



October 2023

Career Connect Washington

Annual Progress Report

To Governor Inslee and

The Washington State Legislature

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October 1, 2023



Dear Governor Inslee, Senators, and Representatives,

The 2023 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).

The CCW system continues to grow each year. More than 19,000 students were enrolled in Career Launch programs (including Registered Apprenticeships) in the last academic year, up 58% from four years ago. Career Launch programs combine meaningful, supervised, paid, on-the-job experience with aligned academic instruction. Students who complete Career Launch programs 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.

While our numbers grow, demand for these programs is far from being met. Requests for Program Builder funds now exceed available funds by about \$3 to \$1. New sector specific strategies have engaged more employers in the system and more students are considering alternative pathways to postsecondary education and training.

Every young adult in Washington deserves a future of purpose and prosperity—and the support necessary to achieve it. By co-creating work-based and academic programs for young people to explore careers, learn, and earn money and college-level credit, the CCW coalition of business, labor, education, government, and community leaders, catalyzes the growth of high-quality career connected learning programs statewide. By centering on the experiences of young adults kept furthest from opportunity, these programs promote economic opportunity, educational justice, and equitable access for all. When everyone has the opportunity to explore and the power to choose their own future, Washington thrives.

Alan, a student from the King & Pierce region, said, “[The program] has had a bigger influence on my life than I would have ever imagined. From literally creating a new passion in me to altering my whole career path, it bestowed a new sense of confidence, knowledge, and skills in me that will benefit me for the rest of my life.”

We are pleased to submit the following report showcasing the progress our coalition has made, in partnership with business, labor, educators and statewide competitively selected implementation partners, toward building a comprehensive statewide system for career connected learning that ensures every young adult in Washington will have multiple pathways toward economic self-sufficiency and fulfillment.

Sincerely,

Cami Feek, Commissioner, Employment Security Department

Chris Reykdal, Superintendent of Public Instruction

Joel Sacks, Director, Department of Labor and Industries

Katie Weaver-Randall, Director, Educational Research & Data Center

Michael Fong, Director, Department of Commerce

Michael Meotti, Executive Director, Washington Student Achievement Council

Paul Francis, Executive Director, State Board for Community and Technical Colleges

Randy Spaulding, Executive Director, Washington State Board of Education

Roger Millar, Secretary, Department of Transportation

Ross Hunter, Secretary, Department of Children, Youth, and Families

Terri Standish-Kuon, President & CEO, Independent Colleges of Washington

Maud Daudon, Executive Leader, Career Connect Washington

Introduction

Career Connect Washington (CCW) is a coalition of business, labor, education, government, and community leaders who create and expand access to work-based education programs for young people to earn money and academic credit while they explore, prepare for, and launch into careers. We believe each student in Washington deserves a future of purpose and prosperity—and the support necessary to achieve it. That is why we build opportunities that launch every Washington student into post-secondary pathways and careers in Washington’s high-growth industries and occupations. By weaving real-world work experiences into education, every student is supported by a comprehensive system of career connected learning where they learn, work, and thrive.

History of CCW

In May 2017, Governor Inslee created the Career Connect Washington Task Force, composed of leaders from business, labor, government, non-profits, and education. The Task Force concluded that while Washington had many excellent career connected learning programs, it lacked systemic supports to achieve the scale needed to have a transformative impact. An inclusive planning process developed a strategic plan and policy recommendations to scale and expand high-quality programs statewide. This planning process began in early 2018 and concluded in fall 2018.

The plan was transformed into legislation following a groundswell of support from stakeholders in every region of Washington. The legislation was passed in April 2019, along with funding to begin implementation. In our first biennium, Career Connect Washington delivered significant results by facilitating, connecting, and motivating people across the state to make career connected learning navigable, coherent, accessible, and high-quality. Now in our second biennium, the scale, integration, and quality of career connected learning continues to increase statewide, driven by our coalition of business, labor, education, and community leaders. Our commitment to success means success for every Washington student.

Vision for Career Connected Learning in Washington

Our vision is that 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.

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.

Executive Summary

The 2023 Career Connect Washington 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. The report describes progress achieved by the partners involved in the implementation of Career Connect Washington (CCW) for the year beginning July 1, 2022, and ending June 30, 2023. This report provides statewide and regional detail and is complemented by online resources.

Since the legislation passed in April 2019, the Career Connect Washington partnership has engaged a statewide coalition of business, labor, government, education, and community leaders who 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, led by Regional Networks, composed of Program Builders, educational institutions, Career Connected Learning Coordinators, businesses, labor groups, and community partners and we have increased investments in these ecosystems. We have established a shared program language – the career connected learning continuum – that promotes knowledge, co-ownership, and investment in new and existing Career Launch, Career Prep, and Career Explore programs in Washington’s secondary and post-secondary education systems. Our partnership developed and implemented a Career Launch Endorsement Review process and a competitive grant program to expand high-quality earn-and-learn opportunities for Washington’s young people. We launched the Career Connected Learning Directory, a single online resource for students and families to find internships, registered apprenticeships, work-based learning opportunities, and wraparound support services.

In our fourth year of implementation, the CCW partnership:

- **Increased Career Launch enrollments by 30%** (from 14,748 to 19,114), bringing the growth total to 58% since our inception three and a half years ago and providing thousands more young people in Washington with high-quality pathways to career, self-sufficiency, and fulfillment;
- **Conducted industry outreach in ten high demand, high growth sectors of the Washington economy which informed roadmaps for pathway growth in each sector and grew employer interest and commitment to Career Connect Washington;**
- Began deployment of the **\$23.5 million CCW Good Jobs Challenge grant** led by the Washington Student Achievement Council to support more than 3,150 Washingtonians on pathways to living-wage careers and to implement the sector strategies referenced above;
- Began deployment of the **\$5.6 million CCW Apprenticeship Building America grant** led by the Employment Security Department to build and expand 24 Registered Apprenticeships and 12 Recognized Pre-apprenticeships, creating new opportunities for 300 apprentices and 400 pre-apprentices; and
- Awarded \$10 million of program development funding, **prioritizing funds for women and BIPOC led and serving organizations .**

As interest and demand grows statewide, funding requested by implementation partners continues to increase to all-time high levels. Requests for Program Builder funds far exceeded funds available, by roughly \$3 to \$1. Post-secondary Capital Equipment and Enrollment Expansion funds were requested and awarded ahead of schedule. The first round of Good Jobs Challenge applications requested more than \$33 million to implement 96 career connected learning programs and place more than 4,800 Washingtonians into living-wage careers.

The Career Connect Washington strategy - the system of regional and statewide partnerships that fill gaps in the existing system to build and scale high-quality career connected learning - is more necessary and in-demand than ever before. We are making the transformative impact envisioned by the Career Connect Washington Task Force in 2017. We are proud of our accomplishments but know there is still much more to do. 70% of Washington’s jobs require a post-

secondary credential and roughly 40% of Washington's students achieve this. Growing career connected learning will help close this gap - we can provide industry with the talent they need and students with the futures they deserve.

Accomplishments at a Glance

19,114 total enrollees in Career Launch opportunities (Fall 2022– Summer 2023)

Of which **16,914** are in **Registered Apprenticeships**

5,940 total Career Launch completions since 2019

A significant increase above 4,474 through 2022

149 Career Launch programs created (July 2019 – June 2023)

110 program builders won grants to expand or develop **147** career connected learning programs across the continuum: Career Explore, Career Prep (includes Pre-Apprenticeships), Career Launch (includes Registered Apprenticeships).

\$ 28,337,525 total funding administered for CCW programming

\$ 10,096,360 for program development in high-priority industries

\$ 8,288,000 for Career Launch instructional FTEs and equipment

\$ 6,768,695 for Regional Networks and Career Connected Learning Coordinators

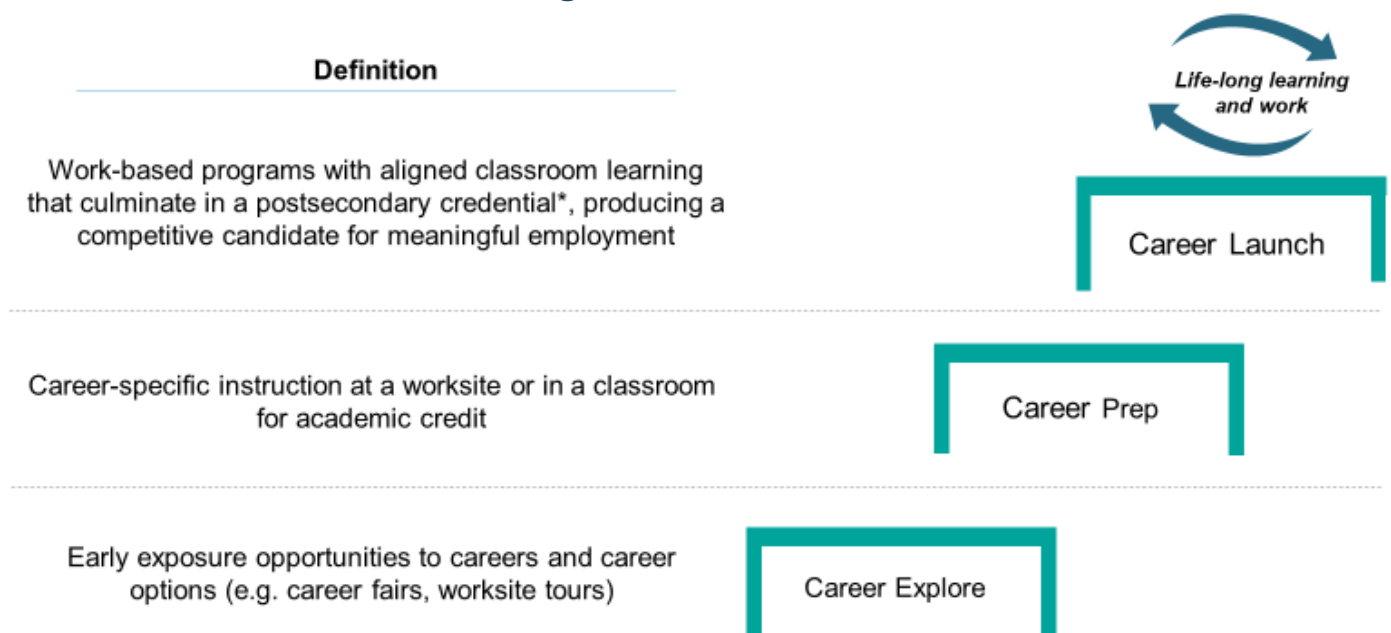
\$ 3,184,470 for statewide industry sector strategies

200+ businesses employing students in endorsed Career Launch programs

[Online Directory](#) of Career Connected Learning opportunities, which connects young people to Career Explore, Career Prep, and Career Launch programs available in their communities and provides direct links to community-based support services to help remove barriers to participation in career connected learning.

The screenshot displays the 'Online Directory' interface. On the left, there is a search bar with options to search by program, occupation, or address. Below the search bar are tabs for 'All Programs', 'Explore', 'Prep', and 'Launch'. A 'Filters' section is visible, followed by a list of programs with details such as the program name, committee, and hourly rate. On the right, a map of Washington state is shown with numerous blue location pins indicating the geographic distribution of these programs across the state.

The Career Connected Learning Continuum



RCW 28C.30 codifies 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, as well as 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 start their career.

Career Prep

Programs which deepen understanding of a specific industry or career. These programs can 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), summer internships, and pre-apprenticeship programs.

Career Explore

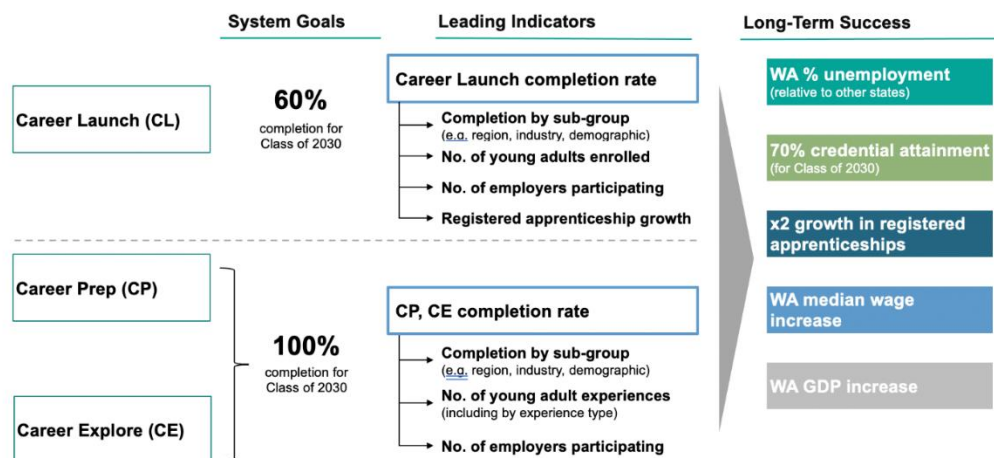
Programs which expose students to many career options and pathways, beginning as early as elementary or middle school. These programs allow students to learn about future jobs and industries through activities such as career fairs, worksite tours, job shadowing, guest speaker presentations, and other similar activities.

Career Connect Washington Goals, Structure, and Workstreams

Overall Goals

Career Connect Washington aims to ensure that 100% of students complete Career Prep and Career Explore activities and that 60% of students complete a Career Launch program before the high school class of 2030 is 30 years old. We measure progress by tracking program enrollment and completion by demographics, region, industry, and other characteristics. We

also track employer engagement, registered apprenticeship growth, and creation of new Career Launch programs. Our theory of change predicts that these programs will lower unemployment rates, increase credential attainment rates, grow registered apprenticeships, increase median earnings, and increase gross domestic product value.



Centering Equity in Career Connect Washington

The work of the Career Connect Washington coalition is centered on ensuring equitable access 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.

Systemic racism has held students back, especially Black and Indigenous students, and our coalition works to build an anti-racist system for career connected learning.

Career Connect Washington’s Equity Goal

Our overarching equity goal is that race, income, geography, gender, citizenship status, and other demographics and student characteristics will no longer predict the outcomes of Washington’s students. To measure our progress, we work across State agencies to analyze disaggregated student data by race, gender, income, rurality, ability, foster youth, homeless youth, English language learner, and other key characteristics. Each year, we compare Washington’s high school graduating class to Career Launch participants, across these characteristics, to evaluate parity in representation.

Career Connect Washington is building a career connected learning system that enables students who participate in Career Explore, Career Prep, and Career Launch to complete programs, attain sustaining-wage entry-level jobs, and reach family-sustaining wage careers (across industries and occupations) at equitable rates across population demographics. Our coalition works at community, regional, and state levels to leverage supports and resources that mitigate barriers and promote success for all Washington students.

Achieving this 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 their Career Launch programs at equitable rates.

Statewide Equity Strategies

DATA:	Identify system, resource, and outcome gaps by region, measure progress and outcomes against equity goals, and provide transparent and timely updates to stakeholders.
TECHNOLOGY:	Connect students and families to existing programs and wraparound supports via Career Connected Learning Program Directory. Advocate for internet and technology access for students.
STUDENT SUPPORTS:	Implement policy and legislative changes to lower barriers to participation and completion for students furthest from opportunity.
BEST PRACTICES:	Develop professional toolkits and guides to support CCW partners in identifying and addressing equity challenges. Solutions will be informed by community experiences and tailored to achieve equity goals.
SYSTEM ACCOUNTABILITY:	Measure performance of system partners, including state agencies, Regional Networks, and Intermediaries against equity goals and outcomes.

Regional Equity Strategies

As part of this five-pronged strategy to promote equitable access and outcomes statewide, the Employment Security Department issued additional funds, dubbed “Equity Plus” funds, to each Regional Network to catalyze local equity strategies. These additional funds will be deployed until June 30, 2023, to address barriers experienced by students kept furthest from opportunity. Preliminary results of these regional strategies are discussed in each regional section of the Results by Region portion of this annual report, under the heading “Progress of Regional Equity Efforts.”

Equity Advisory Network

Beginning in 2020, Washington STEM on behalf of the Career Connect Washington coalition, convened the Equity Advisory Network (EAN). The EAN is a mutually beneficial network of equity-focused partners who generate new insights and provide strategic input on key aspects to advance CCW equity goals.

There have been over 40 participants in the EAN since 2020, from program Intermediaries, Regional Networks, State agencies, and community-based organizations. The Network meets periodically and focuses on developing and deepening a common understanding of CCW, building trust, reviewing data, and identifying root causes and possible courses of action. We are in a continuous cycle of learning with this Network. We have analyzed input after each round of convenings and shared input with key stakeholder groups.

Feedback from the EAN has highlighted the following topics, barriers, and opportunities in reaching our equity goals.

CCW VISION: The overall vision of CCW and efforts to build the career connected learning infrastructure are highly valued and shared by partners, particularly the collective impact approach and partnerships.

CCW ORGANIZATION: CCW is primarily viewed as a government- and business-led initiative; there is a desire to see more partnership with community as well as clearer intersection with related workforce efforts.

CCW VALUE: There is a range of perceptions about the value of partnering with CCW. One key value is the potential to connect with others providing similar programming. Given that the core ideas of CCW are not new to folks working on pathways, important to demonstrate how CCW supports existing work.

SUCCESS METRICS: CCW has an opportunity to examine and evolve success metrics—with partners—to be more relevant to their work, particularly around student outcomes (e.g., revisiting parity vs. targeted universalism, identifying more incremental goals).

SUPPORTING THE CCL CONTINUUM: Strong desire to see more emphasis placed on Career Explore/Prep opportunities and clear recognition that engaging young people in Explore/Prep will lead to increased Career Launch and post-secondary success.

NAVIGATION SUPPORT AND WRAPAROUND SERVICES: Significant need for navigation support throughout the CCL continuum, for students with a range of assets and barriers, to and through Career Launch to post-secondary.

STUDENT VOICE: CCW should be authentically and systematically engaging with students to better understand their experiences and co-design programs.

RACIAL EQUITY: The stated equity goals are reasonable, and there is a strong desire for partners to see how the goals and work are operationalized (e.g. individual and system responsibilities, working with employers and partners with an explicit focus on racial equity and justice, deeper connections to community and partner organization equity goals, diversifying CCW leadership and partners).

COMMUNICATION: Need to differentiate CCW key communication (content and who leads it) for different audiences (i.e. what information is critical for which audience?).

In Spring 2023, a subset of the EAN convened to provide feedback on the Washington Jobs Initiative RFP and implementation strategy. Members of the Washington STEM team also hosted interactive workshops at the Washington State Indian Education Association and Washington Pathways Network annual conferences to share information about CCW partnerships and funding opportunities, workshop program ideas, and gather input for CCW funding opportunities.

Career Connected Learning Cross-Agency Work Group

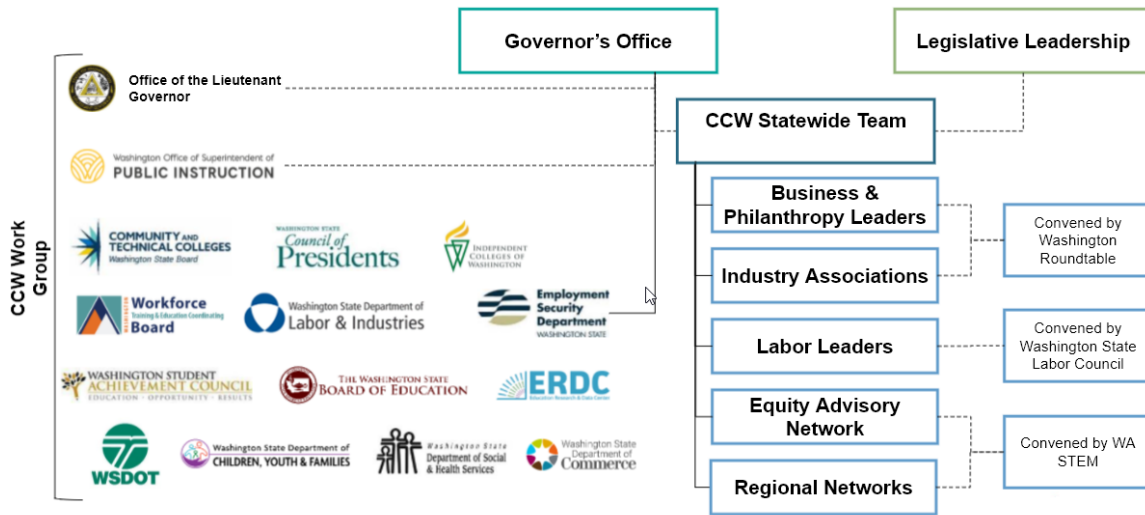
E2SHB 2158 established the Career Connected Learning Cross-Agency Work Group (CAWG) and directed it to “scale up and expand high-quality career connected learning opportunities in communities across the state.” The Governor selects the chair of the Work Group. E2SHB 2158 reads, in part: “The purpose of the work group is to coordinate agency functions and external partnerships and carry out the duties and responsibilities set forth in section 55 of this act.”

Each agency developed a Career Connect Washington work plan outlining roles, metrics, and milestones. Information on progress towards program expansion, enrollments, endorsement, and equity goals is integrated in this report.

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.”

The Business and Philanthropy Leadership (BPL) Committee, convened by Washington Roundtable, and the Labor Leadership Committee, convened by Washington State Labor Council, were established in 2018 to guide the CCW implementation process. The CCW Equity Advisory Network, convened by Washington STEM, is a group of over 40 intermediaries, network leaders, state agencies and community-based organizations, focused on key aspects of CCW equity goals.



The Career Connected Learning Work Group and Advisory Team are implementing the legislation via 11 workstreams. Leads for each workstream are identified, but multiple stakeholders are involved in each workstream. The following list of partners is not exhaustive.

Government Workstreams

Endorsement

Lead: State Board for Community and Technical Colleges

Career Launch Endorsement Review (CLER) process implementation

Career Connected Learning Grant Program

Lead: Employment Security Department

Procurements, administration, technical assistance, and performance management

Outreach & Marketing

Lead: Washington Student Achievement Council

Outreach to students and families about CCW and Career Launch

Technology

Lead: Washington Student Achievement Council

Developing web-based tools for CCW customers

Data and Learning

Lead: Washington STEM

Data protocols, measurement, and reporting processes

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

Endorsement Campaign

Lead: CCW Advisory Team

Supporting existing programs to gain Career Launch endorsement

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 CCL 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 2021 – 2022 academic year, the CCL Tribal Liaison established and implemented priorities, strategies, and focus areas for developing, strengthening, and maintaining effective collaborations and partnerships between Tribal communities and CCW coalition partners. These priorities, and the progress achieved during the 2022-2023 academic year, are summarized below.

Priority: Professional Development

Strategy	Providing introductory foundations in culturally responsive relationship building and program development.
Focus Area	Intergenerational Trauma and Resiliency Factors Tribal Sovereignty 101 Since Time Immemorial Curriculum Data Sovereignty Tribal Family and Community Engagement Tribal C(c)onsultation Language and Culture
Team	The Office of Native Education
Timeline	Continuous
Progress	PD Opportunities were provided to ESD Administrators, CCL Regional Directors, CTE Directors/Teachers and Families/Community. Currently in the development of collaborating with ONE Tribal Consultation Program Supervisor to develop a CTE Specific Government to Government Training Module

Priority: Equity & Inclusion

Strategy	Working with State Leadership Team to identify areas of strength and opportunity in current equity and inclusion practices and policies, specifically around American Indian/ Alaskan Native communities, and families.
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Focus Area	Service areas Data Representation Grant Application Process
Team	The Office of Native Education CCW WA STEM CCL Region Leaders
Timeline	2023-2024
Progress	Within the last year, worked with grant review team to ensure that tribal consultation, STI implementation, and tribal partnerships verified indicators are established and included in future grant opportunities.

Priority: Data

Strategy	Identifying current data needs that represent tribal communities
Focus Area	CCW Exploration, Prep, and Launch Data: AI/AN student participation AI/AN student completion Region AI/AN participation Tribal Partner participation Program and Tribal/County/State Economic Correlation Program Participation Data Data Sharing Agreements
Team	The Office of Native Education OSPI WA STEM CCW WA Tribes
Timeline	2023-2024
Progress	Data has been identified as one of the top priorities for 2024. Working in collaboration with partners and stakeholders in identifying and analyzing career and workforce development data specific to AI/AN students and tribal governments.

Priority: Collaboration and Partnerships

Strategy	Identify and strengthen program partnerships with Tribal governments, enterprises and workforce industries to better serve the AI/AN communities
Focus Area	Washington State Federally Recognized Tribes (29) WA State Tribal Skills Centers WA State Tribal Workforce Programs (TERO, TANF, Youth Programs, etc) Washington State Native American Education Advisory Committee

	<p>Governors Office of Indian Affairs Affiliated Tribes of Northwest Indians Native Educator Pathway Programs American Indian Science and Engineering Society American Indian Business Association Tribal Employment Rights Office Native Construction Careers Institute Native American Health Board The National Center for American Indian Enterprise Development *many more</p>
Team	<p>The Office of Native Education CCW STEC WA Tribes</p>
Timeline	2023-2024
Progress	<p>Connected CCW, OSPI CTE, and Region 16 Comprehensive Center to collaborate on projects geared towards AI/AN communities. In the process of establishing a statewide partnership with AISES. OSPI CTE, CCW, WA STEM, CCW grantees were invited and participated in Washington State Indian Education Conferences for either the 1st or 2nd time ever this last year.</p>

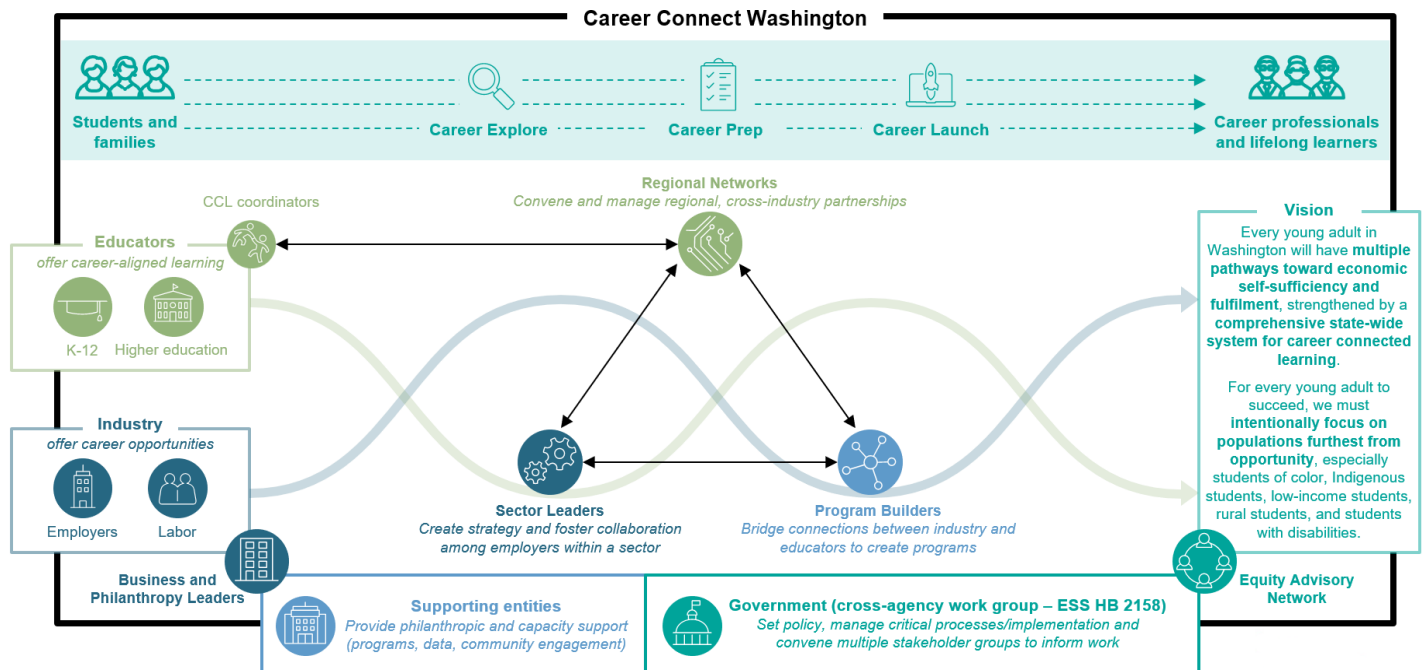
Priority: Outreach

Strategy	Develop and implement an outreach strategic plan for WA State tribes and communities
Focus Area	<p>Program and Tribal Economic Connection Family Engagement Representation Student Success Data FAQ Website: Tribal Tab</p>
Team	<p>The Office of Native Education CCW</p>
Timeline	2023
Progress	<p>Collaboration with Region 16 Comprehensive Center to develop a glossary of terms specific to CTE, CCW and Tribal Workforce Development. Also, collaboration in the development of a promotional video highlighting best practices around Indian Country in career and workforce development.</p>

The Career Connect Washington System

Regional Networks, Program Builders, Career Connected Learning Coordinators, and Sector Leaders

Washington is home to companies that lead in their fields. By connecting our educators to these innovative industries, we can better prepare young people with relevant skills, creating an educational system that can keep 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 established through a competitive process. The Networks convene and manage cross-industry, cross-sector partnerships that expand career connected learning (CCL) opportunities to meet their region’s needs. They develop regional strategies to grow CCL programs, serve as primary point-of-contact and navigator for career connected learning within their region, and consolidate regional data and report key learnings to the Career Connect Washington Work Group, among other responsibilities.

Program Builders

Program Builders work with Regional Networks, Career Connected Learning Coordinators at the Educational Service Districts, and industry and education partners to expand the use of current curricula and develop or build new curricula for Career Launch, Career Prep, and Career Explore programs.

The Employment Security Department administers program development funds, awarded via competitive procurement, to build and expand 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 organizations 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.

Career Connected Learning Coordinators

Pursuant to RCW 28C.30.050(9), the Employment Security Department provided funding to the Office of the Superintendent of Public Instruction (OSPI) so that each of the nine educational service districts can employ a full time Career Connected Learning Coordinator (CCLC).

These committed individuals link the K-12 system to the regional CCW coalition, by strengthening relationships and making new connections between K-12, higher education, business, labor, government, and community-based organizations (CBOs). CCLC are a critical system component in creating collaborative communities of practice and working to develop and expand high quality academic and career connected learning experiences, with special emphasis on improving access for rural, remote and underserved populations.

With CCLC support, there has been demonstrated growth related to: the creation, support, and expansion of CTE Graduation Pathways, Career Connected Learning (Career Explore, Prep and Launch), CTE Course Equivalencies, dual credit articulations, Core Plus, Program Builder and Career Launch Endorsement applications; collaboration in addressing equity and barriers to access for underserved populations; and professional learning opportunities provided for stakeholders, thus increasing awareness, interest, and engagement in the network.

Sector Leaders

In 2021, CCW conducted extensive employer engagement, with small and large employers across Washington, and analyzed career connected learning 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 grow and scale programs to meet employer needs.

We found that Washington employers still had acute need for support in meeting their workforce needs. Employers reported that they were missing opportunities to collaborate effectively with other employers within their sectors to meet shared workforce needs, too often shouldering responsibility for creating "one-off" programs, when co-investment opportunities were untapped. They 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. This employer engagement also identified key sectors with high employer demand, interest in investment and collaboration, and high-growth potential.

In response to this employer feedback, the Employment Security Department, on behalf of CCW, conducted rounds of information gathering and procurements to design and implement a new CCW grant program. The result was the implementation of the Sector Leader grant program. Key outcomes of this grant program include:

1. Employers have provided insight into industry sector strategies which describe successful career connected learning programs that can be scaled to new parts of the state to serve the needs of students and employers and where there are opportunities for new Career Launch, Prep, and Explore programs to be created to fill workforce needs;
2. Regional Networks and Program Builders have a single resource for employer connections in the industry sector;
3. Employers are invested in, and more knowledgeable about, career connected learning which grows its adoption as a standard business practice; and
4. Federal funds (Good Jobs Challenge and Apprenticeship Building America) are being deployed based on employer needs, so that new pathway programs are a part of the overall Career Connect Washington system and remain in place to serve thousands of additional young people.

The addition of Sector Leaders has galvanized employer engagement and is poised to drive future program design and investments to better meet the needs of employers in 2024 and beyond. Appendix B includes the list of CCW Sector Intermediaries and points of contact.

State Agency Progress

E2SHB 2158 directs state agencies to build system functions within agencies and existing systems. Based on the work of multi-partner strategic planning process, the Governor’s Office has proposed specific tasks related to the goals of Career Connect Washington, including quantitative performance metrics to contribute to state-wide goals. The Cross Agency Work Group members evaluate progress on these tasks, provide technical assistance, and re-evaluate the task list as necessary.

State Board for Community & Technical Colleges

Goals	Results
Administer and improve Career Launch Endorsement Review process, to include creating a Re-endorsement process.	Completed. Conducted multiple CLER processes during the year and worked with CCW partners to develop and launch the Re-endorsement process.
Manage and maintain data collection process and measurement protocols in partnership with CCW statewide team, helping to identify and streamline data analysis processes.	Completed. Provided ongoing partnership and technical assistance to CCW partners and State agencies regarding data collection and measurement.
Administer 65 Career Launch programs in the community and technical college system.	Completed. There are 74 Career Launch programs in the community and technical college system.
Enroll 1,500 students in Career Launch programs.	Completed. 1,899 students were enrolled in Career Launch programs at a community or technical college, which is a 9% increase from the previous year.
Monitor Career Launch FTE enrollments and capital equipment grants.	Completed. All Career Launch FTE and capital equipment grants were fully allocated prior to FY23.

Office of Superintendent of Public Instruction

Goals	Results
Add 18 K-12 Career Launch Endorsed (CLE) Programs, with at least 1 per/ESD.	<p>In progress. There are 25 CLE programs within the K-12 system, including 11 new programs endorsed. In addition, there are 16 registered apprenticeships for youth (also CLE programs), with at least one youth apprenticeship located in each ESD.</p> <p>During this reporting period, OSPI and SBCTC worked to create clarity related to CLE program approval criteria and the process for CLE program expansion. Further collaborations are occurring to streamline the application for CLE and re-endorsement, and to improve communication processes between the two educational systems.</p>
Add 250+ K-12 CL Enrollments	In progress. The past year’s K-12 CLE program enrollments indicate a total of 303 students attending class within the K12 system. In the last year, OSPI and SBCTC worked to correct misalignment between their respective data

systems. This required OSPI to rebuild a specific CEDARS reporting page to accommodate a coding change created through SBCTC's conversion to ctcLink. During the rebuild, OSPI created an alternative way for programs to still report enrollment in CLE and provided multiple technical training opportunities for districts, which have further been impacted by K-12 staff turnover.

Challenges were also identified in disaggregating K-12 student enrollment data from the SBCTC enrollments (for Running Start) and the Department of Labor and Industries (for Registered Apprenticeships). The ERDC was recently able to capture an additional (unduplicated) 41 youth participating in a Registered Apprenticeship, as well as 6 Running Start students. Together, all CLE Enrollments are up 84 from last year. Due to the identified reporting challenges that are in the process of being rectified, we anticipate the actual enrollment to be much higher. The number of K-12 CLE program participants is expected to grow pending continued support and technical guidance for our districts.

Complete statewide CL application for at least 2 Core Plus sectors

In progress. The OSPI CTE Department made a significant shift last year to prioritize system-wide course reconciliation and assessment of other related data systems for improved customer service and compliance. In light of this re-prioritization of work, OSPI was still able to provide expanded funding of Core Plus programs to include 22 in Aerospace/Advanced Manufacturing, 26 in Construction, and 13 in Maritime.

OSPI acknowledges continued interest in expansion of Core Plus programming and creation of a statewide CL application, in collaboration with industry sector leads within the next year.

Complete statewide CL application for at least 9 pre-apprenticeships that meet criteria

In progress. Overall, the K-12 system demonstrated significant growth in the development of CTE Graduation Pathways, Course Equivalencies, and dual credit at the district level. Again, OSPI's CTE Department deemed it necessary to prioritize system-wide course reconciliation and assessment of related data systems for improved customer service and compliance, impacting the team's capacity to meet this goal.

OSPI acknowledges continued interest in expansion of pre-apprenticeship programs and creation of statewide CL applications for apprenticeship prep programs, through collaboration with both CCW and Department of Labor and Industries Sector Leaders within the next year.

Develop or update 5 statewide CTE equivalency frameworks

Completed. Seven new statewide course equivalency frameworks were approved in 2023 and include: Business Communications, Engineering Essentials, Sports Medicine I and II, Computer Aided Drafting, Floral Design, and Textiles and Design.

Increase dual credit enrollment by statewide average of 5% by 2023-24 school year

In progress. As of this writing, dual credit enrollment data for the 22-23 school year is not yet available. There was a 3% increase in high school students accessing and completing a dual credit course in 21-22, in comparison to the 20-21 school year. It is anticipated that this number will have significantly increased in 22-23, with the transition out of the pandemic and a return to in-person classes/supports.

Employment Security Department

Goals

Results

Expand CCW sector-based grants to high-demand and high-growth industries

Completed. 10 CCW Sector Leaders engaged employers and developed sector strategies in Advanced Manufacturing and Aerospace, Agriculture and Natural Resources, Clean Technology and Energy, Construction, Education, Finance, Healthcare, Information Technology and Cybersecurity, Life Sciences, and Maritime.

Increase Regional Networks' capabilities to recruit and support Program Builders

Completed. All 9 Regional Networks implemented new strategies to increase the numbers of Program Builders supported from 81 to 188.

Improve equity in procurement processes; increase the numbers of women and BIPOC led and serving Program Builder applicants

Completed. Revised RFP processes and implemented new communications strategies and website content with the CCW team. Numbers of BIPOC and women led and serving Program Builder applicants increased from 9 to 31.

Implement Apprenticeship Building America federal grant from the USDOL, in partnership with CCW, L&I, and WTECB

Completed. Implemented grant management and procurement strategies with partners. First RFP cohort will build or expand 11 pre-apprenticeships and 22 registered apprenticeships. Second RFP cohort will launch in 2024.

Launch the Washington Jobs Initiative grant program, as a subrecipient of WSAC and in partnership with CCW, Washington STEM, Office of Equity, and the Washington State Labor Council

Completed. Developed grant solicitation and guidance for sectoral partnerships funded by the Good Jobs Challenge. Regional implementation will begin in fall 2023.

Labor and Industries

Goals	Results
Grow Registered Apprenticeship by 500	Completed. There was an increase of 787 active registered apprentices from the previous 12-month time period.
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.

Washington Student Achievement Council

Goals	Results
In collaboration with CCW partners, ensure success of and oversee implementation of WJI	In progress. By end of first year, grants will be made to industry sector partnerships for training to reach 5,000 individuals and ensure 3,150 have jobs with family sustaining wages.
Manage and distribute CCL funding to 4-year public higher education institutions.	In progress. Awarded funding to one Public Four-Year Baccalaureate.
Manage directory and other related contracts for communication/outreach to support CCW	Ongoing. Re-issuing contracts for 2023-2024 calendar year to continue marking and outreach for CCW.

Results by Region

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



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, and toggling regional filters at the top of each dashboard. 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 that 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.

Additional resources for regional and statewide system partners can be found online at the pages listed below.

- CCW Partner Resources (<https://careerconnectwa.org/for-partners/>)
- Regional Networks & Career Connected Learning Coordinators (<https://careerconnectwa.org/regional-networks-ccl-coordinators/>)
- Program Builders (<https://careerconnectwa.org/program-builders/>)
- Sector Leaders (<https://careerconnectwa.org/sector-leaders/>)

Northeast (NEWESD 101)

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

Regional Network: Greater Spokane Incorporated

Network Director: Cassidy Peterson (cpeterson@greaterspokane.org)

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

Regional Accomplishments at a Glance

1,303 total enrollees in regional Career Launch opportunities (*Fall 2022 - Summer 2023*)

16 program builders provided grants to expand or develop **16** career connected learning programs in media and broadcasting, construction, healthcare, IT, manufacturing, and advanced manufacturing

4 Career Explore programs

5 Career Prep programs

3 Registered Apprenticeship Career Launch programs

3 Career Launch programs

\$ 2,755,564 total funding administered for CCW programming in region

\$ 1,770,052 for program development in high-priority industries

\$ 275,000 for Career Launch instructional FTEs and equipment

\$ 710,512 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

The Production and Manufacturing Institute is a Career Prep summer program that gives students high school credit, real world experience and a stipend. For three weeks in the summer these students become engineers, technicians, and salespeople. In this team-based environment they select a product to design, manufacture, and sell. These students also have the opportunity for industry tours, personal development, and get to see if manufacturing is the career for them.

The Institute received a Round 10 Program Builder grant and expanded to four locations (East Valley High School, Newport High School, Cheney High School, and Riverside High School). This summer they served 60 students from 16 school districts. The goal of this program is to produce students that can work in a team, display leadership skills, and have experience in advanced manufacturing.

Highlights of Regional Strategy and Programming

- We hosted four Business AfterSchool events that focused on healthcare and manufacturing, two of the main career fields in the Northeast region. These career explore events were attended by almost 300 people with students from over 21 different high schools and four counties.
- [Career Explore NW](#), produced by Program Builder KSPS, is a catalog of videos and job descriptions that showcases individual careers 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. Below are the 6 career spotlight videos created this year, bringing the total to over 100 videos. The new videos are:

1. [Agricultural Maintenance Tech in Colfax](#)
 2. [Career Pathway for Agricultural Maintenance Tech at McGregor](#)
 3. [CMA at New Health in Colville/Chewelah](#)
 4. [CMA pre-apprenticeship and apprenticeship pathway spotlight](#)
 5. [Machine Operator at Colmac; Colville](#)
 6. [Glass Glazier in Spokane](#)
- Over the previous year we supported and recruited ~600 program builders. We have created great awareness of the program builder program within the Northeast Region. This has resulted in awards of nine program builder grants and one Apprenticeship Building America grant.

Progress of Regional Equity Efforts

- Wagstaff’s Production and Manufacturing Institute has expanded again, from two sites, Spokane Valley and Newport, to four. Cheney and Riverside (Chattaroy) were added for 2023 giving more rural students the opportunity to take advantage of this Career Prep summer program while earning both a wage and CTE credit.
- NextGen Zone, operated by Spokane Workforce Council, is Spokane’s premier career center for young adults ages 16-24, successfully serving at-risk students through GED obtainment, career skills training, community, and employment resources. Partnerships between CCNE, NEWESD 101 help provide career connected learning for these students.
- Working with the Department of Corrections to provide career opportunities for those transitioning from incarceration.

Career Launch Instructional FTE Grant Summary: Community & Technical Colleges

Career Launch Program	College	# FTEs	Funding amount
Automotive	Spokane	2	\$ 16,000
Ironworker Apprenticeship	Spokane	6	\$ 48,000
Insulator Apprenticeship	Spokane	6	\$ 48,000
Sheet Metal Apprenticeship	Spokane	9	\$ 72,000

Career Launch Equipment Grant Summary: Community & Technical Colleges

Career Launch Program	College	Funding amount
Building Construction	Spokane	\$ 29,000
Electrical	Spokane	\$ 13,000
Insulators	Spokane	\$ 19,000
Sheet Metal	Spokane	\$ 28,000

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
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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 Prep	Stevens County Healthcare Mentor Program	Washington State University - Floyd College of Medicine
Career Explore	Construct a Career	Washington State Building and Construction Trades Council
Career Launch	Nursing Pathway	Washington Alliance for Better Schools
Career Launch	Advanced Manufacturing	Machinists Institute

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

Type	Name	Builder
Registered Apprenticeship	Registered Medical Assistant Pre-Apprenticeship	New Health Programs Association
Career Prep	KSPS PBS Media Makers	Friends of KSPS
Career Prep	The Academy Builder Program	East Valley School District
Career Prep	KSPS PBS Media Makers 2	Friends of KSPS
Career Prep	Stevens County Healthcare Mentor Program	Washington State University - Floyd College of Medicine
Career Explore	Career Explore Live	Friends of KSPS
Career Explore	Manufacturing Connections	Greater Spokane Valley Chamber of Commerce

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

632 total enrollees in regional Career Launch opportunities (Fall 2022 - Summer 2023)

6 program builders provided grants to expand or develop **7** career connected learning programs in manufacturing, aerospace, IT, automotive, conservation and natural resources, manufacturing/food processing, and viticulture

3 Registered Apprenticeship Career Launch programs

3 Career Launch programs

1 Career Prep program

\$ 1,916,252 total funding administered for CCW programming in region

\$ 1,235,604 for program development in high-priority industries

\$ 680,648 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

Building on the numerous Career Explore events and activities sponsored by the South Central CCW Regional Network, students can take the next step toward a fulfilling, in-demand career through the Career Academy. This 6-10 week Career Prep program provides in-school and out-of-school youth the opportunity to receive industry-specific training, employability skills, and hands-on experience. Three industry-specific programs were offered in the 2023 summer pilot.

Participating students received the necessary clothing, tools, and resources, including the wrap-around services needed for success. Each participant received industry-recognized credential(s), licenses, professional skills training, and industry connections to ensure a competitive advantage and take the next step on their career pathway.

One student's journey serves as a clear testament to the impact of the Career Academy. This student described his participation in the Construction Program of Career Academy as life-changing. His resilience, determination, and unwavering dedication were evident, inspiring his peers daily.

Beyond the classroom, his leadership extended to the job site, where his positive influence motivated his fellow students. During the program, he and his fellow students earned CPR, First Aid, Flagger, Forklift, and OSHA 10 certifications and learned valuable construction skills. Upon completing the program, he was able to secure a position as a construction technician. His new employer quickly recognized his dedication, work ethic, and construction skills, demonstrating the qualities he displayed during the Academy. He transformed not only his own life but became an example of success and possibility for others.

Highlights of Regional Strategy and Programming

- Step Into STEM is a new half-day Career Awareness event developed for 4th-grade students that Step Into STEM is a new half-day Career Explore event developed for 4th-grade students that includes hands-on activities led by students currently enrolled in one of the region’s postsecondary STEM career pathways. The pilot event at Central Washington University allowed participating 4th graders the chance to explore STEM career pathways and experience a university campus first-hand.
- The South Central CCW Regional Network's Career Academy builds upon Career Explore events, offering a 6-10 week Career Prep opportunity with industry training, employability skills, and hands-on experience for in-school and out-of-school youth. Three programs were offered in 2023, providing resources, wrap-around services, industry credentials, and connections for a competitive edge on the career pathway.

Progress of Regional Equity Efforts

- In 2023, the South Central CCW Regional Network obtained funding for a Career Readiness Coordinator & a Migrant Career Readiness Coordinator. They engage students, families, schools, and partners to raise awareness about post-secondary credentials and pathways. Both are bi-lingual and from the community, providing a unique insight to support regional youth. They've increased collaboration with student and community-based organizations.
- The Career Readiness Coordinators, in partnership with Migrant Parent Advisory Councils, share with parents their personal journeys in the educational systems and the pathway to their chosen careers. This summer, they implemented a 7-week postsecondary pathways program for Spanish-speaking families in partnership with La Casa Hogar. The topics highlighted included the importance of family education goals, parent engagement at school, financial aid, student support programs, and much more.

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
Career Launch	Manufacturing Career Launch	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 Launch	Computer and Software Technician (CAST) Program	Computing for All
Registered Apprenticeship	Supply Chain & Logistics, Registered Apprenticeship	Aerospace Joint Apprenticeship Council

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

Type	Name	Builder
Career Prep	Youth Engaged in Sustainable Systems	Pacific Education Institute
Career Launch	Viticulture & Enology Program (V&E)	Washington State University

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

1,830 total enrollees in regional Career Launch opportunities (*Fall 2022 - Summer 2023*)

7 program builders provided grants to expand or develop **9** career connected learning programs in IT, construction, advanced manufacturing, health care and manufacturing

2 Career Explore programs

1 Registered Apprenticeship Career Launch program

3 Career Prep programs

16 Career Launch programs

\$ 3,963,353 total funding administered for CCW programming in region

\$ 1,451,935 for program development in high-priority industries

\$ 1,786,000 for Career Launch instructional FTEs and equipment

\$ 725,418 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

Career Connect Southwest's work to support our region's 30 school districts to develop and expand high-quality CTE and CCL programs has led to the creation of the Southwest Washington Rural CTE Cooperative. That cooperative of 12 rural and remote school districts formed in 2022 with the goal of increasing CTE offerings and addressing a requirement for a computer science (CS) offering in every high school. Many of the small districts in the cooperative had never had CTE or CS courses to offer their students, growing the divide between the opportunities of rural and non-rural students in their access to high-demand and family-wage careers in their communities. With the support of Career Connect Southwest, the cooperative developed and implemented a plan to lead synchronous CTE courses in a hybrid setting so our region's students can learn from expert teachers and with distant peers from across Southwest Washington. The cooperative applied for and received Career Connect Washington's Program Builder funding to support the development and pilot of three new CTE courses in Computer Science, Careers in Education, and Information Technology with over 100 students enrolled in Fall 2023. The cooperative is already working toward expansion in the 24-25 school year with four additional CTE pathways that support students' access to careers that enrich themselves, their families, and their communities.

Highlights of Regional Strategy and Programming

- In 2022-23, Career Connect Southwest hosted eight "Sector Lead Alignment Meetings" with 8 of 10 of the Career Connect Washington Sector Leads. At those meetings, our local partners from K-12, post-secondary, and industry gathered to meet and hear the recommendations of the Sector Leads, to ask questions of the Sector

Leads and of each other, and to look for opportunities to align to the Sector Leads recommendations. From those meetings, many fruitful connections were made and partnerships were developed.

- Career Connect SW was asked by two of our regional advisories to take over convening and leading CTE General Advisory Committees on behalf of districts in their region. This allows us to be more efficient with our employer partners' time by sharing CTE data and program developments in a more concise format, as well as build the engagement of more employers in the region.

Progress of Regional Equity Efforts

- Our regional network supported Career Related Learning Experiences for over 7,000 students in Southwest Washington. Those experiences included flipped internships, work readiness trainings, financial aid family nights, worksite tours, and more, and were targeted at our region's most underserved students. More than 30% of the students our programs reached were identified as low income, and over 14% had an identified disability.
- Our Lo Que Sigue program (in English, "What's Next") brought Southwest Washington students who receive Migrant Education Services to 12 local employers at their worksites to learn about the career options available and the skills the students would need to develop to be successful in those careers. These students designed circuits at local semiconductor manufacturers, got a backstage tour of a local casino and resort, and so much more.

Career Launch Instructional FTE Grant Summary: Community & Technical Colleges

Career Launch Program	College	# FTEs	Funding amount
Semiconductors & Electronics	Clark	18	\$ 144,000
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
Pastry Baking	Clark	8	\$ 64,000

Career Launch Equipment Grant Summary: Community & Technical Colleges

Career Launch Program	College	Funding amount
Welding Tech	Clark	\$ 258,000
Cybersecurity BAS	Clark	\$ 363,000
Surveying Tech	Clark	\$ 116,000
Cuisine Management	Clark	\$ 123,000
Pastry Baking	Clark	\$ 334,000

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
Career Launch	Expand Semiconductor & Electronics Manufacturing Technician, Registered Apprenticeship	Workforce Southwest Washington
Career Explore	<u>Construct a Career</u>	Washington State Building and Construction Trades Council

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

Type	Name	Builder
Career Explore	Wahkiakum County 4-H	Washington State University
Registered Apprenticeship	Youth Apprenticeship	Aerospace Joint Apprenticeship Committee
Career Prep	The Machinists Institute Career Accelerator	Machinists Institute
Career Prep	Pathways to Teacher Education	Pacific Education Institute
Career Prep	SW WA Rural CTE Cooperative	Trout Lake School District

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

1,214 total enrollees in regional Career Launch opportunities (*Fall 2022 - Summer 2023*)

8 program builders provided grants to expand or develop **10** career connected learning programs in automotive, IT, conservation, natural resources, construction and manufacturing

7 Career Prep programs

1 Registered Apprenticeship Career Launch programs

1 Career Launch program

1 Career Explore program

\$ 2,253,037 total funding administered for CCW programming in region

\$ 1,225,889 for program development in high-priority industries

\$ 335,000 for Career Launch instructional FTEs and equipment

\$ 692,148 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

Capital STEM Alliance team members connected with Joe Clark of Twin Transit at the Center of Excellence for Clean Energy sector intermediary convening in the summer of 2022. At this convening, Joe presented his plans for REVIT (Renewable Energy Vehicle & Infrastructure Technician Training Program) a program created after receiving a grant from the U.S. Department of Ecology.

Over the next few months, the team at Twin Transit worked closely with Capital STEM Alliance to strategize how a Career Connect Washington program builder grant could increase the impact of this program. Twin Transit's existing connections with K-12, post-secondary, and other clean energy employers and stakeholders became a strong advisory and planning committee. In December of 2022, Twin Transit submitted a proposal for Round 10 of the CCW program builder grants for a Career Prep program.

As a result of this awarded funding, the REVIT program continues to work closely with Centralia and Chehalis School District leadership and CTE teachers as well as the CTE department at Centralia College. Together, with professional curriculum design assistance, this group will create a pathway of high school CTE courses which focus on clean energy.

Though clean energy is an emerging sector, increased federal infrastructure funding has increased the demand for trained professionals in the field over the coming decade. Specifically, Lewis County, Washington will see this demand increase sharply with the arrival of several clean energy employers and the build of a hydrogen charging station.

REVIT seeks to pilot their first high school CTE course in the 2023-2024 school year at Centralia High School with new courses created to complete the pathway being added in the fall of 2024. Twin Transit will leverage heightened interest in the project among major employers like Toyota to create a strong sectoral partnership and provide future Career Launch opportunities for youth in Lewis County and across the state of Washington.

Highlights of Regional Strategy and Programming

Capital STEM Alliance has intentionally pursued community-educator-employer partnerships whose equity goals align with those of CCW. These include:

- Utilized grant funds from CCW to expand our impact on youth who are furthest from opportunity. We funded Career Explore and Career Prep pilot programs throughout the region, some of which went on to become CCW program builders. We worked with our community colleges to create endorsed Career Launch Registered Apprenticeships for BIPOC, rural, and remote youth. We encouraged organizations throughout the region to apply for grant funding to pilot potential Career Explore and Career Prep program builder projects that could be further developed with CCW funds.
- Joined the PacMtn Workforce Development Council's Board of Directors; produced the Capital STEM Alliance Impact Report; created a Program Builder Pilot Project slide deck for partner organizations to promote CCW opportunities supported by the regional network.
- Worked with our community colleges to create endorsed Career Launch Registered Apprenticeships for BIPOC, rural, and remote youth.

Progress of Regional Equity Efforts

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

- The Bridge Music Project (a community-based organization offering workshops throughout the region) hosted a series of workshops designed to prepare at-risk youth for a career within the music industry. These workshops targeted youth who are the furthest away from educational justice, including youth who have experienced homelessness, foster care, or incarceration. In collaboration with ESD113, The Bridge intentionally worked to include youth of color and those from low-income households. These workshops covered: Audio engineering, producing music for video games and film scores, and electronic music production. Professionals in the music industry led youth who are furthest from opportunity, including BIPOC youth, those who have experienced foster care, homelessness, or incarceration, through these workshops. The Bridge taught youth how music and songwriting can be used as tools to deal with life's challenges.
- Big Brothers Big Sisters of Southwest Washington conducted outreach activities at school districts in rural and remote communities, and those with a significant BIPOC and free and reduced lunch program population to recruit youth for mentorship in the Career Mentoring Explore program. BBBS provided low-income, BIPOC and other youth who are furthest from opportunity with a year-long, project-based program that consisted of an overview of all the different career opportunities in the architecture and construction industries. It provided youth a better idea of what degree options they could pursue, be it 2- 4-year undergrad degrees, or vocational and tech school programs. It provided youth with a better understanding of what it's like to work as a team to

complete a real life construction project, including designing, planning, permitting and regulations, engineering, contracting, electrical and plumbing, and more.

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
Welding Tech	Centralia	\$ 215,000

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
Registered Apprenticeship	Recreational Vehicle Service Technician Registered Apprenticeship	Independent Automotive Technicians Apprenticeship Committee
Career Prep	Business2Youth Construction Technology	Thurston County Chamber of Commerce
Career Prep	Business2Youth Advanced Manufacturing	Thurston County Chamber of Commerce

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

Type	Name	Builder
Career Launch	Information Technology	Mentor 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
Career Explore	STEAM into Tech	Big Brother Big Sisters of Southwest Washington
Career Prep	GRuB's Youth Agriculture	Garden-Raised Bounty
Career Prep	The Machinists Institute Career Accelerator	Machinists Institute
Career Prep	Renewable Energy Vehicle and Infrastructure Technician	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: Kimberly Hetrick (khetrick@oesd114.org)

Regional Accomplishments at a Glance

524 total enrollees in regional Career Launch opportunities (*Fall 2022 - Summer 2023*)

8 program builders provided grants to expand or develop **12** career connected learning programs in maritime, culinary arts, construction, conservation and natural resources, restoration ecology, health care, manufacturing, maritime renewable energy, and biotechnology

3 Career Explore programs

3 Career Prep programs

1 Career Launch programs

\$ 2,507,923 total funding administered for CCW programming in region

\$ 1,690,354 for program development in high-priority industries

\$ 160,000 for Career Launch instructional FTEs and equipment

\$ 657,569 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

West Sound STEM Network continues to convene high-demand cybersecurity partners. Career Explore and Career Prep, as well as outreach events, is a focus—especially to remote rural students and families on the Olympic Peninsula.

As a result of this work, Peninsula College (PC), West Sound STEM Network, and WWU Poulsbo Cyber Range collaborated to co-sponsor a Cyber Games Family Night at Peninsula College on April 21, 2023. The event included local school districts and the community at large. Over 160 participants came together to learn, eat, and network. Cybersecurity exploration included: Catch That Phish, Cybersecurity Careers info sessions, Cyber Threat Defender card game, E-sports team demonstrations, Exploring Encryption with Paint, Parental Controls and Securing your Personal Tech, Storytime STEM with Bee Bots, video gaming, and a panel discussion exploring developments in Artificial Intelligence. Industry leaders from Albright Studios, Jamestown S'Klallam Tribe, Pacific Northwest National Laboratory, Peninsula College, Suzy B Studios, and WWU Poulsbo Cyber Range were available to answer questions and provide information to the community. Community feedback was very positive, with community members pleased to have opportunities to explore their local college, engage in hands-on activities, and learn more about cybersecurity careers. Brian Kneidl, Associate Dean of Workforce Programs at Peninsula College said, "The event was a huge success, and I'm certain we made a lasting impression with members of our community and planted the seed of learning with a whole bunch of future PC students. Most of all, we educated them and showed them that Peninsula College is your first stop in exploring a career in cybersecurity and information technology."

Highlights of Regional Strategy and Programming

- A STEM Café, “Exploring Healthcare Career Pathways” was held in October 2022 and field trips were scheduled throughout Spring 2023. High school students in medical-related classes from North Kitsap and North Mason, and all the 7th grade science classes from North Mason Middle School were able to tour the facility, speak with professionals in multiple healthcare pathways, and participate in hands-on demos with commonly used medical equipment. Over 250 students from the two districts participated.
- WSSN began in-person STEM Like ME!SM (SLM) sessions to districts in 2022-2023. 1,436 students in 60 classes from Bainbridge Island, Bremerton, Brinnon, Central Kitsap, and Port Angeles school districts, as well as Chief Kitsap Academy and two local private schools, engaged in hands-on experiences with STEM mentors. SLM encourages students to “see themselves” in high-demand STEM careers and the role models represent a diverse group of STEM professionals working in Kitsap, Clallam, and Jefferson counties.
- WSSN staff partnered with Bainbridge Island School District’s to plan a first-time 7th grade career exploration day for over 260 students. WSSN recruited partners WWU Poulsbo Cyber Range and Graduate Strong to organize additional sessions for personal financial planning based on career exploration research and cybersecurity gaming and informational sessions. Students were scheduled to attend three sessions for the morning—STEM Like ME!SM deployed by WSSN, Welcome to Your Future, a financial planning exercise with Future Bound of Kitsap County, and a choice of a sessions exploring careers in cybersecurity through gaming or hands-on demos with the local SEIU.

Progress of Regional Equity Efforts

- Regional stakeholders regularly meet and center equity in career connected learning systems. For example, in April 2023, the West Sound STEM Network Regional Summit, "Pathways to the Future," explored "Building Pathways to the Future Through Innovation and Empowerment: Learning and Leading for Equity and Belonging," and "Removing Barriers and Building On-Ramps to Postsecondary Pathways." Regional leaders included, industry, school districts, higher education, tribal nations, government and military partners, OSPI, Washington STEM, Career Connect Washington, and elected officials. They gathered to share news, best practices, and discuss methods for partnering around the shared goal of creating coherent and accessible pathways to postsecondary access that lead to high-demand, high-wage jobs for the West Sound region.
- Regional leaders convened a West Sound STEM Network Regional Roundtable: "Diversity, Equity, Inclusion, and Belonging: Fostering Shared Rewards and a Culture of Belonging in Your Organization & Region" and, modeled after a statewide CCW convening, "Regional Convening of Workforce Initiatives and Career Pathways." Participants explored tools and resources to assess current DEIA within their organizations and understand how culture and team dynamics enable better leadership decisions at important junctures. The afternoon session, co- led by West Sound STEM Network, Olympic Workforce Development Council, and Olympic Educational Service District 114, focused on bringing regional partners in workforce development/career pathways together and aligning efforts to create equitable pathways for youth and adult learners in our communities.
- WSSN expanded its activities with Network member Chief Kitsap Academy by deploying STEM Like ME!SM for the first time in 2023 and connecting WWU Poulsbo Cyber Range with Chief Kitsap Academy’s CTE Coordinator to plan for their first-ever career exploration “cyber day” for students. Career exploration discussions highlighted the advantages of the IT sector’s gig-economy, which enables IT professionals to work remotely. This information is especially important for indigenous and remote rural youth looking to remain in their communities and still pursue family wage careers.

Career Launch Instructional FTE Grant Summary: Community & Technical Colleges

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

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
Career Launch	Makah Maritime Preparatory Program	Olympic Educational Service District
Career Launch	Construction Trades Career Launch	Olympic Educational Service District
Career Launch	Maritime Career Launch	Northwest Maritime Center
Career Launch	Cape Flattery Maritime Career Launch Program	Olympic Educational Service District
Career Explore	STEM + Manufacturing Career Explore	Seattle Goodwill Industries
Career Launch	Restoration Ecology Career Launch	San Juan Islands Conservation District
Career Launch	Expand Biotechnician Assistant Credentialing Exam	Washington State University - Spokane
Career Explore	Marine Renewable Energy Pathways	South Kitsap School District

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

Type	Name	Builder
Career Prep	Culinary Arts Career Preparatory Program	Olympic Educational Service District
Career Prep	Youth Engaged in Sustainable Systems (YESS)	Pacific Education Institute
Career Prep	Real World Readiness	Northwest Maritime Center
Career Explore	Jefferson Healthcare Career Explore	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

7,521 total enrollees in regional Career Launch opportunities (*Fall 2022 - Summer 2023*)

31 program builders provided grants to expand or develop **48** 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

12 Career Prep programs

11 Registered Apprenticeship Career Launch programs

36 Career Launch programs

\$ 11,045,936 total funding administered for CCW programming in region

\$ 7,634,313 for program development in high-priority industries

\$ 2,272,000 for Career Launch instructional FTEs and equipment

\$ 1,139,623 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

Sawhorse Revolution is one of more than 50 program builders supported by King & Pierce Regional Network. Program Builders collaborate with industry, schools, and other partners to develop equity-centered career connected learning programs that impact the lives of young people within our region.

Alan joined his first Sawhorse Revolution program in the summer of 2021, pursuing his interest in architecture and hands-on crafts. Alan joined two consecutive programs - the first was building a new garden tool shed for Danny Woo Community Garden in which he learned home-remodeling skills, electrical wiring and plumbing, and even cabinet-making. He returned in the summer of 2022 as a peer mentor working on a new two-building headquarters for Deaf Spotlight, and helped guide Sawhorse's first-ever Boat-Building program. Having graduated high school in spring 2022, Alan is currently considering career paths, with carpentry and architecture being his two top choices.

Speaking about his many programs at Sawhorse Revolution, Alan said:

"Sawhorse Revolution in the last year has had a bigger influence on my life than I would have ever imagined when I first joined them. From literally creating a new passion in me to altering my whole career path, Sawhorse bestowed a new sense of confidence, knowledge, and skills in me that will benefit me for the rest of my life. Even if I decide to not go into construction for my career, the friends I made, and the experiences I had at Sawhorse will stick with me for a long time."

Highlights of Regional Strategy and Programs

- Our BIPOC-led Regional Advisory Council of CEOs from Partner in Employment, Asia Pacific Cultural Center, El Centro de la Raza, Urban League of Seattle, United Tribes of All Indians, and Palmer Scholars have helped center community voice, advise on system issues, and expand opportunities to equitably scale career connected learning.
- Collaborated with Challenge Seattle, Washington Alliance for Better Schools, Workforce Central, Workforce Development Council Seattle-King County, College Success Foundation, Tacoma, Highline, Kent, Renton, and Seattle school districts, and CCW industry sector leaders to develop at-scale partnership frameworks for Career Explore and Career Prep, resulting in more than 1,600 high school students furthest from opportunity participating in Career Tours with more than 40 employers in Pierce and King Counties in our pilot year.
- Developed and supported a network of more than 50 Program Builders who are engaged in developing career connected learning programs, including We Train WA, Tacoma Public Schools/Multicare, Skills Inc./Clover Park Technical College, Machinist Institute, AJAC, College Success Foundation, Renton Innovation Zone Partnership, Sawhorse Revolution, Eat on the Wild Side, Highline School District, and Mentors in Tech.

Progress of Regional Equity Efforts

- Working with schools and existing programs like Washington Alliance for Better Schools' Natural Leaders (BIPOC, immigrant, and refugee parents), the Regional Network has engaged with advisory groups of students and families to better inform its strategy to ensure all young people can have access to culturally relevant career connected learning opportunities.
- We expanded on our BIPOC-led Regional Advisory Council by convening our first BIPOC Leadership Summit for Career Connected Learning to broaden our engagement with organizations with deep ties to community. We also grew the number of women and BIPOC-led program builders supported.

Career Launch Instructional FTE Grant Summary: Community & Technical Colleges

Career Launch Program	College	# FTEs	Funding amount
HVAC/Refrigeration	Clover Park	25	\$ 200,000
Ironworkers Apprenticeship	North Seattle	29	\$ 232,000
Carpentry Apprenticeship	Renton	20	\$ 160,000
Concrete Finishers Apprenticeship	South Seattle	12	\$ 96,000
Medical Assistant Apprenticeship	Clover Park	11	\$ 88,000
Pharmacy Technician Apprenticeship	North Seattle	15	\$ 120,000
Automotive-GM	Shoreline	12	\$ 96,000
Automotive-Toyota	Shoreline	10	\$ 80,000
IT BAS	Green River	26	\$ 208,000

Honda	Shoreline	15	\$ 120,000
Mopar	Shoreline	18	\$ 144,000
Biotech and Manufacturing	Shoreline	10	\$ 80,000

Career Launch Equipment Grant Summary: Community & Technical Colleges

Career Launch Program	College	Funding amount
Honda	Shoreline	\$ 127,000
Mopar	Shoreline	\$ 134,000
Biotech and Manufacturing	Shoreline	\$ 184,000
Sprinkler Fitter	South Seattle	\$ 203,000

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
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
Registered Apprenticeship	General Service Technician; Master Service Technician, Registered Apprenticeship	Independent Automotive Technicians Apprenticeship Committee
Registered Apprenticeship	Central Sterile Processing & Pharmacy Tech, Registered Apprenticeship	The Training Fund (SEIU)
Registered Apprenticeship	Medical Assistant, Registered Apprenticeship	The Training Fund (SEIU)
Registered Apprenticeship	Expand The Certified Healthcare Environmental Services Technician (CHEST)	The Training Fund (SEIU)
Career Launch	IT Career Launch	Washington Alliance for Better Schools
Career Launch	The Next Move Nursing	Element of Education Partners
Career Launch	Career Connect Tech	Washington Commission on Hispanic Affairs
Career Launch	Extended Reality	Seattle Colleges
Career Prep	Automotive Machining	Seattle Jobs Initiative
Career Launch	Biomanufacturing Career Launch	Shoreline Community College

Career Launch	Healthcare Career Launch	Washington Alliance for Better Schools
Registered Apprenticeship	Expand Advanced Manufacturing Registered Apprenticeship	Aerospace Joint Apprenticeship Council
Career Launch	Cyber Security Technician Career Launch	Computing for All
Registered Apprenticeship	Supply CHain & Logistics Registered Apprenticeship	Aerospace Machinists Joint Training Committee
Career Launch	Cloud Computing Career Launch	Computing for All
Career Prep	Accounting, Finance, Marketing	Degrees of Change
Career Prep	Engineering, Audio, Visual Technology, Education	Elements of Education Partners
Registered Apprenticeship	Automotive Service Advisor, Registered Apprenticeship	Independent Automotive Technicians Apprenticeship Committee
Registered Apprenticeship	Recreational Vehicle Service Technician, Registered Apprenticeship	Independent Automotive Technicians Apprenticeship Committee
Career Launch	Data Analyst	Quantalogica
Career Launch	Teacher Preparation Career Launch	Seattle Central College
Career Explore	Health Industry Leadership Table Career Explore	Washington Alliance for Better Schools
Career Explore	Construct a Career	Washington State Building and Construction Trades Council
Career Launch	Expand Biotechnician Assistant Credentialing Exam	Washington State University - Spokane
Registered Apprenticeship	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	Expand Automotive Machining	Seattle Jobs Initiative
Career Prep	Renewable Energy Pathways	South Kitsap School District
Career Launch	Nursing Pathway	Washington Alliance for Better Schools

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

Type	Name	Builder
Career Prep	Youth Engaged in Sustainable Systems (YESS)	Pacific Education Institute

Career Launch	Lab Technician	Washington Alliance for Better Schools
Career Prep	Youth Maritime Collaborative (YMC) Program	Washington Maritime Blue
Registered Apprenticeship	Expand Inbreaker Apprenticeship	Eat on the Wild Side
Career Launch	Academic for Rising Educators (ARE)	Northwest Education Access
Career Prep	Career Connected Learning Pathways of Opportunity Youth	Pacific Education Institute
Career Explore	Riz Summer Learning	Renton Innovation Zone
Career Prep	The Rainier Beach Build	Sawhorse Revolution
Career Launch	Cybersecurity Career Launch	Washington Alliance for Better Schools
Registered Apprenticeship	Fishmonger Registered Apprenticeship	WeTrain Washington
Career Launch	Healthcare Careers Academy	Tacoma School District No.10
Career Prep	Boat Build Program	Sawhorse Revolution
Career Prep	MyCSF Pathway Builder	College Success Foundation
Career Explore	Interactive Job Shadow	Washington Alliance for Better Schools
Career Explore	Codeday	Student Research and Development
Career Explore	7th Grade Introduction to Regional Career Pathways	Highline School District 401

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

1,635 total enrollees in regional Career Launch opportunities (*Fall 2022 - Summer 2023*)

6 program builders provided grants to expand or develop **7** career connected learning programs in IT, automotive, maritime renewable energy, education, and viticulture

1 Career Prep program

1 Career Explore program

1 Registered Apprenticeship Career Launch programs

17 Career Launch programs

\$ 1,898,326 total funding administered for CCW programming in region

\$ 1,204,466 for program development in high-priority industries

\$ 693,860 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

Career Launch Endorsed Teaching Bridge program signs first cohort of students for career connected learning pathway

Seven high school seniors from the Kennewick School District (KSD) signed commitment letters to attend Washington State University (WSU) Tri-Cities to earn their teaching degree while also working part-time for the Kennewick School District as substitute paraeducators. The Career Launch Teaching Bridge program is the first program of its kind in the state that focuses on a partnership between a school district and a 4-year university to provide a career connected learning pathway from high school to college for students interested in careers in education.

Teaching Bridge provides the next step in a career development pathway by eliminating the two-year gap between high school graduation and entering the teacher preparation program in the WSU Tri-Cities College of Education. Students who participate in the program will:

- Have support during the college application and financial aid process.
- Gain early admission to WSU Tri-Cities.
- Participate in paid cooperative internships in local school districts.
- Learn as a cohort.
- Access mentorship opportunities.

- Get a jump start on teaching careers.

At the end of the two-year program, students are prepared to apply to the WSU Tri-Cities Bachelor of Arts in Education program to complete the requirements for Washington State certification in Elementary Education and an add-on endorsement in Special Education, English Language Learners, or Bilingual Education.

Highlights of Regional Strategy and Programming

- The 4th annual Southeastern Washington Future Workforce Summit was convened in November 2022. Leaders and practitioners from business, education, labor, government, and community-based organizations met to learn about innovative strategies and solutions at national, regional, and local levels that pave the way from the classroom to high-demand, rewarding careers. A highly targeted approach was taken to engage rural counties within the Career Connect Southeast region.
- The Career Connect Southeast Council engaged in a two-generation approach to better engage students, out-of-school youth/young adults and families for credential attainment in rural communities, and ultimately, connection to local and regional workforce opportunities. A cornerstone of the strategy is to accelerate the CCW model in small rural districts, connecting K-12 students to Career Launch programs, including registered apprenticeships.

Progress of Regional Equity Efforts

- Prioritizing equity and educational justice, the STEM Like ME![®] Empower program was expanded to include a college campus experience tied to Career Launch options at Columbia Basin College. Local students furthest from opportunity and still weighing education pathways after high school engaged in a series of interactive experiences focused on top regional career options, including agriculture, technology & cyber security, manufacturing technology, and nuclear.
- The region’s smaller and rural school districts have majority low-income and/or minority student populations who must overcome challenges and limits to post-secondary options, including transportation, job opportunities, familial obligations, scholarships and financial-aid counseling, and the geographic distance of higher education and registered apprenticeship sites. This year, Career Connect Southeast actively convened diverse partners from rural and urban areas who are bringing innovative services together to address these challenges and inspire rural students to explore a plethora of credential opportunities within and beyond their communities. Partners serving Migrant and Hispanic communities surveyed families on their perceptions and ideas for addressing barriers to pursuing credentials; the feedback will inform partnership projects and approaches.

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
Career Launch	Cloud Computing	Computing for All
Registered Apprenticeship	General Service Technician & Master Service Technician Registered Apprenticeship	Independent Automotive Technicians Apprenticeship Committee

Career Launch	Career Connect Tech	Washington Commission on Hispanic Affairs
Career Explore	Renewable Energy Pathways	South Kitsap School District

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

Type	Name	Builder
Career Launch	Teaching Bridge	Washington State University
Career Launch	Viticulture & Enology Program (V&E)	Washington State University
Career Prep	High School to Highway CDL	Educational Service District 123

North Central (ESD 171)

Serving Chelan, Douglas, Grant and Okanogan counties

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

Network Director: Sue Kane (suek@ncesd.org); Aaron Parrott (aaronp@skillsource.org)

Career Connected Learning Coordinator: Sue Kane (suek@ncesd.org)

Regional Accomplishments at a Glance

574 total enrollees in regional Career Launch opportunities (*Fall 2022 - Summer 2023*)

8 program builders provided grants to expand or develop **14** career connected learning programs in IT, health care, aerospace, hospitality, veterinary, industrial technology, manufacturing, green economy, and sustainability

3 Career Prep programs

2 Career Explore programs

2 Registered Apprenticeship Career Launch programs

7 Career Launch programs

\$ 2,775,915 total funds administered for CCW programming in region

\$ 1,606,324 for program development in high-priority industries

\$ 410,000 for Career Launch instructional FTEs and equipment

\$ 759,591 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

In the fall of 2022, Western Washington University received endorsement for the Sustainability Fellowship Career Launch program in the Methow Valley. This program provides 20 students annually with credentials and paid work aligning sustainability and employability skills. The Colville Confederated tribes, the largest employer in Okanogan County, has been an integral part of the program development. Upon this initial success, WWU set out to build a foundational network of relationships with regional high schools across Okanogan County that can serve as an on-ramp to the program.

With support from OSPI, the regional CCW Network, North Central ESDs CCL Coordinator, and local CTE Directors, the project lead launched a community of practice centered around sustainability and local connections for career and technical education (CTE) courses in Okanogan County. Educators from various districts participated, focusing on integrating sustainability and Tribal sovereignty into CTE curriculum and building partnerships.

A key aim was identifying 21st-century skills related to sustainability and Tribal sovereignty, aligning them with employer demands, and strengthening local school district and CTE program connections with the Colville Confederated Tribes.

The community of practice accomplished these goals, and participants familiarized themselves with resources, establishing contacts for partnership and curriculum alignment, exploring innovative approaches to sustainability

integration, and deepening their implementation of place-based teaching in CTE pathways and impacting hundreds of youth across the county.

While long-term implications are unfolding, short-term gains include fostering meaningful connections among learning leaders, WWU, WVC, Colville Confederated Tribes, and others. The regional partners have just secured resources to develop a new Natural Resources Career Launch program with the Tribe in 2024.

Highlights of Regional Strategy and Programming

- The North Central Career Connect Washington Regional Network and Sector Lead Computing for All, joined Quincy School District, Big Bend Community College, Microsoft, and Sabey Data Centers, to build the Data Center Technician Career Launch program in Quincy, Washington. The program equips high school students with skills, credentials, and paid work experience for Data Center Technician roles, aimed to meet the local IT workforce demand. The program offers aligned classroom learning, internships with local data centers, and potential progression to an AA degree, providing a pathway to well-paying careers in the IT field.
- The Cascade Veterinary Clinic Registered Apprenticeship Program was approved in January after three years of development, thanks to program builder SkillSource and Cascade Veterinary Clinic. The program combines on-the-job training with higher education, providing participants with 40 hours of weekly hands-on learning, one-on-one mentoring from licensed professionals, and over 200 hours of classroom study. The program aims to address the shortage of licensed veterinary technicians by offering a structured apprenticeship, where participants can become licensed after completing a 6,000-hour training commitment and passing the Veterinary Technician National Examination (VTNE).
- Students in two of the K-8 school districts now have access to Career and Technical education programs to support their High School and Beyond Planning. With Support from the North Central ESD Career Connected Learning team, Orondo and Nespelem schools have submitted and received approval to offer students a CTE Career Choices Course in 8th grade.

Progress of Regional Equity Efforts

- A series of five regional, “Tech & Tiara” events provided hands-on, career and technology skills explorations for 588, 8th-grade female and non-binary students. The students were introduced to women in technology roles and experienced hands-on activities in coding, robotics, circuits and connected with high school computer science teachers in the district to learn about the next steps in their career path. The signature event used the Tiara, a culturally recognized symbol of femininity and power to empower young Latinas across the region to consider future career paths in technology.
- The NCW College and Career Expo events supported nearly 2,000 youth with connections to 285 representatives from college, career and workforce training programs in the fall of 2022. Three regional events added capacity to small, rural schools and served students from 100% of the comprehensive K-12 school districts in North Central Washington.

Career Launch Instructional FTE Grant Summary: Community & Technical Colleges

Career Launch Program	College	# FTEs	Funding amount
Engineering/Drafting	Wenatchee	8	\$ 64,000

Career Launch Equipment Grant Summary: Community & Technical Colleges

Career Launch Program	College	Funding amount
Engineering/Drafting	Wenatchee	\$ 346,000

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
Registered Apprenticeship	Expand Computer Technician Registered Apprenticeship	SkillSource
Career Launch	Aerospace Career Launch	SkillSource
Career Launch	Hospitality Career Launch	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

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

Type	Name	Builder
Career Prep	Youth in Community Health	Foundation for Youth Resiliency and Engagement
Career Prep	Sustainability Pathways Extension	Western Washington University
Career Explore	The Broadening Pipeline	Washington State University
Career Prep	The Central Washington Skills Accelerator	Gener8tor Management LLC
Career Explore	Washington Youth Arts Leadership	Washington State Arts Commission

Northwest (ESD 189)

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

Regional Network: Northwest Educational Service District 189, including NW Washington STEM and Snohomish STEM

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

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

Regional Accomplishments at a Glance

2,814 total enrollees in regional Career Launch opportunities (*Fall 2022 - Summer 2023*)

21 program builders provided grants to expand or develop **24** 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

2 Career Explore programs

2 Career Prep programs

2 Registered Apprenticeship Career Launch programs

9 Career Launch programs

\$ 5,277,391 total funding administered for CCW programming in region

\$ 3,393,065 for program development in high-priority industries

\$ 1,075,000 for Career Launch instructional FTEs and equipment

\$ 809,326 for Regional Network and Career Connected Learning Coordinator

Regional Impact Story

While post-secondary focus often turns to avenues encouraging college attendance, industries are increasingly looking into registered apprenticeships to increase opportunities to grow the workforce. In order to elevate additional economic avenues/post-secondary/job training pathways and economically viable opportunities for underserved populations, in April 2023 CCWNW led and facilitated the Washington Apprenticeship Vocational Education (WAVE) Tour highlighting construction apprenticeships.

More than 250 students attended with 89% of students reporting that they learned more about registered apprenticeships than they knew before and 59% of students opting in to be contacted after the event to learn more about regional registered apprenticeship opportunities. WAVE Tour attendance demographics indicate that 42% of attendees were BIPOC including 16% Hispanic, 13% Native American/Alaskan Native, 8% Multiple Races, 3% Asian/Pacific Islander, and 1% were African American/Black. Additionally, according to the Washington State Apprenticeship & Training Council quarterly report (2022), women make up 51% of the overall workforce, but only 5% or 6% work in the construction trades industry. Attendee gender demographics indicate that 16% of the students were female, significantly higher than the construction industry average.

Highlights of Regional Strategy and Programming

- Convened multi-organization meetings to discuss coordinated and connected career pathways at elementary, secondary, and post-secondary stages. This led to the expansion of aligned, regional CTE Dual Credit articulations in regional school districts. Additional Program Builder grant awardees in the region are also aligning with other existing programs to create regional career pathways.
- Organized and facilitated regional Inclusive High School and Beyond community of practice. Kicking off with a professional development event in May 2023, over 100 high school counselors, teachers, CTE directors, principals, migrant specialists, graduation specialists, and community organization leaders came together to learn about the components of the High School and Beyond Plan, new legislation passed in the 2023 session, as well as graduation pathways, requirements, and the career connected learning continuum. Through collaboration between educators and community organization staff, equitable practices, strategies, and effective approaches to support students in creating their High School and Beyond Plans were explored. Specific sessions were held to support our most marginalized students, including migrant youth. Speakers from OSPI, SBE and Washington STEM spoke as well as breakout sessions to take a deeper dive into specific topics related to graduation.
- Recruited and supported 43 CCW Program Builders with 17 successful applicants, bringing approximately \$2.6 million to support career connected learning in the region.

Progress of Regional Equity Efforts

- Regional equity seed funding supported a variety of equity efforts in career pathways through community based organizations. CCWNW prioritized supporting and bolstering four community based organizations (Boys & Girls Clubs of Snohomish County, FuturesNW, Children of the Valley, and Foundation for Academic Endeavors) who work with underserved populations including students of color, Indigenous students, low-income students, rural students, and students with disabilities, through both funding and finding additional resources to reach the communities that need it most. CCWNW has been able to assist two of these organizations in leveraging this work to apply for and be awarded CCW program builder grants, resulting in scaling projects and an additional \$300k+ toward these efforts with our regional students; a third application has been submitted in Program Builder Round 11.
- As a part of Northwest’s equity strategy, community college deans and Career and Technical Education directors in three counties have been convened to discuss CTE dual credit opportunities and other strategies to offer CTE courses aligned with high wage, high demand post-secondary programming in identified industry sectors. CTE dual credit articulations also expanded to smaller and/or rural districts with less resources, increasing the offering of CTE Dual Credit to additional students countywide.

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

Career Launch Equipment Grant Summary: Community & Technical Colleges

Career Launch Program	College	Funding amount
Firefighters	Everett	\$ 836,000
Software Development	Whatcom	\$ 79,000

Summary of Grant-funded CCW Programs: Programs Developed

Type	Name	Builder
Career Launch	Career Connect Tech	Washington Commission on Hispanic Affairs
Career Launch	Maritime Career Launch	Northwest Maritime Center
Career Launch	Software Development	Whatcom Community College
Career Launch	Information Technology	Whatcom Community College
Career Launch	Restoration Ecology	San Juan Islands Conservation District
Registered Apprenticeship	Supply Chain & Logistics Registered Apprenticeship	Aerospace Machinists Joint Training Committee
Career Launch	Cloud Computing Career	Computing for All
Career Launch	Data Analyst	Quantalogica
Career Launch	Restoration Ecology	San Juan Islands Conservation District
Career Launch	Manufacturing Technology	Skagit Valley College
Career Launch	Health Industry Leadership Table Career Launch	Washington Alliance for Better Schools
Career Launch	Behavioral Health	Whatcom Community College
Career Launch	Information Technology	Mentors in Tech
Career Launch	Biotechnology	Shoreline Community College
Career Launch	Restoration and Education Certificate Pathways	Nooksack Salmon Enhancement Association
Career Launch	Education & Social Services	Vamos Outdoor Project

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

Type	Name	Builder
Career Launch	Tomorrow's Hope Child Development Center Training Academy	HopeWorks Social Enterprises
Career Explore	Learning with Leaders	Northwest Alliance for College Access

Career Prep	Youth Engaged in Sustainable Systems (YESS)	Pacific Education Institute
Registered Apprenticeship	Northwest Maritime Apprenticeship	Whatcom Working Waterfront Foundation
Career Prep	The FAE Summer Internship	Foundation for Academic Endeavors
Career Explore	Garden of the Salish	Pacific Shellfish Institute
Career Launch	The Salish Sea Guardians	San Juan Islands Conservation District
Career Launch	Cybersecurity Career Launch	Washington Alliance for Better Schools

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)	Kimberly Hetrick (khetrick@oesd114.org)
King & Pierce (ESD 121)	Washington Alliance for Better Schools	John Bonner (john@wabsalliance.org)	Walter Jackson (wjackson@psed.org)
Mid-Columbia (ESD 123)	Washington State STEM Education Foundation; Mid-Columbia STEM Network	Debra Bowen (deb@STEMlearning.org)	James Kindle (jkindle@esd123.org)
North Central (ESD 171)	North Central Educational Service District 171; Apple STEM, in partnership with SkillSource	Sue Kane (suek@ncesd.org) Aaron Parrott (aaronp@skillsource.org)	Sue Kane (suek@ncesd.org)
Northwest (ESD 189)	Northwest Educational Service District 189; Snohomish STEM	Jenny Veltri (jveltri@nwesd.org) Alyssa Jackson (alyssaj@snohomishstem.org)	Sinead Fitzpatrick-Plagge (splagge@nwesd.org)

Appendix B: Sector Leaders

Sector	Sector Leader	Contact
Advanced Manufacturing & Aerospace	AWB Institute , in partnership with the Aerospace Futures Alliance	Samantha Kinnard (SamanthaK@awbinstitute.org)
Agriculture	https://agcenterofexcellence.com/	Devyn Meilleur (devyn.meilleur@wwcc.edu)
Clean Technology & Energy	CleanTech Alliance , in partnership with the Pacific NW Center of Excellence for Clean Energy	Mel Clark (mel@cleantechalliance.org)
Construction	AGC Education Foundation	Sarah Patterson (spatterson@agcwa.com)
Education	Professional Educator Standards Board (PESB) in partnership with Center for Strengthening the Teaching Profession	Lindsey Stevens, CSTP (lindsey@cstp-wa.org)
Finance	Washington Bankers Association	Duncan Taylor (duncan@wabankers.com)
Healthcare	SEIU Healthcare 1199NW Multi-Employer Training and Education Fund	Amy Barto (abarto@healthcarefund.org)
Information Technology & Cybersecurity	Computing for All	Alka Manchanda (alka@computingforall.org)
Life Sciences	https://lifesciencewa.org/	Srikant Iyer (srikant@lifesciencewa.org)
Maritime	NW Center of Excellence for Marine Manufacturing & Technology	Ann Avary (ann.avary@skagit.edu)

Role of Sector Leaders

More information on the Sector Leaders, including sector strategies and other materials, can be found on the CCW website (<https://careerconnectwa.org/sector-leaders/>).