



Annual Report | 2023

Working with Airport Communities to Build Aviation Career Pathways

Programs and Services

Port Jobs strengthens our communities by introducing pathways to meaningful employment and career advancement opportunities at Seattle-Tacoma International Airport (SEA). We serve talented and diverse community members with job placement, career navigation, education and career advancement services, and help airport employers find great workers.

Airport Jobs

Airport Jobs connects community members to the broad array of aviation-related job opportunities at SEA Airport. Port Jobs helps more than 80 airport companies hire the workforce they need to keep SEA flying! Our job seeker services include a "Hotlist" of job openings at SEA Airport, job search assistance, career navigation, resume preparation and hiring events. Our average airport job placement wage was \$20.03 per hour in 2023. Port Jobs is a Basic Food Employment and Training (BFET) provider, offering additional job search assistance, resources, and hygiene packs with \$200 worth of products to Basic Food recipients looking for work at SEA.

Airport University

Airport University provides career exploration, education and career-connected learning for career advancement. Through partnerships with Highline and South Seattle Colleges, we offer free college classes to SEA airport workers. Our classes help SEA Airport employees and community members build skills in computers, customer service, communications and math. Our career exploration and pathways programs are a launch pad to careers in aviation maintenance technology, air cargo/logistics, pilot training and homeland security.





Dinah Romero

*Aviation Maintenance Technology
career pathway student*

Dinah took our Introduction to AMT bridge class in Fall 2021, while working at SEA as an Alaska Airlines Customer Service Agent.

She completed the full AMT program at South Seattle College in Winter 2024 and is working at Aero Control as Structure Composite Technician and studying for the certification exams.

Dinah also welcomed a baby boy while she was attending the AMT program.

Congratulations to Dinah!

Programs and Services

Alaska Airlines – Airport University Scholarships

Through Port Jobs, Alaska Airlines generously funds an Airport University scholarship program to help SEA Airport employees continue their college education and advance in careers. All airport employees are eligible to apply and can use awards to study aviation maintenance technology, pilot training, aeronautical science, air cargo logistics/supply chain management, airline dispatch and air traffic control.

Aviation Career Exploration Workshops

Port Jobs hosts Aviation Career Exploration Workshops in partnership with area colleges and airport companies. These workshops are fantastic entry points for airport employees and community members, including taxi/ride share drivers, to discover how to launch a new aviation career. Workshops include aviation maintenance technology, logistics, pilots, and aviation electronics. Future workshops will add ground service equipment mechanic, air traffic control and airline dispatch.

2023 Year-end Highlights

Airport Jobs

Port Jobs helped nearly **2000** people find work at SEA Airport

| | |
|------------------|-------|
| Jobs Placements | 1,978 |
| Hiring employers | 93 |

Supported **236 job fairs**, hiring sessions & recruiter events in partnership with airport companies



Top Hiring Employers

1. UNIFI/ERMC
2. G2 Secure Staff
3. Hudson News Group
4. Prospect Air Services
5. Swissport USA/Cargo/Fueling
6. VIP Hospitality
7. Worldwide Flight Services

\$20.03

Average wage per hour



Top Hiring Job Types

1. Airline Ops/Passenger Support: **43%**
2. Restaurant Operations: **22%**
3. Janitorial/Cleaning: **20%**
4. Warehouse/Freight: **7%**
5. Retail Operations: **5%**
6. Security: **2%**
7. Skilled Trades: **1%**
8. Rental Car: **<1%**
9. Office Professional: **<1%**
10. Professional Services: **<1%**

Airport University

853

people completed SIDA and AOA badge training preparation and career navigation

College Courses *In Person & Onsite @SEA*

Leadership & Supervision
Importing and Exporting
Customer Service Operations
International Business
Introduction to Aviation Maintenance
Written & Verbal Communication

77

Students completed college courses

Alaska Airlines Airport U Scholarships Program

54

scholarships awarded in 2023

\$51,400

in scholarships awarded in 2023

313

SEA employees awarded scholarships since the program began (2015)

Who we serve



Ethnicity and Gender

African/Afr-Amer./Black: **43%**
American Indian/Alaska Native: **1%**
Asian/Asian-Amer: **24%**
Caucasian: **13%**
Pacific Islander/Native Hawaiian: **6%**
Spanish/Hispanic/Latino: **9%**
Other: **4%**

Male: **55%**
Female: **45%**
Other: **<1%**

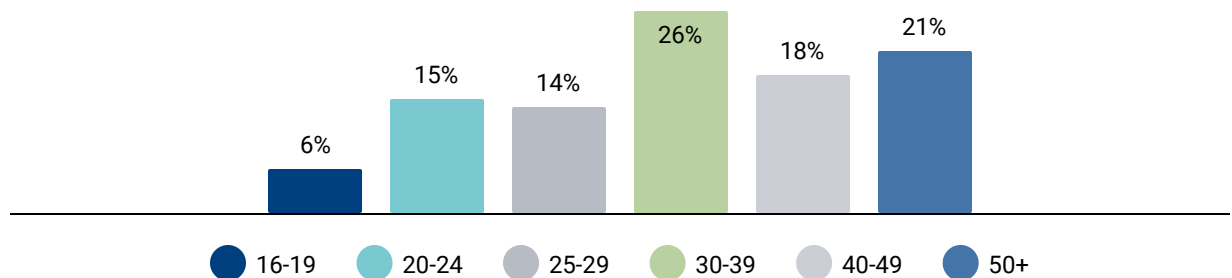


Top Languages Spoken Out of 75 Total Home Languages

1. English: **36%**
2. Amharic: **10%**
3. Dari/Pashto: **8%**
4. Spanish: **7%**
5. Somali: **6%**
6. Ukrainian: **4%**
7. Other: **29%**



Age



Residence

Seattle: **20%**
South King County: **65%**
East King County: **3%**
Pierce County: **9%**
Other: **3%**



Education

Some High School: **8%**
HS Diploma/GED: **53%**
Certification: **1%**
Some College: **16%**
College Degree: **22%**



Employment Status at Time of Registration with Port Jobs

Not Working: **57%**
Work at the Airport: **33%**
Work Outside Airport: **10%**

Community Engagement



599 clients received training through our badge preparation classes with interpreter support for **32** different languages.

11,143 community members served at Airport Jobs, local fairs and events.

288 community based organizations and schools receive our Hotlist of job listings at SEA, upcoming hiring events, job fairs and community resources.

388 participant packages were provided to **215** Basic Food, Employment & Training Services (BFET) clients, each with basic hygiene and health products valued at \$200+.

Statements of Financial Activity*

*for the year ending December 31, 2023



Support and Revenue

| | |
|---|---------------------|
| Government Contracts and Grants | \$ 2,213,582 |
| Contributions and Foundations | \$ 552,500 |
| Interest and Other Income (including in-kind) | \$ 73,305 |
| Total Support and Revenue | \$ 2,839,387 |

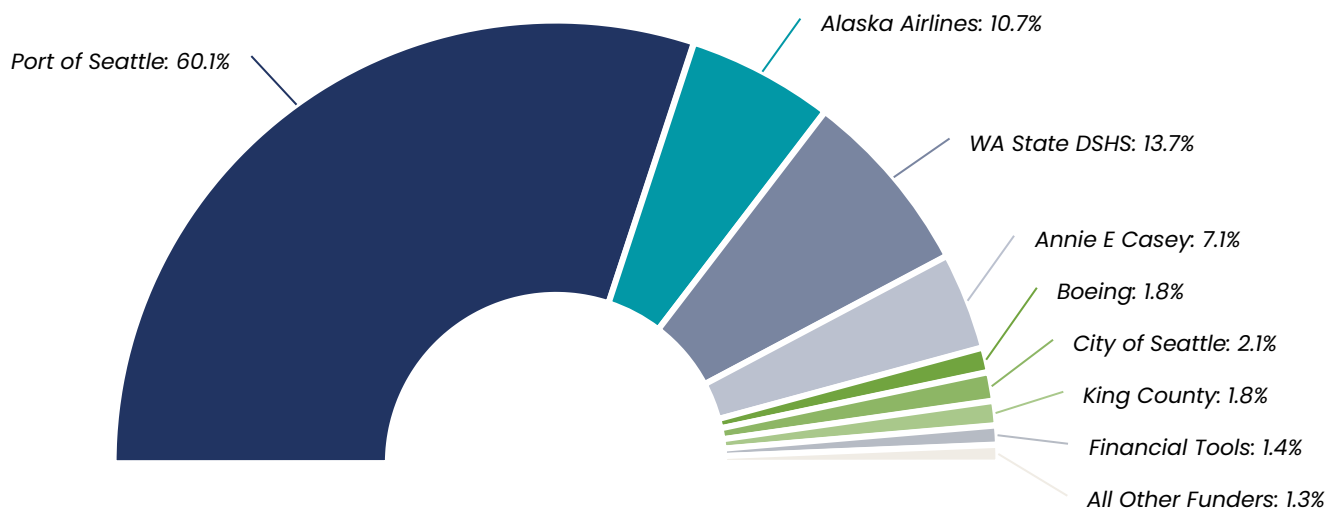


Expenses

| | |
|------------------------|---------------------|
| Program Services | \$ 2,578,434 |
| Management and General | \$ 257,503 |
| Total Expenses | \$ 2,835,937 |

Change in Net Assets **\$3,450**

2023 Funding



Partner Spotlight: Serve Ethiopians Washington

The Airport University Aviation Maintenance Technology (AMT) program is an aircraft mechanic career pathway program made possible through a partnership between the Port of Seattle, Port Jobs, and South Seattle College. In fall 2023, we offered the fifth “Introduction to AMT” on-ramp class at SEA Airport. Students who complete this class bridge into the two-year, FAA-approved AMT program at South Seattle College and receive a \$1,000 scholarship from Port Jobs’ Alaska Airlines-Airport University Scholarship program.

In 2023, Port Jobs worked for the first time with Serve Ethiopians Washington (SEW), who won a South King County grant from the Port of Seattle, in a new partnership focused on AMT program recruitment and success. The grant project included special outreach to SEA taxi and rideshare drivers in addition to other SEA airport workers. Armaye Eshete, SEW Executive Director said, “We look forward to this partnership with Port Jobs. SEW and Port Jobs will work in tandem to reach out to SEA taxi and rideshare drivers to promote the AMT class and help potential students understand the AMT pathway, and the prerequisites for enrolling, as well as the benefits of this supported pathway to high demand living wage jobs.”

Armaye added, “Workforce development is a priority of the community we serve. Through our New Start Workforce Development Program, SEW aims to create a pathway for immigrant and BIPOC refugee drivers to obtain careers in the aviation industry.”

The partnership has been a success. Twenty airport workers completed the fall 2023 class, fifteen of whom are starting the AMT program at South Seattle College in spring 2024, including seven SEA taxi/ride-share drivers. Heather Worthley, Port Jobs Executive Director said, “We hope to connect with more SEA Airport community members through this partnership. We have already benefitted from this new relationship with SEW, whose staff brings vital lived experience and language access skills, along with passion to this work.”



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Thank you to our funders



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