs

1 Registered Apprenticeship Career Launch program

3 Career Launch programs

\$ 3,378,582 total funding for CCW programming in region

\$ 2,127,615 for program development

\$ 496,000 for Career Launch instructional FTEs

\$ 385,386 for CTC & CTE Program Equipment

\$ 369,581 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

In 2023, Vancouver Public Schools successfully secured Round 12 Program Builder funding from Career Connect Washington to design and launch the innovative Core Plus Maritime Trades training program at Hudson's Bay High School. This groundbreaking initiative marks the first instance of specialized training for the Maritime Industry in Southwest Washington. The

application process received substantial support from Career Connect Southwest, which provided technical assistance and facilitated strategic connections with employers and sector leaders.

Set to commence in 2024, the Core Plus Maritime Trades program aims to equip students with the necessary skills and knowledge to excel in maritime careers. The curriculum will encompass a range of industry-specific training modules, ensuring that students are well-prepared to meet the demands of this dynamic sector. Moreover, the program's launch will be a collaborative effort, drawing on insights and feedback from the Advisory and CTE Directors groups.

Once operational, the program's model will be shared widely, allowing other educational institutions to replicate its success. This dissemination will foster new connections with employers and postsecondary training options, enhancing career pathways for students across the region. By bridging the gap between education and industry, the Core Plus Maritime Trades program at Hudson's Bay High School is poised to become a cornerstone of workforce development in Southwest Washington, paving the way for a new generation of skilled maritime professionals.

Highlights of Regional Strategy and Programming

- Our region was selected to pilot HB1013, the Apprenticeship Preparation legislation in partnership with OSPI. In 2023, we hosted an Apprenticeship Roundtable with stakeholders across industry, training, K12 and higher education and toured the already established Apprenticeship Prep Programs in our Region. With this local stakeholder feedback in hand, we designed and began implementation efforts to roll out three new Apprenticeship Prep Pilots in the 2024-25 school year: Medical Assisting, Full Stack Web Developer and Core Plus Skilled Trades. These pilots represent a significant step forward in expanding apprenticeship opportunities and building a more inclusive and accessible pathway for students to enter high-demand careers. As we move towards the 2024-25 school year, the successful implementation of these programs will serve as a model for other regions, demonstrating the potential of innovative educational initiatives to transform workforce development in rural communities.
- In May of 2023, Career Connect SW hosted an Advanced Manufacturing Business-Education Summit to engage employers in the Southwest Washington High Tech Council, higher education and training providers, K12 school administrators, CTE and counselors, the Center of Excellence and AWB as the sector lead in establishing a multi-year action plan to locally address talent shortages in our manufacturing jobs. The success of this event has established it as a model for future industry engagement. Moving forward, Career Connect Southwest plans to host three to four summits annually, each focused on different industry sectors. These summits will serve to localize and implement statewide sector lead strategies, ensuring they are relevant and impactful for the specific needs of our region. Through these ongoing efforts, Career Connect Southwest aims to build stronger connections between education and industry, enhance workforce development, and ensure that our local talent pipeline is well-equipped to meet the demands of the manufacturing sector.

Progress of Regional Equity Efforts

- In February of 2023, CCSW co-hosted a BIPOC community partners gathering with Washington STEM to raise awareness about the availability of CCW funding and other partnerships through the Network. This event was critical in building more explicit relationships with BIPOC run and serving organizations. As of this report, we are moving

forward with supporting Upward Bound in their efforts to increase first generation college going support to Latine students and integrating connections from Black and Indigenous owned trades companies into our advisory structure and student events.

- The CCSW Network team convened three meetings of regional CTE directors to develop a regional Comprehensive Local Needs Assessment. The first two sessions were focused on equity, access and completion data for students in underrepresented populations. Migrant, adjudicated, special education and credit recovery students were represented. The second session examined business and industry standards and reviews of current program KSAs. From this regional approach to a CTE requirement, each district in our region now has a roadmap and strategy for attracting and retaining students from historically underrepresented students in multiple CTE training pathways that align to Career Launch.

Career Launch Instructional FTE Grant Summary: Community & Technical Colleges

Career Launch Program	College	# FTEs	Funding amount
Semiconductors & Electronics	Clark	6	\$ 48,000
Automotive-T-TEN	Clark	5	\$ 40,000
Automotive-HiTECC	Clark	5	\$ 40,000
Welding Tech	Clark	10	\$ 80,000
Cybersecurity BAS	Clark	10	\$ 80,000
Network Tech	Clark	3	\$ 24,000
Surveying Tech	Clark	5	\$ 40,000
Cuisine Management	Clark	10	\$ 80,000
Professional Baking	Clark	8	\$ 64,000

Career Launch Equipment Grant Summary: Community & Technical Colleges

Career Launch Program	College	Funding amount
Network Tech/Cybersecurity	Clark	\$ 44,294
Diesel Apprenticeship	Clark	\$ 192,201

CTE Equipment Grant Summary: K-12 Districts

Districts	Funding amount
Kalama School District	\$148,891

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
Career Launch	Data Scientists, Data Analyst	Quantalogica
Career Launch	Medical Assistant	Workforce Southwest Washington
Registered Apprenticeship	Expand Semiconductor & Electronics Manufacturing Technician, Registered Apprenticeship	Workforce Southwest Washington
Career Explore	<u>Construct a Career</u>	Washington State Building and Construction Trades Council
Career Explore	Wahkiakum County 4-H	Washington State University

Summary of grant-funded CCW Programs: Programs In-development

Type	Name	Builder
Career Prep	SW WA Rural CTE Cooperative	Trout Lake School District
Career Prep	Wahkiakum County 4-H	Washington State University
Career Launch	CorePlus Maritime	Vancouver Public Schools

Capital (ESD 113)

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

Regional Network: Capital STEM Alliance, ESD 113

Network Director: Lorie Thompson (lthompson@esd113.org)

Career Connected Learning Coordinator: Cecily Kiester (ckiester@esd113.org)

Regional Accomplishments at a Glance

903 total enrollees in regional Career Launch opportunities (*Fall 2023 - Spring 2024*)

5 program builders provided grants to expand or develop **8** career connected learning programs in automotive, IT, conservation, natural resources, construction and manufacturing

1 Career Explore programs

4 Career Prep programs

2 Registered Apprenticeship Career Launch programs

1 Career Launch program

\$ 2,833,552 total funding for CCW programming in region

\$ 1,490,633 for program development

\$ 120,000 for Career Launch instructional FTEs

\$ 863,926 for CTC & CTE Program Equipment

\$ 358,993 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

REVIT Renewable Energy Project: According to Rebecca Towner, director of finance and human resources at Lewis County Transit, "The Renewable Energy Vehicle and Infrastructure

Technician (REVIT) training program is a concerted effort to develop statewide curriculum in grades 8-12 STEM programs, [and] to introduce, make aware, and guide students to educational and career options in the renewable energy industry.” Since 2023, the Capital STEM Alliance has been part of the REVIT team, and has supported this program in becoming a CCW program builder.

Since then, with funding from Career Connect Washington and the Washington Department of Ecology, the REVIT program created an exploratory CTE course, Introduction to Clean Energy, for all students at Centralia High School for the 2024-2025 school year. Representatives from over 25 global companies participated in creating this course.

For subsequent years, adds Rebecca Towner, “another three preparatory courses will be developed, piloted, and made available statewide to high schools, skills centers, and colleges, allowing for dual credit. Students in the pilot exploratory course will be ready to move on to a preparatory level course in which they can continue their learning, receive college credit from local CTC, and participate in work-based learning opportunities in this field. The...REVIT program will seamlessly progress to a Career Launch, at which time certifications and paid internships will be offered to supplement the experience. Lewis County residents are hopeful that hundreds, if not thousands, of new jobs in renewable energy will emerge. This is a real possibility because Centralia is being considered as a site for the Pacific Northwest Hydrogen Hub, one of seven Regional Clean Hydrogen Hubs that will produce clean hydrogen energy.”

Highlights of Regional Strategy and Programming

- **AJAC Youth Apprenticeships:** The Capital STEM Alliance collaborated with AJAC and Napavine High School, located in Lewis County, to create four youth apprenticeships in advance manufacturing, in partnership with employers Braun Manufacturing and Walsh Trucking. The Napavine high school juniors and seniors will each begin their apprenticeship this summer and complete 2,000 hours of paid on-the-job training, as well as taking 15 college credits through Bates Technical College, all while graduating from high school on time.
- **Cross-Sector Collaboration Model Framework - Welding:** Together with CCW sector leads in Maritime, Agriculture/Manufacturing and Construction, the Capital STEM Alliance is developing a CCW-funded model framework for a cross-sector welding/fabrication pathway map, with input from industry partners across three rural regions of the state. The map guides and informs students, families, educators and other stakeholders in the recommended steps to create a career pathway from school to career. The framework aligns with CTE career clusters and industry standards. Our team will also create a K-12 faculty professional development rubric, informed by both industry and educators. Up to three Community & Technical Colleges that are located in rural communities will be involved in the project to ensure post-secondary pathways and career launch endorsement. In addition, this project will create a Navigation Guide/Playbook to serve as a model template for other cross-sector partnerships to use.

Progress of Regional Equity Efforts

The Capital STEM Alliance utilizes CCW funding to stimulate cross-sector partnerships and create pilot program builder projects for organizations that work with underserved and marginalized youth:

- **Puget Sound Estuarium**, located in downtown Olympia, offers Career Explore programs to rural and BIPOC students that immerse them in the South Sound Estuary ecosystem. One such program is called “Classroom Robotics at Budd Bay, (CRABB)” in which teachers learn how to design and build underwater remote robots (UROVs). Teachers then share their knowledge in the classroom, teaching their students how to construct and deploy these robots in the various waterways around South Puget Sound. Estuarium divers attach cameras to the UROVs and bring the Estuary to life. From this experience, students gain experiential knowledge of the various waterways in and around the South Sound. This year, the CRABB program impacted 112 students from 5 rural schools and 2 school districts in Mason and Thurston counties with high numbers of BIPOC students.
- **Washington Home Builders Foundation** is working with a diverse student group of Chehalis Tribal members who live in rural Lewis County to design and build shelves, cabinets, benches and table tops that will store tools in preparation for constructing several tiny houses, a project that will start in the upcoming school year. One of the tiny homes will be delivered to the Chehalis Tribe once completed. The students are gaining valuable, transferable skills in construction, which will position them to enter an apprenticeship in our region’s top job sector, and earn family-sustaining wages.
- **Lewis County Transit** received a small pass-through grant from the Capital STEM Alliance to sponsor a Centralia High School student who dreams of working in the clean energy sector, and who wanted to see if he could design and build a clean energy, hydrogen-powered go-cart. The student, who is of Hispanic heritage, used that funding to realize his goal, and he entered his cart in the Lewis County Fair. Not only did he win first place, he reached second place at the State level. His next project? To design and build a clean energy tractor for farming, whose fuel system can be converted from diesel fuel to hydrogen. With an entrepreneurial spirit, he created a Go-Fund-Me page for donations, and ended up with a donated tractor to work on. This student has demonstrated that with support from CCW, all youth can make their career dreams a reality.

Career Launch Instructional FTE Grant Summary: Community & Technical Colleges

Career Launch Program	College	# FTEs	Funding amount
Welding Tech	Centralia	15	\$ 120,000

Career Launch Equipment Grant Summary: Community & Technical Colleges

Career Launch Program	College	Funding amount
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Automotive	Grays Harbor	\$ 113,865
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CTE Equipment Grant Summary: K-12 Districts

Districts	Funding amount
Chehalis School District, Napavine School District, Onalaska School District, Pe Ell School District, South Bend School District, Wishkah Valley School District	\$750,061

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
Registered Apprenticeship	General Service Technician & Master Service Technician Registered Apprenticeship	Independent Automotive Technicians Apprenticeship Committee
Registered Apprenticeship	Recreational Vehicle Service Technician Registered Apprenticeship	Independent Automotive Technicians Apprenticeship Committee
Career Prep	Business2Youth Construction Technology	Thurston County Chamber of Commerce
Career Explore	Find Your Future	Thurston County Chamber of Commerce
Career Launch	Information Technology	Mentors in Tech LLC
Career Prep	Equitable Green Opportunities for Youth in Forestry	Pacific Education Institute

Career Prep	Youth Engaged in Sustainable Systems (YESS)	Pacific Education Institute
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Summary of Grant-funded CCW Programs: Programs In-development

Type	Name	Builder
Career Prep	The REVIT Program	Lewis Public Transportation Benefit Area

West Sound (ESD 114)

Serving Clallam, Jefferson, Kitsap, and Mason counties

Regional Network: West Sound STEM Network

Network Director: Kareen Borders (borders@skschools.org)

Career Connected Learning Coordinator: Jeff Stepp (jstepp@oesd114.org)

Regional Accomplishments at a Glance

332 total enrollees in regional Career Launch opportunities (*Fall 2023 - Spring 2024*)

6 program builders provided grants to expand or develop **8** career connected learning programs in maritime, culinary arts, construction, conservation and natural resources, restoration ecology, health care, manufacturing, maritime renewable energy, and biotechnology

1 Career Explore programs

5 Career Prep programs

2 Career Launch programs

\$ 2,478,630 total funding for CCW programming in region

\$ 1,829,149 for program development

\$ 160,000 for Career Launch instructional FTEs

\$ 143,782 for CTE Program Equipment

\$ 345,699 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

On May 13 and May 30, 2024, Virginia Mason Franciscan Health's (VMFH) St. Michael Medical Center hosted more than forty students from North, Central and South Kitsap school districts for a **worksite tour**.

Students were welcomed by VMFH leadership and given an in-depth overview of the St. Michael Medical Center, **the many non-patient involved departments and career pathways available**, and engaged in an in-depth, interactive Q&A session with nurses, medical assistants, doctors, administrators and technicians regarding educational options and the day-to-day experiences of working professionals. The tour included a trip to the helipad to speak with working flight nurses, examine a helicopter and equipment used for emergency situations, tours through labs and examination rooms utilizing technical equipment, demonstrations by technicians in equipment repair and maintenance, and access to various administrative areas. Students spent time in non-patient areas to speak with workers and technicians in oncology, physical medicine and rehabilitation, sonography, pediatrics/obstetrics, imaging and radiology, gastroenterology, neurology, pulmonary and vascular care, orthopedics and sports medicine, and more.

K12 and industry partners have been working hard to improve access to on-site, in-depth, hands-on experiences for minors/students with healthcare professionals. The visits were the culmination of eight month's collaboration between West Sound STEM Network and VMFH to combine and streamline OSPI and school district requirements for students in the workplace, with the legal restrictions and requirements faced by industry to protect patient confidentiality and safety, into one workable, on-site visitation document for industry, school districts, students and parents or guardians to sign.

Highlights of Regional Strategy and Programming

On November 6, 2023, Jefferson County Library District partnered with WSSN to offer a Healthcare Career Pathway community event. A panel of local healthcare providers interacted with attendees and shared the day-to-day aspects of their jobs, the pathway to those jobs, and answered attendee questions.

- The NW Maritime Center (a CCW Program Builder), with support from WSSN, hosted their first ever Maritime Career Fair on March 16. Twelve regional maritime organizations and programs engaged with more than 90 attendees (and 14 eager student volunteers) about maritime careers ranging from marine systems to marine science. Students explored the multiple pathways to maritime careers: education, apprenticeship, military careers and learning on the job. It was a great success and minds of many ages were sparked with enthusiasm and energy for their future careers.
- West Sound STEM partnered with the Washington State Labor and Industries (LNI) and the Washington State Labor Council to offer an Apprenticeship 101 roundtable in Kitsap County. CTE Directors, counselors, community college leaders, and workforce leaders gathered in April 2024 to explore how they can best support their students interested in pursuing an apprenticeship after high school. Participants learned how apprenticeship programs work, how we can increase participation in registered apprenticeships and set youth up for career pathways, and heard from industry experts who participated in apprenticeships as a youth. Participants requested a follow-up session to delve into methods to increase apprenticeships in the region. This will be scheduled in late 2024/early 2025.

Progress of Regional Equity Efforts

- **Diversity, Equity, Inclusion, and Accessibility (DEIA): Fostering Shared Rewards and a Culture of Belonging in Your Organization:** A shining example of systemic regional efforts took place during a roundtable on April 12 on the Olympic Peninsula.

West Sound STEM Network convened workforce leaders, school district administrators from both Kitsap and Olympic Peninsula and leaders from several Olympic Peninsula-based CBOs to engage in discussions about how DEIA is essential for strong secondary-postsecondary career pathways. Attendees left with a clearer vision of how to begin planning for more equitable pathways.

- West Sound STEM Network (WSSN) was honored to partner with the **Suquamish Tribe**, Jamestown S’Klallam Tribe, **Office of Superintendent of Public Instruction (OSPI) Office of Native Education**, and **Olympic Educational Service District 114 (OESD 114)** to convene events for school districts on April 30th and May 1st focused on enhancing skills and knowledge related to **tribal consultation**. By understanding historical and current trauma, especially in how this relates to current systems, participants are better poised to recognize and disrupt inequity in K-12 learning and career pathways.
- **BIPOC Family Excursions**: WSSN is working with BIPOC Family Excursions on the Olympic Peninsula to support multigenerational exploration of locally relevant career pathways so that youth can see themselves in high-demand careers of their choosing. In December 2023, the BIPOC family excursion program organized a culinary event. Participants had the opportunity to delve into the cultural significance of tamales, a traditional Oaxacan dish, learn the step-by-step process of making them, and learned about local culinary career pathways.

Career Launch Instructional FTE Grant Summary: Community & Technical Colleges

Career Launch Program	College	# FTEs	Funding amount
Medical Assistant Apprenticeship	Peninsula	20	\$ 160,000

CTE Equipment Grant Summary: K-12 Districts

Districts	Funding amount
Chimacum School District, Sequim School District	\$143,782

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
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Career Launch	Makah Maritime Preparatory Program	Olympic Educational Service District
Career Prep	Evergreen Goodwill Youth Programs (Healthcare)	Seattle Goodwill Industries
Career Launch	Expand Biotechnician Assistant Credentialing Exam	Washington State University - Spokane
Career Prep	Renewable Energy Pathways	South Kitsap School District
Career Prep	Youth Engaged in Sustainable Systems (YESS)	Pacific Education Institute
Career Prep	Culinary Arts Program	Olympic Educational Service District

Summary of Grant-funded CCW Programs: Programs In-development

Type	Name	Builder
Career Explore	Jefferson Career Explore	Jefferson Co Public Hospital District
Career Prep	Jefferson Career Prep	Jefferson Co Public Hospital District

King & Pierce (ESD 121)

Serving *King and Pierce counties*

Regional Network: Washington Alliance for Better Schools

Network Director: John Bonner (john@wabsalliance.org)

Career Connected Learning Coordinator: Walter Jackson (wjackson@psed.org)

Regional Accomplishments at a Glance

5,743 total enrollees in regional Career Launch opportunities (*Fall 2023 - Spring 2024*)

22 program builders provided grants to expand or develop **53** career connected learning programs in manufacturing, aerospace, construction, IT, maritime, health care, automotive, conservation and natural resources, dental, education, automotive machining, maritime renewable energy, biological labs, and biotechnology

6 Career Explore programs

14 Career Prep programs

1 Recognized Pre-apprenticeship program

12 Registered Apprenticeship Career Launch programs

20 Career Launch programs

\$ 10,449,277 total funding for CCW programming in region

\$ 5,016,091 for program development

\$ 1,568,000 for Career Launch instructional FTEs

\$ 3,345,409 for CTC & CTE Program Equipment

\$ 519,777 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

King-Pierce Regional Network (KPRN) is led by **Washington Alliance for Better Schools (WABS)** in partnership with **Puget Sound Educational Service District, Workforce Development Council Seattle, King County, Workforce Central, and College Success Foundation**. This year KPRN collaborated with regional partners to build and scale a continuum of company-sited work based learning experiences (Career Tours, Career Shadows, and Career Internships) focused on students furthest from opportunity in middle and high school and implemented across Pierce and King Counties.

Career Tours are a school day visit of students to an employer to interact with employees and gain awareness of a broad range of careers available at a company. In partnership with **Challenge Seattle, Alaska Airlines, Amazon, Boeing, Costco, Port of Seattle, Port of Tacoma, McKinstry, Microsoft, Providence, T-Mobile, and more than 40 other employers across the region**, we provided project leadership, technical support, professional development, and coordination for school districts and employers to scale Career Tours for nearly **2400 students**, with a focus on BIPOC, immigrant, refugee, first generation, and low-income youth. **38 middle and high schools** participated. Career Tours span ten key regional industry sectors. Career Shadows were also developed and piloted this year, and a Career Internship strategy was developed with school and employer partners.

We are collaborating with partners to connect diverse youth participating in our continuum with paid work experience and career opportunities, such as those provided by **AJAC, Machinist Institute, Puget Sound Electrical JATC, Computing for All**, and other regional college career launch and registered apprenticeship programs.

Highlights of Regional Strategy and Programs

- **CareerPrep Accelerator Partnership (CAP)** is a King-Pierce Regional Network framework for school districts to help them grow internship opportunities for high school students. We developed a *Creating High School Internships Guide* with **Tacoma Public Schools, Seattle Public Schools, Renton Public Schools, Hyatt Regency Seattle, and Coffman Engineers** to support equity-centered, meaningful internship opportunities for students in our region's 35 school districts. Also, we are also collaborating with industry associations and our network of employers to connect schools with existing internship opportunities for their students.
- **Apprenticeship 101**. King-Pierce Regional Network partnered with **Washington State Labor and Industries (LNI), Washington State Labor Council, and Puget Sound Educational Service District** to host an Apprenticeship 101 Roadshow. The convening hosted about 50 organizations interested in exploring partnerships to grow recognized youth apprenticeship and registered apprenticeship programs. King-Pierce Regional Network also provides technical support for organizations to develop proposals for Apprenticeship Building America program builder funding.
- **IT/Cybersecurity pathways**. King-Pierce Regional Network is collaborating with CCW sector leader **Computing for All**, partner school districts and colleges in King and Pierce counties, T-Mobile, and other employers to co-design equity-centered high school career launch pathways for IT and Cybersecurity. This work is funded in part by a Good Jobs Challenge grant.

Progress of Regional Equity Efforts

- Student and Family Engagement.** The King-Pierce Regional Network and Puget Sound Educational Service District engage with BIPOC, immigrant, refugee, and low income students and families in strategy development, program design, and implementation to ensure their leadership is integral in our collective work. For example, in response to lower participation in Career Tours with some school district partners, we engaged with students to gain insights. This resulted in a program shift for more Career Tours being offered to classes of students, so that students could participate with friends and classmates with the support of their own teacher, which has resulted in significantly greater rates of access and participation of students furthest from opportunity. Also, a Youth Wisdom Council identified more educators of color as a key need for the region. The majority of these youth of color reported they had never had a teacher of color themselves. They shared that having more educators of color could create a stronger sense of belonging that would contribute to higher rates of attendance and completion in high school and beyond. This resulted in a partnership with Auburn School District, Federal Way School District, and Highline College to develop a Para to Certificated Teacher program focused on diversifying pathways to the teaching profession. A Round 12 CCW Program Builder grant was awarded to develop the program.
- Program Builders.** The King-Pierce Regional Network provides technical assistance for funding to about 40 program builders annually, many of which are community based organizations with deep ties and expertise in engaging with communities, to design and build equity-centered Career Explore, Prep, and Launch programs. Examples include **Renton Innovation Zone Partnership**, an inner center community program in Skyway; **Bellevue College’s Career Launch partnership with Apprenti and the Nisqually and Lummi Tribes**; and **Skills, Inc’s Advanced Manufacturing Leadership Academy (AMLA)**, which ensures an inclusive workplace by utilizing best practices associated with disability employment.

Career Launch Instructional FTE Grant Summary: Community & Technical Colleges

Career Launch Program	College	# FTEs	Funding amount
HVAC/Refrigeration	Clover Park	20	\$ 160,000
Ironworkers Apprenticeship	North Seattle	28	\$ 224,000
Carpentry Apprenticeship	Renton	20	\$ 160,000
Cement Masons Apprenticeship	South Seattle	12	\$ 96,000

Medical Assistant Apprenticeship	Clover Park	11	\$ 88,000
Pharmacy Technician Apprenticeship	North Seattle	20	\$ 160,000
Automotive-Toyota	Shoreline	10	\$ 80,000
IT BAS	Green River	26	\$ 208,000
Forestry Resource Management	Green River	6	\$ 48,000
Honda	Shoreline	15	\$ 120,000
Mopar	Shoreline	18	\$ 144,000
Biotechnology and Bio Manufacturing	Shoreline	10	\$ 80,000

Career Launch Equipment Grant Summary: Community & Technical Colleges

Career Launch Program	College	Funding amount
Pierce County Roofers	Clover Park	\$ 6,000
Manufacturing Engineering Technologies	Clover Park	\$ 1,226,570
Biotech and Manufacturing	Shoreline	\$ 107,000
Sprinkler Fitter	South Seattle	\$ 16,495

Finishing Trades, Carpet, Floor & Tile	South Seattle	\$ 9,432
Finishing Trades, Commercial & Industrial Painting	South Seattle	\$ 270,658
Pacific NW Ironworkers Local #86 JATC (L&I #0141)	Bates Technical College	\$ 75,199
Automotive Technology	Green River	\$ 562,076
Diesel and Heavy Equipment Technology	Lake Washington Institute of Technology	\$ 167,060
Dental Assisting/Expanded Function Dental Auxillary (EFDA)	Seattle Central	\$ 342,288
Culinary Arts	Seattle Central	\$ 81,966

CTE Equipment Grant Summary: K-12 Districts

Districts	Funding amount
Enumclaw School District, Federal Way School District, Highline School District, Tacoma School District, White River School District	\$480,665

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
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Career Launch	Expand Advanced Manufacturing Registered Apprenticeship	Aerospace Joint Apprenticeship Council
Career Launch	Cloud Computing	Computing for All
Career Launch	Information Security Analysts	Computing for All
Career Launch	The Next Move Nursing	Element of Education Partners
Career Launch	General Service Technician; Master Service Technician, Registered Apprenticeship	Independent Automotive Technicians Apprenticeship Committee
Career Launch	Automotive Service Advisor, Registered Apprenticeship	Independent Automotive Technicians Apprenticeship Committee
Career Launch	Recreational Vehicle Service Technician, Registered Apprenticeship	Independent Automotive Technicians Apprenticeship Committee
Career Launch	Data Analyst	Quantalogica
Career Launch	Extended Reality	Seattle Colleges
Career Launch	Biotechnology	Shoreline Community College
Career Launch	Central Sterile Processing & Pharmacy Tech, Registered Apprenticeship	The Training Fund (SEIU)
Career Launch	Medical Assistant, Registered Apprenticeship	The Training Fund (SEIU)
Career Launch	Expand The Certified Healthcare Environmental Services Technician (CHEST)	The Training Fund (SEIU)

Career Launch	Career Connect Tech	Washington Commission on Hispanic Affairs
Career Launch	Healthcare Career Launch	Washington Alliance for Better Schools
Career Launch	Biotechnology	Shoreline Community College
Career Prep	Pre-Apprenticeship Construction Education (PACE)	Apprenticeship & Non-Traditional Employment for Women / Regional Apprenticeship Council
Career Prep	Computing for All Pre-Apprenticeship Program	Computing for All
Career Prep	Accounting, Finance, Marketing	Degrees of Change
Career Prep	Automotive Machining	Seattle Jobs Initiative
Career Explore	<u>Construct a Career</u>	Washington State Building and Construction Trades Council
Career Launch	Supply Chain & Logistics Registered Apprenticeship	Aerospace Machinists Joint Training Committee
Career Launch	Inbreaker Maritime Registered Apprenticeship	Eat on the Wild Side
Career Launch	Information Technology	Mentor in Tech LLC
Career Launch	Dental Assisting	Seattle Central College
Career Launch	Academic for Rising Educators (ARE)	Seattle Central College

Career Launch	Expand Automotive Machining	Seattle Jobs Initiative
Career Launch	Nursing Pathway	Washington Alliance for Better Schools
Career Launch	Lab Technician	Washington Alliance for Better Schools
Career Launch	Expand Biotechnician Assistant Credentialing Exam	Washington State University - Spokane
Career Prep	Engineering, Audio, Visual Technology, Education	Elements of Education Partners
Career Prep	Youth Maritime Collaborative (YMC) Program	Washington Maritime Blue
Career Prep	Palmers Pathways	Palmers Scholar
Career Prep	Youth Engaged in Sustainable Systems (YESS)	Pacific Education Institute
Career Prep	Mentorship, Internship, Leadership Development, Education Strategies, and Shadowing Program (MILES)	Players Philanthropy Fund
Career Prep	Renewable Energy Pathways	South Kitsap School District
Career Explore	Health Industry Leadership Table	Washington Alliance for Better Schools

Summary of Grant-funded CCW Programs: Programs In-development

Type	Name	Builder
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Registered Apprenticeship	Fishmonger	We Train Washington
Career Launch	Healthcare Careers Academy	Tacoma School District
Career Prep	The Boat Builder	Sawhorse Revolution
Career Prep	The MyCSF Pathway	College Success Foundation
Career Explore	Career Exploration	Washington Alliance for Better Schools
Career Explore	The CodeDay	Student Research and Development
Career Explore	Regional Career Pathway	Highline School District 401
Career Launch	Manufacturing	Skills Inc
Career Prep	MI Career Accelerator	Machinists Institute
Career Prep	Certified Medical Assistant	Pierce Co for Arts & Technology
Career Prep	Aquaculture	Pacific Education Institute
Career Prep	College Explore	Mentors in Tech
Career Prep	Maritime Explorers	Washington Maritime Blue
Career Explore	Maritime	Northwest Maritime Center

Career Launch	Teacher Certificate	Puget Sound Educational School District
Career Launch	Seattle Maritime Academy	Northwest Maritime Center
Registered Apprenticeship	Cosmetology	Vann Studio

Mid-Columbia (ESD 123)

Serving Asotin, Benton, Columbia, Franklin, Garfield, and Walla Walla counties

Regional Network: Washington State STEM Education Foundation; Mid-Columbia STEM Network

Network Director: Debra Bowen (deb@STEMlearning.org)

Career Connected Learning Coordinator: James Kindle (jkindle@esd123.org)

Regional Accomplishments at a Glance

1,498 total enrollees in regional Career Launch opportunities (*Fall 2023 - Spring 2024*)

9 program builders provided grants to expand or develop **11** career connected learning programs in IT, automotive, maritime renewable energy, education, and viticulture

2 Career Prep program

1 Registered Apprenticeship Career Launch programs

8 Career Launch programs

\$ 2,927,523 total funding for CCW programming in region

\$ 2,085,151 for program development

\$ 224,035 for Career Launch instructional FTEs

\$ 257,988 for K-12 CTE Program Equipment

\$ 360,349 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

Career Connect Southeast and our collective-impact Career Connect Council, working in partnership with the U.S. Department of Energy and major Hanford contractors, created a new worksite event on the Hanford Nuclear Reservation that highlighted careers in clean energy and environmental remediation.

Mid-Columbia area high school students came to the HAMMER Federal Training Center to experience a “Career Day” and get an up-close look at the cleanup mission and Hanford Site career opportunities across a wide variety of disciplines.

“We’ve taken a lot of trips with students, and this was by far the best one we have done,” said a coordinator for GEAR UP, a federal program helping students prepare for college. “To see how STEM is applied in different careers was so valuable.”

Hanford’s HAMMER facility was chosen as the venue for this Career Day as the facility provides training for Site employees on emergency response, health and safety. Students engaged in hands-on demonstrations across various disciplines, including respiratory protection, radiation safety, hoisting and rigging, emergency response and a K-9 program run by Hanford Patrol.

“I didn’t know there were so many careers available,” said one high school student. “I thought Hanford was just about nuclear, but it even has its own fire department.”

This event will be a blueprint for similar events and the CCSE team has already received requests for additional activities.

Highlights of Regional Strategy and Programming

- **Workforce Development:** At the invitation of the Tri-City Development Council (TRIDEC), Career Connect Southeast was invited to co-sponsor the 25th Annual Economic Outlook and lead a Workforce Summit session, titled “Building Southeastern Washington’s Next-Gen Workforce.” Systems-change leaders in education, business and labor, CCW Sector Leaders, community-based organizations and elected officials participated in round-table discussions to develop a greater shared understanding of unique strengths, challenges, barriers, and opportunities that characterize our education and business environments. A SWOT Analysis helped uncover the inherent strengths and challenges organizations deal with in identifying, recruiting, and retaining employees and students, as well as the region’s unique opportunities and threats. The session generated 120 elements that assist to move important workforce conversations forward through informed collective impact.
- **Career Connected Learning** initiatives in our region have significantly impacted students, educators, and industry partners. The region increased by 35 CTE Grad pathways, provided 50+ CCL opportunities, supported implementation of 8 Course Equivalencies, 2 Core Plus programs, 14 Program Builder applications, 1 paid worksite learning opportunity and 2 dual credit articulations.
One major success was the establishment of three academies in collaboration with six K-12 school districts and Columbia Basin College. The “Discover Your Path“ Academy introduced over 200 students to fields like Fire Sciences, Crime Scene Investigation, and Agriculture. The Health Sciences Academy partnered with industry leaders to explore careers in Dental Hygiene, Nursing, and Surgical Technology. The STEAM Academy offered hands-on activities in Science and Engineering, giving students practical experience and career insights.
- Career Connect Southeast worked with Team Soapbox on a video project that highlighted regional Career Launch programs. Nine videos were produced, which demonstrate the exceptional value of Career Launch programs and how they impact young lives. The videos were used as part of a local PSA campaign and continue to be highlighted to promote Career Connect Washington and Career Launch within the

region. The videos are featured in the Career Connect Washington section of our YouTube Channel and can be viewed and shared [here](#). Building off the success of the Team Soapbox project, Career Connect Southeast used braided funds to develop and produce two additional videos centered on career connected learning, engaging business/industry specifically in their vital role in inspiring students and building career pathways for future workforce within our region. [STEM Like ME!® 2024](#); [Footprints of Tomorrow](#).

Progress of Regional Equity Efforts

- A priority area for Career Connect Southeast was expanding our regional equity strategies within our robust skilled-trade apprenticeship programs. Currently our skilled trades labor force does not represent our region’s demographics, specifically for women and BIPOC groups. Our Executive Board has been engaging labor leaders in round-table discussion and recognizing their support and involvement in K-12 programming, including STEM Like ME!® in-classroom programs. This high-level engagement and support continues to build relationships and pathways into apprenticeships.

Another important first step was taken in May when we hosted a Registered Apprenticeship 101 Roadshow in our region. More than 30 attendees, including regional partners from labor/industry, K-12, Higher Ed, elected officials, and community based organizations, learned about registered apprenticeships and pre-apprenticeships, including the foundations of how apprenticeship programs work, the different kinds of apprenticeship programs, and ways to help students prepare to be competitive when applying to an apprenticeship program in our state. The event is part of an effort to make access and entry to apprenticeships more inclusive.

- Two examples of Career Connect Southeast events with a focus on students furthest from opportunity – including BIPOC, low-socio-economic, and rural engagement – are:
 - **Annual Fall Youth Summit** was hosted in partnership with Columbia Basin College (CBC) for junior and seniors who are still weighing postgraduate education options. Students are empowered with skills and experiences to identify a rewarding career path and potential interest in pursuing credentials at CBC.
 - **Bridging Dream Initiative:** CCSE partnered with Migrant Education and local business representatives to create the “Bridging Dreams” visioning plan, fostering economic mobility and relevant career skills for students in the Migrant Education Programs. Close collaboration with Migrant Education has impacted nearly 10,000 students in our region, including hosting a Migrant Education Leadership Camp for 35 students in collaboration with the Department of Forestry, wildland firefighters, and government officials.

Career Launch Instructional FTE Grant Summary: Public Baccalaureate Institutions

Career Launch Program	College	# FTEs	Funding amount
Teaching Bridge	WSU Tri-Cities	12	\$ 141,050

Career Launch Instructional FTE Grant Summary: Community & Technical Colleges

Career Launch Program	College	Funding amount
Industrial Maintenance Technician (IMT) Registered Apprenticeship (AJAC, L&I #2255)	Columbia Basin	\$ 82,985

CTE Equipment Grant Summary: K-12 Districts

Districts	Funding amount
Clarkston School District, Kennewick School District, Kiona-Benton School District, Walla Walla School District	\$257,988

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
Career Launch	Cloud Computing	Computing for All
Career Launch	General Service Technician & Master Service Technician Registered Apprenticeship	Independent Automotive Technicians Apprenticeship Committee
Career Launch	Career Connect Tech	Washington Commission on Hispanic Affairs
Career Launch	Teaching Bridge	Washington State University
Career Launch	Viticulture & Enology Program (V&E)	Washington State University

Career Prep	Renewable Energy Pathways	South Kitsap School District
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Summary of Grant-funded CCW Programs: Programs In-development

Type	Name	Builder
Career Prep	CDL	Educational Service District 123
Career Launch	Automotive Technology	Columbia Basin College
Career Launch	Expanding Teaching Bridge	Washington State University
Career Launch	Nursing Bridge	Washington State University
Career Launch	Energy Systems Technology	Walla Walla Community College
Career Launch	SeaTech	Walla Walla Public Schools

North Central (ESD 171)

Serving Chelan, Douglas, Grant and Okanogan counties

Regional Network: North Central Educational Service District 171, Apple STEM (in partnership with SkillSource)

Network Director: Tami McBride (tamim@ncesd.org); Aaron Parrott (aaronp@skillsource.org)

Career Connected Learning Coordinator: Linda Dezellem (Lindad@ncesd.org)

Regional Accomplishments at a Glance

654 total enrollees in regional Career Launch opportunities (*Fall 2023 - Spring 2024*)

11 program builders provided grants to expand or develop **13** career connected learning programs in IT, health care, aerospace, hospitality, veterinary, industrial technology, manufacturing, green economy, and sustainability

1 Career explore programs

3 Career Prep programs

2 Registered Apprenticeship Career Launch programs

7 Career Launch programs

\$ 3,681,973 total funds administered for CCW programming in region

\$ 2,148,793 for program development

\$ 64,000 for Career Launch instructional FTEs

\$ 1,122,160 for CTC & CTE Program Equipment

\$ 347,020 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

In 2023, The North Central Regional Network/Apple STEM Network, in partnership with Computing for All, is implementing the Good Jobs Challenge Grant to boost the IT and Technology sector in North Central Washington. Funded partners include North Central ESD, Big Bend Community College, Wenatchee Valley College, and SkillSource. Services offered include employer engagement, candidate outreach, career navigation, soft skills training, and comprehensive support. Training programs cover technology degrees, certificates, career launch endorsements, and CompTIA certifications. Partnering with companies like Microsoft and NTT, the network aims to place candidates in tech jobs, with a projected 172 placements by September 2025. The grant enhances education and workforce systems, supporting youth, the unemployed, and underemployed. Additionally, \$153K will support NCESD's CTE programs and community engagement. These investments validate NCW's commitment to education and workforce development, expanding successful models like the Data Center Prep academy and fostering regional collaboration.

The North Central Regional Network also celebrates the launch of an innovative youth apprenticeship program by Genie Industries and AJAC in Moses Lake in December 2023, which welcomed six apprentices chosen from a competitive pool of 30 applicants. In partnership with NCESD 171 and SkillSource, the program combines paid part-time on-the-job training with college-level classroom instruction at no cost to participants. Representative Jacquelin Maycumber, a supporter of youth apprenticeship and HB 1013, inaugurated the event and signed the official certificates. The apprentices will gain skills in CNC setup, precision measuring, blueprint reading, machining technologies, welding, and mathematical manufacturing, earning journey-level certification and college credits upon completion.

Highlights of Regional Strategy and Programming

- Thriving Together NCW, Wenatchee Valley College, and Big Bend Community College have been awarded the Behavioral Health Career Launch in March, aiming to address the shortage of trained behavioral health professionals in North Central Washington. Through collaboration with partners across Chelan, Douglas, Okanogan, and Grant counties, Thriving Together NCW advances whole person health and health equity. The initiative includes developing 2+2 associate and bachelor's degree programs to "grow our own" workforce, responding to the increased mental health challenges during the pandemic. The North Central Accountable Community of Health engages with local colleges to enhance community-based behavioral health strategies.
- The Regional Network Leadership, along with representatives from Apple STEM, NCESD, Chelan County PUD, NCW Tech Alliance and Wenatchee School District, met with an organization called New Energy Tech which is proposing a Career Launch that will offer paid internships to high school students to work with local businesses to implement energy efficient practices into their normal operations, potentially realizing 30 to 40% in saved costs. Discussion is afoot to prepare this program for a Program Builder application which will create aligned curriculum and outreach materials. Wenatchee School District started a paid boot camp in June with 11 Wenatchee High School students, which once they graduate from the boot camp, will have the opportunity to apply for a long-term paid part time internship.
- The Central Washington Area Health Education Center at Wenatchee Valley College is

partnering with Seattle Children’s Hospital to expand paid science internships to North Central Washington through a new Career Launch initiative. They have identified key personnel and priority issues for upcoming Program Builder funding opportunities. Additionally, Seattle Children’s is collaborating with NCW Libraries, Wenatchee Valley Museum and Cultural Center, and NCESD to extend their mobile STEM labs to the region through a separate Career Exploration Program Builder application. These partnerships aim to enhance collaboration and foster innovation in regional workforce development.

Progress of Regional Equity Efforts

- To address the challenges small districts in North Central Washington face in conducting the Comprehensive Local Needs Assessment (CLNA) and gathering stakeholder feedback, the North Central Washington Association of Career and Technical Administrators (WACTA), supported by the NCESD CCL team, organized a virtual community feedback forum on May 14, 2024. Community leaders provided feedback to 20 school districts and 2 skills centers through workshops, with each district presenting their CTE programs, goals, and plans in 20-minute segments. Recorded sessions and live feedback collected from over 290 responses ensured that even the smallest districts could access valuable insights and resources, fostering equitable support and opportunities for all students. The forum promoted regional collaboration, identified trends and challenges in CTE programs, and addressed regional workforce needs. Despite some limitations like limited real-time data analysis and participant fatigue, the event successfully enhanced CTE programs and advanced equity in education and career opportunities.
- In 2023, The North Central Regional Network completed its three-year contract with the virtual Brazen platform, initially aimed at expanding access to regional events for youth. Challenges with digital literacy among vendors and participants led to a shift in focus. In consultation with NCESD 171 Special Services Transition Team, the platform is now used to deliver career exploration for Individualized Education Program (IEP) students across regional school districts. The Virtual Engagement Center (VEC) for Career Exploration, developed with Brazen and NCESD, supports IEP students in setting career goals and accessing resources. This program aims to empower over 75 students in ten school districts, enhancing workplace readiness and career planning.
- This year, to enhance accessibility and maximize student participation, the Career Connected Learning (CCL) team developed a Tech and Tiaras event playbook. This guide allows educators to host localized events, addressing logistical and budget constraints. By providing training and support through an online webinar, the CCL team ensures broader participation and effective tracking of engagement. This initiative empowers educators to inspire female and non-binary 8th graders to explore technology and computer science pathways, promoting equity and continuous improvement in regional programs.

Career Launch Instructional FTE Grant Summary: Community & Technical Colleges

Career Launch Program	College	# FTEs	Funding amount
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Engineering/Drafting	Wenatchee	8	\$ 64,000
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Career Launch Equipment Grant Summary: Community & Technical Colleges

Career Launch Program	College	Funding amount
Engineering/Drafting	Wenatchee	\$ 110,656
Environmental Systems and Refrigeration (ESRT)	Wenatchee	\$ 210,030
Industrial Electronics	Wenatchee	\$ 456,382

CTE Equipment Grant Summary: K-12 Districts

Districts	Funding amount
Brewster School District, Ephrata School District, Lake Chelan School District, Wenatchee School District	\$345,092

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
Registered Apprenticeship	Expand Computer Technician Registered Apprenticeship	SkillSource
Career Launch	Engineering (IT)	Wenatchee Valley College
Career Launch	Engineering (Manufacturing)	Wenatchee Valley College

Career Launch	Industrial Technology	Wenatchee Valley College
Career Launch	Green Economy	Western Washington University
Career Launch	Network and Computer Systems Administrators	Computing for All
Registered Apprenticeship	Veterinary Assistant Registered Apprenticeship	SkillSource
Career Prep	Youth in Community Health	Foundation for Youth Resiliency and Engagement
Career Prep	Sustainability Pathways Extension	Western Washington University

Summary of Grant-funded CCW Programs: Programs In-development

Type	Name	Builder
Career Prep	Skills Accelerator	Gener8tor Management LLC
Career Explore	Washington Youth Arts Leadership	Washington Arts Commission
Career Launch	IT Systems Administrator Associates	Wenatchee School District
Career Launch	Behavioral Health	Thriving Together NCW

Northwest (ESD 189)

Serving Island, San Juan, Skagit, Snohomish, and Whatcom counties

Regional Network: Northwest Educational Service District 189; Career Connect NW in partnership with Snohomish STEM

Network Directors: Jenny Veltri (jveltri@nwesd.org); Alyssa Jackson (alyssaj@snohomishstem.org)

Career Connected Learning Coordinator: Sinead Fitzpatrick Plagge (splagge@nwesd.org)

Regional Accomplishments at a Glance

2,134 total enrollees in regional Career Launch opportunities (*Fall 2023 - Spring 2024*)

17 program builders provided grants to expand or develop **31** career connected learning programs in aerospace, IT, education, ecological restoration, advanced manufacturing, health care, construction, maritime, conservation and natural resources, manufacturing technology, social services, marine services

7 Career Explore programs

2 Career Prep programs

3 Registered Apprenticeship Career Launch programs

19 Career Launch programs

\$ 5,909,920 total funding for CCW programming in region

\$ 3,700,270 for program development

\$ 352,000 for Career Launch instructional FTEs

\$ 1,456,954 for CTC & CTE Program Equipment

\$ 400,696 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

From nursing to dentistry to kidney dialysis, high school students in Snohomish County had the chance to learn about a variety of healthcare careers – and what steps they needed to take to get there. The [Exploring Careers & Healthcare Opportunities \(ECHO\) Tour](#) welcomed 422 students over three days in March 2024 for an interactive introduction to a variety of healthcare fields.

Career Connect NW organized the ECHO Tour in partnership with colleges, school districts, workforce organizations, and healthcare employers in the region and helped meet shared goals: to prepare students for high-wage, high-demand jobs, and to create a network supporting healthcare workforce needs.

Students traveled from 23 schools and programs and participated in 5 various sessions, allowing them to learn about different aspects of the healthcare field. Of the over 400 attendees, 92% of students indicated their knowledge of healthcare careers increased and 84% indicated a likeliness to pursue a healthcare career. Event demographics indicate that 61% of attendees were BIPOC and 17% of students were male.

Regional educators also went through the sessions in order to learn more about these family wage, high demand careers. As they discuss these pathways with their students in the future, they will share how to access these opportunities – and the impact of the ECHO Tour continues to grow.

The ECHO Tour was supported in part by federal award number SLFRP0194 awarded to Snohomish County by the U.S. Department of Treasury and was inspired by the CCNW's WAVE (Washington Apprenticeship Vocational Education) Tour, which focuses on construction trades.

Highlights of Regional Strategy and Programming

- **CCNW leveraged over \$1.5 million in one-time ARPA funding, including funding for partners, to connect with partners and stakeholders across Snohomish County:** This funding enabled us to share best practices and secure buy-in from educational institutions and employers, encouraging them to collect and analyze program data. By fostering a culture of data-driven decision-making, we can better understand and demonstrate the impact of career-connected learning initiatives, ensuring sustained momentum and continuous improvement in preparing students for future career success.
- **STEM Like ME!© Career Connected Learning Events raise awareness about family wage/high demand career opportunities:** In 2023-24, over 800 participants in 8 events were facilitated in middle schools and high schools across the region - with one of them specifically designed for teacher professional development. In each session, participants rotated through 4 employer presenters to learn about family wage/high demand careers in a hands-on way.
- **Apprenticeship Exploration events showcase opportunities and pathways for students:** Several events in 2023-24 focused on raising awareness regarding

apprenticeship opportunities. 1) CCNW facilitated the [Washington Apprenticeship Vocational Education \(WAVE\) Tour](#) in fall 2023, which supported 384 students from 21 schools throughout five counties (Whatcom, Skagit, Snohomish, Island and San Juan), in addition to the welding, construction and maritime courses from the Northwest Career and Technical Academy (NCTA). Additionally, the NWESD Migrant Out of School Youth reengagement program was able to bring a group of students and their families. Of all students who attended, about 44.5% identified as black, indigenous, and people of color, including roughly 21.4% that identified as Hispanic. 2) Another effort to boost connections with apprenticeship included hosting a gathering of over 50 educators and workforce leaders February 2024 to explore how they can best support their students interested in pursuing an apprenticeship after high school. This program, co-sponsored by Career Connect NW, Washington State Labor and Industries, Washington State Labor Council, Career Connect Washington and Washington STEM, presented the foundations of how apprenticeship programs work, the different kinds of apprenticeship programs, how the number of spaces are determined, and ways that we can help students prepare to be as competitive as possible when they apply to an apprenticeship program.

Progress of Regional Equity Efforts

- **Career Connect NW Spearheads CTE Dual Credit proviso:** Career Connect NW was contracted by the State Board for Community and Technical Colleges to project manage the 2023-25 [NW CTE Dual Credit legislative proviso](#). This project aims to expand Career and Technical Education (CTE) Dual Credit opportunities for high school students, focusing on creating accessible pathways for students that allow them to earn college credits that lead to careers in high-demand fields. Four regional colleges are partners, including Bellingham Technical College, Everett Community College, Skagit Valley College, and Whatcom Community College. This project will leverage work also happening through Career Connect NW, focused on creating clear pathways to Computer Science post-secondary programs in the NW region.
- **High School & Beyond Community of Practice:** This [professional community of practice](#) offers a valuable opportunity for educators to delve deeper into specific subjects relating to college and career readiness as well as the High School and Beyond Plan. Quarterly convenings were held, each concentrating on a particular topic pertaining to the High School and Beyond Plan including financial aid, building career pathways, and best practices in connecting students to pathways, labor market information and family sustaining careers in our region. Additionally, strategies were shared to support districts in connecting with other organizations providing these experiences to develop a fully formed pathway.
- **Leveraged funding to expand career-connected learning programs with a specific focus for underserved and rural youth.** This braided funding model supports our regional initiatives aimed at bridging equity gaps by coordinating K12 and higher-education partners on CTE dual credit, fostering the High School & Beyond Community of Practice, and actively engaging employers throughout the career-connected learning continuum. These efforts are crucial in ensuring equitable access to career opportunities and resources, helping to build a more inclusive and diverse future workforce in the region.

Career Launch Instructional FTE Grant Summary: Community & Technical Colleges

Career Launch Program	College	# FTEs	Funding amount
Computer Systems Networking & Telecommunications	Everett	20	\$ 160,000
Marine Maintenance Technology	Skagit	12	\$ 96,000
Computer Information Systems	Edmonds	12	\$ 96,000

Career Launch Equipment Grant Summary: Community & Technical Colleges

Career Launch Program	College	Funding amount
Machinist - AJAC	Everett	\$ 189,096
Automotive Technology	Skagit	\$ 300,741
Manufacturing/Engineering Technology	Skagit	\$ 170,072
Diesel Power Technology	Skagit	\$ 135,750
Computer Information Systems	Whatcom	\$ 68,077

CTE Equipment Grant Summary: K-12 Districts

Districts	Funding amount
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Concrete School District, Everett School District, Ferndale School District, La Conner School District, Mount Baker School District, San Juan School District, Sedro-Woolley School District	\$593,218
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Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
Career Launch	Cloud Computing Career	Computing for All
Career Launch	Data Analyst	Quantalogica
Career Launch	Career Connect Tech	Washington Commission on Hispanic Affairs
Career Launch	Software Development	Whatcom Community College
Career Launch	Information Technology	Whatcom Community College
Career Launch	Behavioral Health	Whatcom Community College
Career Launch	T-Mobile IT	Washington Alliance for Better Schools
Career Launch	Restoration Ecology	San Juan Islands Conservation District
Career Launch	Biotechnology	Shoreline Community College
Career Launch	Manufacturing Technology	Skagit Valley College
Career Launch	Information Technology	Mentors in Tech
Career Launch	Restoration and Education Certificate Pathways	Nooksack Salmon Enhancement Association

Career Launch	Tomorrow's Hope Child Development Center Training Academy	HopeWorks Social Enterprises
Career Launch	Education & Social Services	Vamos Outdoor Project
Registered Apprenticeship	Northwest Maritime Apprenticeship	Whatcom Working Waterfront Foundation
Career Prep	Youth Engaged in Sustainable Systems (YESS)	Pacific Education Institute
Registered Apprenticeship	Supply Chain & Logistics Registered Apprenticeship	Aerospace Machinists Joint Training Committee
Career Explore	Learning with Leaders	Northwest Alliance for College Access
Career Explore	Health Industry Leadership Table	Washington Alliance for Better Schools

Summary of Grant-funded CCW Programs: Programs In-development

Type	Name	Builder
Registered Apprenticeship	Fishmonger	We Train Washington
Career Prep	Sno-Isle Career Link	Mukilteo School District
Career Explore	Agriculture Farmer-Mentor	Sustainable Connections
Career Explore	Explore	Boys & Girls Club of Skagit County

Career Launch	Healthcare	Edmonds College
Career Explore	Explore	Nooksack Valley School District
Career Explore	Explore	Boys & Girls Club of Snohomish COunty
Career Explore	Go Tech	Coding for All
Career Launch	Interpreter	Skagit Legal Aid
Career Launch	Healthcare	Whatcom Community College
Career Launch	Advanced Manufacturing	Mount Baker School District

Appendices

Appendix A: Regional Networks & Career Connected Learning Coordinators

Region	Regional Network	Regional Network Director	CCL Coordinator
Northeast (ESD 101)	Greater Spokane Incorporated	Rebecca Clemens (rclemens@greaterspokane.org)	Jessica Dempsey (jdempsey@esd101.net)
South Central (ESD 105)	Educational Service District 105; South Central Washington STEM	Mark Cheney (mark.cheney@esd105.org) Hugo Moreno (hugo.moreno@esd105.org)	Shelly O'Neill (shelly.oneill@esd105.org)
Southwest (ESD 112)	Educational Service District 112; Career Connect Southwest	Vickei Hrdina (vickei.hrdina@esd112.org)	Chad Mullen (chad.mullen@esd112.org)
Capital (ESD 113)	Capital STEM Alliance, ESD 113	Lorie Thompson (lthompson@esd113.org)	Cecily Kiester (ckiester@esd113.org)
West Sound (ESD 114)	West Sound STEM Network	Kareen Borders (borders@skschools.org)	Jeff Stepp (jstepp@oesd114.org)
King & Pierce (ESD 121)	Washington Alliance for Better Schools	John Bonner (john@wabsalliance.org)	Walter Jackson (wjackson@psesd.org)
Mid-Columbia/Southeast (ESD 123)	Washington State STEM Education Foundation; Mid-Columbia STEM Network	Debra Bowen (deb@STEMlearning.org)	James Kindle (jkindle@esd123.org)

<p>North Central (ESD 171)</p>	<p>North Central Educational Service District 171; Apple STEM, in partnership with SkillSource</p>	<p>Tami McBride (tamim@ncesd.org) Aaron Parrott (aaronp@skillsource.org)</p>	<p>Linda Dezellem (lindad@ncesd.org)</p>
<p>Northwest (ESD 189)</p>	<p>Northwest Educational Service District 189; Career Connect NW in partnership with Snohomish STEM</p>	<p>Jenny Veltri (jveltri@nwesd.org) Alyssa Jackson (alyssaj@snohomishstem.org)</p>	<p>Sinead Fitzpatrick-Plagge (splugge@nwesd.org)</p>



Appendix B: Sector Leaders

Sector	Leader	Contact
Advanced Manufacturing & Aerospace	<u>AWB Institute</u> in partnership with the Aerospace Futures Alliance	Samantha Kinnard (samanthak@awbinstitute.org)
Agriculture & Natural Resources	<u>Agriculture & Natural Resource Center of Excellence</u>	Lindsey Williams (lindsey.williams@wwcc.edu)
Clean Technology & Energy	<u>CleanTech Alliance</u> in partnership with the Pacific NW Center of Excellence for Clean Energy	Mel Clark (mel@CleanTechAlliance.org)
Construction	<u>AGC Education Foundation</u>	Sarah Patterson (spatterson@agcwa.com)
Education	<u>Center for Strengthening the Teaching Profession</u>	Saara Kamal (sarra@sctp-wa.org)
Finance	<u>Washington Bankers Association</u>	Duncan Taylor (duncan@wabankers.com)
Healthcare	<u>SEIU Healthcare 1199NW Multi-Employer Training and Education Fund</u>	Amy Barto (abarto@healthcareerfund.org)
Information Technology & Cybersecurity	<u>Computing for All</u>	Alka Manchanda (alka@computingforall.org) Mandira Virmani (mandira@computingforall.org)
Life Science	<u>Life Science Washington</u>	Srikant Iyer (srikant@lifesciencewa.org)
Maritime	<u>NW Center of Excellence for Marine Manufacturing & Technology</u>	Ann Avary (ann.avary@skagit.edu)

Appendix C: Apprenticeship Building America Programs

Round 1			
Type	Sector	Builder	Funding
PREP	Adv. Manufacturing	Aerospace Joint Apprenticeship Committee (AJAC)	\$ 198,141
RAP	Adv. Manufacturing	AJAC	\$ 196,579
PREP	Adv. Manufacturing	Machinists Institute	\$ 151,450
RAP	Adv. Manufacturing	Machinists Institute	\$ 144,938
RAP	Maritime	Whatcom Working Waterfront	\$ 144,100
RAP	Construction & Trades	AllStar Glass (Monroe Street Glass)	\$ 150,000
PREP	Construction & Trades	Association of General Contractors (AGC) Inland NW Construction	\$ 219,990
RAP	IT & Cybersecurity	Computing for All	\$ 149,050
Round 2			
PREP	IT & Cybersecurity	Skillspire	\$ 145,915
PREP	Construction & Trades	PNW Ironworkers	\$ 210,584
PREP	Construction & Trades	Pre-employment Preparation Program (PEPP)	\$ 150,000
			Total \$1,860,747