

Career Connect Washington

2025 Legislative Report





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Legislative Report

2025

Background	2
Goal	2
Vision	2
Executive Summary	2
Accomplishments at a Glance	3
Program Highlights	4
Veterinary Technician Apprenticeship Program	4
LabLaunch	4
Regional Network & Career Connected Learning Coordinator Highlights	4
Capital	5
East	5
King & Pierce	6
Mid-Columbia	6
North Central	7
Northwest	7
South Central	8
Southwest	9
West Sound	9
Sector Leader Progress	10
Program Builder Progress	13
Employer Leadership	13
State Agency Progress	15
Tribal Liaison Highlights	16
Apprenticeship Building America	17
Pacific Northwest Ironworkers & Employers Apprenticeship & Training Trust	17
Whatcom Working Waterfront Foundation (WWWF)	17
Washington Jobs Initiative	18
Providence CNA Training Program	18
King County JumpStart	18
Appendices	19

Background

By 2032, Washington will see over 1.5 million job openings. 75 percent of those jobs will need a credential beyond high school. But while 86 percent of students say they want a college or career credential, only 40 percent are expected to finish one. Launched in 2019, Career Connect Washington (CCW) is working with schools, employers, and government to close this gap. The state already has strong apprenticeship and community college systems, dual credit and credential pathways, and innovative financial aid. CCW weaves these together to create seamless career-connected learning opportunities. CCW has already helped more than 9,000 young people complete Career Launch and Registered Apprenticeship programs. These programs prepare students for high-demand jobs and strengthen Washington's economy.

Goal

CCW aims to ensure that by the time students from the high school class of 2030 turn 30

- 100 percent of them complete Career Prep and Career Explore activities. 60 percent of them complete a Career Launch program.

Vision

Career-connected learning means:

1. Creating a statewide system so that every young adult in Washington has multiple pathways to a stable and rewarding future.
2. Partnering with employers to champion opportunities to prepare students for the jobs Washington needs.

Executive Summary

Over the past several years, Washington has built one of the most ambitious and innovative career-connected learning systems in the nation. This system is possible thanks to strong partnerships, investments, and infrastructure. Students are given equitable learning experiences and employers find skilled workers. Investments in programs, regional networks, and employer engagement have made it easier for students to move from school to high demand careers. CCW's Leadership Team focused on four priorities over the last year:

- **Aligning Credentials:** Setting statewide standards for Career Explore and Career Prep. Connecting credentials across K-12, higher education, and employers. And helping students easily move into high-demand careers.
- **Employer Engagement:** Supporting employers to make sure learning meets industry needs.
- **Equity and Accessibility:** Removing barriers to programs, especially for students from BIPOC and rural communities.
- **Targeted Funding:** Prioritizing funding for programs aligned with regional workforce and sector demands.

Each priority area saw significant progress and success. Below are just a few examples in these four areas.

- **Aligning Credentials**
 - CCW Sector Leaders from maritime, agriculture and natural resources, and construction created the MAC Welding and Fabrication framework in 2025. With support from community colleges and regional networks, the program offers accessible, adaptable welding training.
- **Employer Engagement**
 - CCW produced two employer spotlight stories and toolkits featuring innovative learning programs. These pieces showcase best practices for employers
 - The [Vet Tech Registered Apprenticeship](#), supported by employer Cascade Veterinary Clinics.
 - The [LabLaunch](#) program, supported by employer Fred Hutchinson Cancer Center.
- **Equity and Accessibility**
 - Career Connect Southeast, the Mid-Columbia regional network, put lessons learned into practice by making its 3rd annual Youth Summit more inclusive. They provided bus transportation, meals, and snacks for students in rural and low-income districts. They also offered a parent session in Spanish at Columbia Basin College.
- **Targeted Funding**
 - CCW redesigned the application process for program builder grant funding based on feedback. The new process is more equitable, predictable, and responsive. It is also shorter, multi-phased, and allows accepted applications to remain active for two years. Regional Networks and Sector Leaders also help align projects with workforce priorities. Technical assistance is available to strengthen proposals.

Accomplishments at a Glance

- 15,625 Career Launch enrollments (Fall 2024 – Spring 2025).
- 83 percent are in Registered Apprenticeships.
- 10,538 Career Launch completions since 2019.
- 8.5 percent increase from 2024.
- 120 new Career Launch programs endorsed since 2019.

Dive deeper on our [Career Launch Student Outcomes Dashboard](#).

Regional accomplishments in [Appendix A](#).

Program Highlights

CCW Program Builders across Washington build new programs and expand existing ones to create clear pathways for students to high-demand careers. Below are just two examples of the many programs created last year.

Veterinary Technician Apprenticeship Program

Demand for licensed veterinary technicians (LVTs) in Washington is projected to grow nearly 30 percent by 2032, yet current graduates meet only about a quarter of this need, with limited training options in regions like North Central Washington. To address this gap, Cascade Veterinary Clinics (CVC) created the nation's first employer-sponsored registered LVT apprenticeship, later adding a one-year veterinary assistant apprenticeship for individuals as young as 16. Supported by a CCW grant, CVC hired a full-time apprenticeship coordinator and developed a replicable program combining 6,000 hours of on-the-job training with 766 hours of instruction, preparing apprentices for the national LVT licensing exam and a range of career opportunities. This innovative approach provides a reliable pipeline of skilled veterinary professionals while expanding access to rewarding, living-wage careers statewide.

LabLaunch

Lab technicians are in high demand in Washington's growing life sciences sector, which employs over 46,000 people and saw 14 percent job growth from 2020 to 2022. To address workforce needs, Fred Hutchinson Cancer Center partnered with Washington Alliance for Better Schools and Shoreline Community College to create LabLaunch, an accelerated certificate program funded by a \$182,000 Career Connect Washington grant. Through Running Start, high school seniors complete college coursework, gain hands-on experience in a paid summer internship at Fred Hutch, and finish with an additional year of academic training, earning a certificate and guaranteed interview. LabLaunch provides a direct pathway into entry-level lab tech roles, supplying employers with skilled, work-ready candidates.

Regional Network & Career Connected Learning Coordinator Highlights

Washington's nine regional networks and Career Connected Learning Coordinators (CCLCs), based in the state's Educational Service Districts, provide the backbone for career pathways by aligning schools, colleges, and employers into a coherent statewide system. Their coordinated infrastructure expands access to high-quality programs, ensures students in rural, tribal, and underserved communities benefit equitably, and connects employers to pipelines of skilled talent. Investments in this model pay dividends: this backbone capacity makes every successful regional program possible, which turns one-time grants into sustainable, scalable initiatives and strengthens the case for continued funding. Below are examples of high-quality programs from each region. For more information on each region, please see [Appendix A](#).

Capital

Featured Program: Construction Try-A-Trade (Career Explore)

The event provided high school juniors, seniors, and Open Doors and Gravity youth with hands-on activities and recruitment in 18 construction and related trades that offer apprenticeships. Students gained first-hand knowledge of on-the-job duties in various occupations, while having fun bending conduit, laying a concrete foundation, building a toolbox, and many other activities.

Outcomes:

- Over 1,100 youth ages 16-21 participated in the one-day event.
- 25 high schools from six rural counties within ESD113 and ESD112 attended.
- "I like having the opportunity to meet with all of the companies there, discuss their work, and see examples of some of it." - High school student participant.

Key Partners:

- Industry: 18 construction trades, including boilermakers, electricians, ironworks, and others.
- Labor: Local labor and apprenticeship organizations.
- Other: ESD 113, Thurston County Chamber of Commerce, and Timberland Regional Library.

Barriers Addressed: Food and nutrition for students during the event, volunteer training day, participant data collection.

East

Featured Program: KSPS PBS Media Makers (Career Prep)

A yearlong paid internship for high school juniors and seniors—especially from rural, low-income, BIPOC, and LGBTQ+ communities—in Colville and Deer Park. Interns engaged in hands-on media production, earned high school credit while working 10 hours per week, built professional portfolios, and received mentorship which translated to employment outcomes.

Outcomes:

- Nearly 40 percent of alumni surveyed reported securing jobs and many have continued their education in film, media, or related college programs.
- "The KSPS PBS Media Makers internship gave me insight into the technical world of video production. I learned how to take a project from an idea to a final product with the help of a team. Additionally, this paid internship offered clarity to the kind of work I want to pursue in the future. I hope to utilize my new skillset in the healthcare field." - Kallie Dallman, Colville High School Media Makers Intern

Key Partners:

- K-12: Colville High School, Deer Park High School.

- Industry: KHQ, Purple Crayon Films, Spokane Film Projects.
- Others: NEWESD 101, Career Connect Northeast, Greater Spokane Incorporated, Spokane Workforce Council, Eastern Washington Partnership WDC.

Barriers Addressed: Offered paid internships, flexible scheduling, creative application options, and ongoing mentorship.

Best Practices: Industry-relevant skills, Universal Design for Learning, strong student voice, and community collaboration.

King & Pierce

Featured Program: Sound Careers in Healthcare (SCIH) Pathway (Career Explore)

SCIH is a large-scale healthcare career exploration event that connects high school students with healthcare professionals through hands-on activities, conversations, and guided experiences. The 2025 event was held at Seattle Center. Pre- and post-event classroom activities, a ‘next step’ strategy, and postsecondary visits helped students translate their excitement and learning from the event into a concrete next step toward a decision on a healthcare career path.

Outcomes:

- Nearly 700 11th and 12th-grade students from 27 high schools participated.
- Of the student participants:
 - 72 percent identified as BIPOC.
 - 99 percent became more aware of healthcare careers.
 - 78 percent were more likely to pursue a healthcare career.
 - 85 percent took an actionable next step (e.g., program visits, internships, coursework).

Key Partners:

- Healthcare Industry Leadership Table (HILT), Washington Alliance for Better Schools, and King-Pierce Regional Network.
- 62 employers and college partners: Providence Swedish, Seattle Children’s, UW, Kaiser Permanente, and more.

Barriers Addressed: South King County school districts and colleges developed and piloted college transition strategies for BIPOC and low-income students participating in SCIH, including planning college visits to college healthcare programs.

Mid-Columbia

Featured Program: CBC Youth Summit for Kiona-Benton City Migrant Students (Career Explore)

This summit was a collaborative effort with Columbia Basin College (CBC), introducing more than 60 migrant students to career and educational opportunities in agriculture and natural resources. This year’s event highlighted degrees, certificates, and apprenticeship pathways. The event included industry

engagement, hands-on activities, student panels, and a pre-event parent session in Spanish. It addressed barriers around access and awareness, particularly for rural, low-income, and multilingual communities.

Outcomes:

- Significant increase in student enrollment at Washington State University Tri-Cities and Columbia Basin College from Kiona-Benton City.
- Stronger postsecondary aspirations among migrant youth.

Best Practices: Use of MESA near-peer mentors, bilingual family engagement, pre-arranged transportation, and food.

North Central

Featured Program: Behavioral Health Career Launch – Thriving Together NCW

Addresses the shortage of behavioral health professionals in rural North Central Washington by aligning K-12 and postsecondary pathways. This program is a partnership with Wenatchee Valley College (WVC) and Big Bend Community College (BBCC), offering a co-branded Bachelor of Applied Science (BAS) degree in Behavioral Health. It is an endorsed Career Launch program.

Outcomes:

- The program features a K-12 Certified Peer Counselor credential and 2+2 associate and bachelor's pathway.
- The first cohort starts fall 2025 and it is fully enrolled with a waitlist.

Partners: Wenatchee Valley College, Big Bend Community College, Thriving Together NCW, North Central Regional CCW Network, and Apple STEM Network.

Best Practices: Co-designed curricula with employers and colleges; outreach to rural, bilingual, and first-gen student;; regional articulation; and faculty development.

Barriers Addressed: Rural access to four-year programs, limited college capacity, geographic and transportation hurdles.

Northwest

Featured Program: ECHO TourSM – Exploring Careers & Healthcare Opportunities (Career Explore)

A multi-site, immersive healthcare career event hosted at regional community colleges (Everett Community College, Skagit Valley College, Whatcom Community College). Students engaged in hands-on experiences and learned directly from healthcare professionals, enhancing awareness of healthcare careers and educational pathways.

Outcomes:

- Three college sites: Everett Community College, Skagit Valley College, and Whatcom Community College.
- 34 schools and programs participated across three sites.
- Counties represented: Island, San Juan, Skagit, Snohomish, and Whatcom.
- Students: 477.

Key Partners:

- Industry: 18 health industry organizations, including Catholic Community Services, Compass Health, Mukilteo Memory Care, PeaceHealth, Puget Sound Kidney Centers, Skagit County Health and Community Services, and Skagit Regional Health.
- Education: Edmonds College, Everett Community College, Skagit Valley College, Western Washington University, Whatcom Community College, and the University of Washington Bothell.
- Key Collaborators: Area Health Education Center for Western Washington (AHECWW), Economic Alliance Snohomish County, Economic Development Alliance of Skagit County, Northwest Workforce Council, Port of Bellingham, Skagit Population Health Trust, Snohomish STEM, and Whatcom County Community and Health Services.

Best Practices: Regionally-coordinated, high-impact experience, partnering with economic development organizations, and hosting at college campuses.

Barriers Addressed: Rural access, time and capacity constraints of K-12.

South Central

Featured Program: Career Academy (Career Prep)

The Career Academy is a short-term, high-impact training model designed to address regional workforce needs while closing opportunity gaps for students, particularly from rural, tribal, and low-income backgrounds. Cohorts last 6–8 weeks. It provides hands-on training by industry-certified instructors. And it culminates in an industry-recognized credential. Programs include pharmacy tech, construction, culinary arts, and emergency communications.

Outcomes:

- Three academies were delivered, offering 3–4 programs each.
- 100 students served across Grant, Yakima, and Kittitas counties.

Locations: Perry Tech, YVC, State Fair Park, and others.

Key Partners:

- K–12: Regional school districts, Migrant Education, Open Doors, and CTE advisory groups.
- Postsecondary: Yakima Valley College, Perry Technical Institute, AJAC, and ANEW.

- Industry: SCW, AGC, YCDA, SEIU 1199W, OIC, Habitat for Humanity, and Home Builders Assoc.

Barriers Addressed:

- Transportation, child care, food insecurity, and language access.
- Provided wrap-around supports like resume coaching, job readiness, and mentorship.

Southwest

Featured Program: WSUV Wahkiakum Extension 4H (Career Explore)

A unique early learning model for rural K–5 students in Wahkiakum and Naselle-Grays River SDs, this program delivers STEM and career learning through robotics, industry field trips, and guest speakers. Teachers receive training and classroom kits. It promotes early awareness, hands-on learning, and inclusivity, particularly supporting students with learning differences.

Outcomes:

- 584 student participants.
- “The connection is priceless... building 21st century learning connections to career pathways.” – 5th Grade Teacher

Barriers Overcome: Rural access, transportation funding gaps.

Best Practices: Integration into curriculum, strong mentor presence, and inclusive supports.

West Sound

Featured Program: Career Exploration with Virginia Mason Franciscan Health (VMFH) (Career Explore)

Since 2021, the partnership with VMFH has evolved into a regionally scaled healthcare education pipeline offering immersive field trips, live surgery observations, guest speakers, and aligned professional development for teachers. A four-year regional contract launching in Fall 2025 will extend access to middle and high schools across six districts.

Outcomes:

- Over 1,900 students have participated.
- Students received hands-on exposure to medical careers and met OSPI CTE work-based learning requirements.

Key Partners:

- Industry: Virginia Mason Franciscan Health NW Family Medicine Residency Clinic and St Michael Medical Center.
- K-12: North Mason School District, South Kitsap School District, Bremerton School District, Central Kitsap School District, North Kitsap School District, and Bainbridge Island School District.

Best Practices: Centralized contact for industry, curriculum-aligned experiences.

Barriers Addressed: Reduced paperwork, streamlined compliance (e.g., immunizations), increased access for underserved students, resulting in increased slots for students.

Additional details about the Regional Networks can be found in [Appendix A](#) and on the [CCW Regional Partners Website](#).



Sector Leader Progress

In 2021, CCW engaged both small and large businesses to understand workforce development needs, experiences with career-connected learning, and how CCW could help scale solutions. The research revealed that Washington employers faced challenges in recruiting skilled talent and in maintaining a diverse workforce. Employers highlighted the need for sector-wide collaboration, indicating that individual employers too often shoulder the significant responsibility of creating “one-off” programs.

In response, ESD conducted research and issued grants to 10 CCW Sector Leaders, with \$3 million in annual legislative funding to support their efforts. These grants aim to:

- Align employers on shared workforce needs and encourage the use of career connected learning programs as talent solutions.
- Scale successful career connected learning programs statewide to meet employer and student needs.
- Develop new Career Launch, Prep, and Explore programs to address workforce gaps.

- Provide a single resource for employer connections within each sector through regional networks and program builders.
- Standardize Career Launch as a business practice among employers.

In 2022-23, Sector Leaders made significant progress by engaging employers to co-create sector-specific strategies that identify high-priority opportunities. These strategies meet employer workforce needs by growing career-connected learning. They also began developing industry toolkits and resources for employers, laying the foundation for future initiatives to meet each sector's unique challenges and opportunities.

With these strategies as the foundation, Sector Leaders made significant progress during the 2024-25 period in scaling high-impact programs through facilitating partnerships with employers, regional networks, and K-12 and higher education partners. By leveraging trusted relationships with industry leaders and understanding the unique needs of each sector, Sector Leaders have played a critical role in advancing workforce development efforts that align education with employer demands. Examples include:

Implementing a cross-sector framework to support welding needs across the state

The maritime, construction, and agriculture and natural resources Sector Leaders partnered with industry employers to develop a cross-sector welding framework to address workforce shortages. Now under OSPI review and being integrated into CTC programs statewide, the framework equips students with industry-aligned welding skills for high-demand jobs and supports scaling a statewide model for welding education.

Life Science Partnership with Jubilant HollisterStier

The Life Science Sector Leader helped replicate Shoreline Community College's Biomanufacturing Career Launch at Spokane Community College to meet Jubilant HollisterStier's need for 200 new workers. Launched in 2025, the program adapts Shoreline's model to provide scalable, high-quality training for JHS and other regional employers.

Integrating finance coursework into CTE Programming

The Finance Sector Leader used employer feedback to develop new CTE coursework aligned with OSPI standards, creating a scalable, industry-recognized credential for K-12 students now being introduced in schools and college programs statewide.

Addressing rural healthcare staffing shortages

The Healthcare Sector Leader helped Jefferson Healthcare and Olympic College launch Career Prep programs for Care Team Specialists and Surgical Technologists, combining paid training with coursework to address rural staffing needs and build a sustainable local healthcare workforce.



Expanding clean energy career pathways in King County

The Clean Tech & Energy Sector Leader helped launch JumpStart King County, a CCW-funded program preparing BIPOC youth for clean energy careers through technical training and 240 hours of paid work experience, with many hired after completion. Building on its success, the program plans to expand to more clean energy roles and regions statewide.

Building an Industry Coalition to address AI education and training needs

The IT & Cybersecurity Sector Leader formed an Industry Advisory Committee co-led by WTIA and AWS to address IT and cybersecurity workforce needs, focusing on AI, and strengthening collaboration between industry and education as demand for AI skills grows.

Launching a Paraeducator-to-Teacher pathway to diversify the education workforce

Launched ElevateEd, a Paraeducator-to-Teacher pathway led by Puget Sound ESD with Highline College and local districts. Starting fall 2025, about 25 paraeducators will earn a BAS and K-8 certification while working, creating a sustainable, diverse teacher pipeline.

Developing Agriculture Literacy Framework

The Agriculture & Natural Resources Sector Leader helped develop an Agriculture Literacy Framework for K-12, highlighting regional systems and soil health to align with industry needs and expose students to agriculture and food system careers.

Connecting students to advanced manufacturing careers

In 2024, the advanced manufacturing & aerospace Sector Leader hosted its largest manufacturing bus tour, taking 250+ students and educators to 27 employers to showcase modern manufacturing careers and connect interested students with local CTC programs.

[Appendix B](#) includes the list of CCW Sector Leaders and points of contact, along with a link to the [CCW Sector Leader page](#), where each Sector Leader's sector strategy can be found.

Program Builder Progress

The CCW Program Builder Request for Proposal (RFP) process has reimagined the way public agencies engage with community-based organizations, particularly those that have been historically under-resourced. By collaborating with over 75 stakeholders across state and local entities, we led a comprehensive effort to elevate partner voices, increase transparency, and promote belonging and inclusion in participatory decision-making as a core value of public investments. This effort has yielded a transformative model of success, now informing additional, affiliate coalitions to build stronger, more representative processes.

Key Program Builder Actions in SY24:

- **Facilitating Inclusive Engagement:** Created inclusive space for all partner voices to meaningfully influence the RFP redesign.
- **Engaging Representative Selection Committees:** Ensured representation of stakeholders in decision-making bodies to reflect the lived experiences and needs of the communities served.
- **Providing Equitable Infrastructure to Reduce Knowledge Gaps:** Facilitated no-cost training sessions for all eligible bidders to better understand the public funding system and infrastructure, tighten feedback loops, and offer targeted technical assistance that enabled smaller organizations to compete equitably with larger, regional partners.
- **Streamlining and Clarifying Complex Processes:** Simplified compliance standards, reduced overall administrative requirements, and eliminated unnecessary barriers for new or smaller bidders.

CCW Program Builders Receive National Recognition

CCW's reformed RFP framework—centered on transparency, collaboration, and inclusion—has gained national attention, with federal initiatives like NOAA's Climate Resilience Regional Challenge adopting its model to address climate-related workforce needs. These reforms have proven measurable, replicable, and highly effective, increasing industry and small-organization participation, stretching CCW dollars to serve more youth, and achieving nearly a 400 percent return on investment. CCW's approach offers a powerful blueprint for institutionalizing inclusive public investment so innovation and opportunity reach all communities, not just the best-resourced.

Further information about Program Builders can be found in [Appendix D](#).

Employer Leadership

Washington's economy has long been a national leader, driven by innovation, strong private sector growth, and a talented workforce. Last year, research projected [more than 1.5 million job openings](#) in our state through 2032, with 75 percent requiring postsecondary credentials. Washington students are eager to seize this opportunity: 86 percent aspire to complete a credential beyond high school.

However, without systemic change to scale up enrollment and credential production, Washington will experience a shortfall of nearly 600,000 credentialed workers needed by 2032.

To safeguard Washington's economic vitality and expand opportunity for its residents, our state must build a stronger, more aligned talent pipeline that empowers and compels more students and adults to earn credentials necessary for living-wage jobs and long-term economic mobility. High-quality, career connected learning that intentionally integrates education with career and credential pathways is one critical solution for both employers and students.

Employer insights, talent needs, and leadership are embedded throughout the CCW system.

- Sector Leaders work with employers to develop and scale career connected learning programs tied to high-demand occupations across industries. Over the fiscal year, sector leaders engaged with at least 400 employers one or more times.
- Regional Networks focus on growing employer participation in CCW geographically, driving programming across the career connected learning continuum that prepares students for high-demand occupations and meets employer job needs in the area.
- Program Builders connect employers and education institutions to create and scale career connected learning programming. These intermediaries engaged 400 employers over the fiscal year.

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

KSPS PBS, recognized for its strong rural and equity focus, launched the Media Makers Career Prep program in Northeastern Washington, offering paid media internships and CTE curriculum to build industry skills and create a diverse, job-ready talent pipeline.

Skills Inc., an advanced manufacturing nonprofit and aerospace supplier, partnered with Kent School District and CCW to launch the Advanced Manufacturing Leadership Academy. This nine-month program offers paid work experience and 45 college credits toward an AAS in Manufacturing Engineering Technologies, building a skilled future workforce.

T-Mobile's Full Stack Early Career Experience, developed with WABS and local colleges, combines paid internships and tailored coursework. Through Running Start, students earn a two-year certificate, complete two T-Mobile internships, and get a guaranteed interview, creating a strong tech talent pipeline.

The Greater Spokane Valley Chamber's Manufacturing Connect Tours, launched with a CCW grant, takes high school juniors and seniors to over 20 local manufacturers, averaging 37 students per visit. Co-designed with schools and employers, the program aligns with Spokane Valley Tech coursework, has 50+

tours planned for 2025–26, and has already led to strong engagement and job offers for graduating seniors.

Kadlec, Lourdes, and Trios hospitals partnered with WSU Tri-Cities and Tri-Tech Skills Center to launch the Nursing Bridge program with Program Builder funds. Students work as CNAs while completing prerequisites, then finish a BSN, creating a local talent pipeline tailored to regional healthcare needs.

JumpStart prepares underrepresented young adults (18–24) for clean energy careers through pre-apprenticeship training, climate and tech workshops, and 240 hours of paid work-based learning with local contractors. The program provides employers with skilled talent and delivers a triple impact: sustainable careers, a stronger workforce, and a cleaner King County.

Benton PUD, local conservation districts, and the Washington Grain Commission sponsor the Tri-Cities STEM Career Academy, giving high school students a week of hands-on STEM challenges, worksite tours, and industry connections that link classroom learning to local careers.

Employer perspectives, authentic partnership, and labor market information are critical to high-quality career connected learning experiences. Industry partners increasingly recognize the value of engaging with young people and serving as co-creators of Washington’s workforce. Active involvement and forward-thinking approaches of employers will help to ensure students are ready for the jobs that will be available, supporting students’ futures, promoting a skilled and sustainable workforce, and growing the state economy.

State Agency Progress

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 CAWG. Membership is outlined in RCW 28C.30.030, and the duties of the CAWG are described in RCW 28C.30.040.

Six member agencies, the Employment Security Department (ESD), Office of Financial Management Education Research Data Center (ERDC), Department of Labor & Industries (L&I), State Board for Community and Technical Colleges (SBCTC), Student Achievement Council (WSAC), and Office of the Superintendent of Public Instruction (OSPI) are identified in state law as responsible for CCW funding and related policy implementation. Each year, ESD, L&I, OSPI, SBCTC, and WSAC develop and implement a CCW work plan outlining goals, responsibilities, metrics, and milestones. A summary of each agency’s progress can be found in [Appendix E](#).

Pursuant to RCW 28C.30.040(5), ERDC has provided aggregate data describing CCW participants and programs. These data appear throughout the state and regional sections of this report. Specific demographic participant data can be found on the [CCW website](#). Regional data can be found in [Appendix A](#).

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

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

The designation provides state coordination and leadership for CCW and ensures public accountability for making progress towards the state's goals.

Further information about state agency progress may be found in Appendices [C](#) and [E](#).

Tribal Liaison Highlights

The CCW Tribal Liaison is a key role within the Office of Native Education that partners with the Career and Technical Education (CTE) Department to expand equitable, culturally responsive career-connected learning for tribal youth. Serving as a bridge between tribal communities and the state's workforce development system, the liaison fosters communication with CTE leaders, supports program development in tribal compact schools and districts with significant tribal populations, and advances career exploration, preparation, and graduation pathways. This position uniquely strengthens tribal youth opportunities while building the state's capacity for tribally informed, culturally grounded career education.

During the 2024–25 academic year, the CCW Tribal Liaison led extensive outreach and partnership efforts with the Office of Native Education, the Washington State Native American Education Advisory Committee, multiple Educational Service Districts (171, 101, 105), and all eight Tribal Education Compact schools to strengthen access to CCW programs. The liaison provided targeted technical assistance to these schools, engaged directly with nine tribal governments and education leaders, and developed professional development initiatives such as "Tribal Sovereignty 101" and specialized training on tribal consultation to address knowledge gaps and improve government-to-government engagement. Additionally, the liaison collaborated with CCW to launch a dedicated Tribal Resources website featuring culturally responsive materials and handouts for tribal leaders and workforce staff, ensuring continuous access to CCW opportunities and supporting sovereignty, cultural priorities, and workforce development for tribal communities.

Apprenticeship Building America

Drawing on CCW's success funding apprenticeship expansion, ESD won a \$5.6 million Apprenticeship Building America (ABA) federal grant from the US Department of Labor (USDOL) to scale registered apprenticeships and recognized pre-apprenticeships in high-priority industries. ESD is the lead entity and works in partnership with L&I, WTECB, and a network of employers and programs across Washington.

ESD's ABA grants are scaling more than 25 registered apprenticeships and recognized pre-apprenticeships across regions and industries. ABA funding is also supporting updates to L&I's Apprenticeship Registration and Tracking System (ARTS).

Current performance projections indicate Washington will exceed federal performance targets on the number of apprentices in these programs, the number of pre-apprentices in these programs, and the number of expanded pre-apprenticeship programs.

Pacific Northwest Ironworkers & Employers Apprenticeship & Training Trust

PNW Ironworkers are using ABA funding to develop a metal trades specific pre-apprenticeship that transitions into three registered trades—Ironworkers, Pipefitters, and Sheet Metal Workers. The program strengthens the talent pipeline by helping pre-apprentices gain foundational skills to qualify for apprenticeship openings while meeting employer demand for skilled applicants.

To learn more about the PNW Ironworkers #14 programs, please visit: [Ironworkers Local 14 Apprenticeship](#).

To learn more about other programs at PNW Ironworkers Apprenticeship that received CCW funding, please visit: [Ironworkers Apprenticeship Program Overview on Vimeo](#).

Whatcom Working Waterfront Foundation (WWWF)

Whatcom Working Waterfront Foundation and Lummi Nation are using ABA funding to launch Buoyant Beginnings. This pre-apprenticeship program feeds into the new maritime registered apprenticeship program that was also created with ABA funds. With strong applicant interest and a pilot cohort ready to launch, this initiative demonstrates how strategic investment in pre-apprenticeship programs strengthens workforce readiness and creates clear, supported pathways from training to employment.

To learn more about the Whatcom Working Waterfront Foundation programs, please visit: [Whatcom Working Waterfront Foundation](#).

Washington Jobs Initiative

Washington secured \$23.5 million through the federal Good Jobs Challenge to train 5,000 residents and place at least 3,150 into quality jobs by September 2026. Building on CCW, Washington Jobs Initiative (WJI) invests in sector partnerships in advanced manufacturing, construction, clean energy, healthcare, and IT/cybersecurity, providing training, paid work-based learning, and clear career pathways. As of June 2025, WJI has enrolled 4,184 participants and placed 1,639 into living-wage jobs, advancing Washington's competitiveness in the 21st-century economy. Below are two examples of programs created out of WJI.

Providence Certified Nursing Assistant Training Program

The Certified Nursing Assistant (CNA) training program at Providence Hospital in Spokane is a collaborative effort between Providence Healthcare and the Spokane Workforce Council that provides English-language learners with integrated language support, comprehensive nursing training, and wrap-around services such as laptops and transportation to remove barriers. The program equips students with medical vocabulary, communication skills, and technical competencies by aligning employer needs with participant supports while ensuring educators and employers benefit from well-prepared graduates. Highlighting the power of partnership, participants like Amanda Palmer gain confidence and career opportunities, and leaders like Mark Mattke emphasize that such career-connected initiatives strengthen the overall workforce system by helping individuals acquire skills and businesses access needed talent.

To watch a short video about the Providence CNA training program, please visit:

<https://vimeo.com/1037563106>.

King County JumpStart

King County's JumpStart program helps young adults ages 18–24 from underrepresented communities access living-wage careers while building a skilled clean energy workforce through electrical, HVAC, solar, and project management training, followed by 240 hours of paid work-based learning with local contractors. Funded in part by WJI, JumpStart provides wrap-around supports like tools and stipends to reduce barriers for both participants and small businesses, enabling sector partnerships that benefit all parties. The program delivers a threefold impact—sustainable careers, skilled workers, and a cleaner King County—with participants like Tim Miller sharing that it transformed his life from dead-end jobs to a career capable of supporting a family.

To watch a short video about the JumpStart program, please visit: <https://vimeo.com/1067451477>.



Career Connect Washington Legislative Report

2025

Appendices

- [Appendix A: Regional Networks and Career Connected Learning Coordinators](#)
- [Appendix B: Sector Leader Strategies and Funding](#)
- [Appendix C: State Board for Community and Technical Colleges Equipment and Enrollment Allocation](#)
- [Appendix D: Program Builder Funding](#)
- [Appendix E: State Agency Reports](#)

Appendix A: Accomplishments at a Glance by Region

Northeast (NEWESD 101)

1,069 total enrollees in regional Career Launch opportunities (Fall 2024 - Spring 2025)

South Central (ESD 105)

549 total enrollees in regional Career Launch opportunities (Fall 2024 - Spring 2025)

Southwest (ESD 112)

1,359 total enrollees in regional Career Launch opportunities (Fall 2024 - Spring 2025)

Capital (ESD 113)

859 total enrollees in regional Career Launch opportunities (Fall 2024 - Spring 2025)

West Sound (ESD 114)

334 total enrollees in regional Career Launch opportunities (Fall 2024 - Spring 2025)

King & Pierce (ESD 121)

5,593 total enrollees in regional Career Launch opportunities (Fall 2024 - Spring 2025)

Mid-Columbia (ESD 123)

1,375 total enrollees in regional Career Launch opportunities (Fall 2024 - Spring 2025)

North Central (ESD 171)

709 total enrollees in regional Career Launch opportunities (Fall 2024 - Spring 2025)

Northwest (ESD 189)

2,092 total enrollees in regional Career Launch opportunities (Fall 2024 - Spring 2025)

23 program builders were awarded grants to expand existing or develop new career connected learning programs in Finance, IT, Education, Agriculture & Natural Resources, Advanced Manufacturing, Construction, Maritime, Cleantech & Energy, Food Service, Healthcare, Life Science, and Creative Economy.

- **5** Career Explore programs
- **7** Career Prep programs
- **3** Registered Apprenticeship programs
- **8** Career Launch programs

Appendix B: Sector Leaders

In 2021, CCW conducted extensive employer engagement, including individual interviews with employers and associations, group conversations, and research into CCW's current penetration across industries. CCW heard from industry leaders that employers are still facing an acute need to support their workforce development. There is an opportunity for collaborating more with other employers within their sectors to meet shared workforce needs.

CCW released specific grants to Sector Leaders, like industry associations, Washington State's Centers of Excellence, sector-focused workforce development organizations, community-based organizations, and consultants. These grants foster improved collaboration and coherency amongst employers within a sector to scale their work-based learning programs and create equitable opportunities for students.

The following entities were selected as CCW's Sector Leaders in ten high-demand sectors. Each Sector Leader has produced and periodically updated a strategy that outlines recommendations to meet the workforce needs of employers through targeted expansion and development of career-connected learning programs. View the strategies and information for each CCW Sector Leader by clicking the links below.

Sector	Leader	Contact
Advanced Manufacturing & Aerospace Sector Strategy Page	AWB Institute in partnership with the Aerospace Futures Alliance	Samantha Kinnard (samanthak@awbinstitute.org)
Agriculture & Natural Resources Sector Strategy Page	23-25 Agriculture & Natural Resource Center of Excellence	Lindsey Williams (lindsey.williams@wwcc.edu)
Clean Technology & Energy Sector Strategy Page	CleanTech Alliance in partnership with the Pacific NW Center of Excellence for Clean Energy	Mel Clark (mel@CleanTechAlliance.org)
Construction	AGC Education Foundation	Mary Harland

Sector Strategy Page		(mharland@agcwa.com)
Education Sector Strategy Page	Center for Strengthening the Teaching Profession	Saara Kamal (sarra@sctp-wa.org)
Finance Sector Strategy Page	Washington Bankers Association	Duncan Taylor (duncan@wabankers.com)
Healthcare Sector Strategy Page	23-25 SEIU Healthcare 1199NW	Amy Barto (abarto@healthcareerfund.org)
Information Technology & Cybersecurity Sector Strategy Page	23-25 Computing for All	Mandira Virmani (mandira@computingforall.org)
Life Science Sector Strategy Page	Life Science Washington	Srikant Iyer (srikant@lifesciencewa.org)
Maritime Sector Strategy Page	NW Center of Excellence for Marine Manufacturing and Technology	Ann Avary (ann.avary@skagit.edu)

CCW Sector Strategy Accelerator Initiative

Overview: \$1M was allocated for “shovel-ready,” high-impact projects aligned with sector strategies that addressed critical workforce gaps and were designed to deliver measurable outcomes in one year.

Goal: Meet critical workforce needs by funding **employer-driven, sector-specific, scalable solutions** that directly address key hiring challenges and improve alignment between education and industry.

Approach: Led by Sector Leaders, in collaboration with employers, educational institutions, and regional networks. Employers were embedded through project design to ensure training aligned with real-world hiring needs and industry standards.

The **Agriculture and Natural Resource Center of Excellence (ANRCOE)** and [Pacific Education Institute \(PEI\)](#) developed a K–12 Food and Agricultural Literacy Framework, co-designed with 18 school districts, Tribal partners, and regional employers such as Inland Northwest Farmers Coop, the Thurston Conservation District, and the Washington Grain Commission. Aligned with OSPI standards, the Framework **centers on regional food systems, soil health, and sustainability, and is grounded in place-based, culturally responsive teaching practices**. PEI led educator training and outreach, equipping teachers with industry-informed curriculum and tools that build early exposure, awareness, and readiness for career exploration in food systems and natural resources.

Washington Bankers Association (WBA) expanded access to high-demand finance careers by transforming its BankWork\$ program into **BankWork\$ Academy, an OSPI-aligned, CTE curriculum for Washington’s K–12 and community college system, equipping students with financial literacy, entry-level banking skills, and industry-recognized credentials**. In partnership with EdGate, Educational Service Districts 101, 105, and 112, and Clark College, WBA finalized the curriculum alignment and secured access to **800 annual seats in the American Banking Associations Foundations Certificate Program, offering eight stackable industry-recognized credentials**. This work builds a scalable, credentialed pathway into Washington’s finance sector, bridging classroom learning with real-world banking careers.

The **SEIU Healthcare 1199NW Multi-Employer Training and Education Fund** and [Jefferson Healthcare](#) partnered to address rural healthcare staffing shortages through the launch of two employer-led training programs for Care Team Specialists (CTS) and Surgical Technologists. These programs offered **paid on-the-job training, classroom instruction, student supports, and direct hiring pathways at Jefferson Healthcare for 20 students**. In addition, Jefferson Healthcare and Olympic College worked together to design and embed a new course for both pathways, while community Organizations OWL 360 and JCIRA provided trainees with FAFSA, language services, and career planning supports. This project demonstrates a replicable model for rural healthcare workforce development.

Life Science Washington and [UW Bothell’s Center for Biotechnology Innovation and Training \(CBIT\)](#), along with more than 20 biotech employers, **partnered to create an industry-led biotech training hub at UW Bothell, offering internships, hands-on lab experiences, and an industry-aligned curriculum** to prepare students for high-demand biotech careers. This initiative also delivered two new short-term credentials: **Biomanufacturing Technician and Quality Assurance/Quality Control Technician**, co-developed by UW Bothell faculty and an industry task force. The project included a Biotech Seminar Series, industry-designed lab coursework, and a pilot of paid on-campus internships.

The **NW Center of Excellence for Marine Manufacturing & Technology**, in collaboration with **AGC Education Foundation**, and **ANRCOE** led a cross-sector initiative to develop **three industry and OSPI-aligned welding education frameworks: Metal Trades Foundations, Welding Technology I, and Welding Technology II**. These frameworks were designed with feedback from over 90 reviewers, including employers, labor partners, CTC faculty, and K-12 instructors, and they are now ready to

prepare students for high-demand roles across maritime, agriculture, and construction. These frameworks establish a common, stackable pathway for welding but also create a **scalable model for multi-sector curriculum development, highlighting how shared workforce needs can be addressed through collaborative, employer-informed educational design.**

Appendix C: State Board for Community and Technical College Enrollment Expansion Allocation 2024-25

In support of Career Connect Washington, the Community and Technical College (CTC) system received a total of \$3 million for Career Launch Enrollment Expansion since 2020 and \$5 million for Career Launch Capital Equipment in both the 2021-23 and 2023-25 biennia. The State Board for Community and Technical Colleges (SBCTC) made the funding available to the CTC system through a competitive bid process that was open to all Career Launch Endorsed programs and Washington State-registered apprenticeship programs that partnered with one of the system's colleges.

The open and competitive process for the Career Launch Enrollment Expansion FTE funding was made available to colleges in FY20, FY21, FY22, FY24, and FY25. Awarded programs received funding based on the number of FTEs requested and had two years to meet or exceed the enrollment target. If the program failed to meet the enrollment target in two years, the program was placed on probation and provided a final year of funding to meet the enrollment target. Colleges that fell short of 100 percent of the enrollment target by the end of the probationary year were subject to a reduction in the number of FTEs received. The reduction is equal to the difference between the target and actual FTEs generated during the probationary year.

Due to the projected budget deficit facing the state, the \$3 million for Career Launch Enrollment Expansion FTE was cut from the 2025-27 biennial budget and is no longer allocated as listed below.

Table 1. Career Launch Enrollment Expansion Allocations 2024-25

FY20 Funded Projects	Program Title	FY25 Allocation	FY25 FTES
Clark College	Semiconductors & Electronics	\$48,000.00	6
Clover Park Technical College	HVAC/Refrigeration	\$160,000.00	20
North Seattle College	Ironworkers Apprenticeship	\$224,000.00	28
Renton Technical College	Carpentry Apprenticeship	\$160,000.00	20
South Seattle College	Cement Masons Apprenticeship	\$96,000.00	12
Spokane Community College	Ironworkers Apprenticeship	\$48,000.00	6
Spokane Community College	Asbestos Apprentice/ Insulator Apprenticeship	\$24,000.00	3
Spokane Community College	Sheet Metal Apprenticeship	\$72,000.00	9
		\$832,000.00	104
FY21 Funded Projects	Program Title	FY25 Allocation	FY25 FTES
Clark College	Automotive-T-TEN/HiTECC	\$80,000.00	10
Clover Park Technical College	Medical Assistant Apprenticeship	\$88,000.00	11

Career Connect Washington | Legislative Report

Everett Community College	Computer Systems Networking & Telecommunications	\$160,000.00	20
North Seattle College	Pharmacy Technician Apprenticeship	\$40,000.00	5
Shoreline Community College	Automotive-Toyota	\$80,000.00	10
Skagit Valley College	Marine Maintenance Technology	\$96,000.00	12
		\$544,000.00	68
FY22 Funded Projects	Program Title	FY25 Allocation	FY25 FTES
Clark College	Welding Tech	\$80,000	10
Clark College	Cybersecurity BAS	\$80,000	10
Clark College	Network Tech	\$24,000	3
Clark College	Surveying Tech	\$40,000	5
Clark College	Cuisine Management	\$80,000	10
Clark College	Professional Baking	\$64,000	8
Green River College	IT BAS	\$208,000	26
Peninsula College	Medical Assist. Apprenticeship	\$160,000	20
Shoreline Community College	Honda	\$88,000	11
Shoreline Community College	Mopar	\$56,000	7
Shoreline Community College	Biotechnology and Bio- Manufacturing	\$24,000	3
Wenatchee Valley College	Drafting	\$48,000	6
Centralia College	Welding Tech	\$120,000	15
		\$1,072,000.00	134
FY24 Funded Projects	Program Title	FY25 Allocation	FY25 FTES
Edmonds College	Computer Information Systems	\$96,000.00	12
Green River College	Forestry Resource Management	\$48,000.00	6
North Seattle College	Pharmacy Technician Apprenticeship	\$120,000.00	15
Spokane Community College	Cement Masons Apprenticeship	\$48,000.00	6
Spokane Community College	Electrical Workers Apprenticeship	\$48,000.00	6

		\$360,000.00	45
FY25 Funded Projects	Program Title	FY25 Allocation	FY25 FTES
Clover Park Technical College	HVAC/Refrigeration	\$128,000	16
Highline College	Legal Studies	\$64,000	8
	Career Launch FTE Total	\$3,000,000.00	375

Five million in Career Launch Capital Equipment funds were made available to the CTC system for the 2023-25 biennium. Funding was fully allocated through two rounds of an open and competitive bid process. The first round was made available to Career Launch-endorsed programs and Washington State-registered apprenticeship programs that partnered with a CTC in October 2023, and the second round in March 2024. Table 2 shows the awardees of the Capital Equipment funding, the program, and the amount funded. In total, there were 25 programs from 15 different colleges that received equipment funding. Of those 25 awardees, 15 programs were Career Launch-endorsed CTC programs and 10 were registered apprenticeship programs.

Table 2. Career Launch Capital Equipment Funding 2023-25 Biennium

Round One			
	College	Program	Award
1	Bates Technical College	Pacific Northwest Ironworkers Local #86 JATC (L&I #0141)	\$75,199
2	Clark College	Firewall for Remote Access and Technical Display for Network Tech/Cybersecurity	\$44,294
3	Clark College	Backhoe and Diagnostic Tools for Diesel Apprenticeship (C-Tran/Machinist Local #1432 L&I #0631)	\$192,201
4	Clover Park Technical College	Pierce County Roofers (L&I #0397)	\$6,000
5	Clover Park Technical College	Manufacturing Engineering Technologies	\$1,226,570
6	Columbia Basin College	Industrial Maintenance Technician (IMT) Registered Apprenticeship (AJAC, L&I #2255)	\$82,985
7	Grays Harbor College	Grays Harbor College Automotive	\$113,865
8	Green River College	Automotive Technology	\$562,076
9	Lake Washington Institute of Technology	Diesel and Heavy Equipment Technology	\$167,060
10	Seattle Central College	Dental Assisting/Expanded Function Dental Auxiliary (EFDA)	\$342,288

Career Connect Washington | Legislative Report

11	Skagit Valley College	Automotive Technology	\$300,741
12	Spokane Community College	SCC Ironworkers Apprenticeship Program Expansion Capital (L&I #0181)	\$16,738
13	Wenatchee Valley College	Drafting Technology	\$110,656
14	Wenatchee Valley College	Environmental Systems and Refrigeration (ESRT)	\$210,030
15	Wenatchee Valley College	Industrial Electronics	\$456,382
16	Whatcom Community College	Computer Information Systems	\$68,077
Subtotal			\$3,975,162

Round Two			
	College	Program	Award
17	Everett Community College	Machinist Appr AJAC	\$192,570.00
18	Seattle Central College	Culinary Arts	\$81,966.00
19	South Seattle College	Sprinkler Fitters U.A. Local 699	\$16,495.00
20	South Seattle College	Finishing Trades Institute Northwest, Carpet, Floor & Tile Worker	\$9,432.00
21	South Seattle College	Finishing Trades Institute Northwest, Commercial and Industrial Painting	\$270,658.00
22	Shoreline Community College	Biotechnology Program	\$108,600.00
23	Skagit Valley College	Manufacturing/Engineering Technology	\$170,072.00
24	Skagit Valley College	Diesel Power Technology	\$135,750.00
25	Spokane Community College	Plumbers/Pipefitters Apprenticeship Equipment Expansion	\$20,710.00
Subtotal			\$1,006,253.00
Total Allocation			\$4,981,415.00
Funding Available			\$5,000,000
Remaining			\$18,585

Appendix D: Program Builder Funding

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

The Results by Region sections provide lists of Career Launch, Career Prep, and Career Explore programs that have received, or currently receive, grant funding from the State for program development, capital equipment, and enrollment expansion. However, these are not comprehensive lists of all programs statewide. The [CCW Program Directory](#) provides a searchable listing of all programs currently available to students, including those that did not receive grant funding.

More programs served businesses and students

- 115 new Career Launch programs have been endorsed since 2019.
- 178 Program Builder grants have built 199 programs since 2019, including:
 - 38 Registered Apprenticeships
 - 11 Recognized Pre-apprenticeships
- 200+ businesses employed students in Career Launch programs.

Career Connect Washington | Legislative Report

Northeast (NEWESD 101)

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

Type	Name	Program Builder
Registered Apprenticeship	Maintenance and Repair Workers, General Advanced Manufacturing Academy	Aerospace Joint Apprenticeship Council
Career Launch	Data Scientist, Data Analyst	Quantalogica
Registered Apprenticeship	Machinists Registered Apprenticeship	Spokane Workforce Council
Career Launch	Project Lead the Way Biotechnician	Washington State University – Spokane
Career Explore	Stevens County Healthcare Mentor Program	Washington State University - Floyd College of Medicine
Career Explore	Construct a Career	Washington State Building and Construction Trades Council
Registered Apprenticeship	Advanced Manufacturing	Machinists Institute
Career Launch	Nursing Pathway	Washington Alliance for Better Schools
Recognized Pre-Apprenticeship	Registered Medical Assistant Pre-Apprenticeship	New Health Programs Association
Career Prep	KSPS PBS Media Maker	Friends of KSPS
Career Prep	Academy Builder	East Valley School District
Career Prep	Media Maker	Friends of KSPS
Career Prep	Stevens County Healthcare Mentor Program	Washington State University - Floyd College of Medicine
Career Explore	Manufacturing Connections	Greater Spokane Valley Chamber of Commerce
Career Launch	EMT Launch	Washington State University - Floyd College of Medicine

Career Connect Washington | Legislative Report

Career Prep	Skills USA Washington	Skills USA Washington
Career Explore	Career Explore Northwest Expansion	Friends of KSPS

South Central (ESD 105)

Serving Grant, Kittitas, Klickitat, and Yakima Counties

Type	Name	Program Builder
Registered Apprenticeship	Maintenance and Repair Workers, General Advanced Manufacturing Academy	Aerospace Joint Apprenticeship Council
Registered Apprenticeship	General Service Technician & Master Service Technician	Independent Automotive Technicians Apprenticeship Committee
Registered Apprenticeship	Production Technician	South Central Workforce Development Council
Career Prep	Computer and Software Technician (CAST) Program	Computing for All
Registered Apprenticeship	Supply Chain & Logistics	Aerospace Joint Apprenticeship Council
Career Launch	Viticulture & Enology Program	Washington State University
Career Prep	SW WA Rural CTE Cooperative	Trout Lake School District
Career Prep	The Career Academy	Educational Service District 105
Career Launch	Behavioral Health	Thriving Together NCW

Southwest (ESD 112)

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

Type	Name	Program Builder
Career Launch	Data Scientist, Data Analyst	Quantalogica
Career Launch	Medical Assistant	Workforce Southwest Washington

Career Connect Washington | Legislative Report

Registered Apprenticeship	Expand Semiconductor & Electronics Manufacturing Technician	Workforce Southwest Washington
Career Explore	Construct a Career	Washington State Building and Construction Trades Council
Career Explore	Wahkiakum County 4-H	Washington State University
Career Prep	SW WA Rural CTE Cooperative	Trout Lake School District
Career Prep	Wahkiakum County 4-H	Washington State University
Career Launch	CorePlus Maritime	Vancouver Public Schools
Career Launch	Lower Columbia College Career Launch	Lower Columbia College

Capital (ESD 113)

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

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

Career Connect Washington | Legislative Report

Career Prep	The REVIT Program	Lewis Public Transportation Benefit Area
Career Prep	Career Mentoring and Exploration (CME)	Big Brothers and Big Sisters of Southwest Washington
Career Launch	Westport Maritime Futures	Grays Harbor College
Career Prep	Expand The REVIT Program	Lewis Public Transportation Benefit Area

West Sound (ESD 114)

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

Type	Name	Program Builder
Career Launch	Mekah Maritime Preparatory Program	Olympic Educational Service District
Career Prep	Evergreen Goodwill Youth Programs	Seattle Goodwill Industries
Career Launch	Expand Biotechnician Assistant Credentialing Exam	Washington State University – Spokane
Career Prep	Renewable Energy Pathways	South Kitsap School District
Career Prep	Youth Engaged in Sustainability Systems (YESS)	Pacific Education Institute
Career Prep	Culinary Arts Program	Olympic Educational Service District
Career Explore	Jefferson Career Explore	Jefferson Co Public Hospital District
Career Prep	Jefferson Career Prep	Jefferson Co Public Hospital District

King & Pierce (ESD 121)

Serving King and Pierce Counties

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

Recognized Pre-Apprenticeship	Pre-Apprenticeship Construction Education	Apprenticeship & Non-Traditional Employment for Women
Recognized Pre-Apprenticeship	Computing for All Pre-Apprenticeship	Computing for All
Career Prep	Accounting, Finance, Marketing	Degrees of Change
Career Prep	Automotive Machining	Seattle Jobs Initiative
Career Explore	Construct a Career	Washington State Building and Construction Trades Council
Registered Apprenticeship	Supply Chain & Logistics	Aerospace Joint Apprenticeship Council
Registered Apprenticeship	Inbreaker Maritime	Eat on the Wild Side
Career Launch	Information Technology	Mentor in Tech LLC
Career Launch	Dental Assistant	Seattle Central College
Career Launch	Academic for Rising Educators	Seattle Central College
Career Launch	Expand Automotive Machining	Seattle Jobs Initiative
Career Launch	Nursing Pathway	Washington Alliance for Better Schools
Career Launch	Lab Technician	Washington Alliance for Better Schools
Career Launch	Expand Biotechnician Assistant Credentialing Exam	Washington State University – Spokane
Career Prep	Engineering, Audio, Visual Technology, Education	Elements of Education Partners
Career Prep	Youth Maritime Collaboration	Washington Maritime Blue
Career Prep	Palmer Scholars	Palmer Scholars
Career Prep	Youth Engaged in Sustainability Systems (YESS)	Pacific Education Institute

Career Connect Washington | Legislative Report

Career Prep	Mentorship, Internship, Leadership, Education and Shadowing Program	Players Philanthropy Fund
Career Prep	Renewable Energy Pathways	South Kitsap School District
Career Explore	Health Industry Leadership Table	Washington Alliance for Better Schools
Registered Apprenticeship	Fishmonger	We Train Washington
Career Launch	Healthcare Careers Academy	Tacoma School District
Career Prep	The Boat Builder	Sawhorse Revolution
Career Prep	The MyCSF Pathway	College Success Foundation
Career Explore	Career Exploration	Washington Alliance for Better Schools
Career Explore	The CodeDay	Student Research and Development
Career Explore	Regional Career Pathway	Highline School District 401
Career Launch	Manufacturing	Skills Inc
Career Prep	MI Career Accelerator	Machinists Institute
Career Prep	Certified Medical Assistant	Pierce Co for Arts & Technology
Career Prep	Aquaculture	Pacific Educations Institute
Career Prep	College Explore	Mentors in Tech LLC
Career Prep	Maritime Explorers	Washington Maritime Blue
Career Explore	Maritime	Northwest Maritime Center
Career Launch	Teacher Certificate	Puget Sound Educational School District
Career Launch	Seattle Maritime Academy	Northwest Maritime Center
Registered Apprenticeship	Cosmetology	Vann Studio

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Career Prep	CodeDay Software Development Technical Interview Prep	Student Research and Development
Career Prep	NextGen Manufacturing	Orion Industries
Career Launch	JumpStart	King County
Career Explore	Fred Hutchinson Career Awareness Network	Fred Hutchinson Cancer Center

Mid-Columbia (ESD 123)

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

Type	Name	Program Builder
Career Launch	Cloud Computing	Computing for All
Registered Apprenticeship	General Service Technician & Master Service Technician	Independent Automotive Technicians Apprenticeship Committee
Career Launch	Career Connect Tech	Washington Commission on Hispanic Affairs
Career Launch	Teaching Bridge	Washington State University
Career Launch	Viticulture & Enology Program	Washington State University
Career Prep	Renewable Energy Pathways	South Kitsap School District
Career Prep	CDL	Educational Service District 123
Career Launch	Automotive Technology	Columbia Basin College
Career Launch	Expanding Teaching Bridge	Washington State University
Career Launch	Nursing Bridge	Washington State University
Career Launch	Energy Systems Technology	Walla Walla Community College
Career Launch	SeaTech	Walla Walla Public Schools
Career Launch	Early Learning Apprenticeship Pathway (ELAP)	Educational Service District 123

Career Connect Washington | Legislative Report

Career Prep	Skills USA Washington	Skills USA Washington
Career Launch	Signature Programs Advancing Real-World Knowledge (SPARK)	Educational Service District 123

North Central (ESD 171)

Serving Chelan, Douglas, Grant, and Okanogan Counties

Type	Name	Program Builder
Registered Apprenticeship	Expand Computer Technician	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 Administration	Computing for All
Registered Apprenticeship	Veterinary Assistant	SkillSource
Career Prep	Youth In Community Health	Foundation for Youth Resiliency and Engagement
Career Prep	Sustainability Extension	Western Washington University
Career Prep	Skills Accelerator	Gener8tor Management LLC
Career Explore	Washington Youth Arts Leadership	Washington Arts Commission
Career Launch	IT Systems Administrator Associates	Wenatchee School District
Career Launch	Behavioral Health	Thriving Together NCW
Career Prep	Ski Trail Operations Pathway	Methow Valley Sport Trails Association
Career Explore	Green Horizons: Clean Energy Pathways	Boys & Girls Clubs of the Columbia Basin

Career Connect Washington | Legislative Report

Northwest (ESD 189)

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

Type	Name	Program Builder
Career Launch	Cloud Computing	Computing for All
Career Launch	Data Analyst	Quantalogica
Career Launch	Career Connect Tech	Washington Commission on Hispanic Affairs
Career Launch	Software Development	Whatcom Community College
Career Launch	Information Technology	Whatcom Community College
Career Launch	Behavioral Health	Whatcom Community College
Career Launch	T-Mobile IT	Washington Alliance for Better Schools
Career Launch	Restoration Ecology	San Juan Islands Conservation District
Career Launch	Biotechnology	Shoreline Community College
Career Launch	Manufacturing Technology	Skagit Valley College
Career Launch	Information Technology	Mentors in Tech
Career Launch	Restoration and Education Certificate Pathways	Nooksack Salmon Enhancement Association
Career Launch	Tomorrow's Hope Child Development Center Training Academy	HopeWorks Social Enterprises
Career Launch	Education & Social Services	Vamos Outdoor Project
Registered Apprenticeship	Northwest Maritime Apprenticeship	Whatcom Working Waterfront Foundation

Career Connect Washington | Legislative Report

Career Prep	Youth Engagement in Sustainable Systems (YESS)	Pacific Education Institute
Registered Apprenticeship	Supply Chain & Logistics	Aerospace Joint Apprenticeship Council
Career Explore	Learning with Leaders	Northwest Alliance for College Access
Career Explore	Health Industry Leadership Table	Washington Alliance for Better Schools
Registered Apprenticeship	Fishmonger	We Train Washington
Career Prep	Sno-Isle Career Link	Mukilteo School District
Career Explore	Agriculture Farmer-Mentor	Sustainable Connections
Career Explore	Explore	Boys & Girls Club of Skagit County
Career Launch	Healthcare	Edmonds College
Career Explore	Explore	Nooksack Valley School District
Career Explore	Explore	Boys & Girls Clubs of Snohomish County
Career Explore	Go Tech	Coding for All
Career Launch	Interpreter	Skagit Legal Aid
Career Launch	Healthcare	Whatcom Community College
Career Launch	Advanced Manufacturing	Mount Baker School District
Career Prep	Teachers for the People	Northwest Educational Service District 189
Career Launch	Sustainable Landscape and Restoration Management	Edmonds College

Appendix E: State Agency Reports

Key Terms for Reporting 2025 Progress

- Achieved – The goal or outcome has been fully met.
- In Progress – Work toward the goal is actively underway.
- Not Started – No action has been taken yet.
- Deferred – The goal has been intentionally postponed.
- Not Achieved – The goal was not met within the expected timeframe.

State Agency Progress

CCW-implementing agencies develop and implement annual work plans that describe goals, responsibilities, metrics, and milestones. These work plans are shared with the Cross-agency Work Group, CCW Advisory Team, and agency leaders. The goals and results of the 2024-25 work plan are reported below.

State Board for Community & Technical Colleges

2024 Goals	2024 Results	2025 Results
Administer and improve the Career Launch Endorsement Review process, to include creating a Re-endorsement process.	Achieved. Applications submitted were reviewed for endorsement and/or re-endorsement on a monthly cycle. Worked across the CCW Network to develop and launch a simplified endorsement/re-endorsement application focusing on the three statutory requirements of Career Launch endorsement.	Achieved. Applications for initial Career Launch endorsement and re-endorsement were received and reviewed monthly. The revised application process connected Regional Networks and Sector Leads to Career Launch endorsement applicants through the application process to increase awareness of the CCW network and the resources available.
Manage and maintain data collection process and measurement protocols in partnership with CCW statewide team, helping to identify and streamline data analysis processes.	Achieved. Provided ongoing partnership and technical assistance to CCW partners and state agencies regarding data collection and measurement of Career Launch endorsement, enrollments, and equipment funding.	Achieved. Provided ongoing partnership and technical assistance to CCW partners and state agencies regarding data collection and measurement of Career Launch endorsement, enrollments, and equipment funding.
Administer 65 Career Launch programs in the CTC college system.	Achieved. There are currently 61 Career Launch Endorsed programs in the CTC system. Several programs have not yet sought re-endorsement at the end of the initial three-year endorsement timeframe.	Achieved. SBCTC currently administers and supports a total of 65 Career Launch-endorsed and programs eligible for re-endorsement across the CTC system.
Enroll 1500 students in Career Launch programs	Achieved. 2,283 students were enrolled in Career Launch programs at a CTC, which is a 24% increase from the previous year. ¹	Achieved. 2,136 students were enrolled in Career Launch programs at a CTC, which is a 6% decrease from the previous year. ¹

¹ Due to reporting deadline, enrollment numbers do not include spring term.

Career Connect Washington | Legislative Report

Monitor Career Launch FTE enrollments and capital equipment grants.	Achieved. All Career Launch FTE and capital equipment dollars were allocated, monitored, and, if needed, reallocated according to agency policy.	Achieved. All Career Launch FTE and capital equipment dollars were allocated, monitored, and, if needed, reallocated according to agency policy. All programs with monitored FTEs are set to meet annual enrollment targets for the 2024-25 academic year.
Continue to support and collaborate on the growth of CCW goals where feasible.	N/A	<p>Achieved. The CTC system includes the most inclusive and diverse higher education institutions in Washington State. 53% of CTC students are students of color, are more likely to come from lower-income families, and work or raise children while in college. Many are the first in their families to attend college.</p> <p>The CTC system serves students for whom a college credential can make the biggest change in the trajectory of their lives and who represent the fastest-growing populations in the state. Our students also face some of the biggest barriers to college, which the system is committed to tackling through the implementation of Guided Pathways at all 34 colleges.</p> <p>Guided Pathways is an evidence-based framework designed to increase completion, close equity gaps, and better prepare students for in-demand jobs. Colleges are aligning Guided Pathways priorities with equity-focused professional development, instructional redesign, integrated advising, and robust career exploration to ensure students are supported throughout their educational journeys and leave with in-demand credentials.</p>

Collaborate and partner in the development of models to best serve existing entry-level workers and document industry-recognized credentials for employment retention and wage progression.	N/A	<p>Achieved. Washington's CTC system is a vital force for developing a skilled workforce across many key industries in Washington State. Through strategic investments and targeted programs, our 34 colleges play a pivotal role in preparing students for in-demand careers and supporting state and regional economic goals.</p> <p>Statewide, our colleges offer 1,638 unique professional-technical certificate and degree programs. Every program has an advisory committee of employers attached to that program, so that's an estimated 3,500 employers across the state who are directly contributing to the technical programs our colleges offer. CTC students become nurses, dental hygienists, firefighters, manufacturers, mechanics, drivers, construction workers and other skilled employees who support local communities and allow businesses to grow and thrive. CTCs also offer hundreds of continuing education courses for people who want to stay current on professional skills in their field.</p>
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Office of the Superintendent of Public Instruction

2024 Goals	2024 Results	2025 Results
OSPI will support the creation, implementation, and needed revisions of the CCW network communications model to improve technical assistance, enhance collaboration and support strategic expansion planning between CCLCs, Regional Networks, Sector Leads, Program Builders, and state agencies involved in the CCW Initiative.	Achieved. In collaboration with the statewide CCW network leadership implementation team, OSPI has supported efforts to strengthen and align communication and collaboration amongst regional and statewide partners in the network. The comprehensive communications model includes, but is not limited to, in-person Learning Communities and meetings three times per year to include Sector Leaders, CCLCs, Regional Network Directors, and state agency staff.	Achieved. In collaboration with the statewide CCW network leadership implementation team, OSPI has supported efforts to strengthen and align communication and collaboration amongst regional and statewide partners in the network. The comprehensive communications model includes, but is not limited to, in-person Learning Community meetings several times per year that include Sector Leaders, CCLCs, Regional Network Directors, and state agency staff. In addition, OSPI engaged CCLC

Career Connect Washington | Legislative Report

		in monthly virtual meetings.
OSPI will provide input for the assessment and revision of CCW processes to streamline network engagement and expansion of Career Launch Endorsed (CLE) Programming including, but not limited to, revision of application processes for CLE and Program Builder funding. Upon completion, OSPI will facilitate professional development to inform and support system stakeholders, as needed.	Achieved. In partnership with CCW state agencies, OSPI provided support and technical assistance in identifying barriers to expanding CLE Programming within K-12. As a result of collaboration with the SBCTC, a revised and streamlined CLE application has been designed to incorporate regional CCW stakeholder involvement. In progress. Professional development to CCW stakeholders will be provided in Fall 2024.	Achieved. In partnership with CCW state agencies, OSPI provided support and technical assistance in identifying barriers to expansion of CLE Programming within K-12. As a result of collaboration with the SBCTC, a revised and streamlined CLE application process was designed to incorporate regional CCW stakeholder involvement. Professional development to CCW stakeholders was provided in Fall 2024.
OSPI will provide professional development to all nine Educational Service Districts (ESDs) in support of the creation and expansion of CTE Graduation Pathways at the district level, to increase high quality Career Preparation and opportunities for Career Launch programming - adding 5 new CLE programs and increasing CLE enrollment by 61 (approximately 20% growth by the end of FY 25).	Achieved. OSPI provided technical support to all nine ESD to support the creation and expansion of CTE Graduation Pathways, laying the foundation for Career Launch programming. In progress. K-12 CLE programming increased by three (3) to create an aggregate of 26 K-12 CLE programs (not including 16 registered apprenticeships for youth). Achieved. The past year's K-12 CLE program enrollments indicate a total of 517 students attending class within the K12 system (up from 303), representing over 70% growth. *Additional enrollments are reflected through youth accessing CLE programming as Running Start students (reported by SBCTC) and youth in registered apprenticeship opportunities (reported by L&I).	Achieved. OSPI provided consistent technical support to all nine ESDs to support the creation and expansion of CTE Graduation Pathways, laying the foundation for Career Launch programming. In progress. K-12 CLE programming increased by four additional CLE programs over the biennium, with numerous renewals during the year. There also were several programs that expired and declined to renew their endorsement status leaving an aggregate of 20 programs (not including the 16 registered apprenticeships for youth). Achieved. 2025 K-12 CLE program enrollments indicate a total of 483 students attending class within the K12 system. This enrollment number is down from 517 in 2024 but still represents a 62% increase over the biennium. *Additional enrollments are reflected through youth accessing CLE programming as Running Start students

Career Connect Washington | Legislative Report

		(reported by SBCTC) and youth in registered apprenticeship opportunities (reported by L&I).
Pending continued support from the legislature, OSPI will facilitate collaboration with cross agency partners to inform K-12 professional development and curriculum, guidance and resource creation related to the adoption of a universal online High School and Beyond Plan, which will ensure access to individualized career exploration and preparation for all students in Washington in 7th12th grade.	In progress. OSPI has identified the Apparent Successful Bidder to support the development and implementation of the universal, online High School & Beyond Plan (HSBP). In-person “Listen & Learn” events are scheduled in each Educational Service District for Fall 2024. District administration, teachers, counselors, students, and families, as well as other CCW stakeholders, are encouraged to participate in an HSBP overview, platform demonstration, and Q&A opportunity. Additional in-person “Listen & Learn” sessions are planned for Spring 2025 in preparation for the launch of system-wide implementation beginning in Fall 2025.	Achieved. “Listen & Learn” events to elevate staff awareness about a statewide shift to a universal online career exploration platform occurred in each Educational Service District during Fall 2024. In collaboration with the selected platform vendor, OSPI continues to offer numerous virtual professional training opportunities to support district administration, teachers, school counselors, CTE Directors, and other staff in preparation for the system-wide launch beginning in Fall 2025.
OSPI will provide region-specific technical assistance to aid in the data collection process, establishing at least 90% accuracy for K-12 CLE enrollment reporting, supporting program evaluation and improvement efforts.	Achieved. OSPI provided targeted outreach and offered technical assistance for all districts related to the accurate reporting of Career Launch Endorsed program enrollments. Due to these efforts, 100% of districts have submitted enrollment data.	Achieved. OSPI provided targeted outreach and offered technical assistance for all districts related to the accurate reporting of Career Launch Endorsed program enrollments. Due to these efforts, 100% of districts have submitted enrollment data.
OSPI will draft a model statewide CLE application as a resource for replication and scale, informed by interested districts identifying an appropriate opportunity in a high-demand CTE area (such as healthcare/allied health).	In progress. As noted above, OSPI collaborated with the SBCTC to streamline the CLE application and review processes. OSPI acknowledges continued interest in creating a model statewide CL application as a means to increase program applications. A statewide option would also enable staff to provide more specific technical assistance for regional CCW teams in the work of creating	Achieved. A Paraeducator Pathway was developed through collaborative effort from 41 representatives from OSPI, Educational Service District 105 (CCW regional leaders, District Administration, CTE Directors and teachers from the region), Center for Strengthening the Teaching Profession, Professional Educators Standards Board, Center of Excellence for Education,

Career Connect Washington | Legislative Report

	Career Launch programming, which meets Endorsement criteria.	Washington State University, Central Washington University, Yakima Valley College, Balmer Group, Department of Social and Health Services, and Yakima Farmworkers. A CLE application for this model program was approved in 2025 and offers potential for statewide scale.
OSPI will develop or update four or more statewide CTE Equivalency frameworks by end of FY 2025.	In progress. Development and adoption of new Course Equivalencies are in process.	Achieved. Six Statewide Course Equivalencies were approved and are available for district adoption.
OSPI will develop guidance for schools to support increased understanding of workforce education opportunities available through Running Start, further alignment of Career Launch opportunities available for direct enrollment, and in support of shortening the time to credential attainment.	In progress. New 2023 and 2024 legislative changes and equity-based distribution of OSPI's dual credit budget proviso continue to stimulate conditions designed to expand equitable access to dual credit. OSPI has provided significant support in the form of professional development and technical guidance to districts, including but not limited to, a Running Start Technical Guide, Bulletin 057-23, Bulletin 027-24, various recorded tutorials, and a Dual Credit YouTube playlist. Further, updated guidance has been included in the Class of 2025 Graduation Toolkit to expand awareness and usage of CTE Graduation Pathways, utilizing professional-technical Running Start courses	Achieved. OSPI has provided significant support in the form of professional development and technical guidance to districts, including but not limited to, Dual Credit open office hours, Bulletin 067-24 , and recorded tutorials included on the Dual Credit YouTube playlist . Further, updated guidance has been included in the Class of 2025 and 2026 Graduation Toolkit to expand awareness and usage of CTE Sequence Graduation Pathways utilizing professional technical Running Start courses.

Labor and Industries

2024 Goals	2024 Results	2025 Results
Grow Registered Apprenticeship by 500	Completed. There was an increase of 294 active registered apprentices from the previous 12-month period. Note: L&I was made aware that previously reported data included duplicative information. The above-reported data has been scrubbed and is a true and accurate accounting of apprenticeship numbers.	Completed. There was a decrease of 17 active registered apprentices from the previous 12-month period.
Ensure that Registered Apprenticeship enrollment and outcome data are linked to Career Launch and CCW	Completed. All Registered Apprenticeship enrollment and outcome data were linked to Career Launch and CCW.	Completed. All Registered Apprenticeship enrollment and outcome data were linked to Career Launch and CCW.
L&I staff will engage and/or collaborate with a minimum of four (4) Career Connect WA program partners (ABA, Program Intermediaries, Career Launch/ Explore/Prep, etc.)	Completed. L&I collaborated in six (6) Career Connect WA program partners (ABA, Program Intermediaries, Career Launch/ Explore/Prep activities.	Completed. L&I collaborated in six (6) Career Connect WA program partners (ABA, Program Intermediaries, Career Launch/ Explore/Prep activities.
Aim to better align L&I's Industry Sector Platforms as mandated by SB 5600 with SBCTC's Centers of Excellence and Commerce Sector Leads.	Ongoing. Industry Sector Platform development is experiencing a soft rollout. Platforms are intended to be fully functional by January 2025. Plan to better align with Centers of Excellence and Commerce sector leads by July 2025.	Ongoing. Industry Sector Platform development is still experiencing a soft roll out. The Aerospace/Advanced Manufacturing Platform was established in April 2025. The remaining platforms are intended to be fully functional by January 2026.

Employment Security Department

2024 Goals	2024 Results	2025 Results
Launch the Apprenticeship Building America grant and deploy funds to Program Builders to grow apprenticeships and pre-apprenticeship in high-demand industry sectors.	Achieved. ESD launched the Apprenticeship Building America federal grant and completed two RFP rounds. 8 Registered Apprenticeship and 8 Pre-apprenticeship programs are currently in development. Round 3 closed 6/28/2024, following a statewide outreach and engagement effort driven by the Washington State Labor Council.	Achieved. In partnership with WSLC, L&I, and WTECB, implementation of ABA has grown to include 26 distinct grants to labor unions, businesses, school districts, community colleges, and program development partners. ABA grants are projected to build or expand at least 13 Registered Apprenticeships and 13 Recognized Pre-apprenticeships by June 30, 2026.
Launch the Washington Jobs Initiative Sectoral Partnership grants to train 5,000 and place 3,150 Washingtonians into good jobs by September 2025.	Achieved. ESD completed the Sectoral Partnership RFA and awarded \$16.9 million to 8 Backbone Organizations, effective 1/1/24. All eight projects are proceeding on schedule and are projected to train 5,000 and place 3,150 into good jobs by September 2025.	Achieved. In partnership with WSAC, WJI grants have been extended until September 2026. ESD and Backbone Organizations are collaborating on extended funding and programming strategies to ensure we train 5,000 and place 3,150 Washingtonians into good jobs.
Increase grants to Program Builders, with an emphasis on Career Launch.	Achieved. ESD completed the Rounds 11 and 12 Program Builder RFPs, awarding \$5.7 million of combined State and federal funds to develop and scale 33 programs.	Achieved. ESD and CCW partners redesigned our Program Builder funding model to be more responsive to industry and regional priorities. This new model was launched and has since awarded \$2.7 million to develop and scale 18 programs. An estimated \$500,000 of remaining WIOA Governor's funding will be awarded between July and September 2025.

Career Connect Washington | Legislative Report

Lead the co-design of an improved Program Builder application and selection process. Complete by July 2024.	Achieved. ESD completed a statewide stakeholder effort to gather requirements for a top down redesign of our Program Builder RFPs. The new two-tier approach has been validated with stakeholders and is on track to be opened to bidders ahead of schedule in summer 2025.	Achieved. As noted above, the redesigned funding model was successfully deployed and awarded \$2.7 million to 18 projects identified as highest demand by industry and regional leaders.
Sustain investments in Regional Networks and Sector Leaders. Support their regional expansion and statewide industry sector strategies.	Achieved. ESD completed new Regional Network grants that called for Regional Expansion Strategies from each region, which outline priorities for program growth. A comprehensive technical assistance approach was implemented with Page 37 of 94 Washington STEM, and all regional expansion work is now underway. ESD also completed a collaborative funding process to Sector Leaders, dubbed the Sector Accelerator, which directly provided \$1 million in State funds to shovel-ready programs that meet specific employer needs.	Achieved. All CCW Regional Networks delivered new Regional Expansion Plans, and all industry Sector Leaders published updated Industry Sector Strategies describing the highest priority career-connected learning needs in their respective regions and industry sectors. Regional and industry engagement and planning activities were supported by robust technical assistance, led by Washington STEM.
Work with CCW and State agency partners to seek additional federal funds to grow CCW programming.	Achieved. The State Department of Ecology won a NOAA Climate Resilience Challenge grant, which will include funding for CCW (via ESD) to expand Career Explore, Career Prep, and Career Launch programs into green jobs and climate resilience careers.	ESD and our State agency partners continue to seek new federal funding opportunities for which we are eligible.

Career Connect Washington | Legislative Report

Washington Student Achievement Council

2024 Goals	2024 Results	2025 Results
Serve as primary contact for outside leadership and oversee the government CCW hub.	Achieved. WSAC hired a new director for Career Connect WA, who is serving as the primary contact for outside leadership and government partners.	Achieved. WSAC Director of Career Connect WA is the primary contact for outside leadership and government partners.
Serve as primary government liaison to the Governor's Office and Legislature, and support the design of targeted policy needs based on CAWG and external stakeholder input.	Achieved. CCW coalition identified primary policy goals for FY 25-27: 1. Increasing enrollment funding for postsecondary institutions; 2. Increasing program builder grant funds; 3. Ensuring a successful CCW leadership transition with agency decision packages. Coordinated a unified CCW voice with aligned and mutually supported policy actions among WSAC, ESD, OSPI, SBCTC, and L&I.	Achieved. Facilitated CAWG meetings and participated in program builder, regional networks, and sector lead RFP reviews.
Provide the WEIA board with CCW updates in coordination with leadership outside of government (e.g., industry champions, labor, and implementation partners) and other WSAC staff supporting the WEIA board.	Achieved. WEIA board members are kept apprised of CCW and WJI successes.	Achieved. WEIAOB board members are kept abreast of CCW and WJI successes. WEIAOB approved a WSAC decision package to significantly increase CCW funding at both WSAC and ESD. Only the ESD package was included in the Governor's Budget, albeit at a reduced level.
Leverage the infrastructure of CCW to deliver on the WJI initiative.	Achieved. CCW continues to gain national recognition for the framework that supports the WJI initiative to be successful in upskilling and placing 3,150 Washingtonians in high-demand, family-sustaining wages.	Federal Good Jobs Challenge Fund until September 30, 2026. As of June 30, 2025, 3,587 Washington residents were enrolled in training; 2,099 completed the programs; 1,639 Washingtonians were placed in good jobs.