

2022

ANNUAL REPORT



PORT
JOBS

Working with Airport Communities to Build Aviation Career Pathways



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

Programs and Services

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. The average airport job placement wage was \$18.82 per hour in 2022. 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.

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 cybersecurity.

Airport Badge Preparation Classes

Port Jobs helps new SEA employees prepare for and take the SIDA (Security Identification Display Area) and AOA (Airfield Operations Area) badge trainings and tests that are required to be hired for many SEA Airport jobs. These computer-based, English-only trainings can be a barrier for those who speak English as an additional language. Port Jobs classes help employees understand airport security rules using a language access approach.

Young Adult Employment and Education

Port Jobs connects young adults ages 16 to 29 to airport career pathways through career navigation, job search assistance, and outreach at local high schools and skills centers. Our newly-launched "Young Worker Ambassador" program gives young adult airport employees the opportunity to share their own stories of discovering airport career pathways. We partner with the Annie E. Casey Foundation's Generation Work initiative, King County, AJAC (Advanced Manufacturing Apprenticeships), and others to support young adults pursuing education and job pathways in aviation and manufacturing.



2022 Year-end Highlights

Airport Jobs

Job Placements	1,479
Hiring Employers	82

Supported **230** job fairs, hiring sessions & recruiter events in partnership with airport companies

Top Hiring Employers

1. UNIFI/ERMC
2. Worldwide Flight Svcs
3. Prospect
4. Huntleigh
5. SSP America
6. G2 Secure Staff
7. HMS Host

Top Hiring Job Types

1. Airline Ops/Passenger Support: **37%**
2. Restaurant Operations: **23%**
3. Janitorial/Cleaning: **21%**
4. Warehouse/Freight: **12%**
5. Retail Operations: **4%**
6. Security: **2%**
7. Skilled Trades: **1%**



Average wage
\$18.82 per hour

Airport University

442

people completed SIDA and AOA badge training preparation, career navigation and computer basics training

What can you study?

Aviation Maintenance Technology
Logistics
Computer Skills/Business Technology
Homeland Security
Leadership and Supervision
Hospitality and Tourism
Communication and Math

59

Students completed college courses

Scholarships

69

scholarships awarded year-to-date

\$62,800

in scholarships awarded year-to-date

287

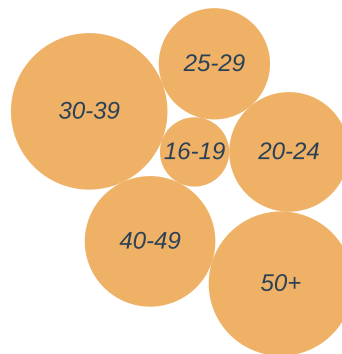
SEA employees awarded scholarships since the program began (2015)

Ethnicity and Gender

African/Afr-Amer./Black: **42%**
 American Indian/Alaska Native: **1%**
 Asian: **25%**
 Caucasian: **13%**
 Pacific Islander/Native Hawaiian: **6%**
 Spanish/Hispanic/Latino: **10%**
 Other: **3%**

Male: **57%**
 Female: **43%**
 Other: **<1%**

Age



Top Languages Spoken Out of 75 Total Home Languages

1. English: **41%**
2. Amharic: **12%**
3. Dari/Pashto: **10%**
4. Spanish: **6%**
5. Somali: **6%**
6. French: **3%**
7. Other: **22%**

Residence

Seattle: **21%**
 South King County: **63%**
 East King County: **2%**
 Pierce County: **10%**
 Other: **4%**

Education

Some High School: **7%**
 HS Diploma/GED: **58%**
 Certification: **1%**
 Some College: **15%**
 College Degree: **19%**

Employment Status at Time of Registration with Port Jobs

Not Working: **50%**
 Work @ Airport: **35%**
 Work Outside Airport: **15%**

6,170 community members served at Airport Jobs, local fairs and events



33,300 individuals reached through **89,500** website views (portjobs.org)

259 community based organizations and schools receive information about our current Hotlist of jobs at SEA, upcoming hiring events, job fairs, and new community resources



Statements of the Financial Activity*

for the year ending December 31, 2022



Support and Revenue

Government Contracts and Grants	\$ 1,821,694
Contributions and Foundations	\$ 540,000
Interest and Other Income (including in-kind)	\$ 39,482
Total Support and Revenue	\$ 2,401,176



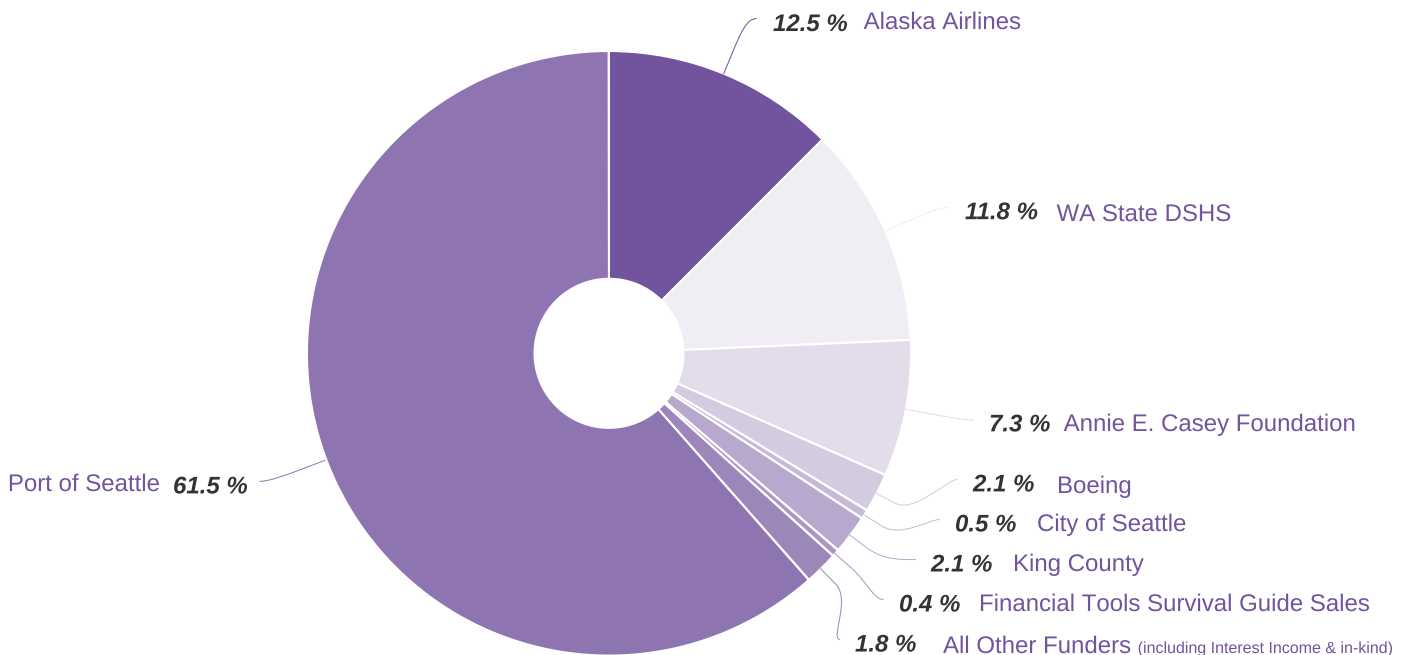
Expenses

Program Services	\$ 2,051,192
Management and General	\$ 215,319
Total Expenses	\$ 2,266,511

Change in Net Assets **\$ 134,665**

*unaudited financials

2022 Funding



Aviation Maintenance Technology

Port Jobs partners with South Seattle College and the Port of Seattle to offer an *Introduction to Aviation Maintenance Technology (AMT)* class for SEA Airport employees and community members interested in becoming aircraft mechanics.

This foundational class is a bridge to the two-year, FAA-approved AMT training program at South Seattle College. Class completers receive \$1,000 scholarships to start their training through our Alaska Airlines-Airport University scholarship program.

Launched in **2020**, this pathway class welcomed its fourth cohort in 2022.

91% of students are BIPOC; **21%** are women

18 Introduction to Aviation Maintenance Technology (AMT) graduates are currently enrolled in the AMT program at South Seattle College

4 students have graduated with their two-year AMT certification!



"I am almost done with the Aviation Maintenance Technology (AMT) program at South Seattle College. Two more quarters and one more FAA certification to go! I am now working as an aircraft mechanic. Before I took Port Jobs' Introduction to Aviation Maintenance Technology (AMT) class I had fewer job options, but now the doors are open!"

SEA Airport fueler

Haley Barnes

One woman's career journey to aircraft mechanic and college instructor



Haley Barnes was working as a Delta Air Lines Tower Agent in 2019 when her supervisor said, “You’ve been talking about being interested in airplane maintenance. I saw a flyer that Port Jobs is doing an information session on Aviation Maintenance Technicians. You should go.” She did, and it opened the door to her new career!

Haley listened to South Seattle College talk about their eight-quarter Aviation Maintenance Technician (AMT) program. Initially scared, she heard at the session that, “You can do it, and there will be people who are there to help you succeed.” She said, “It can be intimidating. The AMT program is long. You are thinking - I would be working on airplanes that have to be safe. Planes that millions of people get on every day.” During her first class, Haley was taught by a female instructor. She remembered feeling, “I can do this. I am represented. I do belong here.”

Haley was an honor student all the way through the AMT program, while working full-time at Delta Air Lines. She graduated in the summer of 2021 and within two months passed the required FAA certification exams. Because she had received scholarships from Port Jobs and other sources, she graduated debt free.

Today Haley has two full-time jobs. She still works as an AMT instructor at South Seattle College, and is a Line Mechanic for Delta Air Lines. When describing her Line Mechanic job, she says the best thing is, “You never get bored. Everyday you are faced with new situations. You never stop learning. You are always having to troubleshoot some issue. You have to dive into the knowledge you have. You get training on each fleet and with each different aircraft. This career is not repetitive.” Haley added that, “AMT training opens doors to so many different fields – especially with drones coming.” Also, she said that in her role as an AMT instructor she remains a strong member of Women and Allies in Trades, and continues to reach out to communities who are underrepresented.

Haley says she is starting to see more women in the AMT program, and credits Port Jobs for helping to diversify and grow the AMT workforce by reaching out to all who work at SEA Airport. She is proud to be a member of the South Seattle faculty, and working for a college that cares so deeply about their students. Haley added that the AMT program changes the lives of people who choose this career path. She said, “Aviation is a tight knit community. Lean on the people around you. Being an AMT is a job for everybody and anybody who wants to do this and is ready to put in the work. I tell everyone I know who has this interest - you can do this. Don’t give up. This program can be hard, but the rewards are great. If you make this move you will take care of yourself and your family. It changed my life. And it could change yours.”



Jorge Rocha

Aviation Maintenance Technology (AMT) student

“I was working at SEA Airport, first as a baggage handler and then an airplane fueler, when I heard about Port Jobs’ Airport University class [Introduction to Aviation Maintenance Technology (AMT)]. I had a family on the way, and I really wanted to launch my career.” After completing the one-quarter introduction class, he was given permission by his instructors to enroll in the two-year, FAA-approved AMT program at South Seattle College.

Even with the responsibilities of new baby twins, full-time work and school, Jorge persevered. He recently completed his first year in the program and is on his way to being an aircraft mechanic. “The AMT program has really shown me that there is so much to love about this airport and the wonderful people at Port Jobs for literally putting me on this path for a better life. I truly am grateful.” Jorge is now giving back by sharing his career pathway journey with other young adults interested in AMT careers as part of Port Jobs’ new Young Worker Ambassador Program.



Lily Lortsiyun

International Business and Trade student

Lily started working at SEA Airport in 2018 as a Wheelchair Agent. She decided she wanted to advance in her career. “I believe education will take me to a better opportunity and position in the future,” she reflected. In Fall 2022, she started taking classes at Highline College, with a focus on International Trade. That same quarter, she took her first Airport University class at SEA Airport - Introduction to Logistics – where she earned additional free college credits at Highline.

“I am really interested in international business and trade. Especially, I want to work with international airlines.” Lily has continued taking classes at Highline and at the airport with an eye toward a bachelor’s degree. She has been awarded two \$1,000 scholarships through Port Jobs’ Alaska Airlines-Airport University program, which have helped defray the cost of going to school. Her education is starting to pay off. Lily was recently hired by Southwest Airlines as a Customer Service Agent! “Everything I do now will take me to the next level of my journey in my aviation career,” she said.

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